WMU encourages all employees to immediately report sexual and gender-based misconduct allegations to Title IX Coordinator Felicia Crawford in Institutional Equity. Sharing this information connects people to safety measures and enables the University to take appropriate action to address any hostile environment that may exist. Report behavior that you observe directly or are notified about verbally, in writing or through electronic communication. WMU’s response is guided by the Sexual and Gender-Based Misconduct Policy and Grievance Procedures.

What happens after the report?
Institutional Equity will contact the person through email and ask to meet. If the person doesn’t want to meet, the case will be evaluated to determine if action is needed by the University, and if not, it will be closed.

If the person decides to meet, they may bring a support person and/or an advisor. The Title IX Coordinator will review safety measures and available resources and discuss which option is best for the situation, such as an informal resolution or a formal resolution with an investigation.

During an investigation, Institutional Equity will collect and review evidence and conduct individual meetings with each person associated with the incident. If a student is found responsible for violating the Policy, sanctions may be administered through Student Conduct. If a faculty or staff member is found responsible for violating the Policy, disciplinary action may be administered through Human Resources or the Office of the Provost. If a crime is involved, Institutional Equity will recommend filing a police report and will discuss options for pursuing a separate criminal case.
What behaviors should be reported?
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 any form of retaliation for bringing forward information should be reported.

Who must report?
To reduce risks to the University community, all students, faculty, staff and visitors should make sure information about sexual misconduct is reported. Certain individuals identified as Designated Officials* in the Policy are obligated to report sexual misconduct to Institutional Equity.

Where is the jurisdiction for reporting?
There is no geographic jurisdiction for sexual misconduct reporting. Prohibited behaviors involving WMU community members that occur on or off campus, or even on study abroad, may have an impact on education or employment and should be reported to Institutional Equity.

When should prohibited behaviors be reported?
Report information immediately. This will allow for a quick response and assistance for the person targeted by the behavior. The University will make every effort to remedy a complaint in a timely manner.

Prohibited Behaviors as defined in the WMU Sexual and Gender-Based Misconduct Policy

- **Sexual harassment:** any unwelcome sexual advance, request for sexual favors, or other unwelcome verbal, electronic or physical conduct of a sexual nature.

- **Gender-based harassment:** acts of verbal, nonverbal, or physical aggression or contact, intimidation, threats, abuse or hostility based on sex or sex stereotyping, even if those acts do not involve conduct of a sexual nature; sexual harassment based on gender, gender identity, gender expression or sexual orientation.

- **Non-consensual sexual intercourse:** having or attempting to have sexual intercourse with another individual by force or threat of force, without consent or where that individual is incapacitated; sexual assault.

- **Non-consensual sexual contact:** having sexual contact with another individual by force or threat of force, without consent or where that individual is incapacitated.

- **Sexual exploitation:** when an individual takes non-consensual or abusive sexual advantage of another for one's own advantage or benefit or for the benefit or advantage of anyone other than the one being exploited.

- **Harm to others:** sex or gender-based behaviors that threaten or endanger the health or safety of any person, which include physical abuse, verbal abuse, threats, intimidation and/or harassment.

- **Stalking:** a course of physical or verbal conduct directed at another individual on the basis of sex or gender identity, in a manner that could be reasonably regarded as likely to alarm, harass, or cause fear of harm or injury to that person or to a third party. A course of conduct consists of at least two acts.

- **Intimate partner violence:** any actual or threatened act of violence against a person who is, or has been involved in a sexual, dating, domestic or other intimate relationship with the respondent. This includes property damage, violence or threat of violence to oneself, or to the family members or friends of that partner.

- **Retaliation:** acts, words or attempts to take adverse action against the complainant, respondent, or any other individual or group of individuals because of their good-faith complaint or participation in an investigation and/or resolution of an allegation of prohibited conduct.

Learn More
For additional information including complete definitions and resources, view the Policy at wmich.edu/sexualmisconduct.

Online training modules on preventing sexual harassment and violence are available for all faculty, staff, students and student employees at wmich.edu/sexualmisconduct/education.

If you are ever unsure of what to do about a disclosure or an allegation of sexual or gender-based misconduct, contact Institutional Equity at (269) 387-6316, campus location 1220 Trimpe.