

# 2024

Ann Arbor Campus

**M** UNIVERSITY OF MICHIGAN-DEARBORN



## ANNUAL SECURITY **REPORT**

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# FOREWORD

September, 2024

Dear Campus Community Members:

The University of Michigan-Dearborn Department of Public Safety (DPS) is a professional, full-service law enforcement agency providing police and security services to our campus community 24 hours a day and 365 days a year. We take the commission of crimes against our students, faculty, staff and visitors very seriously, and aggressively investigate reported crimes. We also collaborate with other area law enforcement agencies and campus groups to reduce crime and improve the quality of life on our campus.

The report has information about the crimes that have been reported to DPS, and the many programs that are available to enhance the safety and security of our campus community. You can view our Active Attacker Response and Prevention video on our website and sign up to receive this training during the dates it is offered on the campus.

This report is also provided as our compliance document required under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

Prevention is known as the best cure for crime and remains at the core of what we do. Through your vigilance we ask each of you to do your part in reporting any suspicious or unlawful behavior immediately to DPS. Safety is everyone's responsibility. Together we will make a difference. Thank you for taking the time to read this report. It contains helpful information about safety and security on the University of Michigan-Dearborn campus.

Sincerely,

A handwritten signature in black ink that reads "David J. Hawkins". The signature is written in a cursive style with a large initial 'D'.

David Hawkins  
Chief of Police

# QUICK REFERENCE

## EMERGENCY SERVICES

### Fire, Police or Medical Emergencies

Call 9-1-1 or use an emergency blue light campus phone or an emergency phone located in University owned parking structures or any campus elevator phone. There is no need to dial; simply lifting the receiver or pushing the button alerts the UM-Dearborn Department of Public Safety.

Calling 9-1-1 from a university phone, you will be connected with the University of Michigan-Dearborn Department of Police and Public Safety.

Calling 9-1-1 from a non-university phone, you will be connected with the Dearborn Police Department.

All students, faculty, and staff are encouraged to promptly and accurately report all suspicious activity to the UM-Dearborn Department of Public Safety and or/ other appropriate authority.



YOU NEVER KNOW WHEN YOU ARE GOING TO

# NEED HELP

The Division of Public Safety works to keep the Leaders and Best safe. DPS provides all police and security services at the University of Michigan Dearborn Campus.

SCAN ME



PUT OUR  
CONTACT  
INFO IN  
YOUR  
PHONE



EMERGENCY 911 | NON-EMERGENCY (313) 593-5333

## SAFETY, SECURITY, MEDICAL

### [UM-Dearborn Department of Public Safety](#)

- ☎ Phones:
  - (on-campus) Emergency 9-1-1
  - Dispatch (Non-Emergency): (313) 593-5333
  - Administrative Offices: (313) 593-9953

### [UM-Dearborn Emergency Management](#)

- ☎ (313) 593-4914

### [Dearborn Police Department](#)

- ☎ (313) 943-2241

### [Dearborn Fire Department](#)

- ☎ (313) 943-2277

### [U-M Anonymous Tip Line](#)

- ☎ (800) 863-1355

### [U-M Compliance Hotline](#)

- ☎ (800) 990-0111

### [Henry Ford Hospital – Fairlane](#)

- ☎ (313) 982-8100

### [Corewell Health Beaumont Hospital – Dearborn](#)

- ☎ (313) 593-7000

## HEALTH, MENTAL HEALTH, SUBSTANCE ABUSE

### [UM-Dearborn CAPS Counseling & Psychological Services \(Students Only\)](#)

- ☎ Phones:
  - (313) 593-5430
  - CAPS After Hours Urgent Support, Call 313-593-5430, press 2.

### [Dearborn Support](#)

- ☎ (313) 593-5056

[UM-Dearborn Human Resources](#)

☎ (313) 593-5190

[UM-Dearborn Equity, Civil Rights and Title IX Office](#)

☎ (313) 436-9194

[UM-Dearborn Office of International Affairs](#)

☎ (313) 583-6600

[UM-Dearborn Student Conduct and Conflict Resolution](#)

☎ (313) 593-5419

[UM-Dearborn Veteran Affairs Services Center](#)

☎ (313) 436-9196

[UM-Dearborn Center for Social Justice & Inclusion](#)

☎ (313) 583-6445

[UM-Dearborn Disability and Accessibility Services](#)  
(for students):

☎ (313) 593-5310

[U-M Faculty and Staff Counseling and Consultation \(FASCCO\)](#) (Faculty and Staff Only)

☎ (734) 936-8600

[National Domestic Violence Hotline](#)

☎ (800) 799-7233

[National Sexual Assault Hotline](#)

☎ (800) 656-4673

[Sexual Assault Prevention and Awareness Center SAPAC](#)

☎ (734) 936-3333

[Community Health & Social Services](#) (LA VIDA)

☎ (313) 849-3920

[Equality Michigan \(LGBTQ+\)](#)

☎ (313) 537-7000

[Avalon Healing Center](#)

☎ (313) 964-9701

[First Step Victim Advocacy](#)

☎ (734) 722-6800

[ACCESS Clinic](#)

☎ (313) 216-2230

[HAVEN-Oakland County](#)

☎ (877) 922-1274

[SAFE House Center-Washtenaw County](#)

☎ (734) 995-5444

[Turning Point-Macomb County](#)

☎ (586) 463-6990

[Equality Michigan \(LGBTQ+\)](#)

☎ (313) 537-7700

[Alcohol and Drug Information](#)

☎ (800) 729-6686

[National Center on Drug Abuse Hotline](#)

☎ (800) 662-4357

[RAINN – Rape, Abuse, Incest Network National Hotline](#)

☎ (800) 656- 4673

[Turning Point-Macomb County](#)

☎ (586) 463-6990

For more details about on-campus and off-campus support services, see page 71.

# INTRODUCTION

The University of Michigan-Dearborn Department of Public Safety's (DPS) mission is to promote and contribute to a safe and secure campus environment. This mission is achieved through active participation of all university members and partnerships with local law enforcement and the community.

UM-Dearborn Department of Public Safety (DPS) protects and serves the community while respecting the rights and dignity of all who use the facilities and programs of the Dearborn campus.

The UM-Dearborn Department of Public Safety's vision is to maintain a cohesive and supportive work environment that encourages innovation and emphasizes quality customer service and a commitment to excellence. DPS pledges to provide protection of persons and property through crime and loss prevention services, and involvement in its community policing efforts. The department assists students, faculty, staff and visitors with security and safety issues. It achieves voluntary compliance with local, state and university rules, regulations and laws through education and, only when necessary, application of enforcement.

The values of the DPS centers on quality service, respect, integrity, teamwork and accountability. By being in tune with the needs of the community, the department aims to satisfy the service requirements of the majority, while being mindful to the needs of each individual. Within administrative guidelines, it provides risk and loss reduction leadership through law enforcement, security, parking and traffic enforcement, referral, coordinating, protective and preventive services, research and educational services, and other called-for services to the university community.

Contact the UM-Dearborn Department of Public Safety immediately if you have been the victim of a crime, or to report suspicious persons or activities, no matter how minor the situation. The department may be reached anytime at (313) 593-5333, or by calling 9-1-1 from any campus phone; or e-mail [public-safety-requests-UMD@umich.edu](mailto:public-safety-requests-UMD@umich.edu). For more information, visit <http://umdearborn.edu/police/>.

This report details services and resources to help with awareness of safety, security and policies at UM-Dearborn. The report can be used in tandem with other resources such as the University of Michigan's Standard Practice Guide (SPG), the University of Michigan-Dearborn Student Rights and Code of Conduct, the University of Michigan Policy on Sexual and Gender-Based Misconduct and related procedures, and the University of Michigan Alcohol and Other Drugs (AOD) Policy.

Thank you for visiting University of Michigan-Dearborn

**Go Blue-Go Dearborn!**

# ABOUT THE ANNUAL SECURITY REPORT

Read and use this report as a guide for safe practices on and off campus and as a resource for safety tips.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act requires colleges and universities to distribute an annual report to all current students and employees and to any prospective students or employees. This report is published each year by October 1 to meet the requirement of the Crime Awareness and Campus Security Act of 1990 to publish an Annual Security Report.

The University of Michigan-Dearborn Annual Security Report (ASR) is compiled and published by the UM-Dearborn Department of Public Safety. It is a source for safety, security and emergency resources for University of Michigan-Dearborn's students, staff, faculty, visitors and prospective students and employees.

The report provides information about the University of Michigan-Dearborn, policies and procedures for reporting crimes, safety and security prevention and protection programs, victim assistance services, fire safety, and other material to assist in maintaining safety and security.

This report also contains information about crime statistics for the three previous calendar years concerning reported crimes that occurred on campus, in certain off campus buildings or property owned or controlled by the University of Michigan-Dearborn, and on public property within campus boundaries, or immediately adjacent to campus.

The UM-Dearborn Department of Public Safety sends an e-mail to all enrolled students and current employees annually to notify that this report is available for viewing. The e-mail includes a brief summary of the report and the web address for the UM-Dearborn DPS, where the ASR is found. All prospective students and employees are informed in application packets of the report's existence and the website address where it can be found. The complete ASR and the official crime statistics section can be viewed at:

<http://umdearborn.edu/police/>.

UM-Dearborn Department of Public Safety maintains a daily crime log to record criminal incidents on campus. If needed, the Daily Crime Log is available for inspection and a copy of the Annual Security Report is located at the UM-Dearborn DPS Office. Requests for a physical copy can be e-mailed to [public-safety-requests-UMD@umich.edu](mailto:public-safety-requests-UMD@umich.edu) or by stopping by the DPS at [1300 Campus Support Services Building](#), 4901 Evergreen Road, Dearborn, MI 48128 during [business hours](#).

The report is organized into the following major sections:

- Quick Reference section lists emergency services and provides contact information for safety, security, and medical; counseling; health, mental health, substance abuse; and UM-Dearborn resources
- Safety and Health-Related Resources, Counseling and Support Services, and University Programs section describes police agencies, on-campus support services, off-campus support services, and university programs that address issues of safety, health, mental health, discrimination, and conflict resolution
- Campus Safety section details safety on campus, offers risk-reduction techniques, and describes services available on and off-campus
- University Policies and State Laws section provides details of university and state of Michigan rules, regulations and laws regarding safety issues such as sexual assault, harassment, stalking, alcohol, drugs, fire setting, false alarms, weapons possession, access control and sex offender registry
- Crime Statistics section reflects crimes reported on and near campus in the past three years

DPS prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act). The report is compiled by the Clery Act Compliance Coordinator, with contributions from a university-wide multidisciplinary team.

This team includes the Dean of Students, Director of Student Conduct & Support, Director & Deputy Director of Equity, Civil Rights and Title IX Office, Director Human Resources, Emergency Management & Infrastructure Security Coordinator, Director of Center for Social Justice and Inclusion, Director of Counseling and Psychological Services (CAPS) and Disability and Accessibility Services.

Data for this report is compiled by the Clery Act Compliance Coordinator, reviewed by the Chief of Police, and includes information from DPS and university partners. Information is also provided by the Dearborn Police Department, Michigan State Police, County Sheriff's Departments (Wayne and Oakland) and other law enforcement agencies surrounding the Dearborn campus and properties. This also includes non-campus property with police jurisdiction where students travel and other UM-Dearborn properties (non-campus property owned, or controlled) in Michigan, such as: Dearborn Heights, Farmington Hills, Livonia, Romulus, Royal Oak, Taylor, Wayne and Augusta. UM-Dearborn also used property nationally in Indiana, Florida, Massachusetts, Louisiana, New York, North Carolina and Washington; where students may travel to, to learn and take classes.

# CLERY ACT

The Jeanne Clery Disclosure of Campus Security Police and Campus Crime Statistics Act requires the university to provide students and employees with information on its security policies and procedures and specific statistics for certain criminal incidents, arrests and disciplinary referrals and to make the information and statistics available to prospective students and employees upon request. This information is available on the UM-Dearborn Department of Public Safety website: [umdearborn.edu/police](http://umdearborn.edu/police).

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC § 1092(F)) is the landmark federal law, originally known as the Campus Security Act, that requires colleges and universities across the United States to disclose information about crime on and around their campuses. Since the law is tied to participation in federal student financial aid programs it applies to most institutions of higher education both public and private. It is enforced by the U.S. Department of Education.

The “Clery Act” is named in memory of 19-year-old Jeanne Ann Clery, a Lehigh University first-year student who was sexually assaulted and murdered while asleep in her residence hall room on April 5, 1986. Jeanne’s parents, Connie and Howard, discovered that students hadn’t been told about 38 violent crimes on their daughter’s campus in the three years before her murder. They joined other campus crime victims and persuaded Congress to enact this law, which was originally known as the “Crime Awareness and Campus Security Act of 1990.” There have been numerous amendments since that time added as provisions to protect crime victims.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act requires the distribution of an annual security report to all current faculty, staff, and students and notice of its availability to prospective students, faculty, and staff. The purpose of this report is to inform current and potential university community members of crime, arrest and referral statistics; of current crime response, reporting,

prevention and awareness policies, including policies regarding sexual assault, domestic violence, dating violence and stalking; of campus disciplinary policies and relevant state laws; and of campus safety and security. This Annual Security Report includes crime, arrest and referral statistics for the previous three years concerning reported crimes that occurred on campus, in certain off-campus buildings or property owned or controlled by the university, on public property within, or immediately adjacent to, and accessible from, the campus.

Under Clery, a crime is “reported” when it is brought to the attention of a campus security authority or local law enforcement personnel by a victim, witness, other third party or even the offender. If a campus security authority receives a report, he or she must include it as a crime report using the procedures established by the university. It doesn’t matter whether or not the individuals involved in the crime, or reporting the crime, are associated with the institution.

Statistics are gathered through reports to the UM-Dearborn Department of Public Safety. The UM-Dearborn Department of Public Safety also requests crime statistics from state and local law enforcement agencies that may have jurisdiction over property which is owned or controlled by the university.

UM-Dearborn Department of Public Safety collaborates with various offices throughout the university in compiling crime, arrest, and referral statistics to ensure statistics are not missed or double-counted. Crimes are classified using the FBI Uniformed Crime Reporting Handbook, except for sex offenses, which are defined by the National Incident-Based Reporting System (NIBRS) Handbook. The State of Michigan law is used to define drug, liquor, and weapons law violations, as well as incidents of domestic violence.

## **Violence Against Women Act (VAWA) Reauthorization 2013 and 2022**

In 2013, several changes were made to the Clery Act

such as the inclusion of the [Violence Against Women Act \(VAWA\)](#). Other changes include adding hate crime reporting for gender identity and separating ethnicity and national origin into different categories. The university complies with the requirements of the VAWA, including the Campus SaVE Act (enhanced rights, sets standards for disciplinary proceedings, and requires campus-wide prevention education programs), and as such, includes statistics for the reported offenses of domestic violence, dating violence, and stalking in the Annual Security and Fire Safety Report and the Annual Crime Survey.

In 2022, Congress amended this provision to recognize “special Tribal criminal jurisdiction” (STCJ) over an expanded list of “covered crimes” that includes, in addition to the VAWA 2013 crimes, assault of Tribal justice personnel, child violence, obstruction of justice, sexual violence, sex trafficking, and stalking. This expanded recognition of Tribal sovereignty was enacted by the Violence Against Women Act Reauthorization Act of 2022 (VAWA 2022), signed into law by President Biden on March 15, 2022. VAWA 2022 also specifically refers to participating Tribes as including those in the state of Maine and establishes a pilot program under which the Attorney General is to designate up to five Alaska Tribes per calendar year as participating Tribes to exercise STCJ over all persons present in the Tribe’s Village.

## U-M STANDARD PRACTICE GUIDELINE (SPG) CLERY ACT COMPLIANCE 601.91

The University of Michigan, comprising the Ann Arbor, Dearborn, Flint campuses, and Michigan Medicine (collectively the “university”) is committed to creating and maintaining a safe campus community that is free from violence. It is the policy of the university to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act 20 U.S.C. § 1092(f), as amended (the “Clery Act”), and its implementing regulations at 34 C.F.R. 668.46 (the “Clery Regulations”). The Clery Act is a federal law that requires Title IV federally subsidized institutions of higher education to disclose certain crime, fire, and safety information in publicly available documents.

In accordance with the Clery Act and Clery Regulations, the university strives to provide students, faculty, and

staff with access to accurate and timely information about Clery crimes reported to have occurred in the University’s Clery geography; access to university-wide security and safety policies and related local campus procedures; and a process for victims and witnesses that maintains confidentiality to the extent university policy and applicable federal, state, or local law allow. The university is committed to protecting the privacy of individuals involved in the reporting, investigation, and resolution of incidents of crime.

### Mandatory Clery Act Compliance CSA Training for UM-Dearborn Community

Mandatory online training for designated CSAs is required to be completed annually.

Additional information on the SPG can be found here [Clery Act Compliance SPG 601.91](#).

## ANNUAL DISCLOSURE OF CRIME STATISTICS & SECURITY REPORT PREPARATION

The procedures for preparing the annual disclosure of crime statistics include reporting statistics to the university community obtained from the following sources: the University of Michigan-Dearborn Department of Public Safety, the Dearborn Police Department, and non-Police & Public Safety officials across campus such as Campus Security Authorities (CSAs).

A written request for statistical information is made annually to Dearborn Police Department and other local, national and or international police agencies. Campus Security Authorities are also responsible for immediately reporting crimes and incidents by completing the form at: [myumi.ch/e679X](http://myumi.ch/e679X).

All statistics are gathered, compiled, and reported to the university community via this report. The UM-Dearborn Department of Public Safety submits the annual crime statistics published in this report to the Department of Education. The information is available to the public through the Campus Safety and Security Statistics website (<http://ope.ed.gov/security/>).

# CRIME STATISTICS

## How Crime Statistics are Gathered

Campus crime, arrest and referral statistics include those incidents, alleged and completed offenses, reported to UM-Dearborn Department of Public Safety, other law enforcement agencies and designated campus officials considered “Campus Security Authorities.” These incident reports also are reviewed by the UM-Dearborn Department of Public Safety Clery Compliance Coordinator and Department of Public Safety commanders for consideration of timely warning publications and publication in our Daily Crime Log.

The crime classifications and geographical references in the statistics charts on **pages 13 and 14** are those required to be disclosed by the Clery Act. “On Campus property” includes all property in and around UM-Dearborn core campus that is owned or managed by the university. See **page 17** for a map. “Non Campus property” includes those UM-Dearborn owned, managed or controlled- through-lease locations outside of core campus as well as those properties used for short stay or frequently used geographical locations as defined by the Clery Act. “Public property” includes the streets and sidewalks contiguous to the UM-Dearborn core campus property. Also reported are disciplinary referrals for violations of crimes that were reported to UM-Dearborn Department of Public Safety. All reports from CSAs are compared to all police reports so these statistics are not duplicated.

Under the Clery Act, for the purposes of counting and disclosing criminal offenses, hate crimes, arrests, and disciplinary referrals, statistics are based on definitions provided by the Federal Bureau of Investigation’s (FBI’s) Uniform Crime Reporting (UCR) Program. The definitions for aggravated assault, arson, burglary, drug abuse violations, liquor law violations, motor vehicle theft, murder, rape, robbery, and weapons law violations are from the Summary Reporting System (SRS) User Manual from the FBI’s UCR program. The definitions of fondling, incest, and statutory rape are from the FBI’s National Incident-Based Reporting System (NIBRS) Data Collection Guidelines edition of the UCR. Hate Crimes are classified according to the FBI’s Uniform Crime Reporting Hate Crime Data

Collection Guidelines and Training Manual. Although the law states that institutions must use the UCR Program definitions, Clery Act crime reporting does not have to meet all the other UCR program standards.

## On-Campus Locations

- 📍 UM-Dearborn Main Campus, 4901 Evergreen Rd, Dearborn MI 48128
- 📍 UM-Dearborn Fairlane Center, 19000 Hubbard Dr, Dearborn MI 48126

## Non-Campus Locations

- 📍 Early Childhood Education Center (Leased Space), 18501 Rotunda Dr., Dearborn MI 48126
- 📍 The Union at Dearborn (Leased Space) 780 Town Center Dr, Dearborn MI 48126. The leased property at The Union at Dearborn ended on August 31, 2023.

## Monitoring of Recognized Student Organizations

The University of Michigan-Dearborn does not have any recognized student organizations that have privately owned houses within the campus boundaries.

# CLERY CRIME STATISTICS-2023, 2022, & 2021

## Hate Crimes Reporting

- In 2023, there were no hate crimes reported.
- In 2022, there were no hate crimes reported.
- In 2021, there were no hate crimes reported.

## Unfounded Crimes

There were no unfounded crimes in 2023, 2022, and one unfounded for 2021.

# DEFINITIONS FOR THE CLERY STATISTICS CHARTS

Under the Clery Act, for the purposes of counting and disclosing criminal offenses, hate crimes, arrests, and disciplinary referrals, statistics are based on definitions provided by the Federal Bureau of Investigation’s (FBI’s) Uniform Crime Reporting (UCR) Program. The

# CLERY CRIME STATISTICS - 2023, 2022, & 2021

## University of Michigan - Dearborn Crime Statistics 2023,2022,2021

Primary Crimes	Year	On Campus	Non Campus Building or Property	Public Property
Murder and Nonnegligent Manslaughter	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Negligent Manslaughter	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Rape	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Fondling	2023	1	0	0
	2022	0	0	0
	2021	0	0	0
Incest	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Statutory Rape	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Robbery	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Aggravated Assault	2023	1	0	0
	2022	0	0	0
	2021	0	0	0
Burglary	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Motor Vehicle Theft	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Arson	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Dating Violence	2023	0	0	0
	2022	0	0	0
	2021	0	0	0

Primary Crimes	Year	On Campus	Non Campus Building or Property	Public Property
Domestic Violence	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Stalking	2023	3	0	0
	2022	0	0	0
	2021	0	0	0
Liquor Law Arrest	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Drug Abuse Arrest	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Illegal Weapons Possession Arrest	2023	1	0	0
	2022	0	0	0
	2021	0	0	0
Liquor Law Referral	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Drug Abuse Referral	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Illegal Weapons Possession Referral	2023	0	0	0
	2022	0	0	0
	2021	0	0	0

definitions for aggravated assault, arson, burglary, drug abuse violations, liquor law violations, motor vehicle theft, murder, rape, robbery, and weapons law violations are from the *Summary Reporting System (SRS) User Manual* from the FBI's UCR program. The definitions of fondling, incest, and statutory rape are from the FBI's National Incident-Based Reporting System (NIBRS) *Data Collection Guidelines* edition of the UCR. Hate Crimes are classified according to the FBI's *Uniform Crime Reporting Hate Crime Data Collection Guidelines and Training Manual*. Although the law states that institutions must use the UCR Program definitions, Clery Act crime reporting does not have to meet all the other UCR program standards.

## CRIMES

**Aggravated Assault** - An unlawful attack by one person upon another for the purposes of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or means likely to produce death or great bodily harm.

**Arson** - Willful or malicious burning or attempt to burn with or without intent to defraud a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

**Bias Crime** - See Hate Crime

**Burglary** - The unlawful entry of a structure to commit a felony or a theft.

**Dating Violence** - Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence. Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

**Domestic Violence** - A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; a person with whom

the victim shares a child in common; a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

**Drug Abuse Violations** - Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (demerol, methadones); and dangerous non-narcotic drugs (barbiturates, benzedrine).

**Hate Crime** - Any criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Bias categories under the Clery Act involve the victim's actual or perceived: race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, and disability.

**Larceny** - The unlawful taking, carrying, leading, or riding away of property from the possession, or constructive possession, of another person.

**Liquor Law Violations** - The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

**Manslaughter by Negligence** - The killing of another person through gross negligence.

**Motor Vehicle Theft** - The theft of a motor vehicle. Note: A "motor vehicle" is a self-propelled vehicle that runs on the surface of land and not on rails, and which includes automobiles, buses, recreational vehicles, trucks, motorcycles, motor scooters, trail bikes, mopeds, snowmobiles, and golf carts.

**Murder and Non-negligent Manslaughter** - The willful (non-negligent) killing of one human being by another.

**Robbery** - The taking, or attempting to take, anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

**Sexual Assault** - An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's UCR program.

**Sex Offenses** - Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

- **Rape** - The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- **Fondling** - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- **Incest** - Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape** - Sexual intercourse with a person who is under the statutory age of consent.

**Stalking** - Engaging in a course of conduct directed at a specific person that would cause a reasonable person fear for the person's safety or the safety of others or suffer substantial emotional distress.

For the purpose of this definition:

- Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- Any incident meeting this definition is considered a crime for the purposes of Clery Act Reporting.

**Weapon Law Violations** - The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

## CLERY GEOGRAPHY DEFINITIONS

**On-campus property** is defined as any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to above that is owned by the institution but controlled by another person, frequently used by students, and supports institutional purposes (such as a food or other retail vendor.)

**On-campus residence hall** is defined as any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus. "On-campus residence hall" is a subcategory to "On-campus property".

**Public property** is defined as all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from campus.

**Non-campus property** is defined as any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property that is owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students and

is not within the same reasonably contiguous geographic area of the institution.

## ACCESS CONTROL

### Security and Access to Campus Facilities

UM-Dearborn officers patrol regularly through academic and administrative buildings. Officers patrol the campus via foot, on bikes, and in cars. DPS monitors various alarms and camera systems that are positioned around the facilities for the safety of all users. For information about the security protocol for a specific building, please contact DPS.

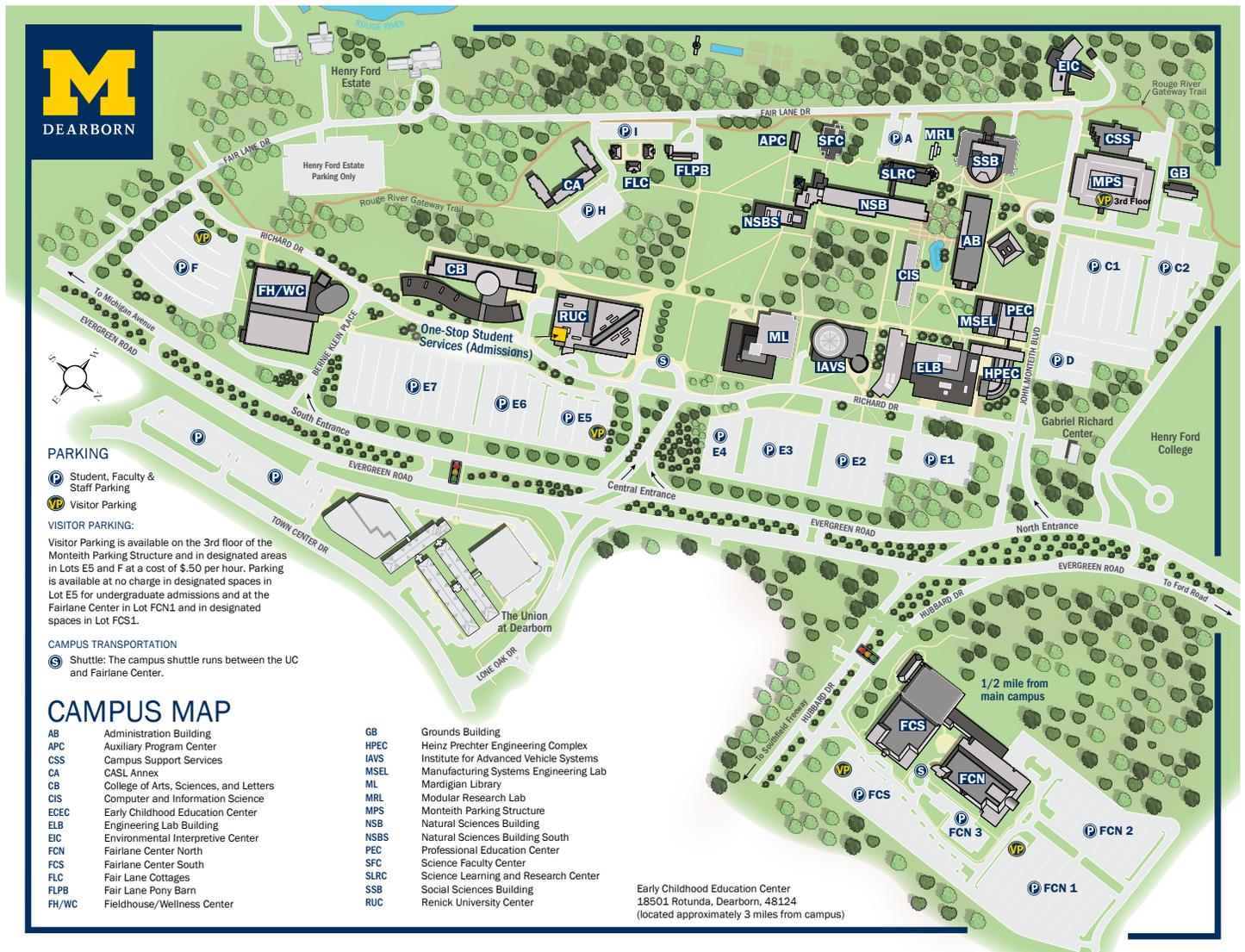
During business hours, the university will be open to employees, students, parents, guests, and invitees. Contractors are required to check-in at Facilities Op-

erations located in 1100 Campus Support Services (CSS), (313) 593-5270. During non-business hours, access to all university facilities is by key, card access, or by admittance via UM-Dearborn DPS. Note: Do not allow others to tailgate or piggy-back behind you into the building after-hours.

UM-Dearborn DPS is included in security considerations in the maintenance of campus facilities via regular communications with Facilities Operations. The campus is maintained in a manner to minimize hazardous situations. UM-Dearborn DPS communicates physical safety concerns such as burned out lights or malfunctioning door locks to Facilities Operations.

Report these types of unsafe conditions both on the [Main Campus and at Fairlane Center campus](#) to UM-Dearborn DPS any time at (313) 593-5333.

Non-Campus property which is privately leased by



students at the Union apartments at Dearborn has its own access control. The access-control system is operated through the building management that restricts entry to the buildings and assigned space. The access key can be used on any number of access key readers throughout the facility, particularly at the entrances for each building. DPS officers have access to the exterior of this private property.

## CAMPUS SECURITY AUTHORITY (CSA)

The Clery Act recognizes certain university officials and offices as Campus Security Authorities (CSAs). The act defines these individuals, among other individuals, as an “official” of the institution who has significant responsibility for student and campus activities which includes student housing, student discipline, and campus judicial proceedings. These include staff in Division of Student Affairs, Athletics coaches and coaching assistants, Equity, Civil Rights and Title IX Office (ECRT Office), university deans, student judicial affairs, advisors to recognized student organizations, and the UM-Dearborn Department of Public Safety. Other UM-Dearborn employees designated as CSAs are those involved with Children on Campus programs and those interacting with minors in research.

Reports of crimes disclosed to these employees will be reported to the university’s Clery Act compliance coordinator in the UM-Dearborn Department of Public Safety to be evaluated for issuance of a timely warning and included in the annual Clery Act crime statistics. Identifying information of the victims and/or survivors will not be published or disclosed.

Some positions, duties or tasks may not be fully covered in the above descriptions. If you have questions or need assistance defining whether you are a CSA, please contact the [Clery Compliance Coordinator](#).

CSAs are responsible for immediately reporting crimes and incidents that occur on the U-M campus or affiliated property to the UM-Dearborn Department of Public Safety.

This information can be reported by calling 9-1-1 (campus phone), (313) 593-5333 or by completing a Campus Security Authority (CSA) Incident Reporting Form at: [myumi.ch/e679X](http://myumi.ch/e679X). UM-Dearborn and the Department of Public Safety encourage all members of

the community to report all crimes and emergencies to the UM-Dearborn Department of Public Safety.

## TITLE IX-INDIVIDUALS WITH REPORTING OBLIGATIONS

All employees are encouraged to share with the Equity, Civil Rights and Title IX (ECRT) Office details that they receive about sexual and gender-based misconduct (collectively, “prohibited conduct”). Individuals with Reporting Obligations (“IROs”) are required to share with ECRT details they receive about Prohibited Conduct within 48 hours of learning of those details. IROs must provide their name, title, and contact information when making their report and can do so by submitting a report at: [umich.qualtrics.com/jfe/form/SV\\_3xhsqNA8cHvoGi1](http://umich.qualtrics.com/jfe/form/SV_3xhsqNA8cHvoGi1), or by otherwise contacting ECRT as described in the [Policy on Sexual and Gender-Based Misconduct](#).

Sexual and Gender-Based Misconduct that must be reported by IROs include incidents of Sexual and Gender-Based Misconduct (i.e., Sexual Assault; Sexual Exploitation; Sexual Harassment; Gender-Based Harassment; Sex and/or Gender-Based Stalking; Intimate Partner Violence; Sex and Gender-Based Discrimination; Retaliation and Violation of Supportive Measures) and Federal Rule Misconduct (i.e., Quid Pro Quo Sexual Harassment; Severe, Pervasive, and Objectively Offensive Sexual Harassment; Sexual Assault; and Sex-Based Intimate Partner Violence and Stalking; as defined by and within the scope of Title IX).

The following represents a complete list of IROs. Any employee holding one or more of the below-identified roles is an IRO for the purposes of all information learned in the scope of their entire University employment.

### Administrators

- Board of Regents members;
- President;
- Executive Officers/Chancellors;
- Those serving in vice, associate, and assistant Executive Officer/Chancellor roles;
- Deans;
- Those serving in vice, associate, and assistant Dean roles;

- Department Chairs;
- Those serving in associate and assistant Department Chair roles; graduate chairs, and undergraduate chairs; and
- Academic and staff supervisors (i.e., employees who have authority to hire, transfer, suspend, layoff, recall, promote, discharge, reward, or discipline other employees).

## Student Affairs

All staff members (including student employees, and any individual, whether an Employee or not, who serves as a coach of a club sports team), excluding clerical, custodial, maintenance, and dining employees.

## Athletics

All athletics staff members, excluding clerical, custodial, maintenance, and dining employees.

## Equity, Civil Rights and Title IX Office

All ECRT staff, excluding clerical employees, interns, and student staff.

## Division of Public Safety and Security

All staff members, excluding clerical, custodial, and maintenance employees.

## Other

- All human resource staff members (central, school, college, division, and/or unit) who are responsible for handling employment issues, excluding clerical and transactional employees;
- All faculty and staff members who provide direct oversight of University-related travel abroad experiences for students, including University-sponsored study abroad, research, fieldwork, or internship programs;
- All faculty and staff members who accompany students on University-related travel abroad; or
- Faculty and staff serving as identified advisers to student organizations required by their campus to have a named faculty or staff adviser. This includes faculty and staff serving as identified advisers to Sponsored Student Organizations and Registered Student Organizations. Unless designated as an IRO in another role at the Uni-

versity, staff and faculty members who serve as such advisors are only IROs with respect to concerns they become aware of connected to the student organization they advise.

Members of the Board of Regents, the President, Executive and Vice Officers and Chancellors, Deans, Department Chairs, the Athletic Director, Head Coaches, Directors and Title IX Coordinators in the Equity, Civil Rights and Title IX Office and all Student Affairs staff members responsible for imposing discipline/sanctions/remedies in response to non-academic student misconduct (excluding student staff), including the Dean of Students and Student Conduct Advisor are IROs and are also officials with authority to institute corrective measures on behalf of the University. These individuals are required to report all information about Prohibited Conduct that they receive, regardless of how and when they learned of the information. Accordingly, these individuals are not subject to the reporting exemptions as outlined below.

Except as noted above, IROs are not required to report to ECRT when incidents of Prohibited Conduct are disclosed in the following circumstances:

- At sexual misconduct public awareness events (e.g., Take Back the Night, candlelight vigils, protests, or survivor speak-outs in which participants may disclose incidents of Prohibited Conduct); or
- During a classroom discussion, in an assignment for class, in discussion outside of class, or as part of a research project directly related to the class; or
- Unless otherwise provided in the Institutional Review Board (“IRB”)-approved consent, during a nonminor participant’s involvement as a subject in an IRB-approved human subjects research protocol (“IRB Research”), even when such disclosure would otherwise be considered within the scope of the IRO’s employment.

Confidential Resources are not IROs.

As noted above, these exemptions do not apply to IROs who are also officials with authority.

Information regarding possible failure by an IRO to promptly report to ECRT all details they receive about Prohibited Conduct will be reviewed by ECRT and other offices, as appropriate, and may result in disciplinary action in accordance with an applicable process.

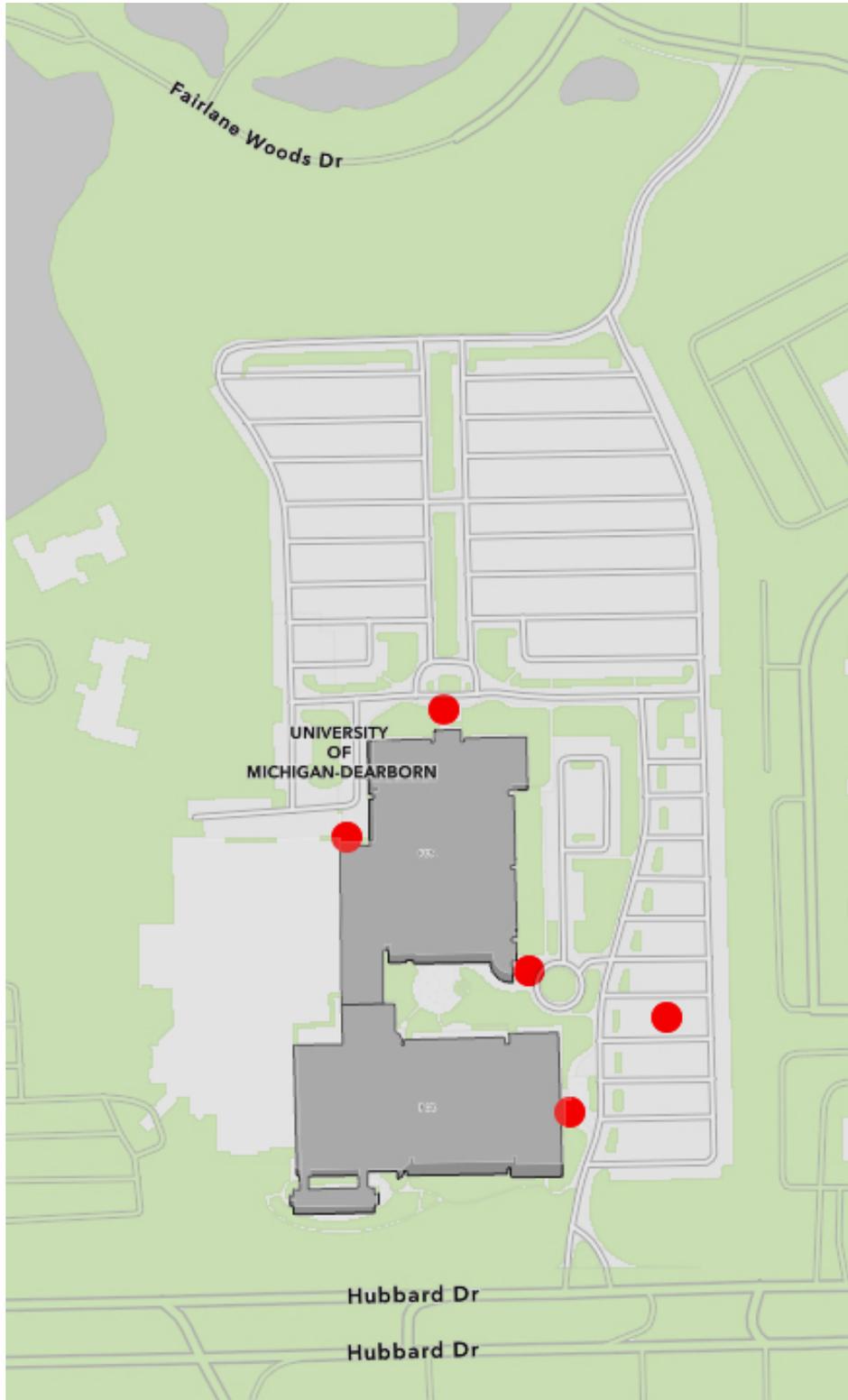
IROs may report directly to ECRT in person, by phone at (313) 436-9194, via email at [ECRT-Dearborn@umich.edu](mailto:ECRT-Dearborn@umich.edu), or through its online reporting form available at [umich.qualtrics.com/jfe/form/SV\\_3xhsqNA8cH-voGi1](https://umich.qualtrics.com/jfe/form/SV_3xhsqNA8cH-voGi1) and [umdearborn.edu/offices/dean-students/incident-and-complaint-reporting](https://umdearborn.edu/offices/dean-students/incident-and-complaint-reporting).

Any questions regarding who is an IRO or how to report should be directed to the [Equity, Civil Rights and Title IX Office](#) at (313) 436-9194 or [ECRT-Dearborn@umich.edu](mailto:ECRT-Dearborn@umich.edu).

# CAMPUS MAP WITH BLUE LIGHT PHONES - MAIN CAMPUS



# CAMPUS MAP WITH BLUE LIGHT PHONES - FAIRLANE CAMPUS





**SAFETY ON CAMPUS**

# SAFETY & HEALTH-RELATED RESOURCES

## UM-Dearborn Department of Public Safety (DPS)

- 📍 Campus Support Services (CSS) Building  
4901 Evergreen Road, Dearborn MI 48128
- 📞 Administration: (313) 593-9953
- ✉️ [public-safety-requests-UMD@umich.edu](mailto:public-safety-requests-UMD@umich.edu)
- 🌐 [umdearborn.edu/offices/department-public-safety](https://umdearborn.edu/offices/department-public-safety)

The UM-Dearborn Department of Public Safety (DPS) is a full service law enforcement agency that provides dispatch, police and public safety services 24 hours a day, 365 days a year. The department is composed of sworn police officers, non-sworn security officers, communications officers and civilian personnel. DPS police officers are licensed by the Michigan Commission on Law Enforcement Standards (MCOLES) and have full law enforcement authority and are part of the University of Michigan Department of Public Safety and Security (DPSS).

DPS police officers enforce the laws of the State of Michigan and the Ordinances of the Regents of the University of Michigan on property owned or leased by the University of Michigan-Dearborn. This authority is granted by the State of Michigan and the rules of the University of Michigan through the Michigan Public Act 120 of 1990 and Act 80 of 1905. The primary jurisdiction and patrol zone is the property that is owned, leased or controlled by the University of Michigan. In addition, DPS police officers are deputized through the Wayne County Sheriff's Office. DPS security officers have limited enforcement authority and are an integral part of campus safety and security.

All DPS officers are responsible for delivering the many service functions for the campus community with a primary focus on the prevention of crime through patrols and preventative techniques. DPS officers provide dispatch services and patrol services to the campus buildings, parking lots, and other campus grounds on foot, bike and in motor vehicles 24 hours a day, seven days a week, 365 days per year.

DPS personnel work closely with local, state, and federal police agencies and have direct radio communication with the Dearborn Police Department. DPS has a written Cooperative Policing Agreement with the city of Dearborn Police Department to assist if an emergency response is required or when investigative assistance will further an investigation.

DPS is a committed partner with local law enforcement for investigations of criminal activity. DPS is the lead agency when an incident occurs on university property and partners with other law enforcement when an incident occurs off university property or outside of DPS jurisdiction.

In addition, DPS is part of the Western Wayne County Police Mutual Aid Agreement (WWCPMAA) that would provide any emergency services as needed. The Department of Public Safety also works closely with the Dean of Students and the Office of Student Life to address university students who commit minor offenses involving violations of university rules and regulations.

## Communication Center (CC)

The Communication Center answers 9-1-1 emergency assistance calls 24 hours a day, 365 days a year. The Communication Center is staffed by telecommunications specialists, who provide efficient and timely emergency communications or responses for the entire UM-Dearborn campus community.

The Communication Center dispatches campus public safety officers to provide systematic and quick responses to all calls for service. The CC is authorized to provide emergency alert notifications to the campus community when an imminent threat is present, such as severe weather, campus closures or acts of violence. The CC also has access to security cameras of buildings on the campus along with various alarms, including access control alarms and fire alarms.

## Emergency Management (EM)

Emergency Management serves the University of Michigan Dearborn community by preparing for, protecting against and responding to a broad range of emergencies that could impact our community, operations and environment. We utilize an all-hazards approach, which means we work to prevent emergencies while simultaneously preparing to respond if they do occur. This approach was set in place to protect the people, property, assets and environment within the UM-Dearborn community.

Emergencies, disasters, accidents, injuries, and crimes can occur without warning at any time. Being physically and psychologically prepared to handle unexpected emergencies is an individual as well as an organizational responsibility. If you have any questions concerning a unique situation, need additional information, or would like to schedule training courses, please contact EM at [umdearbornem@umich.edu](mailto:umdearbornem@umich.edu).

## DPSS/UM-Dearborn DPS Training

As a department under the University of Michigan's Division of Public Safety and Security (DPSS), DPS benefits from training that is made available to all DPSS employees. The University of Michigan Division of Public Safety and Security (DPSS) has a strong commitment to Diversity, Equity, and Inclusion, and employs a program manager dedicated to this work. We infuse this into our staff onboarding process and annual training program, as an investment in our staff and our community. In addition to our DE&I-focused training, all staff go through role-specific training, upon hire.

All new employees must complete an on-boarding program and all officers are required to complete a Field Training Program that is specific to the position. All police recruits are required to meet the selection and employment standards as set forth by the Michigan Commission on Law Enforcement Standards (MCOLES). In addition, police recruits are hired or sponsored in-service through a selection process to attend a certified police academy standard curriculum of 594 hours in the State of Michigan. Following the police academy completion, the police officer is certified. At DPSS, probationary police and security officers are then required to attend a Field Training Officer program (FTO) following the completion of

the orientation period.

DPS invests in the ongoing professional development of staff by providing training for all staff. Areas of training include but are not limited to: implicit bias, autism awareness, interpersonal violence, mental health awareness, legal update, use of force, de-escalation, and more.

## PUBLIC SAFETY TRAINING PROVIDED TO THE UM-DEARBORN COMMUNITY

### Community Engagement

DPS engages and partners with students, faculty, staff and visitors to educate and inform about preventing crime and safety hazards on campus. DPS joins other campus units to provide collaborative, informative, and educational opportunities on many topics. We encourage our community members to take a proactive approach to safeguarding themselves and others. Together, our goal is to make the University of Michigan-Dearborn a safer and more secure place to study, work and live. To request safety presentations or workshops, please contact the [DPS](#) by phone, email, or website.

### Responding To An Active Attacker – Run, Hide, Fight™ (RhF)

Chances are you'll never face an active attacker situation. However if you do, you need to be prepared. This presentation aims to educate our community on how to respond and prevent an active attacker incident. The officer will give an overview of the RUN, HIDE, and FIGHT™ response, as well as the critical thinking skills involved in choosing a decision that is right for you.

### Safety, Empowerment & Awareness (Sea)

You are your best safety asset on campus. Being informed and aware of safety measures that you can take is important for your overall well being. SEAs information tables are staffed by officers and are regularly set-up during the day and evening hours throughout the semester to offer a low stress and positive method to engage our campus members.

## Empowerment Self-Defense (Esd)

Our self-defense program takes a holistic approach to self-protection, emphasizing awareness and assertiveness skills as well as physical and verbal strategies to counter violence. The program can be offered as a lecture or as a physical workshop. Attendees will learn a variety of methods and techniques to react to many situations.

## See Something? Say Something! (S4)

It takes a team to keep campus safe and you are a member of our UM-Dearborn team. This presentation is lecture-based on a variety of crime prevention topics. Not only do you receive a brief overview of DPS law enforcement and security services on campus, but also information on prevention techniques and how to report incidents to us.

## First Aid/CPR/AED

In the critical moments of a subject needing medical attention, this 4-hour class consists of videos and hand-on drills will provide the knowledge to help save someone's life. The certified instructor/officer teaches the skills required to provide First Aid, CPR, and AED to individuals (adults, child, and infants).

## New Employee Orientation (NEO)

Understanding the importance and value that DPS provides to campus is discussed in this partnership presentation with Human Resources. All new employees are provided a brief overview of campus safety along with security services by an officer.

## Additional Services

In an effort to keep safety in mind at all times, UM-Dearborn DPS officers provide other safety service to the UM-Dearborn community in the following ways:

- Building and Room Access
- Lost and Found Property
- Vehicle Assistance
- Medical Assistance
- Personal Emergency Notifications
- Safe Exchange Zone
- Safety Escort Service
- Security Cameras
- Emergency Phones.

For specific information in each of these areas please refer to the UM-Dearborn DPS website: [umdearborn.edu/offices/police-public-safety/safety-security-services](http://umdearborn.edu/offices/police-public-safety/safety-security-services).

## OTHER EMERGENCY RESPONDERS

### Dearborn Police Department

- 📍 16099 Michigan Ave, Dearborn, MI, 48126
- ☎ Non-Emergency: (313) 943-2241
- 🌐 [cityofdearborn.org/government/departments/police](http://cityofdearborn.org/government/departments/police)

### Dearborn Fire Department

- 📍 Fire Station No. 1, 3750 Greenfield Rd., Dearborn, MI 48128
- ☎ Non-Emergency: (313) 943-2277
- 🌐 [cityofdearborn.org/government/departments/fire](http://cityofdearborn.org/government/departments/fire)

### Environment, Health and Safety (EHS): University of Michigan-Dearborn

- 📍 107 Auxiliary Program Center (APC), 4901 Evergreen Rd., Dearborn, MI 48128
- ☎ Phones:
  - (313) 583-6679
  - Fax: (313) 493-9161
- 🌐 [umdearborn.edu/environmental-health-and-safety](http://umdearborn.edu/environmental-health-and-safety)

## SEEKING CONFIDENTIAL COUNSELING

Faculty and staff may contact the Faculty and Staff Counseling and Consultation Office (FASCCO) for any personal concerns related to violence or aggressive behavior. You can reach FASCCO by calling 734-936-8660 or emailing [fascco@umich.edu](mailto:fascco@umich.edu).

Students may seek services from Counseling & Psychological Services (CAPS) by calling 313-593-5430 or emailing [umdearborncaps@umich.edu](mailto:umdearborncaps@umich.edu). CAPS After Hours Urgent Support, Call 313-593-5430, press 2.

While confidential counselors are not considered Campus Security Authorities under the Clery Act, they are asked to provide information to their clients and

encourage them to report criminal activity to DPS or other police agencies as appropriate.

Faculty and staff who are experiencing intimate partner violence may also speak with their direct supervisors and UM-Dearborn Department of Public Safety to create a safety plan, or contact Human Resources: [HumanResourcesDearborn@umich.edu](mailto:HumanResourcesDearborn@umich.edu) or call 313-593-5190.

## SUICIDE PREVENTION

### Counseling & Psychological Services

#### 📞 Phones:

- CAPS After Hours Urgent Support: (313) 593-5430, press 2.
- Main Number: (313) 593-5430

[umdearborncaps@umich.edu](mailto:umdearborncaps@umich.edu)

What if the number of deaths by suicide each year was zero? This question continues to drive us here at the Counseling & Psychological Services (CAPS) to do more around suicide prevention for our campus. One suicide is too many.

To learn more about suicide facts and statistics, getting help, or supporting a friend or loved one please refer to the links below.

#### Get Help Right Away

[umdearborn.edu/counseling-and-psychological-services-caps/emergency-crisis](https://umdearborn.edu/counseling-and-psychological-services-caps/emergency-crisis)

If you or someone you know is in immediate danger because of thoughts of suicide, there is help for you. Do not hesitate to call. Please reach out for help.

#### 📞 Phones:

- Call 911
- Call or go to your local hospital ER.

If you are not in immediate danger, but need someone to talk with right now, please call one of the following 24/7, 365 days/year, resources:

#### 📞 Campus 24-Hour Services:

- CAPS After Hours: **313-593-5430, press 2**
- National suicide prevention crisis line: 988
- National Domestic Violence Hotline: 800-799-7233
- Department of Public Safety and Security: 313-593-5333

### Helping A Friend, Student, Or Loved One

[umdearborn.edu/counseling-and-psychological-services-caps/emergency-crisis](https://umdearborn.edu/counseling-and-psychological-services-caps/emergency-crisis)

Being a member of the U-M community provides a unique opportunity and responsibility to make a real difference in the lives of our students. As a quilt is made of many different strands and colors, our many different roles can also combine to form a strong support network for all students. It is through this support network that we can "change the story" for one individual AND on a campus-wide level.

If you are concerned a friend or loved one is thinking about suicide, there are ways to help.

- If you realize someone may be suicidal; take them seriously, and be willing to listen.
- Reach out! Asking someone if they are feeling suicidal does not increase risk.
- Don't promise secrecy and don't worry about being disloyal.
- Help the person find a knowledgeable mental health professional.
- Know the Warning Signs of Suicide

To learn more about how to talk to others about suicide sign up for one of the campus QPR sessions. QPR stands for Question, Persuade, and Refer — the 3 simple steps anyone can learn to help save a life from suicide. Just as people trained in CPR and the Heimlich Maneuver help save thousands of lives each year, people trained in QPR learn how to recognize the warning signs of a suicide crisis and how to question, persuade, and refer someone to help. To request more information on when the next general training is or to have CAPS come and provide the training to your student org, faculty, or department, please email [umdearborncaps@umich.edu](mailto:umdearborncaps@umich.edu)

# SAFETY AND RISK REDUCTION TECHNIQUES

## CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS

Because safety is everyone's responsibility, cooperation and assistance are needed from all community members to enhance safety on and near campus. Please be aware of your surroundings and follow your instincts. The best way to try to beat crime is to deny opportunity.

The UM-Dearborn DPS presents a variety of crime prevention information and security awareness programs to students, parents, and staff. Programs on theft prevention, personal safety, new employee, and interpersonal violence are also presented regularly by DPS and other campus organizations throughout the year. These training and educational workshops are provided every semester; where they offer strategies and tips on how to protect individuals from crimes or how to report incidents.

Upon request, additional presentations and meetings may be arranged on any topics for any department or group. DPS wants to ensure a safe community together by partnering with our campus members to prevent the predictable, protect where vulnerable and prepare for the unexpected.

DPS provides presentations free of charge to students, faculty and staff on any issues concerning safety and security. Presentations generally last one hour and include time for questions. A suitable location with a computer, projector and sound capabilities is preferred. Additionally DPS organizes and participates in many campus events with crime prevention and education display tables staffed by an officer.

To make a request for a program, please reach out to us directly; you can call our dispatch line at 313-593-5333, e-mail [public-safety-requests-UMD@umich.edu](mailto:public-safety-requests-UMD@umich.edu), or fill out a request form online at our website. For more information, visit <http://umdearborn.edu/police/>.

## PRESENTATION & PROGRAM LIST

**Safety, Empowerment, & Awareness (SEA)** - the SEAs information tables are staffed by officers and set-up weekly during the day and evening inside of the RUC to engage in a positive way with our campus members.

**Empowerment Self-Defense (ESD)** - our self-defense workshop takes a holistic approach to self-protection, emphasizing awareness and assertiveness skills as well as physical and verbal strategies to counter violence.

**Responding to an Active Attacker: Run Hide Fight (RHF)** - this presentation aims to educate our community on how to respond and prevent an active attacker incident.

**See Something? Say Something! (S4)** - this presentation is based on crime prevention techniques and will give you an overview of DPS law enforcement and security services on campus, incidents that should be reported and how to contact us.

**First Aid/CPR/AED** - this presentation teaches the skills required to provide first aid and CPR to individuals in need of medical attention

**New Employee Orientation (NEO)** - in partnership with Human Resources, this presentation provides a brief overview of campus safety along with security services provided by DPS to all new employees

### Crime Prevention and Safety Awareness Tips

- Keep the DPS number programmed in your cell phone or posted near your work phone.
- Be alert and aware of your surroundings. Walk with confidence. Show through body language that you are aware and in control.
- Avoid studying alone. Let someone know where you are and an approximate time when you will be finished.
- Keep personal belongings in view at all times. Never leave them alone, not even for a moment to use the restroom or get a drink.
- Never prop open doors, especially fire doors.

- If you observe an individual acting suspicious in the restroom, leave immediately and call DPS.
- If you observe a suspicious person, vehicle, or item, report it to the DPS.
- Always walk with another person. Never walk alone to your car at night. If a classmate is not available, call the DPS and request a safety escort.
- Learn the locations of the blue light emergency telephones on campus.
- Walk on designated walkways that are well lit. Report poor lighting to DPS. Avoid shortcuts through vacant lots and other deserted places.
- If you suspect that you are being followed, turn or cross the street. If you are being followed, use a blue light emergency phone to call DPS or call 911. Find a safe area to escape to, such as a highly visible area or place where people can see you.
- If you are having problems with “someone” that is stalking you, let friends and family know. Plus tell DPS so we can assist you by documenting problems with us or another local Police agency and request a Personal Protection Order. Stalking is against the law, either by mail, email, computer, phone, or in person!
- Stalking is not just a crime between known persons or domestic or dating violence. It can be a stranger or unknown person to you who is stalking.
- Do not leave valuables in open view (wallet, laptop, cords, purse, or backpack). Conceal or leave the items in a safe place, such as a secured locker or trunk of your car.
- Have your keys out and ready. Reach your car with keys in hand, so you do not have to fumble around in a bag looking for your keys.
- Do not give keys away. They can be duplicated. Always keep keys in your possession.
- Require photo identification from maintenance and utility workers before allowing them access to your office. Verify that the workers have authorization to remove items.
- Make arrangements with neighboring office staff when you will be away from your office. Ask them to keep an eye on the place.
- Refrain from using both earphones or earbuds while walking on campus or walking across major roadways like Evergreen Road and Hubbard Drive.
- Always cross at marked crosswalks. You increase your chances of being hurt if you cross the road

elsewhere.

- Be prepared to stop at all marked crosswalks. Stay alert and reduce speed in areas with crosswalks.
- Never pass another vehicle that has stopped or is slowing down at a crosswalk.
- Know the location of the UM-Dearborn Department of Public Safety and other safe areas.
- Report all thefts and other crimes immediately to DPS.

**For any of these safety or security concerns, you can rely on campus resources:**

📞 Phones:

- Call UM-Dearborn DPS at (313) 593-5333
- CAPS – Counseling & Psychological Services (for students) (313) 593-5430. CAPS After Hours Urgent Support, Call 313-593-5430, press 2.
- FASCCO for staff and faculty should call (734) 936-8660
- Non-confidential support, contact [Equity, Civil Rights and Title IX Office](#) (313) 436-9194 for supportive measures and resources.

## ACTIVE ATTACKER RESPONSE



Any person with a gun or knife, threaten to do great harm

Call 9-1-1

**RUN – if there is an accessible escape path, use it**

- Move away from the threat as quickly as possible
- Evacuate regardless if others agree
- Leave your belongings behind

## **HIDE – if evacuation is not possible, find a secure place to hide and barricade your space**

- Lock and secure doors
- Create barriers to prevent or slow down the threat from getting to you
- Remain out of sight and quiet – silence your phone

## **FIGHT – as a last resort – and only when your life is in imminent danger – attempt to disrupt and/or incapacitate the active attacker**

- Incorporate a distraction – throw items and yell loudly
- Commit to your actions – be aggressive and use improvised weapons
- Disarm the attacker – solicit help, there is strength in numbers

## **AUTOMATED TELLER MACHINE (ATM) SAFETY**

You can help to protect yourself and your property by following these easy tips:

- Choose a well-lit ATM and have someone with you when using the machine at night.
- Be ready. Have your card handy, but not necessarily in plain view.
- Stand directly in front of the machine so that no one can see you enter your Personal Identification Number (PIN).
- Cancel your transaction and return later if anything seems suspicious.
- Pocket your cash immediately and count it later.
- If you lose your ATM card, report it immediately to your financial institution.

## **BICYCLE SAFETY**

To cycle safely, remember to:

- Ride with the traffic or use bike paths whenever possible.
- Follow the same driving laws as motor vehicles.
- Use reflectors, reflective tape, or other similar devices on bikes or on your clothing.
- Lights are required at night.
- Wear a helmet.

Bicycles are attractive targets for thieves and vandals.

The following simple, but effective tips can make your bike a less attractive target for crime:

- Lock it up: Use a heavy-duty bike lock (a U-bolt lock is recommended).
- Lock your bike to a bike rack, preferably in a public place.

For your own personal use, record the identifying characteristics including make, model, size and the serial number of your bike. Keep this information in a safe and secure place.

## **COMPUTER AND IDENTITY INFORMATION SAFETY**

Protect your computer and mobile devices:

- Use a password or PIN to lock portable devices.
- Never leave them unattended.

Protect yourself and your information online:

- Use up-to-date anti-virus and anti-spyware software available at no cost to the U-M community at [safecomputing.umich.edu/protect-yourself/secure-your-devices/antivirus-personal](https://safecomputing.umich.edu/protect-yourself/secure-your-devices/antivirus-personal)
- Use passwords wisely.
- Never use your UMICH Kerberos password (the one you use for Wolverine Access) for non-U-M accounts.
- Use a different strong password for each online account.
- Never share your password with others.
- Never use another person's password.
- Be wary of peer-to-peer file sharing, which can open your computer to infection. It also can make you vulnerable to costly legal problems. Find out more at [www.safecomputing.umich.edu/copyright](https://www.safecomputing.umich.edu/copyright).
- Never respond to an email request for private personal information such as your social security number, password, or credit card number; no legitimate company will request information in this way.
- Beware of phishing scams.
- Lock your screen or log out before you walk away from any publicly accessible computer.
- Report any threatening emails, frauds, identity theft, phishing scams, or if your device is stolen.

## DRIVING AND VEHICLE SAFETY

Effective safety tips include:

- Always wear your seatbelt and follow all traffic laws.
- Keep your eyes on the road.
- Turn off your phone and turn down your music.
- Do not multitask while driving. It is illegal to use a mobile device while driving
- Never drive impaired due to alcohol or drugs.
- Have your keys in hand before you reach your vehicle.
- Check the interior of your vehicle before entering it.
- If you have a flat tire in a questionable area, drive on it until you reach a safe, well-lit area.
- When parking your vehicle at night, select a spot that is well lit.
- Always keep car doors locked.
- Use the DPS escort service, jump-start service, or door unlock service.

## INDECENT EXPOSURE

Indecent exposure is a form of sexual exploitation and is a serious offense. Often the assailant is someone who perpetrates repeatedly in the same location.

- If you witness this type of lewd behavior, yell loudly to alert others around you.
- Run away if you are fearful of attack.
- Call 9-1-1 for police assistance or use an emergency blue light phone.

## OBSCENE PHONE CALLS

- Make a police report.
- Block the caller's phone number.
- If an obscene message is left on your phone voicemail, save the recording so the police can make a copy.
- Tell the caller that the police have been notified.

## OFFICE, CLASSROOM OR LABORATORY SAFETY

- Avoid working or studying alone in a building at night. If you must work late, let somebody you trust know where you are and when you will be

done.

- Avoid using stairs in remote sections of a building.
- Keep your purse in a locked cabinet or drawer. Never leave it in, on top of, or underneath a desk.
- While in class, the library, or the lab, keep personal belongings in view.

## OUTDOOR SAFETY

- Walk confidently and assertively. Be alert and aware of your surroundings.
- Walk on designated walkways that are well lit and well-traveled.
- Stick to familiar territory and always carry your phone.
- Learn the locations of all campus blue light emergency phones.
- Wear bright or reflective clothing
- Purses should be carried close to the body and secured under one arm. Backpacks should be carried over both shoulders.
- Do not run or jog alone, especially at night.
- Do not ever hitchhike.
- Avoid secluded areas and shortcuts through parks, vacant lots, and other deserted places.
- If you are followed by someone on foot or in a car, turn around and walk in the opposite direction.
- Take advantage of the DPS escort services call (313) 593-5333.
- Call 9-1-1 immediately.

## ROBBERY

The most important thing you can do during a robbery is to prevent, if possible, any violence. Always assume that the robber is armed, even if you can't see a weapon, and act accordingly:

- Get it over with quickly. If you try to stall, the robber may be more prone to violence.
- Do what the robber asks, but do not volunteer to do anything more.
- Do not fight or try any impulsive heroics; your personal safety is more important.
- Obtain a detailed description of the suspect(s) and the direction of their travel.
- Do not chase the robber. Focus on clothing to report to police
- Call 9-1-1 immediately.

## STALKING

- Stalking is a crime.
- Stalking is unpredictable and dangerous.
- No two stalking situations are alike.
- Trust your instincts and take threats seriously.
- Get assistance from professionals in developing a safety plan or obtaining a protective order.
- Consider cutting off communication with the stalker.
- If possible, put the stalker on notice to cease future contact.
- Police can assist with a no-contact notice at your request.
- Keep evidence and a log of every stalking incident.
- Documentation is key to understanding the scope of the situation, safety planning, and/or holding the offender accountable.
- Consider telling your family, friends, and neighbors that you are being stalked, so they are able to assist you if needed.

See the “Stalking Laws” on page 65 of this report and additional information can be found on the University of Michigan Division of Public Safety & Security (DPSS) [website](#).

## SUSPICIOUS ACTIVITY

Since safety is everyone’s responsibility, it is important for people to be aware of types of behavior and actions which may signal criminal activities. In the university setting, these may include:

- A person who seems to be wandering in the hallways or lurking about the building.
- Any unusual or suspicious noise that you can’t explain, such as breaking glass or pounding.
- Vehicles moving slowly without lights or to no apparent destination.
- A stranger sitting in a vehicle for an extended period of time for no apparent reason.
- A person hanging around building windows or parking lots.
- Persons removing property from a building late at night.

Remember, “if you are in doubt, call it out”: contact the UM-Dearborn DPS. We will be able to assist you in

determining whether or not there is cause for alarm and if it is necessary to respond.

We suggest the following approach to reporting suspicious activity on campus.

- Remain calm. Keep away from the suspicious person(s) or activity. Call 9-1-1, dial our non-emergency line 313-593-5333 or pick up a campus blue light emergency phone.
- Tell the officer whether the crime is in progress or has already been committed. If you see a crime in progress, report it immediately.
- Provide a good description of the suspicious person, vehicle or activity by being detailed with your information:
  - Person: clothing, race, gender
  - Vehicle: make, model, license plate
  - Activity: who, what, where

## EMERGENCY PHONES

Become familiar with the emergency telephone system on campus. These phones are identified by either the blue light on top of a pedestal or the red emergency call box. They are also located in every elevator. To contact the UM-Dearborn DPS with these phones, pick up the receiver or push the button on the phone. When an emergency telephone is activated, the dispatcher in our Communications Center will be alerted and an officer will be sent to the location of the telephone. Designated emergency telephones do not require dialing. There are many emergency telephones located throughout campus. Maps showing their locations are available at the UM-Dearborn DPS office.

**Fairlane Center has one solar powered emergency phone in the south parking lot. North and South buildings have emergency phones at the entrances and through buildings.**

## WORKPLACE VIOLENCE AND THREATS

The University is committed to maintaining an environment that is safe and free from violence and will not tolerate it nor threatening behavior. All University community members share this responsibility and

are expected to maintain a safe and secure climate through behavior that does not involve acts of violence, threats or aggression as outlined in the U-M Standard Practice Guide ([spg.umich.edu/policy/601.18](https://spg.umich.edu/policy/601.18)) Violence in the University Community.

Acts of violence and aggression include verbal or physical actions that create fear or apprehension of bodily harm or threaten the safety of a supervisor, co-worker, faculty member, student, patient, member of the general public or the University community at large. Examples of such behavior include on- or off-duty or off premises acts that adversely affect the University:

- Any act which is physically assaulting.
- Behavior or actions that would be interpreted by a reasonable person as carrying a potential for violence and/or acts of aggression.
- Any act that threatens harm to another person or damage to property.
- Domestic violence.
- Stalking (including electronic stalking) Acts of violence cannot be predicted with absolute certainty, although we can minimize the risk to everyone when behaviors that are observed are reported to appropriate authorities.

Often threats or acts of aggression escalate to a level of violence when there is poor communication with a person and that person cannot cope under the stress of confrontation. When interacting with a potentially aggressive or violent person, be aware of your reactions, report all behaviors to others, and follow these suggested guidelines:

- Remain calm, speak in a low voice.
- Don't argue or agree with distortions.
- Let them know of the consequences..."I'll call the police if you don't sit down and stop yelling... I can't help you if you don't calm down."
- Avoid invasion of "personal space;" keep a safe distance of 3-6 feet; place barriers between you and the subject.
- Treat people with respect regardless of their behavior and avoid being judgmental.
- Do not make promises that you cannot fulfill.
- If the person has an appeal to a higher authority, then inform them.
- Report all behaviors to appropriate authorities or University of Michigan-Dearborn, Department

of Public Safety at (313) 593-5333 or 911 from a blue or campus phone or call 911 to reach the Dearborn Police Department.

If the behavior reaches the point of violence then:

- Remain calm. Dealing with the person calmly and confidently will help reduce further communication problems.
- Call "9-1-1." If you cannot call yourself, have someone else call for you.
- Do not try to physically force a person to leave.
- If violent behavior is occurring, escape, hide if not already seen, or cover up.
- Position yourself, if possible, so that an exit route is readily accessible.
- Never attempt to disarm or accept a weapon from the person in question.
- Don't argue, threaten, or block their exit.

Any member of the University community, contractor, or visitor can report a violation and seek assistance. In addition, employees in positions of authority (including deans, directors, chairs, supervisors, faculty, graduate student instructors, coaches or others who oversee employees or students) have an obligation to contact the appropriate resources if they see or are informed of violence or threats of violence. Resources include:

The [UM-Dearborn Department of Public Safety](#) provides consultation and preventive services as well as an immediate law enforcement response.

The [Office of Student Conduct and Conflict Resolution](#) manages the community's response to allegations of Student Rights & Code of Conduct Policy violations. Any member of the UM-Dearborn community may submit a request for services. The Office of Student Conduct and Conflict Resolution will provide information, assistance and support to all community members involved in the complaint process.

[Human Resources](#) addresses violence, or threats of violence, that involves a faculty or staff member. Members of the UM-Dearborn community, contractors and visitors concerned about such violence should report to the appropriate manager and/or to Human Resources. Supervisors receiving such reports should contact Human Resources.

[Equity, Civil Rights and Title IX \(ECRT\)](#) addresses

discrimination and discriminatory harassment, including sexual assault, sexual exploitation, sex or gender-based stalking, and intimate partner violence. Individuals with Reporting Obligations must report information to ECRT; others are encouraged to do so. ECRT provides supportive measures and other resources to community members.

Sanctions as available under other policies applicable to the relevant category of individuals, such as [SPG 201.12 \(employees\)](#) employee misconduct, [Regent's Bylaw 5.09 \(faculty\)](#), [Student Rights & Code of Conduct Policy \(students\)](#)

and [the University of Michigan Policy on Sexual and Gender-Based Misconduct](#).

## EMERGENCY ALERTS, TIMELY WARNINGS, SAFETY ALERTS

### Emergency Alert (Emergency Notifications)

Consistent with the Clery Act, a crime alert notification will be issued for serious crimes against people. It will include the incident/crime, date and time of incident, location, safety information and a personal safety message. Additionally, an emergency alert will be issued if there is an immediate threat to the health or safety of students, faculty, staff and/or campus community. When appropriate, a status update may be given; a final alert message may also be forwarded.

The University of Michigan-Dearborn will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Under appropriate circumstances, the UM-Dearborn Department of Public Safety will issue Emergency Notifications, Timely Warnings or Safety Alerts regarding criminal activity or safety issues concerning campus as required by law.

The **UM-Dearborn Emergency Alert (Emergency Notification)** is an Emergency Mass Notification of an incident that is currently occurring on, or imminently

threatening the campus.

A **UM-Dearborn Timely Warning (Crime Alert)** is notification of Clery crime(s) that have already occurred and are considered by the institution to represent a serious or continuing threat to students and employees.

A **UM-Dearborn Safety Alert** may be issued when an incident or crime has occurred and may impact members of the campus community, but an Emergency Notification or Timely Warning is not required.

## GENERAL INFORMATION

When the UM-Dearborn Department of Public Safety confirms there is a significant active emergency or dangerous situation impacting the public safety of the campus, an urgent notification will be sent without undue delay by the UM-Dearborn Department of Public Safety Communications Center through the UM-Dearborn Emergency Alert system. Initial confirmation by the UM-Dearborn Department of Public Safety which may occur by observation of a police or security officer, multiple witness telephone calls, alarms activating in the UM-Dearborn Department of Public Safety Communications Center or a confirmed report from another emergency responding agency (such as the National Weather Service, the fire department, ambulance, hazardous materials response team, FBI, County Public Health, etc.). For incidents involving off campus crimes, UM-Dearborn may issue a Safety Alert if the crime occurred in a location used and frequented by the UM-Dearborn population.

Examples of activations may include:

- An active violence incident, such as an active attacker
- A tornado or high wind warning for the county
- A major hazardous material spill
- An emergency reduction in operations
- Situations that cause disruption to campus operations. Examples include, but are not limited to:
  - Flooding
  - Loss of power

Information pertaining to incidents and emergencies on campus will be disseminated to the larger public via media organizations through External Relations or individuals involved in emergency response on

campus, as designated by the Chief of Police.

Based on the circumstances involved in the emergency or dangerous situation, the UM-Dearborn Department of Public Safety will develop a notification designed to aid in protecting individuals from harm, in preventing an incident from escalating into a larger or more complex emergency, and in preserving and maintaining law enforcement and other public safety operations.

## UM-DEARBORN EMERGENCY ALERTS

UM-Dearborn Emergency Alert is a multi-modal, all-hazards emergency notification system that includes all of the communications methods listed below.

Each emergency incident is unique. The message for each incident/emergency also will need to be unique. If there is a situation on campus that threatens the health and safety of our students, faculty, staff and visitors, UM-Dearborn Department of Public Safety or other university officials will warn our campus community using one or more of the following methods:

- Text Message
- Voice Message
- Email
- Outdoor Warning Speakers
- University Webpage
- Facebook
- Twitter
- Desktop Alert

Additional information or follow-up instructions may be provided through any of these resources if the UM-Dearborn Department of Public Safety determines that providing such information would be helpful to promote safety or to respond to the situation.

### Confirming the Existence of a Significant Emergency or Dangerous Situation and Initiating the Emergency Notification System

Emergency notifications may be authorized by the Chief of Police, Deputy Chief, Emergency Management and Infrastructure Security Coordinator, or other Police personnel in addition to the University Leadership. UM-Dearborn Department of Public Safety and/or other responsible university authorities will determine if a message should be sent to benefit the health, safety, and well-being of the campus community for

situations that do not pose a significant emergency or dangerous situation.

Additional messages with updated information, including an “all clear” update, will be sent when appropriate. However, no “all clear” will be issued for an expired weather warning. Refer to the National Weather Service [Watches, Warnings or Advisories for Michigan](#) for weather warning expirations.

Note: In the event that a weather warning is extended, a second UM EAlert will be issued noting the new warning and the applicable times.

### Determining the Contents of the Emergency Notification

Speed and accuracy of the information are of utmost importance in issuing emergency notifications. To expedite this process and ensure each message contains essential information, the mass notification system contains pre-scripted templates for the most probable or highest impact emergencies. These messages identify the situation, allows for input of the location, and identifies the immediate protective action that should be taken. The individual authorizing the message will select the most appropriate template. In those cases where there are no predetermined templates in the system, the individual may craft a specific message. The goal is to ensure people are aware of the situation and they know the steps to take to stay safe.

### Procedures for Disseminating Emergency Information to the Larger Community (i.e., individuals and organizations outside the campus community)

If the campus activates its Emergency Notification System, External Relations will provide updated notices on the University website, Facebook, Twitter, and other social networking platforms and for maintaining communications with news outlets, distribution of press releases, and scheduling of press conferences. Members of the larger community are encouraged to follow the University on [Twitter](#), [Facebook](#), or our [website](#).

### Enrolling in the University’s Mass Notification System UM-Dearborn Emergency Alert

All employees and students with a university email are automatically enrolled to receive alerts. If you provide a mobile number to the University during admissions or onboarding, it will automatically be enrolled to receive alerts for all of the campuses to which you are affiliated.

## TIMELY WARNINGS NOTICES

When a crime is reported to law enforcement or a Campus Security Authority, either on or off campus, that in the judgment of the supervisors of UM-Dearborn Department of Public Safety constitutes an ongoing or continuing threat to the University community, a campus-wide “Crime Alert” will be issued to serve as a timely warning and to aid in the prevention of similar crimes.

The UM-Dearborn Department of Public Safety Chief of Police, or designee, is responsible for Crime Alerts however, when timing allows, they partner with UM-Dearborn leadership. The Chief of Police, or designee will develop the content of the warning and approve the issuing it.

Victim’s names will never be disclosed in the alerts or to the media. Crime Alerts likely will not be issued when the release of such information would compromise an investigation or when the report is made after considerable delay.

The timely warning will be emailed to all students, faculty and staff from the Department of Public Safety or other designated Administration department and posted on the DPS website. Anyone with information warranting a timely warning should report the circumstances to DPS by telephone (313) 593-5333 or in person at 1300 Campus Safety Services (CSS) building at 4901 Evergreen Rd., Dearborn, Michigan 48128.

## SAFETY ALERT

A “Safety Alert” is used to notify students and employees when it is determined there is a series of criminal activity, usually property crime related or other criminal activity that is not subject to the timely warning standard required by the Clery Act.

Examples of situations that may constitute the University’s decision to issue a Safety Alert include, but

are not limited to:

- Situations where a series of crimes have occurred. Examples include, but are not limited to:
- Larcenies
- General criminal activity (fraudulent use of credit cards/forgeries)

## EMERGENCY PREPAREDNESS

The purpose of emergency preparedness at the University of Michigan-Dearborn campus is to develop, organize, coordinate and lead the campus toward effective preparation for, and efficient response to, emergencies and disasters, with the primary focus on saving lives, reducing human suffering, and minimizing property loss and academic services. The UM-Dearborn Emergency Management and Infrastructure Security Coordinator is responsible for emergency planning and preparedness.

The Emergency Operations Plan is designed to be an all-hazards disaster response and emergency management plan that complies with FEMA’s Guide for Developing High-Quality Emergency Operations Plans for Institutions of Higher Education, and other standards, all of which include planning, mitigation, response, and recovery actions. The priorities are:

- Life safety, infrastructure integrity, and environmental protection during an emergency
- Coordination with University departments to write, maintain, test, and exercise the emergency plan
- Cooperation, integration, and mutual aid with local, state and federal agencies and their emergency plans

The preparedness program on campus is based on the framework of the four phases of emergency management: prevention-mitigation, preparedness, response, and recovery. All phases are highly interconnected; each phase influences the other three phases. The cycle is ongoing, just as the University’s emergency planning is a dynamic process that requires continuous evaluation and updating.

The University seeks to prevent, diminish, or mitigate hazards through a process of hazards identification and risk assessment. Campus representatives and community partner’s work together to identify hazards, assign risk levels, and develop strategies, such as fire

safety and crime prevention, to address those risks.

Preparedness takes the form of plans and procedures designed to save lives and to minimize damage when an emergency occurs. Planning, training, and exercising are essential elements of preparedness that supply emergency personnel with tools to provide the best possible response during an emergency incident.

University preparedness activities can include:

- Establishing an incident command system (ICS) consistent with the National Incident Management System (NIMS) for organizing personnel and services to respond in the event of an emergency.
- Identifying key personnel who must receive training on the National Incident Management System and the Incident Command System.
- Developing all-hazard policies, procedures, and protocols with input from key community partners such as law enforcement, medical services, public health, fire services, and mental health.
- Collaborating with community partners to establish mutual aid agreements that will establish formal interdisciplinary, intergovernmental, and interagency relationships among all the community partners and campus departments.
- Negotiating contracts that will provide the campus with resources (e.g., food, transportation, medical services, and volunteers) needed during an emergency.
- Assigning personnel to manage each ICS function and defining lines of succession when key leaders are not available.

UM-Dearborn maintains a variety of emergency response programs and capabilities, all designed to support the campus community during times of crisis. The University's Emergency Operations Plan provides the framework by which the University will respond to and manage emergency incidents affecting the UM-Dearborn campus. First responders from the UM-Dearborn Department Public Safety and the Office of Environmental Health and Safety are available at all times to respond to emergencies on the campus. The campus community can report on-campus emergencies by calling 9-1-1 from an on-campus telephone or (313) 593-5333 from a cellular or off-campus telephone. Individuals can also use any outdoor Blue Light phone (situated throughout

campus) to report a campus emergency.

Emergency procedure posters with basic instructions are posted in classrooms, employee lounges, hallways and other high traffic areas around campus. Additional emergency procedures can be found at [umdearborn.edu/offices/emergency-management/what-do-emergency](http://umdearborn.edu/offices/emergency-management/what-do-emergency). Building-specific evacuation maps are posted in strategic locations in occupied campus buildings. Students, faculty and staff with questions about emergency procedures in their building should contact Emergency Management at (313) 593-4914.

## EMERGENCY EVACUATIONS

To protect the campus population from the effects of emergencies, protective action recommendations or evacuation instructions may be issued by UM-Dearborn Department of Public Safety and other emergency response authorities.

For the protection of all faculty, staff and students, it is important to understand what to do in the event of an emergency that requires evacuation. Most evacuations will take you outside and away from the building or structure that poses an actual or perceived safety threat. However, some evacuations may be to a safer location inside the same building.

### Evacuation Procedures

All building occupants should immediately make their way toward the nearest exit and adhere to the following procedures:

- Call 911 (once you are safely outside).
- Remain calm.
- Move quickly and calmly to the nearest emergency exit.
- Close doors and leave them unlocked, if possible.
- Do not use elevators.
- Do not run, push or shove when descending the emergency exit stairwell.
- Use a minimum of conversation to allow authorities and emergency first responders to communicate over you.
- Use an established evacuation route and meet at the designated assembly area(s). Do not congregate in the building's entrance.
- Assign a staff member whose responsibility will be to account for all persons in their designated area.

- Do not return to the building until an official all clear is given

## Evacuation for Persons with Disabilities

People with disabilities may not be able to evacuate unassisted. As such, they should inform another person that assistance may be necessary during an evacuation. Evacuation alternatives may include:

**The Buddy System:** in the event of an evacuation, the buddy (or identified assistant) will determine the location of the person with a disability, then go outside and inform emergency personnel, who will enter the building and evacuate the person.

**Horizontal Evacuation:** move away from the area of imminent danger to another area on the same floor, if it is safe to do so.

**Vertical Evacuation:** stairways can be used by those who are able to evacuate with or without assistance. Persons who must use crutches or other mobility aids will need to use their own discretion, especially where several flights of stairs are concerned.

**Shelter in Place:** if danger is imminent (detectable smoke, fire or unusual odor), remain in a room with an exterior window and a telephone. If possible, close the door. Then call 911. Provide your name, location and the reason you are calling.

It is important to remember that evacuations are issued only if the safety and well-being of the university community is at serious risk. UM-Dearborn Department of Public Safety and EM asks that you work together and assist each other during evacuations, and that you follow all instructions and guidance from university officials and first responders.

Building-specific evacuation procedures vary by building. We encourage all individuals on campus to familiarize themselves with evacuation procedures in the buildings they occupy. If assistance is required to learn more about building specific evacuation procedures, contact the Emergency Management & Infrastructure Security Coordinator at [umdearbornem@umich.edu](mailto:umdearbornem@umich.edu).

## Shelter-in-Place

Shelter-in-Place Procedures – if an incident occurs, you may be asked to shelter-in-place rather than

evacuate a building or area, because leaving the area may expose you to danger. Shelter-in-place means finding a safe location and staying there until you are given an “all clear” or told to evacuate. You may be asked to shelter-in-place because of an active threat; tornado; or chemical, radiological, or other hazard.

**How You Will Know to Shelter-in-Place** – a shelter-in-place notification may come from several sources, including UM-Dearborn Department of Public Safety, EM, other university employees, or other authorities utilizing the university’s emergency communications tools.

**How to Shelter-in-Place** – no matter where you are, the basic steps of shelter-in-place generally will remain the same. If the need ever arises, follow these steps, unless instructed otherwise by local emergency personnel:

## Severe Weather

- Remain calm.
- Seek shelter in a centrally located sturdy room on the lowest possible floor, away from windows and exterior doors.
- Do not go outside or into open areas such as gymnasiums or other rooms where there are large open spans.
- Do not open windows during a tornado in an attempt to equalize building pressure.
- Stay away from windows, exterior doors, skylights.

## Chemical or Biological Agent

- Remain Calm.
- Listen for and follow instructions provided by the UM-Dearborn Department of Public Safety.
- Return to your room and close all windows and doors unless instructed differently by the UM-Dearborn Department of Public Safety.
- Turn off air conditioning units if able to do so.
- Be prepared to evacuate the area if instructed by the UM-Dearborn Department of Public Safety.

## ACTIVE ATTACKER/ACTIVE THREAT

Always leave an active threat situation, if you are able to do so.

## Run

- Move away from the threat as quickly as possible.
- Evacuate regardless if others agree.
- Leave your belongings behind.
- Notify 9-1-1 of the situation when it is safe to do so.

## Hide

- Proceed to the nearest interior room that can be locked or secured. Barricade your space.
- Close and lock all doors and windows; and turn off all of the lights.
- Remain quiet and silence your cell phone.
- Make it as hard as possible for the assailant to find you, see you or get to you.

## Fight

- Fighting is a last resort to be used only when your life is in imminent danger.
- Find an object to use as a weapon, such as a fire extinguisher or chair, and be aggressive when using those improvised weapons.
- Attempt to incapacitate the active attacker by all means necessary.

## DRILLS, EXERCISES AND TRAINING

As a part of a comprehensive emergency preparedness program, emergency preparedness plans are reviewed and exercised regularly. These exercises can be in the form of a tabletop, functional, and full-scale exercises to test emergency response on campus among first responders. These tests may be announced or unannounced.

When conducting drills and exercises, objectives are identified to make clear the specific plans, policies, procedures, systems, or tools that are being tested. As part of the evaluation process, it is noted what is expected to occur and what actually occurs. These notes are reviewed to identify gaps or areas for improvement that are then documented in an after action report (AAR). After action reports also include recommendations and action items to improve plans or capabilities in order to be better prepared for an emergency.

To learn more or schedule an exercise or drill, reach out to the Emergency Management and Infrastructure Security Coordinator at [umdearbornem@umich.edu](mailto:umdearbornem@umich.edu).

## Exercises and Drills (Announced) Conducted in 2023

- Notification Drill-April, October.

EM works closely with city, county and state emergency agencies to design and conduct exercise activities. All campus-wide exercises meet or exceed the minimum requirements set forth by the Homeland Security Exercise and Evaluation Program (HSEEP). HSEEP is the standard for which all drills and exercises should meet. HSEEP sets forth minimum requirements that include the assessment and evaluation of emergency plans, response capabilities, and evacuation procedures. HSEEP also requires proper follow-up and corrective action where necessary.

UM-Dearborn's Executive Leadership, UM-Dearborn Department of Public Safety personnel, EM personnel and key university officials are trained in Incident Command and the National Incident Management System (NIMS). The implementation of NIMS formalizes partnerships, procedures, and activities already taking place at different levels across the campus.

# REPORTING CRIMES AND OTHER MISCONDUCT

## CRIMES ON CAMPUS

Community members, students, faculty, staff and guests are encouraged to accurately and promptly report all crimes, emergencies and public safety related incidents to the [UM-Dearborn Department of Public Safety](#). Crimes should be reported for purposes of assessing the crime for a potential timely warning notice and for disclosure in the annual crime statistics. The UM-Dearborn Department of Public Safety is responsible for compiling data to meet requirements of the Clery Act. UM-Dearborn Department of Public Safety reports crime to the Michigan State Police to be included in the statistical information collected through the Uniform Crime Reporting System. This information is then forwarded to the Federal Bureau of Investigation for the compiling of federal statistics. Crimes are also computed for inclusion in the annual security report and to the Department of Education in the annual Campus Safety and Security Survey.

To report a crime or emergency on campus, contact the UM-Dearborn Department of Public Safety Dispatch at (313) 593-5333, call 911 from any campus phone, or use the emergency telephones. Contact the department immediately if you have been the victim of a crime or to report any suspicious persons or activities, no matter how minor you perceive the situation.

A crime may be reported to any UM-Dearborn Department of Public Safety Police Officer or Security Officer, the Chief of Police, or their designee by contacting UM-Dearborn Department of Public Safety. Dispatchers are always available 24/7 to answer calls. The City of Dearborn Police Department can also be contacted when emergencies or crimes occur on campus.

In response to a call, UM-Dearborn Department of Public Safety will take the required action, dispatching an officer or asking the victim to report to the UM-Dearborn Department of Public Safety to file an incident report. The department will on its own, or

with the Dearborn Police Department, investigate the incident. The investigation allows the department to document such occurrences. This helps authorities in planning to prevent further incidents.

If assistance is required from the City of Dearborn Fire Department, the City of Dearborn Police Department or another law enforcement agency, UM-Dearborn Department of Public Safety will contact the appropriate agency.

If a sexual assault is reported, staff on the scene, including UM-Dearborn Department of Public Safety, will inform the survivor of a wide variety of services. The Equity, Civil Rights and Title IX Office will be contacted in addition to other resources like, Center for Social Justice & Inclusion and the U-M Police Department's Special Victims Unit (SVU).

The SVU is dedicated to responding to and investigating sexual assaults, intimate partner violence, stalking and child abuse. SVU officers have expertise in the trauma-informed approach, helping to ensure survivors are treated with compassion and respect while navigating the criminal justice system. Officers will connect victims and survivors with a variety of community resources, including medical assistance and accommodations for academics, transportation and work, as well as assisting survivors in creating personal safety plans. All survivors that report that to the University and/ or Law Enforcement receive, in-person or via electronic means, the university resources guide "[Our Community Matters](#)" which addresses sexual assault, intimate partner violence and stalking survivor's rights and options.

University of Michigan-Dearborn Department of Public Safety encourages accurate and prompt reporting of all crimes to the campus Department of Public Safety and the appropriate Police agencies when the victim of a crime elects to, or is unable to, make such a report. Crimes should be reported to UM-Dearborn Department of Public Safety to investigate, ensure inclusion in the annual crime statistics, and aid in providing timely warning notices to the community

when appropriate.

This publication contains information about on-campus and off-campus resources for victims of crimes and emergencies. The information about “resources” is not provided to infer that those resources are “reporting entities” for the University of Michigan-Dearborn.

## CRIMES OFF CAMPUS

Student Affairs maintains contact with recognized student organizations through the efforts of the Office of Student Life. Criminal activity off campus properties should be reported to the Dearborn Police Department and or local police agency. The close working relationship between UM-Dearborn Department of Public Safety and the Dearborn Police Department allows staff to record and publish criminal activity near the campus and at non-campus locations.

## CRIMES-ANONYMOUS, VOLUNTARY/ CONFIDENTIAL REPORTING

Since UM-Dearborn Department of Public Safety reports are public records under state law, UM-Dearborn Department of Public Safety cannot guarantee to hold reports of crime in confidence and all reports will be investigated. If you are a victim of a crime and do not want to pursue charges within the university or criminal justice system, you may still want to consider making a confidential report. With a confidential report, the Chief of Police or his/her designee can file a report on the details of the incident while striving not to reveal the victim’s identity. The purpose of a confidential report is to comply with the victim’s wish for confidentiality, while taking steps to ensure their future safety and the safety of others. With such information, the university can keep accurate records of the number of incidents involving students, faculty, or staff to determine where a pattern of crime exists with regard to a particular location, method, or assailant, and alert the campus community to potential danger. Confidential reports may also be given to any CSA. Reports filed in this manner are counted and disclosed in the annual crimes statistics, however, identifying information remains anonymous.

Campus professional counselors such as staff in

the university CAPS – Counseling and Psychological Services (for students) and or FASCCO – Faculty and Staff Counseling and Consultation Office (for Faculty and Staff), when acting as such, are not considered to be a CSA and are not required to report crimes for inclusion in the Annual Security Report. However, as a matter of policy, they are encouraged to inform persons being counseled of the procedures to report crimes on a voluntary basis or confidentially for inclusion in annual crime statistics. A professional counselor is defined as an employee whose official responsibilities include providing psychological counseling to members of the university community and who is functioning within the scope of his/her license or certification or under the supervision of a professional counselor.

Information on criminal activity may be reported anonymously by calling the University of Michigan’s Anonymous Tip Line at (800) 863-1355 or the University of Michigan’s Compliance Hotline at (866) 990-0111.

The university may not be able to fully address reports received from anonymous sources unless sufficient information is furnished to enable the university to conduct a meaningful and fair investigation. The university will take whatever steps it deems appropriate in the best interests of the overall university community, consistent with the information that is available.

Individuals may also anonymously report sexual or gender-based misconduct to the Equity, Civil Rights and Title IX Office at (313) 436-9194, [ECRT-Dearborn@umich.edu](mailto:ECRT-Dearborn@umich.edu) or using this [online form](#) (one may indicate “anonymous” on the required name field).

If the complainant requests that the complaint not be pursued, the ECRT will take all reasonable steps to comply with this request. In situations where a complainant does not participate in an investigation, the university’s ability to investigate and respond to the allegations may be limited. If the complainant requests that the university not investigate and/or the offender is unknown, the university Title IX Coordinator will determine whether an investigation will be undertaken. Sexual misconduct complaints against employees are always addressed, potentially including investigation where possible.

The university will evaluate the request for no investigation in the context of its responsibility to provide

a safe and nondiscriminatory environment for its community.

Complainants and others affected by sexual and gender-based misconduct may request supportive measures from ECRT whether or not they wish to participate in an ECRT process. ECRT will maintain as confidential any supportive measures provided to the extent that maintaining confidentiality would not impair the ability of the university to provide the accommodations or protective measures.

For more information on this process, visit the Equity, Civil Rights and Title IX Office website under [Policy on Sexual and Gender-Based Misconduct](#).

## EDUCATION AND RESPONSE FOR DOMESTIC AND DATING VIOLENCE, SEXUAL ASSAULT AND STALKING

### Sexual Assault Prevention and Response Policy

The University of Michigan-Dearborn does not discriminate on the basis of sex in its educational programs, and sexual harassment and sexual violence are types of sex discrimination. Other acts can also be forms of sex-based discrimination and are also prohibited whether sexually based or not and include dating violence, domestic violence, and stalking.

As a result, the University of Michigan-Dearborn issues this statement of policy to inform the community of its comprehensive plan addressing sexual misconduct, educational programs, and procedures that address sexual assault, domestic violence, dating violence and stalking, whether the incident occurs on or off campus and when it is reported to a university official. The University of Michigan-Dearborn affirms its commitment to maintain a campus environment emphasizing the dignity and worth of all members of the university community.

The university educates the student community about sexual assault and rape during orientations. In addition, all students are required to complete online sexual assault prevention training annually. The UM-Dearborn Department of Public Safety also offers sexual assault education and information pro-

grams to university students and employees upon request. Literature on sexual assault education, risk reduction, and university response is available through the UM-Dearborn Department of Public Safety by contacting their main dispatch line (313)593-5333.

The priority for a survivor of a sexual assault is to get to a safe place, then obtain necessary medical treatment. The UM-Dearborn Department of Public Safety strongly advocates that a survivor of sexual assault report the incident in a timely manner. Time is a critical factor for evidence collection and preservation, which should be done within 120 hours of the assault. Filing a report will not obligate the survivor to prosecute nor will it subject the survivor to judgmental opinions from officers. Filing a Department of Public Safety report will: ensure that a survivor of sexual assault receives the necessary medical treatment and tests, provide the opportunity for collection of evidence helpful in prosecution, which cannot be obtained later (ideally a survivor of sexual assault should not wash, douche, use the toilet or change clothing prior to a medical/legal exam); and assure the survivor has access to free confidential help from counselors trained in sexual assault crisis intervention.

The following is a description of the University of Michigan-Dearborn's Sexual Assault Assistance Program. It is offered and followed whenever a sexual assault is reported.

All sexual assault cases reported will be fully investigated by the UM-Dearborn Department of Public Safety with the assistance of local law enforcement agencies and or the [University of Michigan Police Department Special Victims Unit](#).

All cases reported to the UM-Dearborn Department of Public Safety will be taken seriously without discrimination of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status of either the survivor or suspect(s).

UM-Dearborn Department of Public Safety staff will meet with the individual privately, at a location on campus mutually agreed upon, to file initial reports.

UM-Dearborn Department of Public Safety staff will remain objective and will treat the survivor and their case with utmost courtesy, sensitivity, dignity,

understanding and professionalism, and will assist in arranging for hospital/medical treatment through Henry Ford Medical Center-Fairlane.

The university will assist the survivor privately by contacting CAPS – Counseling and Psychological Services (for students when confidentiality is requested), FASCCO (for faculty and staff when confidentiality is requested). These offices will provide solution focused personal counseling, emotional support, information on community services and referrals.

The university will not release the individual's name to the public, press, or any other media organization.

The university will have personnel available to assist, answer questions and explain the processes. If the survivor feels more comfortable speaking with a male or female officer or counselor, UM-Dearborn Department of Public Safety will attempt to accommodate.

Individuals seeking updates on their case will be assisted by the UM-Dearborn Department of Public Safety staff and/or the local law enforcement agency handling the case.

The university will continue to be available to answer questions, explain the system and processes involved, and be a willing listener. Should any new information develop regarding the case, individuals are encouraged to report to UM-Dearborn Department of Public Safety and any of the campus resources identified above, whether confidential or non-confidential) can be used as a resource to help cope with issues and decisions a survivor may face.

Should the individual desire to press charges against the suspect, they will be advised on the process and referred to Dearborn Police Department, which will assist further as the matter progresses through the criminal justice process.

UM-Dearborn Department of Public Safety staff will report sexual and gender-based misconduct to the Equity, Civil Rights and Title IX office, who will apprise the student or employee of available supportive measures, including preventing contact or proximity with an alleged assailant and transfer of classes (if requested by a student) or workplace accommodations (if requested by an employee), as well as apprising them of their options under the [Policy on Sexual and Gender-Based Misconduct](#) and applicable procedures.

## DEFINITIONS

### Consent

Consent in Michigan is not an element of criminal sexual conduct that prosecutors are required to disprove beyond a reasonable doubt. Rather, consent is an affirmative defense available for defendants who are charged with committing criminal sexual conduct under some of the provided-for circumstances.

For example, consent may be used to negate the elements of 'force or coercion' under MCL 750.520b(1)(d)(ii); however, it is not available for criminal sexual conduct occurring "under circumstances involving the commission of any other felony" as provided in MCL 750.520b(1)(c). Michigan's standard criminal jury instructions state that: (a) person consents to a sexual act by agreeing to it freely and willingly, without being forced or coerced. It is not necessary to show that the complainant resisted the defendant to prove that this crime was committed. Nor is it necessary to show that the complainant did anything to lessen the damage to him/herself.

Therefore, consent is likely to be defined as a free and willing agreement to engage in a sexual act, provided without force or coercion, between individuals who are of sufficient age and are not mentally incapable, mentally disabled, mentally incapacitated or physically helpless.

### Sexual Assault

Michigan defines Sexual Assault – Criminal Sexual Conduct – MCL-§ 750.520 "Sexual contact" to include the intentional touching of the victim's or actor's intimate parts or the intentional touching of the clothing covering the immediate area of the victim's or actor's intimate parts, if that intentional touching can reasonably be construed as being for the purpose of sexual arousal or gratification, done for a sexual purpose, or in a sexual manner for:

- Revenge
- To inflict humiliation
- Out of anger

"Sexual penetration" means sexual intercourse, cunnilingus, fellatio, anal intercourse, or any other intrusion, however slight, of any part of a person's body or of any object into the genital or anal openings

of another person's body, but emission of semen is not required.

Sexual Assault is an offense that meets the definition of rape, fondling, incest, or statutory rape used in the FBI's Uniform Crime Reporting system. A sex offense is any act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

Rape is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest is defined as non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape is defined as non-forcible sexual intercourse with a person who is under the statutory age of consent.

Michigan defines Domestic Violence as the occurrence of any of the following acts by a person that is not an act of self-defense: causing or attempting to cause physical or mental harm to a family or household member; placing a family or household member in fear of physical or mental harm; causing or attempting to cause a family or household member to engage in involuntary sexual activity by force, threat of force, or duress; and/or engaging in activity toward a family or household member that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested. Further, the act defines "family or household member" to include any of the following:

- A spouse or former spouse;
- An individual with whom the person has or has had a dating relationship;
- An individual with whom the person is or has engaged in a sexual relationship;
- An individual to whom the person is related or was formerly related by marriage;
- An individual with whom the person has a child

in common;

- The minor child of an individual described in the above bullet points.

More information is available at Michigan Department of Health and Human Services website: ([www.michigan.gov/mdhhs/0,5885,7-339-71548\\_7261---,00.html](http://www.michigan.gov/mdhhs/0,5885,7-339-71548_7261---,00.html))

## Domestic Violence

A felony or misdemeanor crime of violence committed by:

- Current or former spouse or intimate partner of the victim;
- Person with whom the victim shares a child in common;
- Person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- Person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

(MCLA 750.81) For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Michigan defines Dating Violence as a pattern of assaultive and controlling behaviors that one person uses against another in order to gain or maintain power and control in the relationship. The abuser intentionally behaves in ways that cause fear, degradation and humiliation to control the other person. Forms of abuse can be physical, sexual, emotional and psychological.

More information is available at the Michigan Domestic & Sexual Violence Prevention & Treatment Board site: [www.michigan.gov/mdhhs/safety-injury-prev/domestic-violence](http://www.michigan.gov/mdhhs/safety-injury-prev/domestic-violence)

## Dating Violence

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship

shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition:

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.
- (MCLA 750.81) For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Michigan defines stalking as a willful course of conduct involving repeated or continuing harassment of another individual that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested and that actually causes the victim to feel terrorized, frightened, intimidated, threatened, harassed, or molested.

## Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- Fear for the person's safety or the safety of others; or
- Suffer substantial emotional distress.

For the purposes of this definition:

- Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
  - Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Any incident meeting this definition is considered a

crime for the purposes of Clery Act reporting. (MCLA 750.411h)

## EDUCATION AND PREVENTION PROGRAMS

The university engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that are: culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and employees that:

1. Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct;
2. Defines, using definitions provided both by the Department of Education as well as state law, what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;
3. Defines what behavior and actions constitute consent to sexual activity in the state of Michigan and/or using the definition of consent found in the University's Policy on Sexual and Gender-Based Misconduct and state law;
4. Provides a description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;
5. Provides information on risk reduction. Risk

reduction means options designed to decrease perpetration and bystander inaction and to increase empowerment for survivors in order to promote safety and to help individuals and communities address conditions that facilitate violence.

6. Provides an overview of information contained in the Annual Security Report in compliance with the Clery Act.

The university has and will continue to develop an annual educational campaign consisting of presentations that include distribution of educational materials to new students; participating in and presenting information and materials during new employee orientation; and holding special presentations to groups who schedule with UM-Dearborn Department of Public Safety.

The University of Michigan-Dearborn takes its commitment to the prevention and ongoing awareness of intimate partner violence, sexual assault, sexual harassment, and stalking seriously. The university has provided online modules (Sexual Assault Prevention for Undergraduate Students, Sexual Assault Prevention for Ongoing Education, Sexual Assault Prevention for Graduate Students, Sexual Assault Prevention for Faculty/Staff: Bridges) that educate all incoming and current students, inclusive of sexual assault and alcohol prevention and awareness.

The university provides all new incoming students, freshman and transfer, with an in-person presentation that addresses sexual misconduct, how to report, where to report, and confidential as well non-confidential reporting and resources. New incoming students (freshman and transfer) are also provided with an on-line training module on sexual assault prevention and awareness. In addition, all current students are annually provided an on-line training module on sexual assault prevention and awareness.

**On-line Modules** - the university provides online modules that educate all incoming and current students, inclusive of sexual assault and alcohol prevention and awareness.

**AlcoholEdu for College**, sexual Assault Prevention for Undergraduates, and Sexual Assault Prevention Ongoing Education as important components of our alcohol prevention initiatives and the education and

support services related to sexual assault, dating and domestic violence, sexual harassment, and stalking.

- AlcoholEdu for College-required for new undergraduate students.

**Sexual Assault Prevention** - to better prepare students on how to help reduce your risk for personal harm while you are a member of this community and later in life. The module is an important component of the education and support services related to sexual assault, dating and domestic violence, sexual harassment and stalking.

- Sexual Assault Prevention for Undergraduates-required for new undergraduate students
- Sexual Assault Prevention Ongoing Healthy Relationships-required for all continuing undergraduate students (sophomore, junior, senior)
- Sexual Assault Prevention Ongoing: Taking Action-required for all continuing undergraduate students (sophomore, junior, senior)
- Sexual Assault & Prevention for Graduate students-required for new graduate students and continuing graduate students (second year and beyond)
- Sexual Assault Prevention for Faculty/Staff: Bridges-is required for NEW employees.

## Programs and Workshops

The Center for Social Justice and Inclusion in partnership with campus and community partners play a vital role in educating and providing resources to the campus community about gender and sexual based violence as well as the intersection of oppression and intolerance. The CSJI ensures that up-to-date resources are available to students, staff, and faculty in person and virtually. The CSJI also bridges the gap between campus and many community sexual assault and domestic violence agencies because these community partners play a crucial role in the prevention and awareness strategy. The University understands that many students return to their respective communities and the necessity to have resources there, which is why the CSJI also provides pamphlets and resources from other sexual assault and domestic violence agencies from our neighboring counties.

With respect to programming, there are several key efforts throughout the year that go beyond the online modules. Some programs and events include: Take

Back The Night, The Clothesline Project, Bystander Intervention and Self Defense Workshops, condom distribution and various other programs, including:

**Let's Talk Consent** - a workshop that explores different understandings of consent, including the legal definitions. Participants will develop skills related to asking for and giving consent in all relationships as well as discuss strategies for creating a "culture of consent" in campus communities.

**Stalking On Campus: Know It, Name It, Stop It** - this introductory session provides a basic overview of stalking, focusing on defining stalking, identifying stalker behaviors, and recognizing the prevalence and dynamics of this often-misunderstood form of abuse. Participants will also leave the session with guidance and information on how to support victims/survivors and connect them with resources.

Although we have brought back several programs in the last academic year, some of these programs have not been available recently due to the pandemic. These types of programs and events are often collaborations among many offices with student affairs, including student organizations, as well with academic partners.

**Change It Up! Bystander Intervention** - our bystander intervention program returned in the winter of 2022 with the training of faculty, staff and students as facilitators. "Change it Up! combines theater and skill-building around intervening in harmful situations with your friends, in your classes, with your family, and in your community. You'll gain knowledge and build skills in a safe and fun environment to help you navigate your relationships, communities, and your life here at the University of Michigan. You'll be able to meet fellow first-year Wolverines and gain awareness about campus resources." This program was developed by Student Affairs teams at the University of Michigan-Ann Arbor. This program is required for all incoming students in Ann Arbor and has been tailored for our Dearborn campus by the CSJI. See below for "How to be an Active Bystander" for more information and helpful tips.

**Other Training** - the Equity, Civil Rights and Title IX Office and Violence Response and Prevention Initiatives Office provides ongoing training and education to University of Michigan-Dearborn faculty, staff and students on issues related to sexual and gender-based

misconduct, as well as IRO reporting responsibilities.

In 2019, all employees were required to participate in [Cultivating a Culture of Respect-Sexual Harassment and Misconduct Awareness](#), an online module for faculty and staff that provides information about maintaining a respectful, inclusive and equitable working and learning environment free from sexual harassment and misconduct. All new faculty and staff at UM-Dearborn have been encouraged to complete the online Building Supportive Communities: Clery Act and Title IX module. These trainings provide information about how the university responds to, and how we can help prevent, sexual assault, intimate partner violence, sexual harassment and stalking.

The University of Michigan Division of Public Safety and Security provides a [Sexual Assault Awareness module](#). To request a presentation on sexual assault awareness, please contact DPSS Community Outreach at (734) 763-3434 or email [dpss-safety-security@umich.edu](mailto:dpss-safety-security@umich.edu).

For the [Department of Public Safety Education, Training and Presentations](#), a request can be made ??

## COORDINATED COMMUNITY RESPONSE TEAM (CCRT)

Part of receiving the DOJ OVW Campus Grant in 2020 required our campus to create a coordinated community response team (CCRT). Dearborn's CCRT is a part of the university's efforts to improve our campus's response when addressing sexual assault, domestic violence, dating violence and stalking. Our CCRT reflects a wide variety of community members and organizations that are involved in campus life, have a role in meeting the needs of victims/survivors of violence, and work towards holding offenders accountable. The CCRT aims to meet on a monthly basis to: evaluate our prevention, response and supportive efforts, check-in between key campus departments and community partners, and ensure that the messages across our efforts are consistent and reinforced throughout our areas of responsibility.

Our UM-Dearborn CCRT representatives and entities include:

- Equity, Civil Rights and Title IX Office

- Department of Public Safety
- Dearborn Police Department
- Social Justice and Inclusion
- Dearborn Support and Student Conduct
- Key Campus/Community Partners

The connections formed through this collaborative effort have strengthened the internal and external relationships throughout our team members. This coordinated response has led to a greater awareness and increased support for a variety of campus events and projects like: the Clothesline Project, Take Back the Night, Wolverine Welcome Day, and Start by Believing. Additionally, some members of our CCRT are also part of the Tri-Campus CCRT that also includes the Ann Arbor and Flint campuses. The Tri-Campus CCRT is designed to broadly represent the university community, and provide input and advice on future policies, procedures, and prevention efforts related to sexual and gender-based misconduct.

## HOW TO BE AN ACTIVE BYSTANDER

Bystanders play a critical role in the prevention of sexual and relationship violence. They are “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.” We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. If you or someone else is in immediate danger, call 9-1-1. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt. Below is a list of some ways to be an active bystander as well as how to intervene.

### How to be an active bystander

1. Pay attention to your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
2. Confront or disrupt people who seclude, hit on, and try to make out with, or have sex with people who are incapacitated or cannot consent.
3. Speak up when someone discusses plans to harm or take sexual advantage of another person.

4. Believe someone who discloses sexual assault, abusive behavior, or and experience stalking.
5. Refer people to resources on or off campus listed in this document for support in health, counseling, or with legal assistance.

### How to intervene:

1. Notice A problem - We can't intervene until you notice a problem Assume responsibility.
2. Assume responsibility for your campus community and their actions-committing that when we all know better, we will all do better.
3. Think it through-Pause to think through safety (you own and others) and effectiveness in interventions
4. Intervene - Ways to Intervene:
  - a. Direct-Confront the situation right away.
  - b. Distract-Create a diversion to interrupt the situation.
  - c. Delegate-Tell someone else and decide together how to intervene.
  - d. Delay-Check in later with those who were involved.

## RISK REDUCTION

With no intent to blame survivors and recognizing that only abusers are solely responsible for their behaviors, you can take an active role to increase your safety or the safety of those around you. The survivor is never at fault – and remember, help and support are available. There is no way to eliminate the chance that something may happen; however, the following are some strategies that may help to reduce the risk or empower you to step in to prevent some type of rape, sexual assault or harassment (taken from Rape, Abuse, and Incest National Network, [www.rainn.org](http://www.rainn.org).)

### Increasing Safety On-Campus

1. The following tips may reduce your risk for many different types of crimes, including sexual violence:
2. Be aware of your surroundings. Knowing where you are and who is around you may help you find a way to get out of a bad situation.
3. Try to avoid isolated areas. It is more difficult to get help if no one is around.

4. Walk with purpose. Even if you don't know where you are going, act like you do.
5. Trust your instinct. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be. If you see something suspicious, contact law enforcement immediately.
6. Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
7. Make sure your cell phone is with you and charged and that you have money for a ride share.
8. Be careful about posting your location on social media. These apps use geolocation to publicly share your location. Consider disabling this function and reviewing other [social media settings](#).
9. Avoid being isolated with someone you don't trust or someone you don't know.
10. Avoid putting music headphones in both ears, so that you can be more aware of your surroundings, especially if you are walking or jogging alone.

## Safety in Social Settings

It's possible to relax and have a good time while still making safety a priority. Consider these tips for staying safe and looking out for your friends in social settings:

1. When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together.
2. Don't leave your drink unattended while talking, dancing, using the restroom, or using your phone. If you've left your drink alone, just get a new one.
3. Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
4. Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had or is acting out of character, quickly get them to a safe place immediately.

## Feeling Safe After an Assault

If you have experienced sexual assault, there are steps you can take to feel safer:

1. If you suspect you or a friend has been drugged,

contact law enforcement right away. Be open and explicit with doctors, so they can give you the correct tests (you will need a urine test and possibly others).

2. If you need to get out of an uncomfortable or scary situation, here are some things that you can try:
  - e. Remember that being in this situation is not your fault. You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
  - f. Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
  - g. Have a code word with your friends or family so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
  - h. Lie. If you don't want to hurt the person's feelings, it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
  - i. Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
  - j. If you and/or the person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

Reports of all domestic violence, dating violence, sexual assault and stalking made to the UM-Dearborn Department of Public Safety will automatically be referred to the Title IX Coordinator for assessment regardless if the complainant chooses to pursue criminal charges. These cases will be further discussed within the CCRT.

The university disciplinary process is consistent with the institution's policy and will include a prompt, fair, and impartial investigation and resolution process transparent to the complainant and the respondent, as discussed above. The Policy on Sexual and Gender-Based Misconduct and the applicable procedures for addressing such complaints can be found on the University's [Sexual and Gender-Based Misconduct Reporting & Resources webpage](#). Additional information can be found on [ECRT's website](#). Flowcharts that describe the process used where the respondent (person accused of misconduct) is a student can be found [here](#) and where the respondent is an employee or third-party can be found [here](#) for the sexual and gender-based misconduct process and [here](#) for the Federal Rule misconduct process..

- 9-1-1 (for emergencies)
- (313) 593-5333
- [Dearborn Police Department](#): (313) 943-2241

An individual has the right to report an incident, or to decline to report an incident, to law enforcement. An individual may decline to participate in a law enforcement interview. A report to law enforcement, even the UM-Dearborn Department of Public Safety, is separate from a report to the University.

Upon request, University staff will help an individual make a report to law enforcement. For reports of off-campus sexual assault, domestic violence, dating violence, and stalking UM-Dearborn Department of Public Safety can assist in identifying the appropriate law enforcement agency to which to make the report.

## PROCEDURES SURVIVORS SHOULD FOLLOW IN CASE OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT OR STALKING

### Reporting to Law Enforcement

The University encourages anyone who experiences or witnesses sexual assault, domestic violence, dating violence, and stalking to make a report to [University of Michigan-Dearborn Department of Public Safety](#) or the [University of Michigan Police Department Special Victims Unit](#), which is a dedicated unit for responding to and investigating sexual assaults, intimate partner violence, stalking, and child abuse. Prompt reporting allows law enforcement to collect and preserve evidence.

An individual who wishes to pursue criminal action in addition to, or instead of, making a report to the University for a Sexual and Gender-Based Misconduct Policy violation may contact law enforcement directly by calling:

### [University of Michigan-Dearborn Department of Public Safety](#)

- 📍 1300 Campus Support Services (CSS), 4901 Evergreen Rd, Dearborn, MI 48128
- 📞 Phones:

### Reporting to the University

The university provides many avenues for reporting sexual assault, domestic/dating violence, or stalking. In all cases, the most direct reporting mechanism is to submit a [report online](#) to the Equity, Civil Rights and Title IX Office (ECRT). ECRT can also be reached by phone or email: (313) 436-9194 or [ECRT-Dearborn@umich.edu](mailto:ECRT-Dearborn@umich.edu).

Information on criminal activity may also be reported anonymously by calling the Department of Public Safety at (313) 593-5333 or, in an emergency, call 9-1-1.

Another way to report incidents to the university is by filing a complaint [online](#) with the [Compliance Office](#) or through the U-M Compliance Hotline at (866) 990-0111.

### Campus Climate Concerns

UM-Dearborn is committed to the success of all our students, staff, and faculty. By working to create an environment that values and celebrates our diverse community and fosters respect for every individual, you can help ensure that all persons can perform up to their full potential.

If you witness or experience conduct that discriminates, stereotypes, excludes, harasses, or harms anyone in our community based on their identity (such as race, color, national origin, sex, marital status, gender, gender identity or expression, sexual orientation, disability, age, weight, religion or veteran's status)

please report it to the university by calling (313) 436-9194 or reporting [online](#).

## Reporting as a Campus Security Authority (CSA) or Individual with Reporting Obligations (IRO)

Many UM-Dearborn staff and some faculty are considered Campus Security Authorities (CSAs) and are required to report criminal incidents in compliance with the Clery Act. Faculty/Staff members of the university who have responsibility for student and campus activities are CSAs. The Campus Security Authority (CSA) Incident Reporting [Form](#) provides CSAs with a method of reporting Clery crimes to the Department of Public Safety.

Under the university's Policy and Procedures on Sexual and Gender-Based Misconduct, individuals (particularly faculty and staff in certain roles) are considered Individuals with Reporting Obligations (IROs) and are required to share information about suspected misconduct to the Title IX Coordinator in the Equity, Civil Rights, and Title IX Office. Note: Some employees (including student employees) may be considered a Campus Security Authority and/or an Individual with Reporting Obligations.

If filing a report as a CSA, the Campus Security Authority (CSA) Incident Report form can be completed [here: myumi.ch/e679X](https://myumi.ch/e679X) and as an IRO the incident report can be completed [here: umich.qualtrics.com/jfe/form/SV\\_3xhsqNA8cHvoGi1](https://umich.qualtrics.com/jfe/form/SV_3xhsqNA8cHvoGi1).

## THE UNIVERSITY REVIEW OF REPORTS

When the university receives a report of sexual or gender-based misconduct, including sexual assault, dating/domestic violence, or stalking, the university will review that report consistent with its applicable policies and procedures. The university's policies and procedures seek to provide a prompt, fair, and impartial resolution of the concern reported.

ECRT determines the appropriate response to a report of prohibited conduct. The determination is made based upon factors including: the nature of the allegations and whether the alleged conduct would, if supported by the evidence, constitute a potential policy violation; whether the allegations involved

alleged Federal Rule/Title IX misconduct; whether the complainant files a formal complaint requesting an investigation, files a formal complaint requesting adaptable resolution, or declines to file a formal complaint; the availability of information or evidence suggesting that a policy violation may have occurred and the University's ability to proceed effectively to completion of a process; (2) the availability of information or evidence suggesting a pattern of alleged sexual harassment by a respondent in a position of authority; and (3) whether the University has a Federal Rule or other obligation to investigate or otherwise determine what happened and take corrective action as appropriate to eliminate, prevent, and address the effects of the Prohibited Conduct.

The individuals responsible for handling sexual or gender-based misconduct investigations, sanctioning, and appeals receive annual training on issues related to dating violence, domestic violence, sexual assault, and stalking, and on how to properly conduct the investigation and hearing in a way that promotes accountability as well as the safety of the individuals involved, and of the university community.

The university investigation processes for reviewing sexual or gender-based misconduct use a preponderance of the evidence standard. In addition, these processes permit the complainant, respondent, or witness to have an advisor of their choice to provide support and guidance throughout the process. The advisor may assist with all written submissions made by a complainant or a respondent and may attend any meeting throughout the process. During any meeting, the advisor may be present to observe and provide support and counsel to the participant.

In a hearing, the advisor will conduct a cross-examination on behalf of the party. If a party does not have an advisor of their choice present at a hearing, the university will without fee or charge to the party provide an advisor of the university's choice, for the limited purpose of conducting cross-examination on behalf of that party. A party may request to consult with their advisor at any point.

The university's processes also provide that the complainant and respondent will receive simultaneous written notification of the outcome of any disciplinary proceedings relating to the reported concern and the

procedures to appeal the outcome, as applicable. The university also recognizes the importance of maintaining, to the greatest extent possible, the confidentiality of both the complainant and respondent's identities while it reviews the reported concern.

To that end, the university will share information internally only as legally permissible, and as needed to ensure proper handling of the concerns that have been raised, comply with legal obligations, or provide any requested supportive measures.

This Policy addresses stalking on the basis of sex or gender. The Title IX Coordinator will determine if the reported conduct meets these criteria.

The university does not tolerate retaliation in any form.

## ASSISTANCE FOR SURVIVORS: RIGHTS & OPTIONS

All survivors who report to the University and or Law Enforcement receive the university resources guide "[Our Community Matters](#)" which addresses sexual assault, intimate partner violence, domestic violence, dating violence and stalking survivor's rights and options.

You may report to the University, to law enforcement, to both, or neither. We encourage you to report what you have experienced to law enforcement and to participate in the university's internal review process, but you are not obliged to do so. University resources and supportive measures are available to you even if you decide not to participate in university or law enforcement processes. In some cases, if you make an initial report but then decide not to participate further, the university may still need to review and investigate the information provided and may also be obligated to share the report with law enforcement for possible handling through the criminal justice system. Even in such cases, you do not have to participate in the university process, and you may decline to participate in a law enforcement interview. A report to law enforcement is separate from a report to the university.

Regardless of whether a survivor elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, the university will

assist survivors of sexual assault, sexual exploitation, intimate partner, domestic violence, dating violence, and stalking and will provide each survivor with a written explanation of their rights and options.

Further, the University of Michigan-Dearborn complies with Michigan law recognizing Personal Protection Orders. The university cannot apply for a legal order of protection, no contact order or restraining order for a survivor. The university has staff who can provide information about petitioning a court for a personal protection order. Contact either the Center for Social Justice & Inclusion (CSJI) at (313) 583-6445 or the UM-Dearborn DPS at (313) 593-5333 for assistance. These departments can also assist with safety planning.

If you obtain a court-ordered personal protection order, please let the Department of Public Safety know and provide them with a copy. The university will uphold such lawfully issued orders and enforce them through the Department of Public Safety.

Supportive measures are available through ECRT, as discussed on page 52. They are implemented to address safety, well-being, and continued access to educational opportunities. Supportive measures are available regardless of whether the person who requests a measure makes a report to the university or law enforcement; whether the person participates in any investigation; or whether the university or law enforcement investigates a report that has been submitted. The university may also implement supportive measures for respondents, witnesses, and other members of the university community. Supportive measures are voluntary and may be modified or discontinued at any time at the request of the individual. To the extent of the survivor's cooperation and consent, university offices will work cooperatively to provide for the complainant's safety and that their participation in University programs and activities is maintained.

For example, if reasonably available, a complainant may be offered changes to academic or work situations in addition to counseling, health services, visa and immigration assistance and assistance in notifying appropriate local law enforcement. Additionally, personally identifiable information about the survivor will be treated as confidential and will be shared only

with persons with a specific need to know who will be investigating or adjudicating the complaint or delivering resources or support services to the complainant. Further, the institution will maintain as confidential any supportive measures provided to the survivor to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the supportive measures.

The university does not publish the name of crime survivors nor house identifiable information regarding survivors in the UM-Dearborn DPS's daily crime log or online. Survivors may request that directory information on file be removed from public sources by contacting ITS Helpdesk at (313) 593-4357(HELP).

Whenever the university receives a report of sexual assault, sexual exploitation, intimate partner violence, or stalking, it will review that report consistent with its applicable policies and procedures.

## THE IMPORTANCE OF PRESERVING EVIDENCE

After an incident of sexual assault or other sexual misconduct resulting in physical harm, such as intimate partner violence, the complainant should consider seeking medical attention as soon as possible. Local resources are:

### Corewell Health Beaumont Hospital, Dearborn

- 📍 18101 Oakwood Blvd., Dearborn, MI 48124
- 📞 (313) 593-7000
- 🌐 [www.beaumont.org/locations/beaumont-hospital-dearborn](http://www.beaumont.org/locations/beaumont-hospital-dearborn)

### Henry Ford Medical Center-Fairlane

- 📍 19401 Hubbard Dr., Dearborn, MI 48124
- 📞 (313) 982-8100
- 🌐 [www.henryford.com/locations/fairlane?utm\\_campaign=website-link&utm\\_medium=organic&utm\\_source=local-listing](http://www.henryford.com/locations/fairlane?utm_campaign=website-link&utm_medium=organic&utm_source=local-listing)

All survivors of sexual assault have a right, under [Michigan law](#), to have a forensic medical examination and evidence kit collected up to **120 hours (5 days)**

after the assault in order to preserve any evidence of the assault. The forensic exam will be administered by a registered nurse who has received advanced training to provide care and treatment to sexual assault survivors.

Even if you are not sure that you want to file a police report, it can be helpful to have any available evidence collected in case you decide to file a report with law enforcement at a later date. The nurse can also provide emergency contraception, treatment for sexually transmitted infections (STIs), and other needed medical care. Sexual assault forensic exams will not be billed to medical insurance without your consent.

You can obtain a forensic exam and evidence kit through:

### Avalon Healing Center

- 📍 601 Bagley St, Detroit, MI 48226
- 📞 Phones:
  - (313) 964-9701(Sexual Assault Forensic Examiner Program)
  - 24-Hour Crisis Pager: (313) 430-8000
- ✉ [info@avalonhealing.org](mailto:info@avalonhealing.org)
- 🌐 [avalonhealing.org/](http://avalonhealing.org/)

Avalon Healing Center can also help you identify a facility in your local community that conducts forensic exams.

If you seek evidence collection the police will be contacted; however, it is up to you whether to share any information with law enforcement. If you choose not to file a police report at the time the kit is completed, the medical facility where the evidence was collected will retain it for at least one year.

It is important that a survivor of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where he/she was assaulted if the offense occurred within the past 120 hours (5 days) so that evidence may be preserved that may assist in proving that the alleged criminal offense occurred/or is occurring or may be helping in obtaining a protection order. In circumstances of sexual assault, if survivors do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually

transmitted disease.

Survivors of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communication, and keeping pictures, logs or other copies of documents, if they have any, which would be useful to university hearing officers/investigators or police. Not all experiences of intimate partner violence cause visible injuries. If visible injuries are present, it can be helpful to document them with photographs, if it is safe to do so. It is also important to seek medical attention if possible and safe to do so.

If you have experienced stalking, it can be helpful to an investigation to retain any evidence of that behavior, including documentation of any unwanted communication (whether written, oral, electronic), postings (such as on social media), gifts, etc.

The university will identify resources, on campus, off campus, or both, to persons who have been survivors of sexual assault, domestic violence, dating violence, or stalking, and will apply appropriate disciplinary procedures to those who violate this policy. The procedures set forth below are intended to afford a prompt response to charges of sexual assault, domestic or dating violence, and stalking to maintain confidentiality and fairness consistent with applicable legal requirements and to impose appropriate sanctions on violators of this policy.

The [Policy on Sexual and Gender-Based Misconduct](#) is available to assist survivors in filing a complaint with the university. You can visit the [Equity, Civil Rights and Title IX Office](#) for information about the university's detailed procedures by clicking the link above or copying and pasting URL:

[umdearborn.edu/offices/equity-civil-rights-and-title-ix-office/reporting-sexual-or-gender-based-misconduct](http://umdearborn.edu/offices/equity-civil-rights-and-title-ix-office/reporting-sexual-or-gender-based-misconduct).

Although the university strongly encourages all members of its community to report violations of this policy to law enforcement, it is the survivor's choice whether or not to make such a report and survivors have the right to decline involvement with the police. The university will assist survivors with notifying local Police if they so desire. The Dearborn Police Department can be reached by calling (313) 943-2241, or in person at 13615 Michigan Ave., Dearborn, MI, 48126. Additional

information about the Dearborn Police Department may be found at: (<http://www.cityofdearborn.org/government/departments/police>).

If you have been the survivor of domestic violence, dating violence, sexual assault, or stalking, you should report the incident promptly by calling, writing or coming into the UM-Dearborn Department of Public Safety, 1300 Campus Support Services (CSS), (313) 593-5333 and/or to the Equity, Civil Rights and Title IX Office, 1114 Administration Building, (313) 436-9194 or ECRT-Dearborn@umich.edu.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a survivor chooses not to make a complaint regarding an incident, he/she should consider speaking with UM-Dearborn Department of Public Safety or other law enforcement to preserve evidence in the event that the survivor changes her/his mind at a later date.

If a report of domestic violence, dating violence, sexual assault or stalking is made to the university, listed on **page 50** are the procedures the university will follow and a statement regarding the standard of evidence that will be used during any university hearing arising from such a report.

# UNIVERSITY RESPONSE, POLICIES, SANCTIONS, DISCIPLINE AND STATE LAWS

## UNIVERSITY POLICY ON SEXUAL AND GENDER-BASED MISCONDUCT

The university's [Policy on Sexual and Gender-Based Misconduct](#) and related SPG and related procedures, address how the university will respond to allegations of specific misconduct and violence as well as rights, options, and resources for those individuals impacted by sexual and gender-based misconduct matters, including those who wish to report incidents, those who may have experienced sexual and gender-based misconduct but do not wish to report the incident(s), and those who are accused. Some highlights of the policy and procedures are below. Resource options can be found earlier in this report on [pages XX](#).

### **Sexual Assault, Sexual Exploitation, Sexual Harassment, Gender-Based Harassment, Sex and/or Gender-Based Stalking, Intimate Partner Violence, Sex and Gender-Based Discrimination, Retaliation, Violation of Supportive Measures, and Federal Rule Misconduct**

The university prohibits Sexual and Gender-based Misconduct (sexual assault, sexual exploitation, sexual harassment, gender-based harassment, sex and/or gender-based stalking, intimate partner violence, sex and gender-based discrimination, retaliation, and violation of supportive measures) and Federal Rule Misconduct (i.e., quid pro quo sexual harassment; severe, pervasive and objectively offensive sexual harassment; sex or gender-based stalking; dating violence; domestic violence; and sexual assault; as defined by and within the scope of Title IX); collectively Prohibited Conduct.

Prohibited conduct undermines the character and purpose of the university and the university will take appropriate prompt and effective action to eliminate prohibited conduct, prevent its recurrence, and remedy its effects. Prohibited conduct may also constitute crimes that violate federal and state law.

The university adopted its [Policy on Sexual and Gender-Based Misconduct](#) and related procedures with a commitment to:

1. Eliminating, preventing, and addressing the effects of prohibited conduct;
2. Fostering an environment where all individuals are well-informed and supported in reporting prohibited conduct;
3. Providing a fair and impartial process-including constitutionally required due process where applicable-for all parties; and
4. Identifying the procedures by which violations of this policy will be evaluated.

University employees, students, or third parties who violate this policy may face, as appropriate, disciplinary action up to and including termination, expulsion, or other actions. The policy, and its related procedures, set forth how the university will proceed once it is made aware of possible prohibited conduct.

The policy is in keeping with our institutional values and is intended to meet our legal obligations under Title VII of the Civil Rights Act of 1964 ("Title VII"); Title IX of the Education Amendments of 1972 ("Title IX") and regulations promulgated thereunder in 2020; the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"), as amended by the Violence Against Women Reauthorization Act of 2013 ("VAWA"), with respect to its application to Prohibited Conduct; and other applicable law and regulations.

### **Policy Scope and Applicability**

The policy applies to students, employees, and to the extent noted below, third parties. The policy covers two general types of prohibited conduct: sexual and gender-based misconduct and Title IX misconduct. The policy covers acts of sexual and gender-based misconduct (as defined in the policy) committed by or against students, employees, and third parties when the prohibited conduct occurs:

- On campus or other property owned or controlled

- by the university;
- In the context of a university program or activity including, but not limited to, university-sponsored study abroad, research, field work, practica, internship programs, online programs, employment, or patient care services rendered at the University of Michigan Academic Medical Center as defined in Regents' Bylaw 11.36; or
- Outside of a university program or activity, but potentially poses a serious threat of harm, has a continuing adverse effect on, or creates a hostile environment for students, employees, or third parties while on campus or other property owned or controlled by the university or in any university program or activity. In determining whether the university has jurisdiction over off campus or online conduct that did not occur in a university program or activity, the university will consider the severity of the alleged conduct, the risk of on-going harm, whether both parties are members of the university community, impact on university programs or activities, and whether off campus conduct is part of a series of actions that occurred both on and off campus.

The policy also covers Federal Rule Misconduct (as defined in the policy) committed by or against students and/or employees in a university program or activity, in the United States.

## Supportive Measures

Supportive measures are individualized services, accommodations, and other assistance that the university offers and may put in place, without fee or charge. Supportive measures are designed to restore or preserve equal access to the university's programs and activities, protect the safety of all parties and the university's educational environment, and/or deter prohibited conduct, without being punitive or disciplinary in nature or unreasonably burdening the other party.

Supportive measures are available regardless of whether the matter is reported to the university for the purpose of initiating a proceeding under this policy and before, after, and regardless of whether a formal complaint is filed.

A complainant who requests supportive measures

has the right to file a formal complaint, either at the time the supportive measure is requested or at a later date. Any complainant who requests supportive measures will be informed in writing of their right to simultaneously or subsequently file a formal complaint under this policy.

When Equity, Civil Rights and Title IX (ECRT) Office or the Title IX Coordinator receives a report of possible prohibited conduct, ECRT will in all cases where the complainant is identified, contact the complainant to (1) discuss the availability of supportive measures; (2) ask about the Complainant's wishes with respect to supportive measures; (3) explain that supportive measures are available with or without the filing of a formal complaint; and (4) explain how to file a formal complaint.

When the report involves a university employee, the Title IX Coordinator will also explain the university's obligation to investigate or otherwise respond to the report. An individual may choose to request supportive measures from a confidential resource, regardless of whether any complaint is filed with ECRT or law enforcement.

If supportive measures are provided through a confidential resource, this action will not prompt any other institutional response, unless the exceptions that permit or require the confidential resource to disclose information they learn are met.

Supportive measures may also be requested by and made available to complainants, respondents, witnesses, and other affected members of the university community.

To determine the appropriate supportive measure(s) to be implemented, the university conducts an individualized assessment based on the facts and circumstances of a situation. Supportive measures will not be disciplinary or punitive in nature and will not unreasonably burden, or unreasonably interfere with the university program or activity pursuits of the other party.

Whether a possible supportive measure would unreasonably burden the other party is a fact-specific determination that takes into account the nature of the programs, activities, opportunities, and benefits in which an individual is participating.

Examples of supportive measures include:

- Academic support services and accommodations, including the ability to reschedule classes, exams, and assignments; transfer course sections; modify an academic schedule (typically to separate the complainant and the respondent) or withdraw from courses;
- Work schedule or job assignment modifications (for university employment);
- Changes in work location;
- An escort to ensure safe movement on campus;
- On-campus counseling services and/or assistance in connecting to community-based counseling services;
- Assistance in connecting to community-based medical services;
- Mutual restrictions on contact or communication between the parties, although one-way restrictions may be appropriate to help enforce a preliminary injunction, restraining order, or other order of protection issued by a court, or in other special circumstances;
- Temporarily limiting an individual's access to certain university facilities or activities;
- Information about and/or assistance with obtaining personal protection orders;
- Leaves of absence;
- Increased monitoring and security of certain areas of the campus;
- Reassignment of patient to another provider; or
- Any combination of these measures.

The university will maintain supportive measures provided to the complainant or respondent as confidential to the extent that maintaining such confidentiality would not impair the university's ability to provide the supportive measures.

## Prohibited Conduct

Conduct under the Policy on Sexual and Gender-Based Misconduct is prohibited regardless of the sex, sexual orientation, and/or gender identity or expression of the complainant or respondent. Prohibited conduct under the policy includes sexual and gender-based misconduct (i.e., sexual assault; sexual exploitation; sexual harassment; gender-based harassment; sex and/or gender-based stalking; intimate partner violence; sex and gender-based discrimination; retaliation and

violation of supportive measures) and Federal Rule Misconduct (i.e., quid pro quo sexual harassment; severe, pervasive and objectively offensive sexual harassment; sexual assault; and intimate partner violence and stalking; as defined by and within the scope of Title IX. Full definitions of these forms of Prohibited Conduct are contained in the [Policy on Sexual and Gender-Based Misconduct](#).

## University Resolution

The specific procedures for assessing, reviewing, and resolving prohibited conduct depend upon the nature of the respondent's relationship to the university, and when a respondent is an employee or a third party, on the type of prohibited conduct at issue. Resolution processes will be conducted in a prompt, fair, thorough, and impartial manner, from the outset of an investigation or other resolution process, through the final result. A complainant or respondent may each have an advisor of their choice present in any meeting or hearing throughout any and all phases of the process.

Under the student procedures (where the respondent is a student) the university uses two processes to formally resolve reports of prohibited conduct under this policy: Investigative resolution, which involves an investigation, hearing, and, if applicable, an appeal and sanctions; and, if requested by the parties and approved by the Title IX Coordinator, Adaptable resolution, a voluntary, remedies-based, structured process between or among affected parties that balances support and accountability without formal disciplinary action. Other remedies, such as training and other educational measures, may also be implemented.

The university will strive to complete an investigative resolution under the student procedures, which begins with the determination that an investigation will be opened and continues through the completion of the investigation, hearing, outcome, and any appeals within 135 calendar days, or within 180 if an appeal is filed. The university will strive to complete the adaptable resolution process within 90 calendar days.

Under the employee procedures, the university uses two formal investigation processes, as well as other resolution options such as adaptable resolution (as described above), mediation as appropriate, referral,

or pre-investigation review, to resolve reports of prohibited conduct under the policy.

The sexual and gender-based misconduct process for employee respondents, used when a formal complaint is filed that alleges sexual or gender-based misconduct (and not allegations of Federal Rule misconduct), involves an investigation with a finding on the issue of responsibility determined by the ECRT investigator, and which may be appealed by either party to an external reviewer, and, as applicable, sanctions determined by the appropriate university officials that may be reviewed through an employee grievance process. The university will strive to complete such matters within 105 days of the date it is determined that an investigation will be opened. The Federal Rule misconduct process for employee respondents, used when a formal complaint is filed that alleges Title IX misconduct (including when the formal complaint includes allegations of both Federal Rule misconduct and sexual or gender-based misconduct), involves an investigation, hearing with a finding on the issue of responsibility determined by the hearing officer, and which may be appealed by either party to an external reviewer, and, as applicable, sanctions that are subject to review through an employee grievance process, and appeals of the finding. The university will strive to complete such matters within 180 days of the date it is determined that an investigation will be opened.

The above time frames may be extended for good cause. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness, fairness, and promptness.

## **SANCTIONS, INTERVENTIONS, AND DISCIPLINE**

If the respondent is found to have violated the policy, the respondent will be sanctioned and appropriate remedies will be provided to the complainant. Under the student procedures, the Student Conduct Advisor, or designee, is responsible for determining appropriate sanctions, and educational and restorative measures. The university will provide the written finding determination along with the notice of the sanction (when applicable) to the complainant and respondent simultaneously. The list of potential sanctions or

interventions includes one or more of the following:

### **Student Sanctions**

#### **Educational Interventions**

- **Class/Workshop/Training/Program Attendance:** Enrollment in and verified completion of a class, workshop, training, online learning, program, and/or follow up meetings with staff members any of which could help the Student and/or the University community; or
- **Educational Project:** Completion of a project specifically designed to help the Student understand why certain behavior was inappropriate and to prevent its recurrence.

#### **Community Removal and/or Contact Restriction**

- **Permanent or Fixed-Duration Removal from Specific Courses or Activities:** Suspension or transfer from courses or activities at the University for a specified period of time; or
- **Permanent No Contact:** Restriction from entering specific University areas and/or from all forms of contact with certain persons.

#### **Student Status Change, Restriction, or Record Notation**

- **Disciplinary Probation:** A designated period of time during which the Student is not in good standing with the University. The terms of disciplinary probation may involve restrictions of Student privileges and/or set specific behavioral expectations;
- **Suspension:** Separation from the University for a specified period of time or until certain conditions are met;
- **Expulsion:** Termination of Student status for an indefinite period;
- **Transcript Notation, Hold, and/or Notification to Other Institutions:** A notation of non-academic disciplinary action may be made on a transcript and/or the University may notify other institutions of non-academic disciplinary action. In addition, the University may place a hold on transcripts, meaning that the University may prevent a Student from registering for classes, receiving a copy of their transcript/diploma, or both;
- **Withholding, Delaying, or Revoking the Conferment of the Degree:** The University may delay or

withhold the conferral of the degree due to a finding of Prohibited Conduct. In extraordinary circumstances, the University may revoke the conferral of the degree; or

- Restriction from Employment at the University: Termination of or prohibition on University employment.

### Compensatory Requirement

- Restitution: Reasonable compensation limited to the actual and verifiable replacement or repair value of property lost or damaged.

### Appeals of Findings or Sanctions

Under the Student Procedures, either party may file a written appeal of a hearing outcome or may appeal the sanctions determined by the Student Conduct Advisor. The appeal will be conducted in an impartial manner and equivalent rights will be provided to both parties throughout the process.

To appeal the finding or the sanctions, a party must submit a written request to ECRT within fourteen (14) calendar days of the date of the notice of outcome and/or sanctions.

## DISCIPLINE OF FACULTY OR STAFF

The university requires that employees maintain a standard of performance and conduct that contributes to the continuing excellence and orderly and efficient operation of the university. The university, in its sole discretion, will determine whether an employee's performance, conduct, or behavior meets this standard.

If a respondent is found to have violated [the policy](#), the university will [implement corrective action](#). In keeping with the university's commitment to foster an environment that is safe, inclusive, and free from discrimination and harassment, the university has wide latitude in the imposition of corrective action and remedies tailored to the facts and circumstances of the prohibited conduct, the impact of the conduct on the complainant and university community, and accountability for the respondent. Corrective action or other interventions may also serve to remedy the discriminatory effects of the prohibited conduct on the complainant and others, including any systematic

actions the university determines to be appropriate for the broader university community. Remedies will be designed to restore or preserve equal access to the university's program or activity. Other interventions may include, for example, targeted or broad-based educational programming or training.

- The scope of possible corrective actions will be dependent upon employee disciplinary procedures applicable to the respondent, but may include one or more of the following:
  - Required education and/or training
  - Informal and/or formal counseling
  - Progressive disciplinary action
  - Permanent one-sided no-contact directive
  - Transfer of position
  - Ineligibility for merit increase, sabbatical leave, and/or other discretionary benefits
  - Removal of administrative appointment
  - Restriction on access to students, support services, and/or facilities
  - Modification or loss of Medical Staff clinical privileges with appropriate process
  - Demotion
  - Suspension
  - Termination of employment
  - Referral of matters in which faculty members were found responsible for a policy violation or violations for separate consideration for sanctioning purposes under Regents' Bylaw 5.09
  - Referral of matters in which staff members were found responsible for a policy violation or violations for separate consideration for sanctioning purposes at a Disciplinary Review Conference
  - Restriction from future employment at the university
  - Where the Respondent is also a student, any sanction available in the student procedures
  - Restriction from any university program or activity.

Corrective action will be determined by the respondent's supervisor or other appropriate university administrator(s). Corrective action generally will be issued within 30 calendar days of the issuance of the final investigation report, except for matters involving Federal Rule Misconduct, in which case the corrective action will be made and shared with the hearing officer, who will include them in the written determination.

The university will provide simultaneous notice in writing to the complainant and the respondent regarding the corrective action(s), the rationale therefore, and whether remedies designed to restore or preserve equal access to the university's program or activity will be provided by the university to the complainant.

Any corrective action or combination of corrective actions will be documented in the respondent's personnel file. Nothing in the procedures prevents the supervisor or other appropriate university administrator from imposing disciplinary action against a respondent where the final investigative report or hearing outcome demonstrates that the respondent engaged in inappropriate conduct, regardless of whether the respondent has been found to have engaged in prohibited conduct under the policy.

## ALCOHOL AND OTHER DRUGS (AOD) POLICY FOR STUDENTS, FACULTY AND STAFF

### Alcohol and Other Drugs Policy

The complete University of Michigan-Dearborn Alcohol and Other Drug (AOD) Policy for Students, Faculty and Staff can be found at: [alcohol-drug-policy.umich.edu](https://alcohol-drug-policy.umich.edu). Below are excerpts from the January 2022 revised policy.

The University of Michigan-Dearborn is committed to providing a safe, healthy learning community for all its members. The university recognizes that the improper and excessive use of alcohol and other drugs may interfere with the university's mission by negatively affecting the health and safety of students, faculty and staff. Problems such as vandalism, assault, harassment, and disruption of sleep and study space increase in relation to misuse. It is due to the harm caused by excessive and illegal use that the university has a vested interest in establishing policies to prohibit unlawful behavior, and sanctions to address policy violations by members of the UM-Dearborn community.

Under the [Drug-Free Workplace Act](#) and the [Drug-Free Schools and Communities Act](#), the University is required to have an alcohol and other drug policy and distribute this policy annually to all employees

and students. This Policy must outline the University's prevention, education and intervention efforts, and consequences that may be applied by both the University and external authorities for policy violations. The law also requires that individuals be notified of possible health risks associated with the use and abuse of alcohol and other drugs, and sources of assistance for problems that may arise as a result of use.

Employees, students, and campus visitors may not consume, possess, distribute, or be under the influence of non-prescription drugs and/or alcoholic beverages on university property, with the exception of university functions at which use of alcohol is approved.

Michigan law prohibits the dispensing, selling or supplying of drugs or alcoholic beverages to a person under the age of 21. Under Michigan law it is illegal for anyone under the age of 21 to purchase, consume or possess, or have any bodily content of alcohol. While on university property, all individuals are prohibited from possessing, consuming, manufacturing, dispensing, or being under the influence of illegal drugs or engaging in improper self-medication. All members of the campus community are also governed by laws, regulations and ordinances established by the state and local municipalities and will be held accountable by law enforcement representatives of those entities for any illegal activity. It is the responsibility of all campus members to be aware of these laws.

The Michigan Medical Marijuana Act (MMMA) conflicts with federal criminal laws governing controlled substances, as well as federal laws requiring institutions receiving federal funds, by grant or contract, to maintain drug-free campuses and workplaces. The University of Michigan receives federal funding that would be in jeopardy if those federal laws did not take precedence over state law. Thus the use, possession or cultivation of marijuana in any form and for any purpose continues to violate the University of Michigan's Alcohol and Other Drug Policy and is prohibited at the University of Michigan-Dearborn.

## ALCOHOL AND OTHER DRUG PREVENTION PROGRAM

Changing the community culture from one that is indifferent to, or tolerates, the harm

caused by excessive and illegal use or alcohol and other drugs requires participation by all members of the community. The University of Michigan-Dearborn has a comprehensive substance abuse prevention program, which utilizes nationally recognized best practices. These practices are employed in order to actively promote an environment that discourages the harmful abuse of alcohol and other drugs and strives to prevent subsequent negative outcomes. Strategies that are utilized include: informing students about alcohol and other drug policies, and possible consequences for policy violations; educational media campaigns, promoting legal, moderate use; providing information to students' parents about alcohol issues on campus during parent orientation; facilitating various education, skill building, and intervention programs to assist students in gaining knowledge and skills; and providing resources and support for students who seek treatment services. Faculty and staff may contact the [Faculty and Staff Counseling and Consultation Office \(FASCCO\)](#) for any personal concerns related to substance use resources. Students may seek services from [Counseling and Psychological Services \(CAPS\)](#).

U-M uses evidenced-based strategic interventions, collaboration, innovation, and the incorporation of the [Faculty and Staff MHealthy](#) to reduce harmful consequences of alcohol and other drug use by:

- Providing education and awareness activities.
- Offering substance-free social, extracurricular, and public service options.
- Creating a health-promoting normative environment.
- Restricting the marketing and promotion of alcohol and other drugs.
- Limiting availability of alcohol and other drugs.
- Developing and enforcing campus policies and laws to address high-risk and illegal alcohol and other drug use.

**Alcohol Management Program:** The MHealthy Alcohol Management Program (AMP) at the University of Michigan is a brief, confidential health education program that helps to cut back on drinking or quit altogether.

It's a choice, abstinence or alcohol moderation.

For more information visit the Faculty/Staff Well-Being website: [hr.umich.edu/benefits-wellness/health-well-being/mhealthy](https://hr.umich.edu/benefits-wellness/health-well-being/mhealthy)

## COUNSELING AND TREATMENT PROGRAMS

The university encourages individuals with alcohol or other drug-related problems to seek assistance. Confidential, no-cost services are available to University of Michigan-Dearborn students, faculty and staff members at:

### CAPS – Counseling and Psychological Services (for students)

- 📍 2157 James C. Renick 4901 Evergreen Rd, Dearborn, MI 48128
- 📞 Phones
  - (313) 593-5430.
  - CAPS After Hours Urgent Support, Call 313-593-5430, press 2.

### Faculty and Staff Counseling and Consultation Office (FASCCO)

- 📍 2076 Administrative Services Building, 1009 Greene St., Ann Arbor, MI 48109
- 📞 (734) 936-8660

The FASCCO office can also provide additional information on local, state, and national resources for those seeking assistance.

## UNIVERSITY SANCTIONS

Unlawful possession, use, manufacture, or distribution of alcohol or illicit drugs by faculty, staff, or students on university property or as a part of any university activity may lead to sanctions within the university, the severity of which shall increase as the seriousness of the violation increases.

The use or abuse of alcohol and other drugs also increases the risks for behavioral and social problems such as negative effects on academic work performance; conflicts with co-workers, classmates, family,

friends and others; conduct problems resulting in disciplinary action, including loss of employment or dismissal from an academic program; and legal problems resulting in ticketing, fines and imprisonment.

The laws of the state of Michigan and University of Michigan's policies prohibit the consumption or possession for personal consumption of alcoholic beverages by persons under the age of 21 years. Further, Michigan laws and University policies prohibit the sale, service or giving of alcoholic beverages to persons under the age of 21. University of Michigan's policies, local ordinances and laws, state laws and federal laws also prohibit the unlawful possession, use and/or distribution of illicit drugs and alcohol. Violation of University policies will be subject to campus disciplinary review and action, as follows:

- Students: The University community has established expectations for nonacademic student conduct under the Student Rights & Code of Conduct.
- The Student Rights & Code of Conduct specifically addresses the illicit use of alcohol and other drugs as follows:
- The following behaviors contradict the values of the University community and are subject to action under this Statement:
- Illegally possessing or using alcohol
- Illegally distributing, manufacturing, or selling alcohol
- Illegally possessing or using drugs
- Illegally distributing, manufacturing, or selling drugs

The Student Rights & Code of Conduct is administered by the [Student Conduct and Conflict Resolution \(OSC-CR\)](#). OSC-CR is charged with facilitating the resolution process used to determine responsibility. OSC-CR staff work with parties to determine appropriate educational measures and sanctions. These measures cover a wide range of educational assignments and obligations, including but not limited to suspension and expulsion from the institution. OSC-CR may delegate portions of the Conduct Process to other units of the University who have a vested interest in the conduct of smaller student communities (e.g. Athletic Department).

Sanctions for violations by students shall be imposed pursuant to the Code of Student Conduct ([\[umdearborn.edu/policies\\\_st-rights/\]\(http://umdearborn.edu/policies\_st-rights/\)\) or pursuant to other approved procedures. If you have questions about this policy, please contact the \[Office of Student Conduct and Conflict Resolution\]\(#\) at \[dearbornOSC-CR@umich.edu\]\(mailto:dearbornOSC-CR@umich.edu\).](http://</a></p></div><div data-bbox=)

Academic units of the University also may have written policies concerning management of alcohol use and their response to the illicit use of alcohol and other drugs in the academic setting. Students are expected to know and understand these additional policies and abide by them.

Staff and Faculty: Sanctions for violations by faculty and staff are governed by policies within individual departments and any applicable guidelines set by University regulations ([Regents' Bylaw 5.09, Standard Practice Guide 201.12](#)), appropriate collective bargaining agreements, and other applicable policies or procedures. Appropriate sanctions may include: verbal or written warnings, a mandated rehabilitation program, probation, suspension, and termination. In each case, there are likely to be different circumstances that are relevant for understanding the situation and determining the appropriate sanction.

Employees and students who violate U-M policy prohibiting the use or possession of illegal drugs on campus will continue to be subject to disciplinary action. More detailed descriptions of sanctions related to these and other drug and alcohol offenses are available at:

## Human Resources Office

- 📍 1020-Administration Building, 901 Evergreen Rd., Dearborn, MI 48128
- ☎ (313) 593-5190
- 🌐 [umdearborn.edu/hr/](http://umdearborn.edu/hr/)

## Dean of Students

- 📍 1080 Administration Building (AB), 4901 Evergreen Road Dearborn, MI 48128
- ☎ (313) 593-4774
- 🌐 [umdearborn.edu/offices/dean-students](http://umdearborn.edu/offices/dean-students)

## Office of Student Life

- 📍 2136 James C. Renick University Center, 4901 Evergreen Rd, Dearborn, MI 48128

☎ (313) 593- 5390

🌐 [umdearborn.edu/students/office-student-life](http://umdearborn.edu/students/office-student-life)

**U-M Standard Practice Guide:** [spg.umich.edu/policy/601.29](http://spg.umich.edu/policy/601.29)

## EXTERNAL SANCTIONS

Federal laws impose significant criminal penalties for the unlawful possession, use, manufacture or distribution of alcohol and illicit drugs. These penalties include fines and/or imprisonment. A full description of federal sanctions for drug felonies can be found on the [Drug Enforcement Agency](http://www.dea.gov) website. This section is not intended as legal advice; consult with an attorney regarding your specific legal issues.

## EMPLOYEE REPORTING REQUIREMENT

Under the Drug-Free Workplace Act of 1988, in addition to the other requirements of this policy, a faculty or staff member who works in any capacity under a federal grant or contract must notify his or her university supervisor or department head, in writing, of his or her conviction for a violation of any criminal drug statute occurring in the workplace no later than five calendar days after such conviction. This applies to direct charge employees and to the indirect charge employees who perform any support or overhead functions related to the grant. The supervisor or department head must then promptly report the violation to the U-M Ann Arbor, Office of General Counsel.

## DISTRIBUTION OF POLICY

A copy of this policy statement is distributed annually to all faculty, staff, and students.

### Review of University Program and Policy

Biennially, the university shall review its “Alcohol and Drugs Prevention Program and Policy on Alcohol and Drugs” to determine the program’s and policy’s effectiveness and implement changes, if needed, and to ensure that the university’s disciplinary sanctions are consistently enforced.

This section is a summary of the AOD policy. For full AOD policy details, visit the website ([umdearborn.edu/policies-and-procedures/general-university-policies-and-procedures/university-michigan-dearborn](http://umdearborn.edu/policies-and-procedures/general-university-policies-and-procedures/university-michigan-dearborn)). For the full University of Michigan Standard Practice Guide on alcohol and drugs policy, visit the website: <http://spg.umich.edu/policy/601.29>

## MEDICAL AMNESTY

To better ensure that minors at medical risk as a result of alcohol intoxication will receive prompt and appropriate medical attention, the State of Michigan provides for medical amnesty to remove perceived barriers to calling for or seeking help.

Michigan law continues to prohibit a minor from purchasing, consuming, or possessing, or attempting to purchase, consume, or possess, alcoholic liquor and from having any bodily alcohol content. The medical amnesty law provides an exemption from prosecution for the following:

- A minor (under the age of 21) who, after consuming alcohol, voluntarily presents himself or herself to a health facility or agency for treatment or observation, including medical examination and treatment for any condition as a result of sexual assault (as defined in Michigan law).
- Any minor (under the age of 21) who accompanied a minor (under the age of 21) who, after consuming alcohol, voluntarily presented himself or herself to a health facility or agency for treatment or observation, including medical examination and treatment for any condition as a result of sexual assault (as defined in Michigan law).
- Any minor (under the age of 21) who initiated contact with law enforcement or emergency medical services personnel for the purpose of obtaining medical assistance in connection with a legitimate health care concern.
- The University of Michigan-Dearborn maintains the discretion to refer the individual for appropriate educational intervention(s).

For a full copy of the [University of Michigan Alcohol and Other Drug \(AOD\) Policy for Students, Faculty and Staff](http://alcohol-drug-policy.umich.edu/) visit: <http://alcohol-drug-policy.umich.edu/>.

## PARENT-FAMILY COMMUNICATION PROGRAM

The [Family Education Rights and Privacy Act \(FERPA\)](#) governs the release of and access to student education records. Section 952 of the 1998 Amendments to the Higher Education Act of 1965 clarified that institutions of higher education are allowed (but not required) to notify parents if a student under the age of 21 at the time of notification commits a disciplinary violation involving alcohol or a controlled substance.

Because of the health and safety risk inherent in alcohol and other drug misuse, U-M will notify parents/family of **first-year students under the age of 21:**

- If a student has committed an AOD violation accompanied by other serious behavior such as needing medical attention, significant property damage, or driving under the influence.
- If a student has had an AOD incident that resulted in a transport to the hospital or jail.
- If a student has had more than one AOD-related violation of the U-M Alcohol and Other Drug Policy.

Questions can be directed to [registrars@umich.edu](mailto:registrars@umich.edu).

## HANDLING ALCOHOL EMERGENCIES

Alcohol or other drug overdoses can result in bizarre behavior, unconsciousness and death. Know the signs of an alcohol emergency and know what to do.

### What you need to do:

Don't assume a person will sleep it off! People may pass out before all the alcohol or other drugs reach the brain. The heart and lungs can slow to the point of stopping. Do not use cold water or caffeine to attempt to wake the person up. Do not force food or exercise on him/her.

Stay with the person. Turn and keep the person on his/her side to prevent choking on vomit.

Call 9-1-1 immediately if the person:

- Is unconscious or semi-conscious (does not respond when you shake, shout at, pinch or prod him/her)
- Has skin that is pale, bluish (especially around

the lips and fingernails), cold or clammy

- Has slow, irregular or shallow breathing (8 or fewer breaths/minute)
- Used alcohol with other drugs (especially depressants like Oxycontin or Xanax)
- When in doubt, call 9-1-1

## OTHER UNIVERSITY POLICIES FOR STUDENTS, FACULTY AND STAFF

### Children on Campus Policy

The university has specific policies addressing children as employees, patients, research subjects, research laboratory visitors, and volunteers. The Children on Campus [policy](#) supports and complements existing policies and guidelines for children engaged in university-sponsored programs/events and on university property. It also describes the resources that are available to all departments and units to help protect children engaged in programs/events at the University of Michigan. Most of these resources can be accessed on the Children on Campus [website](#).

Reporting:

- All members of the university community must act immediately when criminal activity involving children is taking place, is alleged or suspected.
- For emergency assistance or to report a crime in progress, call 9-1-1- to connect with university or local police.
- For a non-emergency situation, notify the Department of Public Safety or call the local police department. Follow instructions provided by police with respect to all communication, questioning and notification of parents, program administrators or others.
- Suspicions about possible wrong doing can be reported anonymously through the university's compliance website or by calling the Compliance Hotline at 866-990-0111. The Hotline is available 24 hours a day and is staffed by multilingual interview specialists.

### University-Sponsored Programs under Children on Campus

University-Sponsored Programs under [Children on](#)

[Campus](#) guidelines (programs and activities under the direction and authority of the university and that are administered by faculty, staff and sponsored student organizations on behalf of the university) must:

- Participate in program registration.
- Follow the established Code of Conduct.
- Submit all faculty, staff, students and volunteers to criminal background screening.
- Use university-provided templates for participant forms.
- Agree to have faculty, staff, students and volunteers complete required training.
- Adhere to all [reporting obligations](#).

## HARASSING AND BULLYING POLICY

**Harassing:** conduct directed toward a person that includes repeated or continuing unconsented contact that would cause a reasonable individual to suffer substantial emotional distress and that actually causes the person to suffer substantial emotional distress. Harassing does not include constitutionally protected activity or conduct that serves a legitimate purpose.

**Bullying:** any written, verbal, or physical act, or any electronic communication, directed toward a person that is intended to cause or that a reasonable person would know is likely to cause, and that actually causes, physical harm or substantial emotional distress and thereby adversely affects the ability of another person to participate in or benefit from the University's educational programs or activities. Bullying does not include constitutionally protected activity or conduct that serves a legitimate purpose.

For more information on Discrimination, Harassment, and Bullying see [U-M SPG 201.89-1](#).

## HAZING POLICY

The University of Michigan condemns hazing practices as requirements for membership, advancement, or continued good standing in organizations. Additional information on University policy on hazing can be found [here](#).

Hazing practices are potentially hazardous to life and limb and may often place their victims at risk of physical and emotional damage. The University

community joins in condemning such practices and could not support the continued operation of any group which allows such practices. The University community urges appropriate sanctions to violators to the extent legally possible.

At the least, the word "hazing" includes the following willful acts, with or without the consent of the individual involved:

- Physical injury, assault or battery
- Kidnapping or imprisonment
- Intentionally placing at risk of severe mental or emotional harm (putting "over the edge")
- Degradation, humiliation, or compromising of moral or religious values
- Forced consumption of any liquid or solid
- Placing an individual in physical danger (at risk) which includes abandonment impairment of physical liberties which include curfews or other interference with academic endeavors

## PROTECTION FROM RETALIATION POLICY

The University is committed to protecting University Community Members\* from Retaliation, both in the short-term and over the course of their educational and/or professional career at the University. Retaliation against any member of the University of Michigan community who in good faith reports or participates in an inquiry or investigation into Wrongful Conduct is prohibited. The University's culture of excellence is sustained when members of the community are accountable for behavior that conforms to legal, policy, and other expectations. Members of the University community will not be retaliated against when reporting their good faith belief that these expectations have been compromised. A culture without sufficient support for those who voice their concerns is harmful to the individual and to the University community.

Acts or threats of Retaliation in response to good-faith reports of Wrongful Conduct violate this policy. A University Community Member who is found to have engaged in Retaliation against another University Community Member in violation of this Policy or other University policies or laws prohibiting Retaliation shall be subject to corrective actions, up to and including

discharge or dismissal for employees, and sanctions up to and including expulsion for students.

For more information on the Protection from Retaliation SPG visit U-M [SPG 601.90](#).

### “Confidential Resources”

[hr.umich.edu/working-u-m/workplace-improvement/reporting-resources-confidential-non-confidential](http://hr.umich.edu/working-u-m/workplace-improvement/reporting-resources-confidential-non-confidential)) are available to provide individuals with assistance, support, and additional information and are prohibited from disclosing confidential information unless: (1) given permission by the person who disclosed the information; (2) there is an imminent threat of harm to self or others; (3) the conduct involves suspected abuse of a minor under the age of 18; or (4) as otherwise required or permitted by law or court order. Confidential Resources may be required to report non-identifying information to DPSS for crime reporting purposes.

Disclosures to a Confidential Resource are not considered a formal report to the University, but University Community Members who consult with a Confidential Resource will also be afforded the protections from Retaliation in this Policy and other SPGs as applicable.

### “Non-Confidential Resources”

[hr.umich.edu/working-u-m/workplace-improvement/reporting-resources-confidential-non-confidential](http://hr.umich.edu/working-u-m/workplace-improvement/reporting-resources-confidential-non-confidential)) are available to provide individuals with assistance, support, and additional information, but are not designated as confidential and may have broader obligations to report information that is shared with them. Non-Confidential Resources will make reasonable efforts to respect and safeguard the privacy of the individuals involved. Privacy means that concerns will only be shared with University representatives responsible for assessment, investigation, or resolution of the report or otherwise properly responding to issues raised; to DPSS for crime statistics reporting; and to the extent required by law or court order.

Review the entire policy [here: spg.umich.edu/policy/601.90](http://spg.umich.edu/policy/601.90)

## SMOKE-FREE CAMPUS POLICY

In order to promote a healthier campus the University

of Michigan went [smoke-free](#) July 1, 2011. The policy, established after consultation with the campus and surrounding community, includes all buildings, facilities, university-owned vehicles and surrounding grounds on all three U-M campuses in Ann Arbor, Dearborn and Flint. The medical campus updated the policy in 2016 to include a ban on all tobacco products and e-cigarettes. There will not be designated smoking areas on campus. Combustible tobacco use is prohibited on all campus owned property, facilities and in University owned vehicles.

The policy is one that seeks the cooperation of all who work and study on campus, and those who visit the university. It relies on peer support, supervisory oversight and voluntary compliance.

As part of MHealthy, a campus-wide program to encourage wellness within the community, U-M is committed to helping those who wish to quit.

Additionally, electronic cigarettes, e-cigarettes, Juul electronic nicotine delivery systems or any other lit smoking device are expressly prohibited. Please refer to [spg.umich.edu/policy/601.04](http://spg.umich.edu/policy/601.04) for more information.

## STUDENT RIGHTS AND CODE OF CONDUCT POLICY

### Introduction

When students choose to accept admission to the University of Michigan-Dearborn (“the University”), they accept the rights and responsibilities of membership in the university’s academic and social community.

The primary purpose of the [Statement of Student Rights and Code of Student Conduct \(“the Code”\)](#) is to assist the university in providing an environment which supports the educational process and the well-being of the campus community. The responsibility for maintaining such an environment is shared by all members of the campus community. The Code was written by students, faculty, and staff of the University of Michigan-Dearborn.

Free inquiry and free expression are essential attributes of the university community. As members of the community, students are encouraged to develop the capacity for critical judgment and to engage in a

substantial independent search for truth. The freedom to learn depends upon the opportunities and conditions in the classroom, the campus, and in the larger community. The responsibility to secure and respect general conditions conducive to the freedom to learn should be shared by all members of the academic community.

As members of the university community, students are expected to uphold its values by maintaining a high standard of conduct. Such values include, but are not limited to, civility, dignity, diversity, education, equality, freedom, honesty, and safety.

The Code is an articulation of the university's commitment to recognize and support the rights of its students and to provide a guide for defining behaviors the university considers inappropriate. It is not, however, meant to be an exhaustive list of all rights supported by the university or of all actions which may be considered misconduct.

The Code defines student rights and conduct standards in order to give general notice of conduct expectations, to identify sanctions that will be imposed when misconduct occurs, and to ensure that students are treated with fundamental fairness and personal dignity.

Disciplinary proceedings initiated in response to a charge of violation will be the responsibility of the Code process and will be undertaken according to the provisions and procedures articulated by the Code. The focus of inquiry in disciplinary proceedings will be on the question of responsibility of those charged with violating the Code.

Members of the university community are accountable to both civil authorities and to the university for acts which violate the law and this Code. Disciplinary action at the university will, normally, proceed during the pendency of external civil or criminal proceedings and will not be subject to challenge on the grounds that external civil or criminal charges involving the same incident are pending or have been invoked, dismissed, or reduced.

Within the university, entities (such as schools and colleges, business units and student organizations) have developed policies that outline standards of conduct governing their constituents and that sometimes provide procedures for sanctioning violations

of those standards. This Code does not replace those standards; nor does it constrain the procedures or sanctions provided by those policies.

The Code will be used to address violations of other university policies when the violation warrants a process or sanction beyond what is available in those policies. In such cases, the policy administrator may take intermediate action regarding a violation of their individual policy; however, final resolution will occur under the procedures outlined in this Code.

For the full Student Rights & Code of Conduct policy, visit the website [umdearborn.edu/students/registration-records/policies/student-rights-code-conduct](http://umdearborn.edu/students/registration-records/policies/student-rights-code-conduct).

## Summary

The Code is an articulation of the university's commitment to recognize and support the rights of its students. Students at the university have the same rights and protections under the Constitutions of the United States and the State of Michigan as other citizens, including freedom of expression, press, religion, and assembly.

Students have the right to be protected from capricious decision-making by the university and to have access to university policies which affect them; the university commits to provide students with a balanced and fair system of dispute resolution, and will not deprive students of the appropriate due process protections to which they are entitled. Students and student organizations are free to discuss questions of interest to them and to express opinions publicly and privately without penalty; therefore the student press is free from censorship and the need of advance approval when representing these opinions. Editors, managers, and writers must subscribe to the standards of responsible journalism. At the same time, they are protected from arbitrary suspension and removal because of student, faculty, administrative, or public disapproval of editorial policy or content. Students have the right to privacy of personal possessions. Searches and seizures may be conducted by appropriate university officials, but only for specific reasons of probable cause and not freely at will.

The code also provides a guide for defining behaviors the university considers inappropriate. Students are expected to conduct themselves in a manner

conducive to an environment of academic integrity and of respect for the educational process and the safety and well-being of all members of the campus community. Students are also expected to comply with published university policies. There is a list of behaviors in the Code that can be used as a guide of prohibited conduct; this list is not exhaustive.

The Code explains the scope of violations for behavior that occurs in the City of Dearborn, on university property or at university sponsored events as well as behaviors that are serious threats of harm to any member(s) of the university community. Violations of the Code that occur in cyberspace or other forums may be sanctioned under this Code. The Code references a few specific university policies. Students, however, are responsible for complying with all published university policies.

Also outlined in the Code is the resolution process, related procedures and how to make appeals, and the definition of administrative roles. The university provides a uniform, fair and impartial process for reporting, adjudicating and resolving alleged violations of the Code. The responsibility for administering the Code rests with the Dean of Students and Student Life who may delegate certain administrative responsibilities. The resolution and appeal processes are administrative functions and are not subject to the same rules of civil or criminal proceedings. Because some violations of these standards are also violations of law, students may be accountable to both the legal system and the university. The standard of proof is the preponderance of the evidence standard which requires that the information supporting each finding be more convincing than the information offered in opposition to it. Under this standard, individuals are presumed not to have engaged in the conducted report unless a preponderance of the evidence supports a finding of responsibility if the matter cannot be appropriately or satisfactorily resolved through informal resolution, it will be referred for a hearing. Student Conduct Advisor is responsible for monitoring compliance with all sanctions and informal resolution agreements.

## UNIVERSITY ORDINANCE

The Regents of the university maintain local rules

and regulations in an [Ordinance](#) to Regulate Parking and Traffic, and to Regulate the Use and Protection of the Buildings and Property of the Regents of the University of Michigan. These regulations include, among other topics, alcohol use and possession, disorderly conduct, fire setting and possession of weapons. The Ordinance is enforced by the UM-Dearborn Department of Public Safety. A person who violates the regulations is guilty of a misdemeanor or a civil infraction, depending on the violation. The complete Ordinance may be found at [www.regents.umich.edu/ordinance](http://www.regents.umich.edu/ordinance).

Two sections of the Ordinance – Weapons (Article X) and Fire-Setting/False Alarms (Article XII Disorderly Conduct) – are listed below.

### Weapons on Campus

[Article X](#) applies to all property owned, leased, or otherwise controlled by the Regents of the University of Michigan, for which the Regents of the University of Michigan have the constitutional or statutory authority to enact ordinances, and applies regardless of whether the individual has a concealed weapons permit or is otherwise authorized by law to possess, discharge, or use any device referenced below.

No person shall, while on any property owned, leased, or otherwise controlled by the Regents of the University of Michigan, possess any firearm, dagger, dirk, stiletto, knife with a blade over 3 inches in length, pocket knife opened by a mechanical device, iron bar, or brass knuckles.

No person shall discharge or otherwise use any device listed in or on any property owned, leased, or otherwise controlled by the Regents of the University of Michigan.

No person shall use university property, including university-owned, leased, bailed, loaned, or otherwise possessed 3D printers, to manufacture, in whole or in part, any firearm or ammunition without the express written permission of the Executive Director of the DPSS.

A person who violates this article is guilty of a misdemeanor and upon conviction, punishable by imprisonment not to exceed ninety days, and/or a fine of not more than five hundred dollars or both.

## FIRE AND LIFE SAFETY

No person shall disable, discharge, or activate any portable or fixed fire extinguishing system or device or any life safety warning system, except as necessary during emergencies, authorized maintenance, drills, or prescribed testing.

No person shall silence or disable a life safety warning system except at the official direction of an employee of DPSS or applicable campus safety department, fire department in charge of the scene, the applicable University Fire Marshal, or their designee, or university maintenance personnel authorized to service fire alarm systems.

No person shall remove, tamper with, or otherwise disturb any fire hydrant, fire detection device or system, and/or any life safety alarm system, fire suppression system, or other fire appliance except for the purpose of extinguishing a fire, training purposes, recharging, making necessary repairs, or when otherwise approved.

Violation of this article is guilty of a misdemeanor, and upon conviction, shall be punishable by imprisonment of not to exceed ninety days and/or a fine of not more than five hundred dollars.

The Ordinance is enforced by DPSS. A person who violates the regulations is guilty of a misdemeanor or a civil infraction, depending on the violation.

The complete Ordinance under may be found at: [regents.umich.edu/governance/regents-ordinance/](https://regents.umich.edu/governance/regents-ordinance/), ARTICLE XIII. 0

## FIRE SETTING AND FALSE ALARMS

The university prohibits setting “any fire upon university property or university buildings except in approved stoves or grills or as otherwise permitted by university officials by a prior writing.” In addition, it is violation of state law to knowingly or willfully commit any or one of the following actions:

- To raise a false alarm of fire at any gathering or any public place; or by telephone or in person,
- To ring any bell or operate any mechanical apparatus, electrical apparatus, or combination thereof, for the purpose of creating a false fire alarm.

Violation of the state law shall be regarded as a misdemeanor and may result in imprisonment for not more than one year and a fine in the amount of \$500.00 or less.

In addition, these actions are a violation of the Statement of Student Rights and Responsibilities.

## STATE LAWS

State of Michigan laws can be found in the Michigan Compiled Laws (MCL) and viewed at [www.legislature.mi.gov](http://www.legislature.mi.gov)

The following excerpts can be compared with the federal definitions.

Sexual Assault – Criminal Sexual Conduct – MCL-§ 750.520 “Sexual contact” includes the intentional touching of the victim’s or actor’s intimate parts or the intentional touching of the clothing covering the immediate area of the victim’s or actor’s intimate parts, if that intentional touching can reasonably be construed as being for the purpose of sexual arousal or gratification, done for a sexual purpose, or in a sexual manner for:

- Revenge
- To inflict humiliation
- Out of anger

“Sexual penetration” means sexual intercourse, cunnilingus, fellatio, anal intercourse, or any other intrusion, however slight, of any part of a person’s body or of any object into the genital or anal openings of another person’s body, but emission of semen is not required.

- First Degree – MCL § 750.520b: felony punishable by imprisonment for life.
- Second Degree – MCL § 750.520c: felony punishable by imprisonment for not more than 15 years.
- Third Degree – MCL § 750.520d: felony punishable by imprisonment for not more than 15 years.
- Fourth Degree – MCL § 750.520e: misdemeanor punishable by imprisonment for not more than two years and/or \$500 fine.

## Consent

In Michigan, consent is not an element of criminal sexual conduct that prosecutors are required to dis-

prove beyond a reasonable doubt. Rather, consent is an affirmative defense available for defendants who are charged with committing criminal sexual conduct under some of the provided-for circumstances. For example, consent may be used to negate the elements of 'force or coercion' under MCL 750.520b(1)(d)(ii); however, it is not available for criminal sexual conduct occurring "under circumstances involving the commission of any other felony" as provided in MCL 750.520b(1)(c). Michigan's standard criminal jury instructions state that:

1. Person consents to a sexual act by agreeing to it freely and willingly, without being forced or coerced. It is not necessary to show that the complainant resisted the defendant to prove that this crime was committed. Nor is it necessary to show that the complainant did anything to lessen the damage to him/herself.

Therefore, consent is likely to be defined as a free and willing agreement to engage in a sexual act, provided without force or coercion, between individuals who are of sufficient age and are not mentally incapable, mentally disabled, mentally incapacitated or physically helpless.

Domestic Violence (includes dating violence) – MCL & 750.81

Domestic Violence is assault or assault and battery of:

- Spouse or former spouse,
- An individual whom he or she has or has had a dating relationship,
- An individual with whom he or she has had a child in common, or
- A resident or former resident of his or her household.

"Dating relationship" means frequent, intimate associations primarily characterized by the expectation of affectional involvement. This term does not include a casual relationship or an ordinary fraternization between two individuals in a business or social context. Misdemeanor punishable by jail for not more than 93 days and/or a \$500 fine.

**Aggravated Domestic Violence** is the same as above and inflicts serious or aggravated injury. Misdemeanor punishable by imprisonment for not more than one year and/or a \$1,000 fine.

**Stalking – MCL § 750.411h:** A misdemeanor punishable by up to one year in the county jail and \$1,000.00 fine. This is defined as two or more separate incidents of non-consenting contact between stalker and victim. The acts must be done willfully, be such as would cause a reasonable person to suffer emotional distress, and to feel terrorized, frightened, intimidated, threatened, harassed, or molested.

**Aggravated Stalking:** A felony punishable by a sentence of up to five years in prison and/or a \$10,000.00 fine. Aggravated Stalking is defined as a violation of a Personal Protection Order, bail, probation condition, or a second offense. Stalking also is a violation of the Statement of Student Rights and Responsibilities.

## SEX OFFENDER REGISTRY

The federal Campus Sex Crimes Prevention Act, requires institutions of higher education to issue a statement advising the campus community where information concerning registered sex offenders may be obtained. Sex offenders already required to register in a State must provide notice to each institution of higher education at which the person is employed, carries on a vocation, volunteers services or is a student.

As mandated by the federal law "Adam Walsh Child Protection and Safety Act of 2006" (42 U.S.C. 16921) sex offenders register their whereabouts and update based on frequency requirements of the crime committed. In Michigan, convicted sex offenders must register with the Michigan Public Sex Offender Registration (PSOR). Contact the Michigan State Police Sex Offender Registry at (517) 241-1806, or you can link to this information directly from the (PSOR) website: ([www.michigan.gov/msp/services/sex-offender-reg](http://www.michigan.gov/msp/services/sex-offender-reg)) or ([mspsor.com/Home/Search](http://mspsor.com/Home/Search)).



**ON-CAMPUS AND OFF-CAMPUS SUPPORT SERVICES**

## ON-CAMPUS SUPPORT SERVICES

UM-Dearborn encourages the University community to contact [Support Services](#) via phone or email to confirm how services are being provided.

### UM-Dearborn Department of Public Safety (DPS)

📍 4901 Evergreen Rd., Dearborn, MI 48128

📞 Phones:

- 1300 Campus Support Services
- 24 hour dispatch: (313) 593-5333
- Administrative Number: (313) 593-9953

✉️ [public-safety-requests-UMD@umich.edu](mailto:public-safety-requests-UMD@umich.edu)

🌐 [umdearborn.edu/department-public-safety](http://umdearborn.edu/department-public-safety)

🕒 Administrative Office Hours: Monday through Friday: 8:00 a.m. – 5:00 p.m.

“The mission of UM-Dearborn’s Department of Public Safety is to help promote a safe environment for UM-Dearborn students, visitors, faculty, and staff.” The Department of Public Safety’s (DPS) experienced officers patrol campus, provide escorts and additional safety services, and aid in the prevention and detection of crime. We offer 24/7 service on campus and have one mission: to protect & serve you.

### UM-Dearborn Counseling & Psychological Services (CAPS)

📍 2157 James C. Renick University Center, 4901 Evergreen Rd., Dearborn, MI 48128

📞 Phones:

- (313) 593-5430 , CAPS After Hours Urgent Support
- Call 313-593-5430, press 2.

✉️ [umdearborncaps@umich.edu](mailto:umdearborncaps@umich.edu)

🌐 [umdearborn.edu/students/counseling-and-psychological-services-caps](http://umdearborn.edu/students/counseling-and-psychological-services-caps)

The Mission of Counseling and Psychological Services (CAPS) is to advance student success by promoting emotional wellness and psychological development by providing culturally competent, high quality, and confidential mental health services, prevention and educational programming, campus wide consultation, crisis response, and outreach. Our staff and trainees are committed to providing a safe, welcoming and

affirming environment for all students.

Counseling and Psychological Services is a trusted, visible, wide ranging university counseling center that continually strives to enhance the mental health and overall wellbeing of our students and the greater campus community.

### UM-Dearborn Equity, Civil Rights and Title IX Office (ECRT)

📍 1114 Administrative Building (AB), 4901 Evergreen Rd., Dearborn, MI 48128

📞 (313) 436-9194

✉️ [ECRT-Dearborn@umich.edu](mailto:ECRT-Dearborn@umich.edu)

🌐 [umdearborn.edu/offices/equity-civil-rights-and-title-ix-office](http://umdearborn.edu/offices/equity-civil-rights-and-title-ix-office)

🕒 Hours: Monday through Friday: 8:00 a.m. -5:00 p.m.

ECRT facilitates and supports the University’s efforts to ensure equal opportunity for all persons regardless of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status in employment, educational programs and activities, and admissions.

The mission of the Equity, Civil Rights and Title IX Office is to:

- Provide a [neutral process](#) for responding to complaints of discrimination and discriminatory harassment, including sexual harassment, sexual assault and other forms of sexual and gender-based misconduct.
- Provide information, consultation, educational programs and resources to the University community with regard to diversity, inclusion, prevention of discrimination and discriminatory harassment, affirmative action, equal opportunity and accessibility matters
- Offer individual consultation with University managers, supervisors, staff, faculty, students, and administrators on these topics
- Be responsible for overseeing and supporting the University’s compliance efforts in the areas of equal opportunity, affirmative action, prevention of discrimination and discriminatory harassment, and compliance with all applicable State and Federal civil rights laws

## UM-Dearborn Disability and Accessibility Services (DAS)

- 📍 262 Fairlane Center North (FCN), 19000 Hubbard Dr., Dearborn, MI 48128
- 📞 (313) 593-5310
- ✉️ [disabilityservices@umich.edu](mailto:disabilityservices@umich.edu)
- 🌐 [umdearborn.edu/students/disability-services](http://umdearborn.edu/students/disability-services)

Disability is an important aspect of diversity that is integral to our society and to the University of Michigan-Dearborn campus. Disability and Accessibility Services collaborates with students, faculty, and staff to create usable, equitable, inclusive, and sustainable learning environments. There may be times when there are aspects of the instruction or design of your courses that result in barriers to your inclusion or to accurate assessment of achievement. When that is the case, DAS will work with you to arrange for accommodations.

Disability and Accessibility Services is responsible for facilitating UM-Dearborn's compliance with the Americans with Disabilities Act (ADA) and other federal and state laws designed to remove barriers that may impede the progress of individuals with disabilities. UM-Dearborn provides a wide range of services to students with qualifying disabilities to allow them equitable access to learning environments.

Services are both highly individualized and based on need; they may include, but are not limited to, the following:

- Advocacy and referral on and off campus
- Orientation to campus resources
- Course materials in alternative formats
- Sign language and oral interpreters
- Special testing arrangements
- Access to adaptive equipment and technology

## UM-Dearborn Center for Social Justice & Inclusion (CSJI)

- 📍 2170 James C. Renick University Center , 4901 Evergreen Rd., Dearborn, MI 48128
- 📞 (313) 583-6445
- ✉️ [SocialJusticeInclusion@umich.edu](mailto:SocialJusticeInclusion@umich.edu)
- 🌐 [umdearborn.edu/students/center-social-justice-and-inclusion](http://umdearborn.edu/students/center-social-justice-and-inclusion)

The mission and vision of the CSJI is to be an affirming,

accessible, and inclusive space where learning & compassion is fostered through community & belonging. "At the center of our work is our core values-the ideals and concepts that are integral to promoting our mission and reaching our vision. These values are: Student-focused approach, Equity, Curiosity, Resourcefulness, Accessibility. We utilize our core values and the mission and vision to guide us in setting, accomplishing, and assessing our goals. The specific nature of our goals change with time, staff, and the campus make-up, however the goals of the CSJI fall under the following:

- Create and implement programs and events that cater to the needs of students
- Grow and enhance internal/external partnerships
- Facilitate student development through attendance at national conferences

Create and provide workshops and trainings on topics of diversity, equity, and inclusion for students, and campus community across campus"

## UM-Dearborn Human Resources Office

- 📍 1020 Administrative Building (AB), 4901 Evergreen Road, Dearborn, MI 48128
- 📞 (313) 593-5190
- ✉️ [HumanResourcesDearborn@umich.edu](mailto:HumanResourcesDearborn@umich.edu)
- 🌐 [umdearborn.edu/hr/](http://umdearborn.edu/hr/)

Dept Description: the Office of Human Resources is responsible for the development, implementation, and administration of comprehensive human resources programs, policies and procedures that support the University community.

HR is also responsible for strategic human resources planning in support of the University's goals

and initiatives supporting inclusion and excellence on campus. The office provides assistance with leadership development; staff engagement; campus-wide hiring, succession planning and talent management. The office also provides assistance with organizational change efforts, recruitment/job classification, benefits administration, pay administration, labor relations, and human capital reporting.

## UM-Dearborn Office of International Affairs

- 📍 1169-James C. Renick University Center, 4901 Evergreen Road, Dearborn, MI 48128

☎ (313) 583-6600

✉ [umdoia-international@umich.edu](mailto:umdoia-international@umich.edu)

🌐 [umdearborn.edu/office-international-affairs](http://umdearborn.edu/office-international-affairs)

🕒 Hours: Monday through Friday: 8:00 a.m.-5:00 p.m.

“The mission of the Office of International Affairs (OIA) is to provide services and programs for the diverse community at the University of Michigan-Dearborn through inclusive learning experiences that foster a welcoming campus community.” The Office of International Affairs (OIA) helps you transition to student life in the United States and to support you during your stay. From the time you are admitted until after you graduate, OIA will help you get the most out of your American higher education experience.

**Visa & Immigration Assistance** -The Office of International Affairs (OIA) is available to assist students, scholars, and their dependents with support services and immigration advising including how various actions (e.g., a reduction in course load, change in work circumstances) may impact their immigration status. Individuals who have been victims of certain crimes may qualify for immigration relief or be eligible to file an immigration petition under the VAWA provisions of the Immigration and Nationality Act. Support services and information regarding the maintenance of immigration status is available from the OIA for all UM-Dearborn F-1 and J-1 students and scholars and their dependents. Individuals should feel free to include legal counsel when contacting the OIA. For certain cases, the OIA may refer individuals to external immigration counsel.

### UM-Dearborn Office of Financial Aid & Scholarships

📍 1183 James C. Renick University Center , 4901 Evergreen Road, Dearborn, MI 48128

☎ (313) 593-5300

✉ [umd-ask-ofa@umich.edu](mailto:umd-ask-ofa@umich.edu)

🌐 [umdearborn.edu/students/financial-aid](http://umdearborn.edu/students/financial-aid)

The Office of Financial Aid & Scholarships supports you in understanding and navigating the financial side of attending UM-Dearborn. The Office of Financial Aid & Scholarships maintains multiple financial aid

resources that are used to help pay for tuition, books and other cost of living expenses.

### UM-Dearborn Support

📍 213A Renick University Center, 4901 Evergreen Rd., Dearborn, MI 48128

☎ (313) 593-5056 (Leave voicemail)

✉ [DearbornSupport@umich.edu](mailto:DearbornSupport@umich.edu)

🌐 [umdearborn.edu/dean-students/dearborn-support](http://umdearborn.edu/dean-students/dearborn-support)

At UM-Dearborn, we are committed to your success. Our team is here to help you as you navigate critical incidents--or difficult times if/when you have an unexpected emergency such as becoming ill, losing a loved one, or experiencing an accident. We advocate on your behalf to professors and help you adjust when you are ready to return. Additionally, we help students connect to basic needs through our support services on campus and in the community. This help is available to all students at any time.

### UM-Dearborn Veteran Affairs

📍 113 James C. Renick University Center ,4901 Evergreen Rd., Dearborn, MI 48128

☎ (313) 436-9196

✉ [DearbornVeterans@umich.edu](mailto:DearbornVeterans@umich.edu)

🌐 [umdearborn.edu/students/center-social-justice-and-inclusion/veterans-um-dearborn](http://umdearborn.edu/students/center-social-justice-and-inclusion/veterans-um-dearborn)

“Veteran Services mentors students as they progress through their college endeavors.” We are trained to disseminate information concerning the Department of Veterans Affairs (VA) education benefit programs, and to make referrals to appropriate university professionals to facilitate a smooth transition in relation to your academic endeavor. Veteran Affairs sponsors programs especially for veterans, including veteran resume workshops, veteran study groups, and many others.

### UM-Dearborn Parking & Transportation

📍 1200 Campus Support Services (CSS), 4901 Evergreen Rd., Dearborn, MI 48128

☎ (313) 593-5480

✉ [umd-parking@umich.edu](mailto:umd-parking@umich.edu)

🌐 [umdearborn.edu/about/visit-campus/parking-and-transportation](https://umdearborn.edu/about/visit-campus/parking-and-transportation)

🕒 Hours: Monday through Friday: 8:00 a.m.-4:30p.m.

The mission of Parking & Transportation is to use its expertise and resources to meet the parking and transportation needs of UM-Dearborn students, visitors, faculty, and staff. Our experienced staff provides services by issuing parking permits to students, faculty, staff and visitors.

### UM-Dearborn Ombuds Services-Students

📍 2174 A James C. Renick University Center, 4901 Evergreen Rd., Dearborn, MI 48128

📞 (313) 593-5440

✉️ [dearborn.ombuds@umich.edu](mailto:dearborn.ombuds@umich.edu)

🌐 [umdearborn.edu/students/ombuds-services](https://umdearborn.edu/students/ombuds-services)

Ombuds Services provides students informal assistance in resolving concerns and addressing issues regarding student rights and responsibilities.

Ombuds Services is an independent, impartial, informal, and confidential\* resource for obtaining:

- Information about university policies
- Guidance in following university policies
- Assistance in resolving concerns and critical situations
- Help in cutting red tape and in obtaining appropriate and timely answers and information
- Opportunities to discuss or question university actions
- Active support for UM-Dearborn's commitment to ensure that students are treated with fundamental fairness and personal dignity

### UM-Dearborn Ombuds-Faculty

📍 4901 Evergreen Rd., Dearborn, MI 48128

📞 (313) 593-5240

🌐 [umdearborn.edu/faculty-staff/faculty-senate/faculty-ombuds](https://umdearborn.edu/faculty-staff/faculty-senate/faculty-ombuds)

The Faculty Senate, in cooperation with the Provost, created the position of Faculty Ombudsperson to act as a neutral agent in faculty disputes. The Ombudsperson informally assists in resolving concerns or problems related to issues of faculty rights and

responsibilities; acts as a confidential and informal resource for information, mutual communication channel, a complaint receiver, and dispute resolution facilitator; fosters communication between members of the campus community; and promotes the values of fairness, equity, justice, equality of opportunity and mutual respect. All inquiries are confidential unless the faculty member gives the Ombudsperson permission to go to a third person.

### UM-Dearborn Ombuds-Staff

📍 Suite 211,1220 S. University Avenue, Ann Arbor, MI 48104

📞 (734) 936-0600

✉️ [staffombuds@umich.edu](mailto:staffombuds@umich.edu)

🌐 [staffombuds.umich.edu](https://staffombuds.umich.edu)

The Office of the Staff Ombuds offers support to resolve concerns and navigate university programs and resources. The Staff Ombuds Office provides confidential, independent, impartial, and informal problem solving services. Employees in the office are trained professionals with institutional knowledge who listen to staff concerns, explore options for resolution, help staff succeed, and promote a civil and positive working environment. Facilitated by the U-M Ann Arbor ombuds program, this service aligns with the university's strategic goals to create a more fair, equitable, and inclusive workplace and helps support our diverse community.

### U-M Ann Arbor Faculty and Staff Counseling and Consultation Office (FASCCO)

📍 2076 Administrative Services Building, 1009 Greene St, Ann Arbor, MI 48104

📞 (734) 936-8660

✉️ [fascco@umich.edu](mailto:fascco@umich.edu)

🌐 [hr.umich.edu/benefits-wellness/health-well-being/mental-emotional-health/mental-health-counseling-consultation-services](https://hr.umich.edu/benefits-wellness/health-well-being/mental-emotional-health/mental-health-counseling-consultation-services)

The Faculty and Staff Counseling and Consultation Office (FASCCO) provides support and assistance to university staff and faculty in resolving personal or work-related concerns. The goal is to help you develop and foster strengths and resiliency to enhance your emotional health, well-being, and job performance.

You can find support here, including confidential and professional counseling, coaching, training, and consultation services for supervisors. Campus staff, faculty, retirees, benefit-eligible adult dependents, and departments are encouraged to contact us for support.

### U-M Ann Arbor Sexual Assault Prevention and Awareness Center

📍 4130 Michigan Union, 530 S. State St., Ann Arbor, MI 48109-1308

📞 Phones:

- (734) 764-7771
- (734) 936-3333 (Crisis Line)

✉️ [sapac@umich.edu](mailto:sapac@umich.edu)

🌐 [sapac.umich.edu](http://sapac.umich.edu)

The SAPAC Survivor Care Team consists of full-time, professional Case Managers and Advocates, and highly-trained U-M Master of Social Work interns. The team is here to help, and provides a wide array of supportive services for survivors of sexual assault, intimate partner violence, stalking, sexual harassment, and gender-based harassment. They are here for current U-M students, faculty, and staff who have experienced harm, and for their supporters and loved ones.

### U-M Ann Arbor Student Legal Services

📍 Suite. 202, 715 North University Ave, Ann Arbor, MI 48104-1605

📞 (734) 763-9920

🌐 [studentlegalservices.umich.edu/](http://studentlegalservices.umich.edu/)

Student Legal Services is a division of Student Life and is a full-service law office. Our services are available to currently enrolled students at the University of Michigan.

## OTHER EMERGENCY RESPONDERS/ RESOURCES

### City of Dearborn Police Department

📍 16099 Michigan Ave., Dearborn, MI 48126

📞 (313) 943-2241 (Non-emergency)

🌐 [www.cityofdearborn.org/government/departments/police](http://www.cityofdearborn.org/government/departments/police)

🕒 Hours: Monday-Friday 8:00 a.m.-5:00 p.m.

“The City of Dearborn Police Department reflects the highest standards of modern day professional law enforcement.”

### City of Dearborn Fire Department

📍 Fire Station No. 1, 3750 Greenfield Rd., Dearborn, MI 48128

📞 Non-Emergency: (313) 943-2277

🌐 [www.cityofdearborn.org/government/departments/fire](http://www.cityofdearborn.org/government/departments/fire)

“The Dearborn Fire Department strives to provide the highest possible level of life safety and property conservation to the Dearborn and Melvindale community.”

### Henry Ford Medical Center-Fairlane

📍 19401 Hubbard Dr., Dearborn MI 48126

📞 (313) 982-8100

🌐 [www.henryford.com/locations/fairlane](http://www.henryford.com/locations/fairlane)

🕒 Hours: Open 24 hours

This center offers many specialty services, including allergy, audiology, cancer care, cosmetic and plastic surgery, ENT, rehabilitation services (physical therapy, occupational therapy), orthopedics, urology, and vascular surgery to name a few.

### Corewell Health Beaumont Hospital, Dearborn

📍 18101 Oakwood Blvd., Dearborn, MI 48124

📞 (313) 593-7000

🌐 [www.beaumont.org/locations/beaumont-hospital-dearborn](http://www.beaumont.org/locations/beaumont-hospital-dearborn)

🕒 Hours: Open 24 hours

Corewell Health Beaumont Hospital, Dearborn has proudly served residents across southeastern Michigan since 1953. It became part of Corewell Health Beaumont Health in September 2014. Corewell Health Beaumont, Dearborn is a major teaching and research hospital and home to three medical residency programs in partnership with the Wayne State University School of Medicine. Corewell Health Beaumont, Dearborn

is verified as a Level 2 trauma center and has been recognized for clinical excellence and innovation in the fields of orthopedics, neurosciences (Stroke Center of Excellence), women’s health, heart and vascular and cancer care.

“The corporation’s first primary purpose is to render legal assistance to low-income and indigent residents or elderly residents of Wayne County, Michigan.”

## OFF-CAMPUS SUPPORT SERVICES

### Avalon Healing Center

- 📍 601 Bagley St, Detroit, MI 48226
- 📞 Phones:
  - Main Number: (313) 964-9701
  - Crisis number: (313) 474-7233 (SAFE)
- ✉ [info@avalonhealing.org](mailto:info@avalonhealing.org)
- 🌐 [avalonhealing.org/](http://avalonhealing.org/)

Avalon Healing Center provides those affected by sexual assault with immediate and ongoing comprehensive services, at no cost, that encourage survivor healing and empowerment, promotes public awareness and leads social change.

### First Step-Western Wayne County

- 📍 4400 Venoy Rd, Wayne, MI 48184
- 📞 (734) 722-6800 (24 hour crisis line)
- 🌐 [firststep-mi.org](http://firststep-mi.org)

Peaceful Families, Safe Communities. Since 1978, First Step has been working for peaceful families and safe communities in Wayne County, Michigan. First Step is the only non-profit agency in out-Wayne County providing comprehensive services for survivors of domestic and sexual violence.

### ACCESS-Arab Community Center for Economic and Social Services

- 📍 9708 Dix Ave, Dearborn, MI 48120
- 📞 Phones:
  - (313) 203-1764
  - (313) 216-2200
- 🌐 [accesscommunity.org/node/320](http://accesscommunity.org/node/320)
- 🌐 [accesscommunity.org/node/329](http://accesscommunity.org/node/329)

ACCESS (Arab Community Center for Economic and Social Services) has been serving the community for 50 years. ACCESS is the largest Arab American community nonprofit in the United States. With 10 locations and more than 120 programs serving metro Detroit, ACCESS offers a wide range of social, economic, health and educational services to a diverse population. The agency is dedicated to community-building, focused on service to those in need.

### Haven-Oakland County

- 📍 801 Vanguard Dr., Pontiac, MI 48341
- 📞 Phones:
  - (248) 334-1274 (24-HR CRISIS & SUPPORT)
  - (877) 922-1274 (24 hour toll free crisis line)
- 🌐 [haven-oakland.org/](http://haven-oakland.org/)

As Oakland County’s only comprehensive program for survivors of domestic violence and sexual assault, HAVEN provides shelter, counseling, advocacy and educational programming. HAVEN seeks to eliminate domestic violence and sexual assault across Oakland County and the surrounding communities by empowering survivors through advocacy and social change.

### SAFE House Center-Washtenaw County

- 📍 4100 Clark Rd, Ann Arbor, MI 48105
- 📞 (734) 995-5444 (24 Hour Helpline)
- 🌐 [safehousecenter.org](http://safehousecenter.org)

SafeHouse Center provides support for those impacted by domestic violence or sexual assault. SafeHouse provides free and confidential services for any person victimized that lives or works in Washtenaw County. Our services include emergency shelter for those in danger of being hurt or killed, counseling, legal advocacy, support groups, and especially, hope.

### Turning Point-Macomb County

- 📍 76 S Main St, Mt Clemens, MI 48043
- 📞 (586) 463-6990 (24 hour crisis line)
- 🌐 [turningpointmacomb.org](http://turningpointmacomb.org)

Turning Point’s mission is to provide programs and resources that enable victims/survivors of domestic violence and sexual assault to regain control of their lives.

## Equality Michigan (EQMI)

- 📍 PO Box 19847, Kalamazoo, MI 49019
- 📞 (313) 537-7000
- ✉ [communications@equalitymi.org](mailto:communications@equalitymi.org)
- 🌐 [equalitymi.org/victim-services](http://equalitymi.org/victim-services)

The Department of Victim Services (DVS) at EQMI provides dedicated survivor-centered services to LGBTQ+, SGL, and individuals living with HIV who have experienced violence, discrimination, and harassment. EQMI DVS works to increase self-determination, safety, and power for people who have been harmed.

## Affirmations (LGBTQ)

- 📍 290 W Nine Mile Rd, Ferndale, MI 48220
- 📞 (248) 398-7105
- ✉ [info@goaffirmations.org](mailto:info@goaffirmations.org)
- 🌐 [goaffirmations.org](http://goaffirmations.org)

Affirmations provides a welcoming space where people of all sexual orientations, gender identities & expressions, and cultures can find support and unconditional acceptance, and where they can learn, grow, socialize and feel safe!

## Community Health & Social Services (LA VIDA)

- 📍 5635 West Fort St., Detroit, MI 48209
- 📞 (313) 849-3920
- ✉ [info@chasscenter.org](mailto:info@chasscenter.org)
- 🌐 [chasscenter.org/wellness/list/la\\_vida\\_partnership](http://chasscenter.org/wellness/list/la_vida_partnership)

LA VIDA Partnership, a community program of CHASS Center, is a domestic violence and sexual assault intervention and prevention program that provides linguistically and culturally appropriate services and resources targeted to Latino/a youth and families in Southwest Detroit and Southeast Michigan. All services are provided in English and Spanish.

## RAINN-Rape, Abuse, Incest National Network National Hotline

- 📞 (800) 656-4673 (24-hr hotline)
- 🌐 [rainn.org](http://rainn.org)

RAINN (Rape, Abuse & Incest National Network) is the nation's largest anti-sexual violence organization. RAINN created and operates the National Sexual Assault Hotline in partnership with more than 1,000 local sexual assault service providers across the country and operates the DoD Safe Helpline for the Department of Defense. RAINN also carries out programs to prevent sexual violence, help survivors, and ensure that perpetrators are brought to justice.



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