WHAT IS SEXUAL OR GENDER-BASED MISCONDUCT?

Sexual and gender-based misconduct are prohibited by U-M policy: [http://myumi.ch/JY3wY](http://myumi.ch/JY3wY).

Prohibited conduct includes sexual assault, sexual/gender-based harassment, intimate partner (dating) violence, stalking, retaliation, and violation of temporary protective measures imposed by the University to stop misconduct.

Sexual harassment includes:

- Unwelcome conduct of a sexual nature where sexual favors are used or solicited as a basis for academic or employment decisions;
- Unwelcome verbal, nonverbal, or physical conduct of a sexual nature that is sufficiently severe, persistent, or pervasive to unreasonably interfere, limit or deprive an individual’s ability to participate in or benefit from an educational program or activity.

HOW CAN SEXUAL MISCONDUCT BE REPORTED?

You may report to the University, to law enforcement, to both, or to neither. Reports filed with U-M police are criminal complaints and not University administrative complaints, and vice versa. Nor is information shared with confidential resources a University administrative complaint. To make an administrative complaint to the University, contact the Office for Institutional Equity (OIE).

Office for Institutional Equity (OIE)

734-763-0235  myumi.ch/a8wpr

U-M Public Safety & Security (DPSS)

734-763-1131 (non-emergency) 911 (emergency)

Ann Arbor Police Department

734-994-2911

EXAMPLES OF SEXUAL OR GENDER-BASED MISCONDUCT MAY INCLUDE

- Pressure for a dating, romantic, or intimate relationship
- Unwanted touching or sexual advances
- Pressure to engage in sexual activity
- Inappropriate references to sexualized parts of the body
- Harassing conduct about a person’s gender, gender identity, gender expression, or sexual orientation
- Sexually suggestive comments, jokes, or innuendos
- Obscene gestures reasonably understood to be sexual in nature
- Stalking or cyberbullying in the context of a current, former, or potential intimate relationship
- Email, texting, “sexting,” and internet use that violates this policy
- Intimate partner (including dating and domestic) violence
- Sexual assault (nonconsensual touching involving breasts, buttocks, and/or genitals)
WHAT ARE BIAS INCIDENTS & ETHNIC INTIMIDATION?

Bias incidents are non-criminal actions that harm another because of race, color, ethnicity, national origin, age, marital status, sex, sexual orientation, gender identity or expression, disability, religion, height, weight, or veteran status.

Depending on circumstances, use of a racial epithet, making fun of another because of language or accent, traditional manner of dress or geographic origin are examples of possible bias incidents.

Ethnic intimidation is violence, property damage, vandalism, or threat motivated in whole or in part by an offender's bias based on categories defined above by the University's discrimination policy.

WHERE TO FIND CONFIDENTIAL HELP AND ADVICE?

Confidential resources to assist with incidents of sexual misconduct, bias, ethnic intimidation or discrimination, whether or not you wish to file a report:

SAPAC
Sexual Assault Prevention & Awareness Center
sapac@umich.edu
1551 Michigan Union (business hours)
530 South State Street
734-936-3333 (24 hours)

CAPS
Counseling & Psychological Services for Students
caps.umich.edu
3100 Michigan Union (business hours)
530 South State Street
734-764-8312 (24 hours)

Office of the Ombuds
ombuds.umich.edu
6015 Fleming Admin Bldg.
503 Thompson Street
734-763-3545 (business hours)

HOW CAN BIAS INCIDENTS & ETHNIC INTIMIDATION BE REPORTED?

Bias incidents may be reported at:
myumi.ch/6wKEN
The online form notifies the Dean of Students and the Office of Institutional Equity (OIE).

734-615-2427
M-Fr, 8 am-5 pm
(leave message after hours)

Bias Response Coordinator in the Dean of Students Office,
3000 Michigan Union
734-764-7420

Ethnic intimidation may be reported at:
U-M Public Safety and Security (on-campus)
734-763-1131
Ann Arbor Police (off-campus)
734-994-2911
Emergencies
911

WHAT IS DISCRIMINATION & DISCRIMINATORY HARASSMENT?

Unlawful discrimination is conduct that unfairly treats people differently because of race, color, ethnicity, national origin, age, marital status, sex, sexual orientation, gender identity or expression, disability, religion, height, weight, or veteran status.

If you believe you have been discriminated against, consult any resource person below:
• Your advisor, a trusted faculty member, graduate chair, program director or department chair
• The dean of your school or college.

Rackham’s Resolution Officer
myumi.ch/JNop7

Office of Student Conflict Resolution
for concerns involving other students
myumi.ch/65GDM

Office for Institutional Equity
for matters involving faculty and staff
myumi.ch/a8wpr

U-M Public Safety & Security (DPSS)
734-763-1131 (non-emergency) 911 (emergency)