

Campus Resource Guide



**WESTERN
MICHIGAN
UNIVERSITY**

Sexual and Gender-Based Misconduct

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**Prevention, Resources,
Reporting and Resolution**

Review the policy at
wmich.edu/sexualmisconduct

Campus Resource Guide

At Western Michigan University, building a safe environment for you is a campuswide commitment.

The University expects all community members to help create a safe, welcoming and respectful environment on campus. In January 2021, Western updated the **Sexual and Gender-Based Misconduct Policy** in response to regulatory changes and a campuswide program review. 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.

This guide is to help students, faculty, staff and administrators understand the University's commitment to a safe campus and to alert all campus community members to their responsibilities in reporting and preventing sexual and gender-based misconduct. All forms of unwanted sexual behavior are prohibited in educational settings by the 1972 federal law known as Title IX.

wmich.edu/sexualmisconduct

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 support, supportive measures, a grievance process, a timely response and protection from retaliation.

What behaviors are covered by the policy?

Sexual and gender-based harassment, non-consensual sexual intercourse (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 policy?

Western students, 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 the policy?

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



Questions

Why report?

Reporting allows the University to take steps to help and to prevent future harm.

What should I do if I witness or hear of a violation of the policy?

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 Title IX Coordinator Felicia Crawford at (269) 387-6316 or felicia.crawford@wmich.edu.

Who is required to report?

Under Title IX, certain classifications of employees are obligated to privately report information to the Title IX Coordinator. Western refers to these employees as Designated Officials (DO) and includes the president, members of the Board of Trustees and President's Cabinet, deans, supervisors, academic advisors and administrators and certain staff in Intercollegiate Athletics, Human Resources, Residence Life, Office of Student Conduct, Public Safety and Institutional Equity.

What if I'm not a "Designated Official"?

Anyone aware of an assault or other violation of the University's Sexual and Gender-Based Misconduct Policy should report the incident.

The University expects you to report criminal wrongdoing under its Duty to Report Criminal Acts Policy found at wmich.edu/policies/criminal.

Report the Incident

There are several ways to report sexual and gender-based misconduct. 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

Felicia Crawford
felicia.crawford@wmich.edu

Institutional Equity

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) 337-8120

**Kalamazoo County
Sheriff's Office**
(269) 383-8821

**Township of Kalamazoo
Police Department**
(269) 488-8911

WMU Department of Public Safety

Emergency: call 911
511 Monroe Street
(269) 387-5555

Review the policy on sexual and gender-based misconduct at **wmich.edu/sexualmisconduct**.

Resolution

Resolution Options

The Title IX Coordinator will listen and discuss informal and formal resolution options with the person bringing forth the report. Support with classes, work arrangement, a campus “no contact order” and other safety measures may be made available without pursuing action against the respondent. For a formal resolution, trained, neutral Title IX investigators conduct individual interviews with each person involved, including any witnesses. 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 preponderance of the evidence indicates that the policy was violated. A finding of “responsible” for violation of the policy is forwarded for disciplinary review to the Office of Student Conduct or Human Resources/ Collective Bargaining Director 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.

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 providing treatment may offer confidentiality (assistance without responsibility for reporting).

If someone confides an 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. The person may decide not to proceed with a criminal report or may elect not to participate in a University investigation, but the University may still be obligated to take necessary actions to keep the campus community safe and free from sexual violence and discrimination.

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

Campus/Community Resources

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 choose to have forensic evidence collected by a trained Sexual Assault Nurse Examiner (SANE) at the YWCA (no fee). If possible, the exam should be completed within 120 hours following an assault. Evidence collected will be preserved and released to law enforcement with the consent of the survivor or authorized guardian.

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No fee for services unless indicated.

24-hour Confidential Comprehensive Crisis Support, Forensic Exam, Advocacy and Counseling

- YWCA Sexual Assault Program, (269) 385-3587

Crisis Support Services

On Campus:

- Counseling Services, Sindecuse Health Center, confidential, (269) 387-1850
- Student Affairs Case Manager, private, (269) 387-2150

24-hour Confidential Hotlines:

- Gryphon Place, Dial 211
- Michigan Sexual Assault Hotline, 855-VOICES4
- Michigan Sexual Assault Text Hotline, send text to 1-866-238-1454

Confidential Medical Services

On Campus:

- Sindecuse Health Center, fee for service, (269) 387-3287

Off Campus:

- Ascension Borgess, fee for service, (269) 226-4815
- Bronson Healthcare, fee for service, (269) 341-6386

Confidential Mental Health Counseling and Information

On Campus:

- Counseling Services, Sindecuse Health Center, (for students) (269) 387-1850

Off Campus:

- Employee Assistance Program (for employees), (269) 372-4500 or (800) 523-0591

Confidential Peer Education, Support, Information and Resources for Students and Employees

On Campus:

- FIRE Place Resource and Support Center, Office of Health Promotion and Education, (269) 387-2990

Education and Prevention

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

All students, faculty and staff have access to online training modules on preventing all forms of discrimination, harassment and violence. Visit wmich.edu/sexualmisconduct/education to learn more.

The Office of Health Promotion and Education offers educational opportunities regarding sexual and gender-based harassment and violence, intimate partner violence and stalking. The focus is on primary prevention, bystander intervention and support for referrals and reporting.

- **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, anti-racism, alcohol and other drugs, and mental health.
- **Sexual Health Peer Education** leads presentations and awareness events on relationships, sexuality, consent and healthy communication.
- Additional programs are available at wmich.edu/healthpromotion.