



# Sexual Misconduct and Safety



WESTERN MICHIGAN  
UNIVERSITY

## 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 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.



#### Why report?

Reporting allows the University to take steps to prevent it from happening again.

#### Who is required to 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, administrators, supervisors, advisors, residence life and student affairs staff, coaches and their staff, public safety officials and others as designated in the policy.

#### What should I do if I witness or hear of a violation of the Sexual Misconduct 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 the Title IX Coordinator, Felicia Crawford (269) 387-6316, felicia.crawford@wmich.edu.

#### What if I'm not designated as a "responsible employee"?

Anyone aware of an assault or other violation of the University's Sexual 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](http://wmich.edu/policies/criminal)



### Report the Incident

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**  
Felicia Crawford  
felicia.crawford@wmich.edu  
**Office of Institutional Equity**  
1220 Trimpe Building  
(269) 387-6316

**WMU DEPARTMENT OF PUBLIC SAFETY**  
511 Monroe Street  
(269) 387-5555

**ONLINE REPORTING** of sexual misconduct (may be completed anonymously) at [wmich.edu/equity/sexualmisconduct](http://wmich.edu/equity/sexualmisconduct)

**LOCAL OFF-CAMPUS LAW ENFORCEMENT**  
**Call 911 or the City of Kalamazoo Department of Public Safety**  
(269) 337-8994  
**Kalamazoo County Sheriff's Office**  
(269) 383-8821  
**Township of Kalamazoo Police Department**  
(269) 343-0551



### Investigation Process

#### INVESTIGATION PROCESS

A trained, neutral Title IX investigator will explain the reporting/investigation process to the person bringing forth the report. The investigator will listen and discuss 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 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.

#### CONFIDENTIALITY VS. PRIVACY

All employees are expected to uphold privacy, meaning information is shared 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).

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 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 may still be obligated to investigate and 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 WMU's Title IX Coordinator when reporting an incident.**



### Care and Support

Survivors' mental and physical health, safety and protection are a top priority for WMU. 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 indefinitely, and turned over to law enforcement only if and when the survivor chooses.

*No fee for services unless indicated.*

#### 24-hour Confidential Comprehensive Crisis Support, Forensic Exam 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

Off campus:

- Gryphon Place 24-hour HELP line, confidential, Dial 211

#### Confidential Medical Services

On campus:

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

Off campus:

- Borgess Health, 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

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

On campus:

- FIRE Place Resource and Support Center, Sindecuse Health Center, private, (269) 387-2990



### Learn More

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

The Office of Health Promotion and Education at Sindecuse Health Center 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 reporting and referral support.

- 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/healthcenter/healthpromotion](http://wmich.edu/healthcenter/healthpromotion)

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](http://wmich.edu/sexualmisconduct/education) to learn more.

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

Review the WMU policy on sexual misconduct at [wmich.edu/sexualmisconduct](http://wmich.edu/sexualmisconduct)