The Title IX Coordinator will assist with reporting to the police and/or requesting a personal protective order. If someone confides 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 take appropriate action carefully on a strict need-to-know basis. Only a small number of employees, such as licensed counselors and medical staff providing treatment may offer confidentiality (assistance without responsibility for reporting).

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If an investigation is needed, trained, neutral Title IX investigators will conduct individual interviews with each person involved, including any witnesses. Both parties will have an opportunity to review all evidence and students may request a hearing to ask questions of the other party. Both parties will be notified of the investigation outcome. A finding of "responsible" for violation of the sexual misconduct policy will be forwarded for disciplinary review to the Office of Student Conduct or Human Resources/Collective Bargaining, as appropriate. A person may also choose to work with Public Safety to file a police report and possibly pursue criminal charges while the University investigation is underway. The Title IX Coordinator will assist with reporting to the police and/or requesting a personal protective order.

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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 support, safety measures, 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.

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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.

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Who is not designated as a “responsible employee”?

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If anyone is in immediate danger, dial 911 or call WMU Public Safety (269) 387-5555. If you are made aware of an incident, report it to the Title IX Coordinator, Felicia Crawford (269) 387-6316, felicia.crawford@wmich.edu.

WHY REPORT?

There are several ways to report sexual misconduct. You can use more than one option for reporting or you can select the one with which you are most comfortable, but it’s important to report what you’ve experienced, 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.

TITLE IX COORDINATOR

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LOCAL OFF-CAMPUS LAW ENFORCEMENT

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(269) 381-6090

TMU DEPARTMENT OF PUBLIC SAFETY

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502 Morrow Street
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Western Michigan University

www.wmich.edu/sexualmisconduct
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What should I do if I witness or hear of a violation of the Sexual Misconduct Policy?

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Anyone aware of an assault or other violation of the University’s Interim Sexual and Gender-Based Misconduct Policy should report the incident. Reporting allows the University to take steps to prevent future harm. The University expects you to report criminal wrongdoing under its Duty to Report Criminal Acts. Policy found at

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1220 Trimpe Building
(269) 387-6316

ONLINE REPORTING of sexual misconduct (may be completed anonymously) at wmich.edu/sexualmisconduct.

LOCAL OFF-CAMPUS LAW ENFORCEMENT
Emergency: call 911
City of Kalamazoo
Department of Public Safety
(269) 337-6120
Kalamazoo County Sheriff’s Office
(269) 383-8021
Township of Kalamazoo
Police Department
(269) 381-6800

REPORT THE INCIDENT
WHY REPORT?
Reporting allows the University to take steps to help and to prevent it from happening again.

WHAT SHOULD I REPORT?
Under Title IX, certain classifications of employees are known as “responsible employees” and are obligated to report all known details of an incident to the campus Title IX Coordinator. Responsible employees include all faculty members, instructors, graduate assistants, supervisors, advisors, residence life and student affairs staff, coaches and their staff, public safety officials and others as designated in the policy.

WHAT ARE THE PENALTIES?
The University takes claims of sexual misconduct very seriously. Punishments range from warnings to suspension or termination of the accused. Penalties are determined by the campus Title IX Coordinator.

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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Survivors may need a range of supportive services. Immediate medical care following a sexual assault includes an assessment of possible injuries and, if applicable, testing for sexually transmitted infections and pregnancy. Survivors of sexual violence may wish to have forensic evidence collected by a trained Sexual Assault Nurse Examiner (SANE). If possible, the exam should be completed within 120 hours following an assault. Evidence collected by a qualified nurse will be preserved and released to law enforcement with the consent of the survivor or authorized guardian.

Confidentiality vs. Privacy

All employees are expected to uphold privacy, meaning information is shared carefully on a strict need-to-know basis. Professionals such as campus ministry leaders, advocates, licensed counselors and medical staff may offer confidentiality (assistance without responsibility for reporting).

If someone confides a sexual misconduct incident to a University Designated Official and asks that person not to tell anyone else, the Official 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 take appropriate action when a Designated Official has knowledge of an incident. Both parties have an opportunity to review all evidence and participate in a hearing process. Both parties are notified of the investigation outcome; whether a preponderence of the evidence suggests that the Policy was violated. A finding of “responsible” for eﬀects of the Policy is forwarded to disciplinary review to the Office of Student Conduct or Human Resources/Collective Bargaining, as appropriate. A person may also choose to work with Public Safety to file a police report and possibly pursue criminal charges while the University investigation is underway. The Title IX Coordinator will assist with reporting to the police and/or requesting a personal protective order.

Confidential Medical Services

On campus:
- Sindecuse Health Center, private, (269) 387-2990
- Student Counseling Services, Sindecuse Health Center, (for students) (269) 387-1850
- Counseling Services, Sindecuse Health Center, fee for service, (269) 387-2150
- Gryphon Place 24-hour HELP line, confidential, Dial 211

Confidential Mental Health Counseling and Information

On campus:
- Student Counseling Services, Sindecuse Health Center, (269) 387-1850
- Peer Education, Support, Information and Resources

No fee for services unless indicated.

WMU is committed to the prevention of sexual-harassment, sexual violence, stalking and intimate partner violence through education and awareness programs.

- FIRE (Fighting Ignorance and Rape through Education) is a peer-education program that conducts presentations, training and awareness events on relationships, consent, violence (dating and domestic), stalking, sexual assault, sexual harassment, dehumanization and bias incidents.
- The Western HEROES program offers training on bystander intervention skills to address dehumanization, violence (dating, domestic, hazing), sexual harassment, relationships, alcohol and other drugs, and mental health.
- Theatre for Community Health is a peer-education program that produces applied theater performances and videos on relationships, alcohol and other drugs, dehumanization/violence prevention, consent and bystander intervention.
- Sexual Health Peer Education leads presentations and awareness events on relationships, sexuality, consent and healthy communications.

Additional programs are available at wmich.edu/healthpromotion
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The focus is on primary prevention, bystander intervention and reporting and referral support.

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