

WHAT YOU SHOULD KNOW ABOUT

Sexual Misconduct • Bias Incidents • Ethnic Intimidation Discrimination • Discriminatory Harassment

The University of Michigan abides by laws, regulations and policies that prohibit discrimination on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity or expression, disability, religion, height, weight, or veteran status.

WHAT IS SEXUAL OR GENDER-BASED MISCONDUCT?



Sexual and gender-based misconduct are prohibited by U-M policy: <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)

HOW CAN BIAS INCIDENTS & ETHNIC INTIMIDATION BE REPORTED?

Bias incidents may be reported at:

 myumi.ch/6wKEen

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)

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)