

Annual Security Report & Annual Fire Safety Report

2024



University of Michigan
Flint Campus

INTRODUCTION

The Department of Public Safety (DPS), a department within the University's Division of Public Safety and Security, is responsible for maintaining a safe environment on the properties of the University of Michigan – Flint. The department's primary goals are:

- To deter, detect, and respond to criminal activity on campus and near campus;
- To assist students, faculty, staff, and visitors to the campus with security related problems.

These goals are attained through selective hiring, intensive training, quality respectful service, and enforcing the policies of the university and all local, state, and federal laws. DPS is dedicated to the highest professional and ethical standards, which are upheld through a commitment to safety, courtesy, and excellence.

Because safety is everyone's responsibility, we need your cooperation and assistance to enhance safety on and near campus. Please be aware of your surroundings and follow your instincts. Report all crimes, suspicious persons or activities, and concerns to the department, no matter how minor you perceive the situation. If you are a witness or victim of a crime, immediately contact the DPS at (810) 762-3333 or 911 to report the incident. The department is available to assist you 24-hours-a-day, 7-days-a-week. Visit DPS at umflint.edu/safety.

This handbook details the many services available to you and provides a reference to issues of campus safety and security. There are several other resources, including the [University of Michigan Standard Practice Guide](#), the [Code of Student Conduct](#), the [Faculty Handbook](#) and the [Staff Handbook](#) which discuss various issues pertaining to students, faculty and staff. Consumer information may be found [here](#).

Welcome to the University of Michigan – Flint and Go Blue!



The University of Michigan, comprised of the Ann Arbor campus, the University of Michigan-Dearborn, the University of Michigan-Flint, 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. The institutional policy on Clery Act compliance is outlined in U-M Standard Practice Guide 601.91 and available at: <https://spg.umich.edu/policy/601.91>.



September 27, 2024

Dear Campus Community Members,

The University of Michigan-Flint Department of Public Safety, a department within the University's Division of Public Safety and Security, is a professional, full-service public safety agency responsible for providing police and security services to our campus community 24 hours a day, 365 days a year. We are committed to establishing a partnership with our community to address safety concerns, reduce crime, and improve the quality of life. This report supplements our ongoing efforts to inform you about the safety programs and services available, the crimes reported to our police and security personnel, and the steps you can take to maintain a safe and secure campus.

The DPS takes the commission of crimes against our students, faculty, staff, and visitors seriously and responds to and investigates reported crimes. We collaborate with other law enforcement agencies and campus groups to reduce crime on campus and in the Flint Downtown area. We offer free educational opportunities such as Rape Aggression Defense (RAD) training, alcohol awareness sessions, active attacker and lockdown educational sessions, bicycle/pedestrian safety classes, and interactive safety marches. We are also committed to engaging with the greater Flint community. Our community engagement efforts are designed to build trust and mutual respect between law enforcement and those they serve. We welcome you to visit our department website and consider participating in one of our personal safety sessions or community events.

Go Blue!



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ANNUAL SECURITY REPORT

This Annual Security Report (ASR), compiled and published by the University of Michigan – Flint Department of Public Safety (DPS), is a safety and security resource for university students, faculty, staff, visitors, and prospective students and employees. It provides useful information and references for issues relating to campus safety. It is organized into the following major sections:

- The **Quick Reference** section lists Emergency Services and provides phone numbers for safety, security, and medical; counseling; health, mental health, substance abuse; and UM-Flint resources.
- The **Crime Statistics** section lists statistics of crimes reported on and near campus in the past three calendar years.
- The **Campus Safety** section details safety on campus, offers some risk reduction techniques, and describes services available on- and off- campus.
- The **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.
- The **Emergency Notification and Response** section describes the University's timely warning notification system and response.
- The **Information, Programs, Policies and Procedures** section specifically provides details on these topics around the crimes of dating violence, domestic violence, sexual assault, and stalking.
- The **University Policies and Regulations** section provides details of University and State of Michigan rules, regulations and laws regarding safety issues such as alcohol, drugs, fire setting, false alarms, weapons possession, access/key control.
- The **Annual Fire Safety Report** includes fire statistics for on-campus student housing facilities, description of fire safety systems in each housing facility as well as additional fire safety information.

Compiling the ASR/AFSR

The UM-Flint Department of Public Safety (DPS) maintains documentation and prepares this report to comply with the Jeanne Clery Disclosure and Campus Security Policy and Crime Statistic Act. The full text of this report (available for viewing and/or download) can be located on the DPS website and specifically at <https://go.umflint.edu/ASR-AFSR>. This report, compiled by the UM-Flint Clery Compliance Coordinator in DPS, is prepared in cooperation with campus partners, local and state law enforcement agencies surrounding the Flint campus and outlying areas as well as those with police jurisdiction for other UM-Flint owned or controlled properties.

Additionally, each of the resources listed in the report contribute to its compilation, especially key stakeholders such as Human Resources, the Equity, Civil Rights & Title IX Office and units in the Office of the Vice Chancellor for Division of Student Affairs.

Pursuant to the Clery Act, the University includes statistics about certain offenses in its annual security report and provides those statistics to the United States Department of Education but does so in an anonymized manner that does not include the specifics of the crime or any identifying information about persons involved in an incident. The University will complete publicly available recordkeeping, including Clery Act Reporting and disclosures, without the inclusion of personally identifying information about the victim.

The report also includes the Annual Fire Safety Report (AFSR) with statistics and fire safety information provided for University Housing facilities as required by the Higher Education Opportunity Act.

Each year by October 1, an e-mail notification is made to all enrolled students, faculty, and staff that provides the website address to access this report (Annual Security Report and Annual Fire Safety Report). Copies of this report also may be obtained at the DPS administrative office located in the Hubbard Building at 602 Mill Street or by calling (810) 762-3330. All prospective students and employees are informed in application and/or orientation communications of the report's existence and the website address where it can be found.

The complete UM-Flint ASR/AFSR can be viewed and/or downloaded at <https://go.umflint.edu/ASR-AFSR>.

Fire, Police or Medical Emergencies

Dial 9-1-1

Alternatively, pick up an emergency blue light phone or a parking structure emergency phone located in University-owned parking structures. There is no need to dial; simply lifting the receiver or pushing the button alerts DPS.

Dialing 9-1-1 from a University, non-University phone or cell phone, will connect you with the Genesee County Central Dispatch.

The Department of Public Safety can be reached by dialing (810) 762-3333.

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All students, faculty, staff, and visitors are encouraged to accurately and promptly report all suspicious activity and all crime to the UM-Flint Department of Public Safety and/or other appropriate police agencies when the victim of crime elects to or is unable to make such a report.

Police, Fire, Medical

UM-Flint Department of Public Safety (DPS) 24 hrs/day, 7 days/wk
Non-emergency DPS (810) 762-3333
Genesee County Central Dispatch for Medical, Police and Fire emergencies 9-1-1
Flint Police Department Main Desk (non-emergency) (810) 237-6800
Flint Fire Department Administration (non-emergency) (810) 762-7336
Hurley Medical Center Patient information (810) 262-9000
McLaren Hospital of Flint Patient information (810) 342-2000

Mental Health, Counseling & Support / Advocacy

UM-Flint Counseling & Psychological Services (CAPS) (serving students) (810) 762-3456
264 University Center; 8am – 5pm, Mon-Fri
*CAPS After Hours is available evenings, weekends, and holidays by calling the CAPS main line at (810) 762-3456 & following the menu prompts.
Genesee Health System Crisis Services
24 hrs/day, 7 days/wk (810) 257-3740
TTY (810) 232-6310
Toll-Free (877)
346-3648
Y.W.C.A. of Greater Flint / Safe Center 24 hrs/day, (helpline) (810) 238-SAFE(7233)
801S. Saginaw, Flint, MI
UM-Flint Faculty and Staff Counseling and Consultation Office (FASCCO)
8am – 6pm, M, until 5pm, Tu-Fri (734) 936-8660
National Domestic Violence Hotline
24 hrs/day (800)
799-7233
TDD # (800) 787-3224
National Sexual Assault Hotline www.rainn.org (800) 656-4673
Suicide & Crisis Lifeline **Call or Text 9-8-8**
UM-Flint Center for Gender and Sexuality (CGS) (serving all community members) (810) 237-6648
213 University Center; 8am – 5pm, Mon-Fri

Substance Abuse & Physical Health

Alcohol and Drug Information (800) 729-6686
24 hrs/day, 7 days/wk
National Center on Drug Abuse Hotline (800) 662-HELP(4357)
24 hrs/day, 7 days/wk (734) 998-2017
M-Healthy Alcohol Management Program
Genesee Health System (810) 257-3705
www.genhs.org (866)
Toll Free:
211-5455
420 W. Fifth Ave; Flint, MI; 8am – 5pm, Mon-Fri

ON CAMPUS

To Report A Crime or
Non-Emergency:
UM-Flint DPS Dispatch at
(810) 762-3333

EMERGENCY

DIAL:
9-1-1

OFF-CAMPUS

To Report A Crime or
Non-Emergency:
Off-Campus at Flint Police
Main Desk at (810) 237-6800

UM-Flint Department of Public Safety keeps a crime log and fire log in compliance with the
Jeanne Clery Disclosure and Campus Security Policy and Crime Statistic Act.

The most recent sixty (60) days of the Crime Log and the Fire Log are public and open to public inspection, upon request, during normal business hours at the DPS Communication Office at the Mill Street Parking Ramp located at 402 Mill Street. Requests for any portion of the logs older than sixty (60) days will be available within two business days of a request.

1. CRIME STATISTICS

CRIME STATISTICS

Campus crime, arrest, and referral statistics include those incidents reported to the Department of Public Safety (DPS), other law enforcement agencies, and designated campus officials considered to be “Campus Security Authorities” (CSAs). These incident reports are also reviewed by the Director of Public Safety for consideration of timely warning publications.

While UM-Flint encourages all campus community members to accurately and promptly report all crimes and other emergencies directly to the Department of Public Safety at 810-762-3333 for purposes of making timely warning reports and the annual statistical disclosure, we also recognize that some may prefer to report to other individuals or University offices. 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 an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings. An official is defined as a person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.”

While UM-Flint has identified many CSAs at our campus, we officially designate the following office as the place where campus community members are to report all crimes for purposes of making timely warning reports and the annual statistical disclosure:

Official to Receive Crime Reports	Campus Address	Telephone Number
Department of Public Safety (DPS)	Mill St Parking Deck, Visitor Entrance Hubbard Building – 602 Mill Street	Dispatch: (810) 762-3333

Campus “professional counselors” in Counseling and Psychological Services (CAPS) staff have Clery Act-designated confidential privilege and are not required to report crimes for inclusion into the Annual Security Report. However, they are encouraged to inform persons being counseled of the procedures to report crimes on a voluntary, confidential basis for inclusion into the annual crime statistics.

[U-M Standard Practice Guide 601.91](#) indicates that anyone who is not a CSA, including victims or witnesses, and who prefers to report crimes on a voluntary, confidential basis for inclusion in the Annual Security Report may do so 24/7 without disclosing their name by calling the U-M Compliance Hotline at (866) 990-0111 or using the Compliance Hotline [online reporting form](https://secure.ethicspoint.com/domain/media/en/gui/55302/index.html) at: <https://secure.ethicspoint.com/domain/media/en/gui/55302/index.html>.

The crime classifications and geographical references in the statistics charts on pages 9-10, 12 are those defined as, and required to be, disclosed by the Clery Act. See page 11 and 13 for associated detail and maps.

Definitions of Clery Act Reportable Crimes

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.

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

Arson – Any 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.

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

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

Motor Vehicle Theft – The theft or attempted theft of a motor vehicle.

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.

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* – (except Statutory Rape) The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
- *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 their age or because of their temporary or permanent mental or physical incapacity.
- *Incest* – Unlawful, nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- *Statutory Rape* – Unlawful nonforcible sexual intercourse with a person who is under the statutory age of consent.

Domestic Violence – A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; By a person with whom the victim shares a child in common; By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; By 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; 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.

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 the 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.

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 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, 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 the 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.

Hate Crime – a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For Clery Act purposes, Hate Crimes include any of the above defined offenses [murder/non-negligent murder, sex offenses (rape, fondling, incest, statutory rape), robbery, aggravated assault, burglary, motor vehicle theft, and arson] as well as the following offenses that are motivated by bias based on one of the *Categories of Prejudice* listed below, plus the following four crimes.

- *Larceny/Theft* – the unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another.
- *Simple Assault* – unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness.
- *Intimidation* – to unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct but without displaying a weapon or subjecting the victim to actual physical attack.
- *Destruction/Damage/Vandalism to Property (except Arson)* – to willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Categories of Prejudice

- **Race** - A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair; facial features, etc., genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind, e.g., Asians, blacks or African Americans, whites.
- **Religion** - A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being, e.g., Catholics, Jews, Protestants, atheists.
- **Sexual Orientation** - A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation.
- **Gender** - A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.
- **Gender Identity** - A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals.
- **Ethnicity** - A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.
- **National Origin** - A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.
- **Disability** - A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

Law Violations:

Drug Law Violation – 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); synthetic narcotics (demerol, methadones); and dangerous non-narcotic drugs (barbiturates, benzedrine).

Liquor Law Violation – 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.).

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.

***Referred for disciplinary action** is defined as the referral of any person to any official who initiates a disciplinary action of which a record is established; and, those referrals that may result in the imposition of a sanction.

Definitions of Clery Act Geography

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). For the purposes of this report, university housing facilities are recorded in the category of on-campus as well as residential facilities.

- **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 of "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.

Criminal Offenses – UM-Flint Campus

Offense	Year	On-Campus	Crimes Unfounded	Residence Halls†	Non-Campus	Public Property	Total: On-Campus, Non-Campus, Public Property
Murder & Non-Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Manslaughter by Negligence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Rape	2023	0	0	0	0	0	0
	2022	2	0	0	0	0	2
	2021	2	3	1	1	0	3
Fondling	2023	1	0	1	0	0	1
	2022	2	0	1	0	0	2
	2021	0	0	0	2	1	3
Incest	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0
	2022	0	1	0	0	0	0
	2021	0	1	0	0	1	1
Aggravated Assault	2023	1	0	0	1	0	2
	2022	0	0	0	0	0	0
	2021	2	0	1	0	1	3
Burglary	2023	2	0	2	0	0	2
	2022	3	0	0	0	0	3
	2021	1	0	1	0	0	1
Motor Vehicle Theft	2023	2	0	0	0	0	2
	2022	1	0	0	1	0	2
	2021	1	0	0	0	0	1
Arson	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Domestic Violence*	2023	1	1	0	0	1	2
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Dating Violence*	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Stalking	2023	0	0	0	0	0	0
	2022	2	0	1	0	0	2
	2021	1	0	0	0	0	1

† Residential Facilities: These statistics are included in the On-Campus statistics; they include only incidents which occurred in residence halls.

* The reports for domestic violence and dating violence also may be included in a sexual assault or aggravated assault category.

Criminal Offenses – UM-Flint Campus - continued

Offense	Year	On-Campus	Crimes Unfounded	Residence Halls†	Non-Campus	Public Property	Total: On-Campus, Non-Campus, Public Property
<i>Arrests, Citations, Summons</i>							
Weapons Law Violation	2023	2	0	1	0	1	3
	2022	1	0	0	0	4	5
	2021	0	0	0	1	3	4
Drug Abuse Law Violation	2023	1	0	0	7	1	9
	2022	0	0	0	1	5	6
	2021	1	0	0	1	0	2
Liquor Law Violation	2023	0	0	0	2	2	4
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
<i>Disciplinary Referrals</i>							
Weapons Law Violation Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Abuse Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	1	0	1	0	0	1
	2021	0	0	0	0	0	0
Liquor Law Violation Referred for Disciplinary Action	2023	2	0	2	0	0	2
	2022	4	0	4	0	0	4
	2021	1	0	1	0	0	1

† Residential Facilities: These statistics are included in the On-Campus statistics; they include only incidents which occurred in residence halls.

Unfounded Clery crime reports - Summary:

Total number of Clery-reportable crime reports that were determined by the Department of Public Safety to be unfounded after law enforcement investigation:

- 2023, one (1): One (1) DPS report: on-campus residence hall, domestic violence
- 2022, one (1): One (1) LE report: public property, robbery.
- 2021, four (4): One (1) LE report: public property, robbery; Three (3) DPS reports, on-campus residence hall, sexual assault.

All statistics reported in the charts upon these pages include all reported offenses and attempted offenses requested from area law enforcement agencies; such as the Michigan State Police, Genesee County Sheriff Department, and City of Flint Police Department.

Hate Crime reports - Summary:

In **2023** the following crimes that manifest evidence of prejudice based on race, religion, sexual orientation, gender, gender identity, disability, national origin, or ethnicity were reported for reportable geography (on-campus, non-campus, public property):

- There were no hate crime reports for on-campus, non-campus or public property geographical locations.

In **2022** the following crimes that manifest evidence of prejudice based on race, religion, sexual orientation, gender, gender identity, disability, national origin, or ethnicity were reported for reportable geography (on-campus, non-campus, public property):

- There were no hate crime reports for on-campus, non-campus or public property geographical locations.

In **2021** the following crimes that manifest evidence of prejudice based on race, religion, sexual orientation, gender, gender identity, disability, national origin, or ethnicity were reported for reportable geography (on-campus, non-campus, public property):

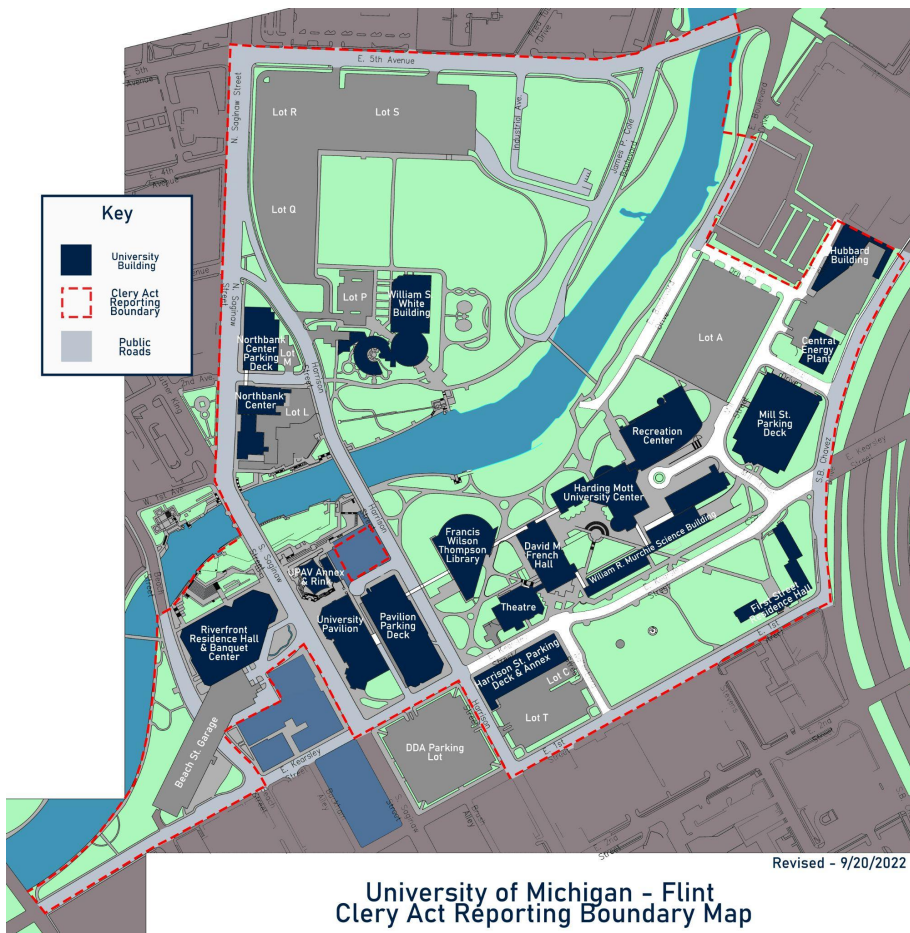
- There were no hate crime reports for non-campus or public property geographical locations.

UM-Flint Public Safety Clery Act Reporting Boundary Map

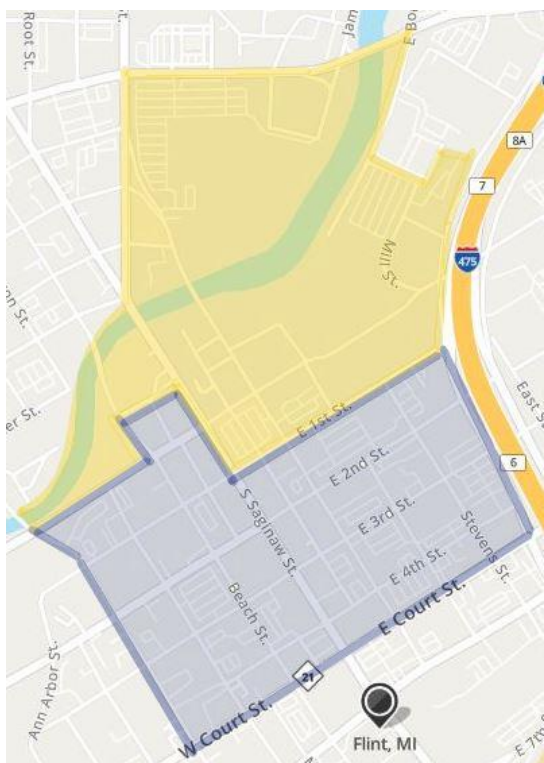
(Primary Patrol Boundary)

may be viewed and downloaded at

<https://docs.google.com/document/d/1YS1iG8aX-hu94dE5aljV8Bo7vCrdeZSQ-2Z33ED7Oyl/edit4dE5aljV8>



UM-Flint Public Safety Patrol Boundaries Map



- **Primary Patrol Boundary (yellow) -**
Campus (and Clery Act Geography) Boundary
 - The primary patrol boundary will be defined as follows:
 - South – East First Street to Saginaw Street
 - North – East Fifth Ave. from Saginaw Road to East Boulevard Drive
 - East – Chavez Drive from Campus Drive to E. First Street
 - West – North Saginaw Road to East First Street
- **Secondary Patrol Boundary (navy) -**
Downtown Patrol Boundary
 - The secondary patrol boundary will be defined as follows:
 - North – Flint River from South Grand Traverse Street to campus geography
 - South – WB Court Street from Chavez Drive to S. Grand Traverse Street
 - East – SB Chavez Drive from Fifth Ave to SB Court Street
 - West – South Grand Traverse Street from the Flint River to SB Court Street



Criminal Offenses – University of Michigan - Flint at Lansing Community College, Downtown Campus

*NOTE: No UM-Flint courses were held at this location Spring/Summer 2020 thru Spring/Summer Semester 2024.

Offense	Year	UM-Flint @ LCC On Campus Public Property	Crimes Unfounded		Offense	Year	UM-Flint @ LCC On-Campus Public Property	Crimes Unfounded
Murder & Non-Negligent Manslaughter	2023 2022 2021	0 0 0	0 0 0		Domestic Violence*	2023 2022 2021	0 0 0	0 0 0
Manslaughter by Negligence	2023 2022 2021	0 0 0	0 0 0		Dating Violence*	2023 2022 2021	0 0 0	0 0 0
Rape	2023 2022 2021	0 0 0	0 0 0		Stalking*	2023 2022 2021	1 On-Campus 0 0	0 0 0
Fondling	2023 2022 2021	0 0 0	0 0 0					
Incest	2023 2022 2021	0 0 0	0 0 0		Weapons Law Violation	2023 2022 2021	1 Public Property 0 0	0 0 0
Statutory Rape	2023 2022 2021	0 0 0	0 0 0		Drug Abuse Violation	2023 2022 2021	0 0 0	0 0 0
Robbery	2023 2022 2021	0 0 0	0 0 0		Liquor Law Violation	2023 2022 2021	0 0 0	0 0 0
Aggravated Assault	2023 2022 2021	0 0 0	0 0 0					
Burglary	2023 2022 2021	0 0 0	0 0 0		Weapons Law Violation Referred for Disciplinary Action	2023 2022 2021	0 0 0	0 0 0
Motor Vehicle Theft	2023 2022 2021	0 0 0	0 0 0		Drug Law Violation Referred for Disciplinary Action	2023 2022 2021	0 0 0	0 0 0
Arson	2023 2022 2021	0 0 0	0 0 0		Liquor Law Violation Referred for Disciplinary Action	2023 2022 2021	0 0 0	0 0 0

* The reports for domestic violence and dating violence also may be included in a sexual assault or aggravated assault category.

Note: UM-Flint does not maintain residential facilities on the Lansing Community College (LCC) campus.

Statistics reported in the chart upon this page include all reported offenses and attempted offenses provided by the Lansing Community College Police Department. The LCC Annual Security Report may be viewed by selecting the Annual Security Report tab located on the Campus Police Department website at <https://www.lcc.edu/police/> found under Public Safety Information. A direct link to the Annual Security Report is available at https://www.lcc.edu/campuslife/documents/annual_security_report.pdf.

Registered sex offender information is available for public access and viewing at the State of Michigan Public Sex Offender Registry at: <https://mspsor.com/>. University of Michigan – Flint students, faculty, and staff on the Lansing Community College campus are to comply with emergency policy and procedures for the LCC campus while on the LCC campus. These policies are available directly at: <https://www.lcc.edu/emd/>. Sign up for LCC Emergency Alerts at <https://www.raveguardian.com/>.

Hate Crime

In 2023, the following crimes that manifest evidence of prejudice based on race, religion, sexual orientation, gender, gender identity, disability, national origin, or ethnicity were reported for reportable geography (on-campus, non-campus, public property):

- One (1) LCC police report, on-campus, malicious destruction of property, national origin bias.

In 2022, and 2021 there were no crimes that manifested evidence of prejudice based on race, religion, sexual orientation, gender, gender identity, disability, national origin, or ethnicity were reported for reportable geography.



Criminal Offenses – University of Michigan - Flint at Lansing Community College, Downtown Campus



Downtown Campus

Building Locations

- 505 505 N. Capitol
- 515 515 N. Capitol
- A&S Arts and Sciences Building
- ADM Administration Building
- AOF Academic and Office Facility
- DRT Dart Auditorium
- GB Gannon Building
- HB Huron Building
- HHS Health and Human Services Building
- HRC Herrmann and Rogers-Carrier Houses
- MB Mackinaw Building
- TLC Technology and Learning Center
- WCP Washington Court Place

- Available Parking
6, 12, 15, 17, 20, 22, 23, 26, 27
and Gannon Ramp
- Restricted Parking
28 and 29
- Bicycle Parking Area



Interactive Map available at: <https://www.lcc.edu/about/locations/downtown/index.html>.
A printable campus map is available at: <https://www.lcc.edu/about/locations/documents/lcc-campus-map.pdf>

2. SAFETY ON CAMPUS

REPORTING AND RESOURCES

Reporting Crime on Campus

All University community members, students, faculty, staff, and visitors are encouraged to accurately and promptly report all suspicious activity and all crime to the UM-Flint Department of Public Safety (DPS) and/or other appropriate police agencies when the victim of crime elects to or is unable to make such a report. All students and employees should report Clery Act crimes for the purpose of making timely warning reports and the annual statistical disclosure to DPS.

Police are able to provide numerous resources to victims, investigate and solve crimes, assist in adjudication, and help create personal safety plans. Sexual misconduct also may be [reported to the UM-Flint Equity, Civil Rights and Title IX office](#).

To report a crime or an emergency, call 9-1-1. The call will be answered by the Genesee County 911 Dispatch Center. Calls from on-campus blue-light emergency telephones directly access DPS. DPS Communication Officers are available 24-hours a day to answer your call. The DPS Communications Center can be reached at any time by direct dialing (810) 762-3333.

If assistance is required from the Flint Fire Department, local ambulance provider, Flint Police Department, or other law enforcement agency, DPS Communication Center will contact the appropriate agency. If a sexual assault is reported, staff on the scene, including DPS, will inform the survivor of a wide variety of services both on- and off-campus. The YWCA of Greater Flint has trained staff who are available to assist a reportee 24-hours a day.

This publication contains information about on-campus and off-campus resources. The information is made available to provide the UM-Flint community with specific information about the resources available in the event that they become victims of crime. The information about *resources* is not provided to infer that those resources are *reporting entities* for the UM-Flint.

Campus Security Authorities

Certain University employees are considered Campus Security Authorities (CSAs) by the University and/or the US Department of Education. These include University deans, directors and department heads, staff within the Division of Student Affairs, University Residential Life and Housing staff, Student Conduct Officers, Dean of Students, advisors/officers in recognized student organizations, club sport directors/coaches/officers, Center for Gender and Sexuality staff members, Human Resource directors & staff HR services, ECRT director & staff, and employees of the Department of Public Safety (DPS).

The UM-Flint *Campus Security Authority (CSA) Reporting Form* is available for on-line completion and submission at: https://cm.maxient.com/reportingform.php?UMFlint&layout_id=12.

Professional Counselors and Pastoral Counselors

Under the Clery Act, pastoral and professional counselors who learn about crimes when acting in their pastoral or professional counseling capacity at the University of Michigan - Flint do not have an obligation to report crime statistics for the annual report. Pastoral and professional counselors at UM-Flint are encouraged to inform the persons they are counseling, that the institution does have policies or procedures for victims or witnesses to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics; however, crimes may be reported to DPS and they are able to assist with reporting.

- Pastoral counselors are defined as persons who are associated with a religious order or denomination, are recognized by that religious order or denomination as someone who provides confidential counseling, and are functioning within the scope of that recognition as a pastoral counselor.
- Professional counselors are defined as persons whose official responsibilities include providing mental health counseling to members of the institution's community, and who are functioning within the scope of their license or certification. At UM-Flint these individuals include the Director of Counseling and Psychiatric Services (CAPS) and licensed counselors within CAPS when functioning as professional counselors.

Reporting Crime Off Campus

The Division of Student Affairs maintains contact with recognized fraternity and sorority organizations through Fraternity and Sorority Life. Criminal activity at recognized fraternity and sorority residences, as well as other non-campus locations of student organizations officially recognized by the University of Michigan – Flint, should be reported to the Flint Police Department or applicable local police jurisdiction. The close working relationship between DPS, Flint Police Department, Michigan State Police, and area law enforcement agencies allows for staff to review, record and publish criminal activity near the campus as non-campus locations when activity occurs at locations of student organizations officially recognized by the UM-Flint.

When a UM-Flint student is involved in an off-campus offense, police officers may assist with the investigation in cooperation with local, state, or federal law enforcement. Flint Police Department, Genesee County Sheriff's Office and Michigan State Police routinely work and communicate with DPS on any serious incidents occurring on campus or in the immediate neighborhood and business areas surrounding campus.

Voluntary, Confidential Crime Reporting: [U-M Standard Practice Guide 601.91](#) indicates that anyone who is not a CSA, including victims or witnesses, and who prefers to report crimes on a voluntary, confidential basis for inclusion in the Annual Security Report may do so 24/7 without disclosing their name by calling the Compliance Hotline at (866) 990-0111 or using the [Compliance Hotline online reporting form](#).

Campus Safety Information and Resources

The University of Michigan-Flint is committed to providing a working and learning environment for students, faculty, staff and campus visitors. UM-Flint celebrates, recognizes and values diversity. Information identified below, available directly at <https://www.umflint.edu/campus-safety-information-and-resources>, is intended to provide resources for all individuals affiliated with, or that chose to visit, the Flint campus.

The information provided below is pursuant to P.A. 265 of 2018, Section 245A, subsections identified below:

- Emergency Contact Resources – Public Safety, Police, Fire and Medical
- Campus Department of Public Safety & Equity, Civil Rights and Title IX Office Location Information
- Safety and Security Services Provided by UM-Flint
- Children (Minors) on Campus Policy
- Resources for Survivors of Sexual Assault or Sexual Abuse
- Reporting Options for Sexual Misconduct and Assault
- [Resource Handbook for Campus Sexual Assault Survivors, Friends and Family and Our Community Matters Resource Guide](#)
- Campus Security Policies and Crime Statistics

University of Michigan-Flint Office Equity, Civil Rights & Title IX

Starting in the 2018-2019 academic year, the university began issuing an [Annual Report](#) to the university community providing an overview of the number and nature of reports of Prohibited Conduct received during the preceding fiscal year. Prior to then, the university issued a biennial report. The reports also provide the community with an overview of response efforts.

The University of Michigan – Flint *Student Annual Report Regarding Intentional Response to Reports of Prohibited Conduct by Faculty, Staff, Students and Third Parties* can be found by visiting <https://www.umflint.edu/ecrt/surveys-reports/>.

Campus Sex Crimes Prevention Act

The Campus Sex Crimes Prevention Act (CSCPA) is a federal law that provides for the tracking of convicted, registered sex offenders enrolled as students at institutions of higher education or working or volunteering on campus. The CSCPA amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act to require sex offenders already required to register in a state to provide notice, as required under state law, to each institution of higher education in that state at which the person is employed, carries on a vocation, or is a student. It also mandates that state procedures ensure that this registration information is promptly made available to law enforcement agencies with jurisdiction where the institutions of higher education are located and that it is entered into appropriate state records or data systems.

Registered sex offender information is available for public access and viewing at the State of Michigan Public Sex Offender Registry at: <https://mspsor.com/>.

CAMPUS SECURITY AND ACCESS CONTROL

Residence Halls are secured 24 hours a day; all other campus facilities have scheduled open hours which may vary at different times of the year. The University of Michigan – Flint is a part of the City of Flint; and, therefore is open and accessible to members of the community including visitors and guests during scheduled business hours. The academic and administrative buildings are open to the public, at a minimum, during normal business hours. Access to some of these buildings are also controlled by key and/or card access after normal business hours, and all of these buildings have varied levels of access. During

non-business hours, access is permissible by authorized persons possessing University identification and DPS issued keys or card access. All campus buildings are patrolled by DPS Police and Public Safety Officers on a regular basis.

UM-Flint DPS Electronic Security Services provides access services to our community through the formal issuance of university keys and/or provision of M-Card access. Our IT Security Specialists will review submitted requests for key and/or M-Card access. Please complete the [Key/M-Card Request Access Form](#). For assistance or questions in this area please contact [DPS](#).

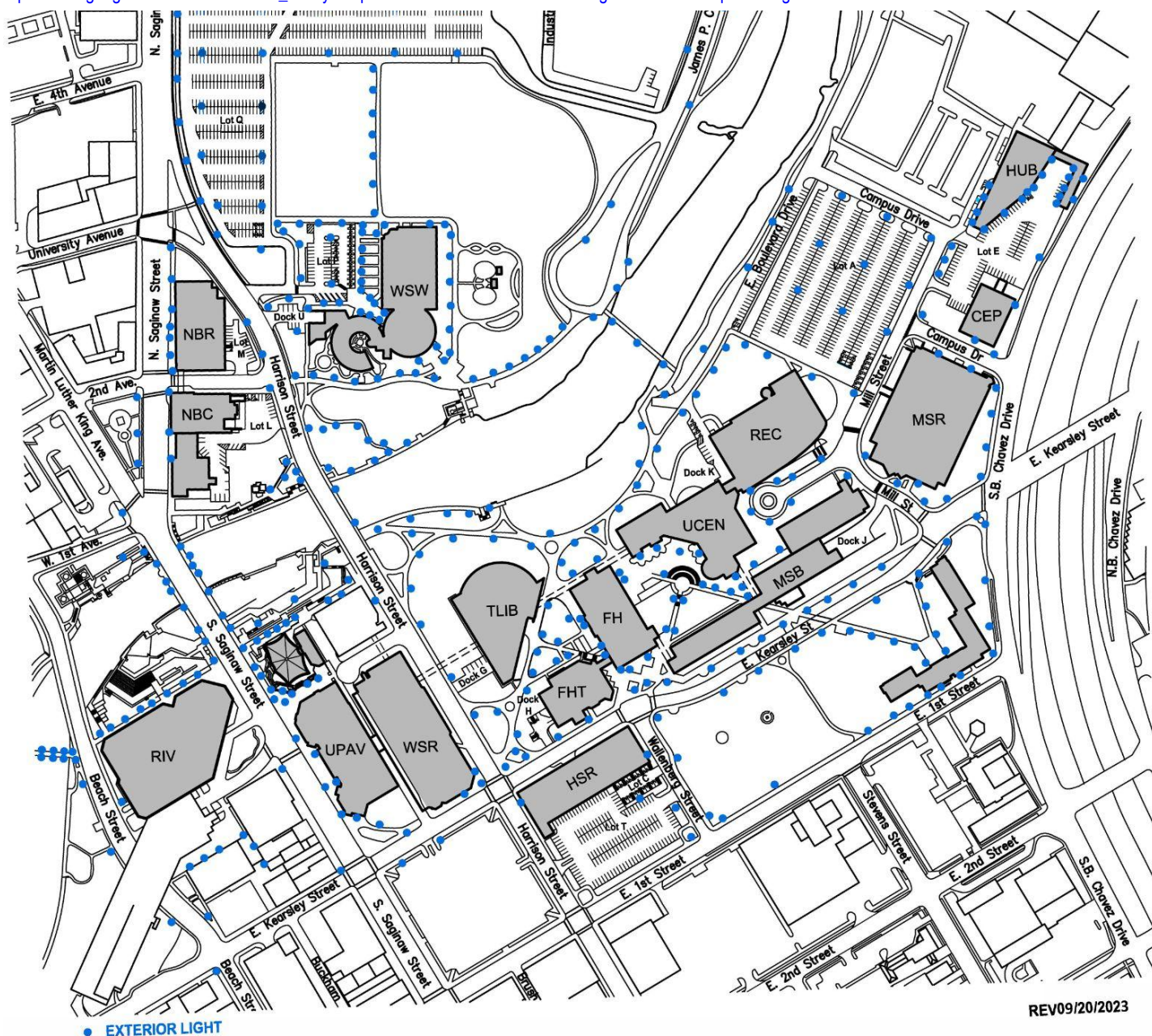
Residence Hall Security and Access Control

University Housing & Residential Life is a residential community safeguarded, in part, by an access-control system that provides surveillance of selected public spaces, restricts entry to the residential buildings and assigned space to residents and guests. Residence Halls are patrolled by DPS Officers on a routine basis. Residence Hall staff enforce policy and security measures in residence halls in order to promote a safe and respectful community environment.

UM-Flint Campus Exterior Lighting

Outside lighting on campus is designed for pedestrian safety and security. Sidewalks are designed to provide well-traveled, lighted routes from parking areas to buildings and from building to building. Landscape/grounds personnel trim shrubs from sidewalks, walkways, and building entrances to enhance lighting and visibility. This map is available on the DPS website:

https://docs.google.com/document/d/1T_rZtWYg7hpl-bzGbN50zrZSTHCcA020H0zagSk9T4A/edit?usp=sharing

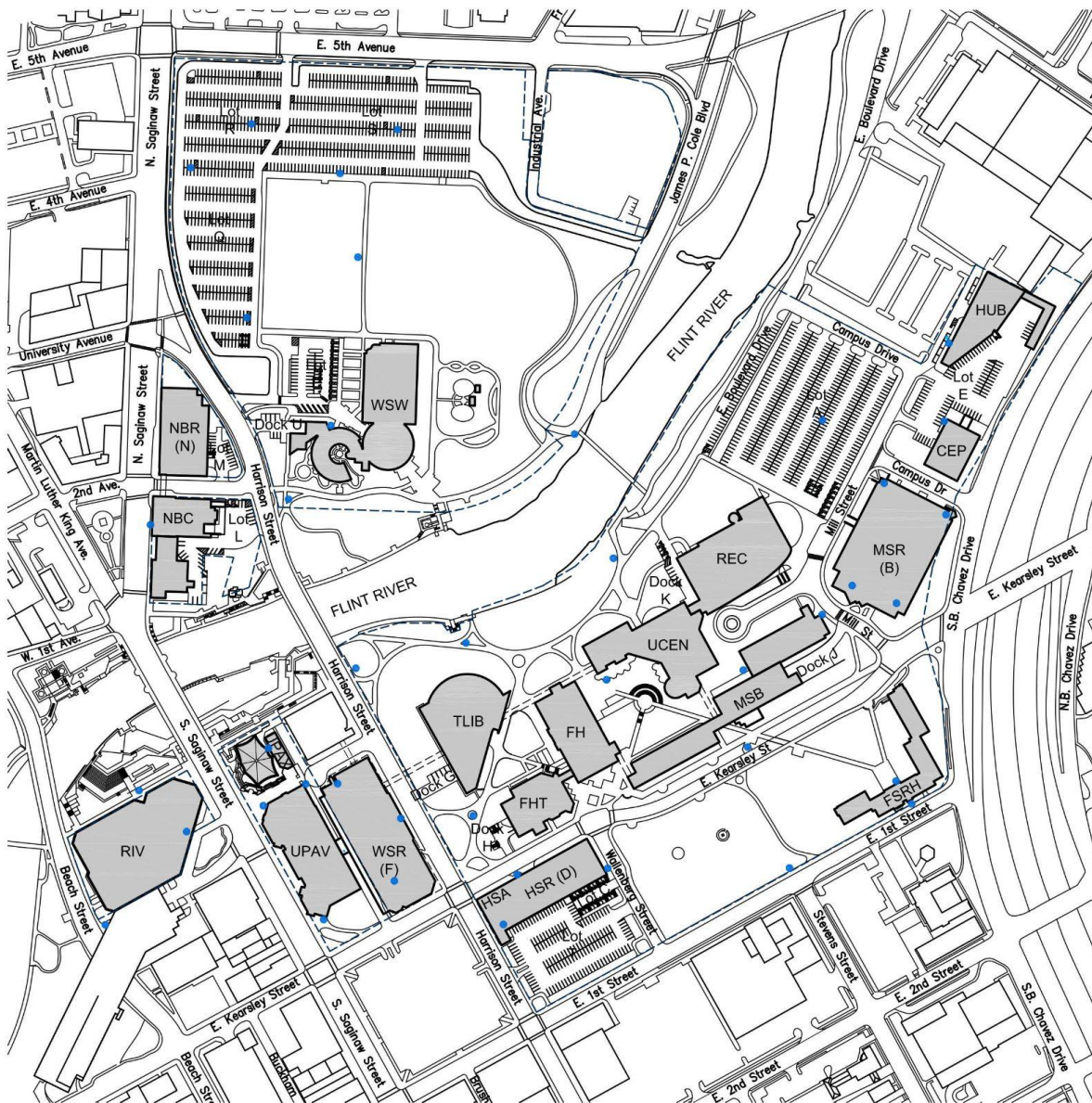


Emergency Blue Light Phones

The University has installed more than 100 emergency phones throughout the UM-Flint campus. Phones are located in public areas of buildings including parking decks, elevators, residence halls, administration buildings, and numerous outdoor locations. Emergency phones provide direct voice communications to the UM-Flint Department of Public Safety Communications Center.

When the telephone receiver is removed from the cradle or the button is pushed, the DPS Communication Officer is automatically alerted and an officer is sent to the location of the telephone. No dialing or conversation is required. If possible, however, try to describe the emergency to the DPS Communication Officer.

This map is interactive and available on the DPS website at <https://www.umflint.edu/campus-map/>.



BUILDING LEGEND

HUB	HUBBARD BUILDING
FH	DAVID M. FRENCH HALL
FHT	FRENCH HALL THEATRE
FSRH	FIRST STREET RESIDENCE HALL
HSA	HARRISON STREET ANNEX
ITC	INNOVATION AND TECHNOLOGY CENTER
MSB	WILLIAM R. MURCHIE SCIENCE BUILDING
NBC	NORTHBANK CENTER
REC	RECREATIONS BUILDING
RIV	RIVERFRONT CENTER
TLIB	FRANCIS WILLSON THOMPSON LIBRARY
UCEN	HARDING MOTT UNIVERSITY CENTER
UPAV	UNIVERSITY PAVILION
UPAX	UNIVERSITY PAVILION ANNEX
WSW	WILLIAM S WHITE BUILDING

PARKING LEGEND

HSR	HARRISON STREET RAMP
MSR	MILL STREET RAMP
NBR	NORTHBANK RAMP
WSR	WATERSTREET RAMP
LOT A	PARKING FLAT LOT A
LOT C	PARKING FLAT LOT C
LOT E	PARKING FLAT LOT E
LOT L	PARKING FLAT LOT L
LOT M	PARKING FLAT LOT M
LOT P	PARKING FLAT LOT P
LOT Q	PARKING FLAT LOT Q
LOT R	PARKING FLAT LOT R
LOT S	PARKING FLAT LOT S
LOT T	PARKING FLAT LOT T

• EMERGENCY BLUE
LIGHT PHONE



CAMPUS MAP
Emergency
Phone Map

3. SAFETY AND HEALTH-RELATED RESOURCES, COUNSELING AND SUPPORT SERVICES, AND UNIVERSITY PROGRAMS

SAFETY AND HEALTH RELATED RESOURCES

UM-Flint Department of Public Safety (DPS)

DPS Administrative Offices 602 Mill Street, 103 Hubbard Building; Flint, MI 48502 (810) 762-3330 www.umflint.edu/safety	DPS Communications Center Mill Street Ramp Dial 911 for Police, Fire, or Medical Emergencies (810) 762-3333
For an emergency, dial 9-1-1 from any University phone, or lift the receiver or press the button on an emergency blue light campus, elevator or parking structure phone.	

The Department of Public Safety (DPS) is responsible for all police and security functions related to the University's Flint campus. As such, DPS provides a streamlined approach to safety and security, improved efficacy and consistency in incident response protocols and procedures, while building partnerships that support campus safety across the institution.

DPS maintains an emergency Communications Center to monitor intrusion alarms, robbery, fire, elevator, temperature and maintenance alarms for University buildings. Appropriate response is determined and necessary action is taken. The DPS Communications Center is operated 24 hours a day, seven days a week. The communication officers monitor radio traffic from a variety of university departments as well as other public safety agencies, and dispatch resources as appropriate. Further, the communications officers monitor radio communications from a variety of University departments as well as other public safety agencies, and dispatch resources as appropriate.

To deter crime and contribute to campus safety, DPS installs and monitors security cameras across campus. To date, there are over 400 security cameras located throughout public areas of campus.

DPS is a full service law enforcement agency. Police officers are licensed by the Michigan Commission on Law Enforcement Standards (MCOLES), and have the authority to investigate, search, arrest, and use reasonable force as necessary to protect persons and property, and to enforce the laws of the State of Michigan, City of Flint, and the Ordinance of the Regents of the University of Michigan on property owned, leased, or controlled by the University of Michigan - Flint and throughout Genesee County. Non-sworn DPS security officers, including DPS student employees, have "citizen/private person" arrest and enforcement authority for felonies committed in the employee's presence.

Fiscally, UM-Flint generates a comprehensive plan to include renewal/deferred campus maintenance. This document identifies short- and long-term standards and recommendations for existing buildings, landscaping, maintenance, and similar security issues, as well as new facility design criteria to improve the safety of the campus environment. Additionally, DPS provides input on safety and security specific to lighting and landscaping. Lighting maintenance is a responsibility jointly shared by the University and the City of Flint. Any faulty lighting should be immediately reported to Facilities & Operations or DPS.

On a requested basis, DPS makes presentations designed to inform students and employees about safety and security procedures and practices that aid in the prevention of crime, with a focus on individual and community responsibility for personal and property security and the security of others. One presentation trains students and employees in active aggressor response. Overview of safety presentations are made to each session of new student and parent orientations. Contact DPS to schedule a presentation.

For more information about our safety and security services and programs, please visit the DPS website at www.umflint.edu/safety.

University police and security officers patrol all campus buildings and grounds including campus streets and sidewalks. These patrols are designed to deter, prevent, and detect crimes and property loss from crime, fire, and floods. Patrols are conducted 24 hours a day, seven days a week. Patrols are performed by officers on foot, on bicycle, on golf carts, and in motor vehicles.

Specialized police services provided by officers include criminal investigations, accident investigations, evidence technicians, bicycle patrol, and special victims' services. DPS employees operate under, and are dedicated to, the community oriented policing philosophy as a way of delivering services to our campus community.

The Department of Public Safety (DPS) has a cooperative relationship and works closely with the Flint Police Department and other local, state, and federal law enforcement agencies in matters of mutual concern. This includes DPS' patrol of the

Downtown area known as the secondary patrol district. UM-Flint has a written Memorandum of Understanding with the City of Flint and Genesee County Sheriff's Department in which agencies agree to aid the other if in need of law enforcement assistance. This is just one example of the cooperation, including crime report sharing, between area police agencies.

Additionally, DPS partners with campus departments and organizations to provide free campus transportation and primary and ongoing educational prevention & awareness programs including educational awareness and programming around reducing harmful alcohol consumption. Security awareness programs are offered to inform the campus community about campus security procedures and practices and to encourage the campus community to be responsible for their security and that of others.

Campus Transportation

For updated campus transportation information, visit DPS SafeRide information at: <https://www.umflint.edu/safety/safe-ride/>.

Safe Ride – operated by DPS

Safe Ride, operated by Public Safety Student Patrol Officers, is a free transportation service that operates within specific campus geographic boundaries. Rides across campus are requested on demand using the TransLoc app available for download at the Apple Store or Google Play Store. For more information and to view the service boundary map visit DPS at <https://www.umflint.edu/safety/safe-ride/>.

RAD Program – Provided by DPS

The Rape Aggression Defense (RAD) System is a program of realistic, self-defense tactics and techniques. It is a comprehensive course for women and men that begins with awareness, prevention, risk reduction, and avoidance, while progressing on to the basics of hands-on defense training. RAD is not a martial arts program. DPS courses are taught by certified RAD instructors and provide you with a workbook/reference manual. The DPS RAD Program, taught by DPS personnel, is dedicated to teaching defensive concepts and techniques against various types of assault, by utilizing easy, effective and proven self-defense tactics. Our system of realistic defense will provide students with the knowledge to make an educated decision about resistance.

DPS offers this program at no cost. Call DPS at (810) 762-3330 to register. Sgt. David Hunter is available to provide more program details, answer program questions, and facilitate class registration for individuals or groups. More information can be found on the DPS website at <https://docs.google.com/document/d/1vFudF75EslalNIGpWcRBI7hns7a2As1KgqixjWUGAnI/edit>.

Drunk Goggles – Provided by DPS

The Alcohol Impairment Simulation Goggles offer sober people an opportunity to experience what it's like to navigate basic tasks after drinking. They give participants of alcohol education programs a safe way to learn the important lesson that alcohol greatly impairs a person's balance, vision, reaction time and judgment.

The drunk simulation goggles are available in five levels that model the impairment associated with a particular blood alcohol concentration (BAC) — from less than .06 to .25+ BAC. Fatal Vision is available with either a clear lens to simulate daytime or shaded lens to simulate nighttime conditions. Purchase two or more different goggles to show how increased BAC results in increased impairment.

DPS offers this program at no cost. Call DPS at (810) 762-3330 to register. Sgt. John Bundy is available to provide more program details, answer program questions, and facilitate class registration for individuals or groups.

Bicycle Registration Program – Provided by DPS

Bicycles are easy targets for theft. The Department of Public Safety (DPS) offers a free Bicycle Registration Program to members of the campus community to deter theft and avoid the consequences or assist in the recovery of stolen property.

Once you register your information, you'll receive a sticker to place on your bicycle. This sticker will help serve as a theft deterrent. Additionally, if your bicycle is found or recovered, the registration record will help DPS return your bicycle to you. Call DPS at (810) 762-3333; Public Safety Officer Russell Taunt is available to provide more program details, answer program questions, and facilitate bicycle registration.

Safety and Risk Reduction Techniques

The following prevention tips are offered to help ensure personal safety and the safety of one's belongings.

Home Safety

University Residence Halls

- Make a habit of keeping your doors locked. Lock your room door when sleeping, when leaving a roommate asleep inside, and when leaving your room.
- Do not leave valuables in open view. Take valuables home during vacation.
- Never prop open doors to residence halls.
- Do not allow door to door salespeople to enter your room. Report them to DPS.
- Require identification and authorization from maintenance staff requesting access to your room.
- Report to the residence hall staff all doors, locks, and windows that are in need of repair.
- Be suspicious of unknown persons loitering or checking doors in your hall and call DPS to report them.
- Backpacks, purses, book bags, laptops, etc., should never be left unattended.

If you live in the City of Flint:

- The Department of Public Safety offers Operation Identification. This program allows residents (*and all community members*) to visit DPS to borrow an engraving tool to mark their valuables.
- It is recommended that residents know their local neighborhood watch group and the name of their neighborhood block captain.

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 UM-Flint 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 residence hall windows or parking lots.
- Persons removing property from a building at night.

Remember, if you are in doubt, contact the police. They will be able to assist you.

DPS staff suggests the following approach to reporting suspicious activity on campus.

- Remain calm. Keep away from the suspicious person(s) or activity. Call 9-1-1, DPS at (810) 762-3333, or pick up a campus blue light emergency phone or a carport phone.
- Tell the police whether the crime is in progress or has already been committed. If you see a crime in progress, report it immediately.

Fire Safety

- If you see smoke or fire, activate the fire alarm and call 911 from a safe location.
- Familiarize yourself with locations of fire alarm pull stations, fire extinguishers, stairways and emergency exits in your building(s). Always identify two means of egress from your location.
- If the building's fire alarm sounds, immediately evacuate via the nearest exit, encouraging those around you to evacuate as well.
- Fire alarm activations require "full" evacuation of all affected buildings.
- Evacuate through the nearest available exit.
- Use stairs, not elevators.
- Assist those with disabilities or special needs.
- Stay clear of building exits and fire lanes.
- Meet at designated assembly areas.
- Re-enter only when directed by authorities.

Office, Class-room, or Lab Safety

- Avoid working or studying alone in a building at night. If you must work late, let someone you trust know where you are and when you will be done.
- Avoid using stairs in remote sections of a building.
- Keep your bag 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.

Active Aggressor Response

Dial 9-1-1

Run

- Evacuate via a safe route and remove yourself from the threat.
- Encourage others to leave but don't slow down to escape.
- Prevent others from walking into the danger zone.

Hide – if not safe to run

- Seek a safe location.
- Secure the area by locking or barricading the door.
- Turn off lights and silence electronic devices.

Fight – as a last resort

- Distract, disorient and disarm the aggressor.
- Use improvised weapons.
- Fight to survive.

Pedestrian Safety

- Learn the locations of all campus blue light emergency phones.
- Take advantage of nighttime escort services.
- Walk on designated walkways that are well lit and well-traveled.
- Walk confidently and assertively. Be alert and aware of your surroundings.
- Bags should be carried close to the body and secured under one arm. Backpacks should be carried over one shoulder and secured with one arm.
- Do not run or jog alone, especially at night.
- Do not ever hitchhike.
- Avoid shortcuts through parks, vacant lots, and other deserted places.

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.

Outdoor Safety

- Learn the locations of all campus blue light emergency phones.
- Take advantage of campus transportation services – Safe Ride, page 19.
- Walk on designated walkways that are well lit and well traveled.
- Avoid shortcuts through unlit areas.
- Walk confidently and assertively. Be alert and be aware of your surroundings.
- Valuables should be carried close to the body.
- If you are followed by someone, call 9-1-1 or if safe to do so, call DPS at (810) 762-3333 or use the nearest blue light phone, and head to a populated area.

The map of Campus Exterior Lighting is on page 18 and the map of Campus Emergency Blue Light Phones can be found on page 19.

Connecting with U

**If you have any questions regarding campus safety, or would like to schedule a safety presentation, please call UM-Flint DPS at (810) 762-3333.
umflint.edu/safety**

Other Emergency Responders

City of Flint Police Department – 210 E. 5th Street; Flint, MI

For an emergency off-campus, dial 9-1-1. You will reach the Genesee County Communications Center where they dispatch the Flint Police Department. The Flint Police Department is available 24 hours a day, 7 days a week. For non-emergency incidents occurring off-campus in the City of Flint where there is no suspect information available, the Flint Police Department offers *Coplogic-on-line citizen police reporting*. More information is available at <https://www.cityofflint.com/coplogic/>. The main desk for non-emergency calls can be reached at (810) 237-6800.

The Flint Police Department uses community crime strategies throughout city neighborhoods. The strategy seeks the engagement of the community, including residents, faith-based organizations and other local government agencies to help address the factors that contribute to negative impacts upon communities. This strategy is just one approach to their community policing model. For more information on the Flint Police Department and other city services, please visit <https://www.cityofflint.com/department/police-department/>.

City of Flint Fire Department – 310 E. 5th Street; Flint, MI

For an emergency, dial 9-1-1. For non-emergency calls, the Flint Fire Department may be contacted at (810) 762-7336.

The Flint Fire Department's mission is to serve and protect the people from loss of life and property from fire and other natural and man-made disasters, to provide emergency medical services that are responsive to the needs of the community, and to provide fire prevention and education activities to the citizens of the City of Flint. More information is available at <https://www.cityofflint.com/department/fire-department/>.

UM-Flint Environmental, Health and Safety (EHS) - (810) 766-6763 801 | Northbank Center (NBC) | www.umflint.edu/ehs

The University's Environmental, Health and Safety (EHS) Department is a vital link in the enhancement of a healthy and safe University environment where individuals pursue research and education, and enjoy the benefits the University has to offer.

EHS's specialized program areas lead the University and support the surrounding community through partnership, guidance, and education to promote health, safety, protection of the environment, and compliance with local, state and federal rules dealing with hazardous materials, operations, fire and life safety, and environmental protection. The combined technology, training, and expertise within each program area serve the safety and health needs of the University community.

ON-CAMPUS SUPPORT SERVICES

Counseling and Psychological Services (CAPS) (810) 762-3456 | 264 University Center (UCEN) | www.umflint.edu/caps

Hours of operation: Monday – Friday 8 am – 5 pm

CAPS provides confidential free services to enrolled students that help to maximize their academic and personal potential. Students are provided with counseling, therapy, and limited psychological testing. Common reasons students seek out CAPS service include, but are not limited to: anxiety, depression, self-esteem, academic role and relationship issues.

"CAPS After Hours": CAPS offers after hours support by a licensed mental health profession to any UM-Flint student or any person concerned about a UM-Flint student. CAPS is available evenings, weekends, and holidays and can be reached by calling the Department of Public Safety (DPS) at (810) 762-3333 to be connected with the professional on-duty.

Faculty and Staff Counseling and Consultation Office (FASCCO)

(810) 936-8660 | [tps://hr.umich.edu/benefits-wellness/health-well-being/mental-health-counseling-consultation-services/faculty-staff-counseling-consultation-office-fascco](https://hr.umich.edu/benefits-wellness/health-well-being/mental-health-counseling-consultation-services/faculty-staff-counseling-consultation-office-fascco)

FASCCO offers a number of services to help with personal difficulties encountered at both work and home. All services are confidential and free of charge for faculty and staff (active and retired). Local services are coordinated by the Ann Arbor campus.

Center for Gender and Sexuality (CGS) (810) 237-6648 | 213 University Center (UCEN) | www.umflint.edu/cgs

Hours of operation: Monday – Friday 8 am-5 pm

The Center provides confidential services around issues of sexual assault, interpersonal violence, stalking, and sexual harassment. Services include educational programs, professional training, support and advocacy for survivors, in person

outreach services, assistance in working with the criminal justice system, medical, and/or university systems. The Center's support and advocacy services are confidential and free of charge to all members of the UM-Flint community.

The Center is dedicated to creating and sustaining a safe and inclusive campus community by providing educational programs, social and educational events, resources, outreach and advocacy for all students, staff, and faculty regardless of their sexual orientation, gender identity, and gender expression. Staff are designated Campus Security Authorities and report Clery Act crimes confidentially without disclosure of personally identifying information.

Office of the Dean of Students (DOS) (810) 762-5728 375 | University Center (UCEN) | www.umflint.edu/deanofstudents

The Dean of Students Office provides a wide variety of student centered services to include services around student conduct and community standards, crisis and emergency services, and student sexual misconduct services.

Faculty & Staff Ombuds

Thomas Wrobel, Ph.D. | Email: twrobel@umich.edu | <https://facultyombuds.umich.edu/unit-ombuds/>

Jacaeline Bowman, Ph.D. | Email: staffombuds@umich.edu | <https://staffombuds.umich.edu/>

The Ombuds provide confidential and impartial assistance supporting faculty and staff in the resolution of matters related to their employment. The ombuds shall respond to concerns for assistance in a timely manner and provide options for addressing faculty concerns. You may contact the Faculty Ombuds at twrobel@umich.edu. Please do not share confidential information in emails to the Ombuds.

Compliance Resource Center (866) 990-0111 | <http://compliance.umich.edu/>

The University has many policies, procedures, handbooks, and guidelines that describe the various standards and responsibilities which the community agrees to uphold. This site collates and summarizes, at an institutional level, those guiding principles that are particularly relevant to compliance and ethics. Note: The Compliance Hotline is not for reporting criminal or medical emergencies. On-line reports may be filed at: <https://secure.ethicspoint.com/domain/media/en/gui/55302/index.html>.

ITS User Advocate

The UM-Flint Information Technology User Advocate, a committee of campus partners, investigates non-criminal reports of violation of the responsible use of computing resources at the university and works with the UM-Flint community to ensure that certain information technology policies are followed. Users should complete the User Advocate on-line form if they suspect non-criminal abuse of university computing resources including the following:

- Harassing messages
- Spam sent using a umflint.edu email address
- Digital copyright infringement
- Misappropriation of computing resources for commercial use

Policies regarding the responsible use of information technology at the University of Michigan-Flint are available at <https://it.umich.edu/information-technology-policies>. Additionally, UM-Flint users are subject to the policies and guidelines established by the Flint campus. These policies and guidelines can be found at <http://www.umflint.edu/its/policies>.

Report an IT Security Incident: https://docs.google.com/forms/d/e/1FAIpQLSc6FfcXQRZQpWR2MZ96DL8sPpCFTUN_zcXJ-fbzQ2VzpsEKgA/viewform?usp=sf_link

If you suspect a potential IT security incident involving a computer system, software, or data – immediately fill out the report form to submit the details to the ITS Helpdesk. Examples of IS Security Incidents include:

- Unauthorized exposure of private personal information (which may lead to identity theft or misrepresentation)
- Computer break-ins and other unauthorized use of UM-Flint systems or data
- Theft or loss of equipment, including portable equipment such as laptops and flash drives used to store or work with university sensitive data.
- Interference with the intended use of ITS resources.

Users should report IT security incidents via the [Form](#), by calling 810-762-3123, option 1 or emailing Flint.ITS.Support@umich.edu.

Student Legal Services:

UM-Flint students are serviced by U-M Ann Arbor's Student Legal Services program: please visit <https://studentlegalservices.umich.edu/> to learn more.

OFF-CAMPUS SUPPORT SERVICES

Legal Services of Eastern Michigan

LSEM: Flint Office | 436 S. Saginaw Street; Flint, MI 48502

Phone: (810) 234-2621 | Toll Free: (800) 322-4512 | <http://www.lsem-mi.org>

Hours of operation: Monday – Thursday 9:30 am-3:30 pm for walk in service

Legal Services of Eastern Michigan (LSEM) provides free civil legal assistance to low-income residents in 14 counties including Genesee County.

Y.W.C.A of Greater Flint

801 S. Saginaw Street; Flint, MI 48501

Phone: (810) 238-7621 | Crisis Line: (810) 238-7322 | <http://www.ywcaflint.org>

Hours of operation: Monday – Friday 8 am-5 pm | 24-hour shelter and help line

YWCA of Greater Flint is an organization dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all. Further, the YWCA works to end domestic violence, and sexual assault in Genesee County. This program offers emergency shelter (open 24-hours), legal advocacy, crisis intervention, advocacy, residential and non-residential confidential counseling, drop-in support groups, and follow up services. Services are confidential and free of charge.

One Stop Housing Resource Center

901 Chippewa Street; Flint, MI 48503 | Call (810) 544-4357 for coordinated entry in Genesee County

Phone: (810) 239-9950 | <https://catholiccharitiesflint.org/onestophousing>

Emergency Shelter/Services Inquiries

(810) 239-5433 | 924 Cedar Street; Flint MI 48503; <https://shelterofflnt.org/find-housing/>

One Stop Housing Resource Center serves as the Housing Assessment & Resource Agency (HARA) for Genesee County. As the HARA, One Stop Genesee offers many different opportunities for individuals and families to receive vital services that meet their varying needs: central intake and assessment; referrals; screenings and inspections; Housing Choice Voucher assessments; and direct client assistance.

COMMUNITY MEDICAL RESOURCES

Call 9-1-1 for emergency response. DPS is available for emergency response by calling 9-1-1 from a campus telephone or direct at (810) 762-3333. Emergency health care providers in the greater Flint campus area include the following:

Hurley Medical Center

(810) 262-9000 | 1 Hurley Plaza <https://www.hurleymc.com/locations/>

Hurley Medical Center provides emergency care 24 hours/day, 7 days/week. It is a recognized level 1 trauma center, equipped to deal with all emergency problems for persons of all ages.

McLaren Hospital – Flint

(810) 342-2000 | 401 S. Ballenger Hwy | <https://www.mclaren.org/main/locations/emergency-department-at-mclaren-flint-623>

McLaren-Flint provides emergency care 24 hours/day, 7 days/week. It provides trauma care and an entire spectrum of emergent services for persons of all ages.

Urgent/Non-Emergent Medical Need Providers

Student health resources are available to UM-Flint affiliates at <https://www.umflint.edu/dsa/health-well-being/>. The UM-Flint provides student health insurance information and identifies resources of Greater Downtown Flint Health Care Resources to address a variety of health care needs including medical, dental, vision, behavioral health, pediatric care, OB/GYN, and laboratory services.

UNIVERSITY SERVICES

UM-Flint DPS Police Department (DPS) Oversight Committee

(810) 762-3150 | 213 University Pavilion (UPAV) | <https://www.umflint.edu/hr/departments-of-public-safety-oversight-committee/>

The institutional function of this independently elected Committee, as provided by Michigan Public Act 120 of 1990, is to receive and address grievances and complaints by persons against the Department of Public Safety (DPS) or UM-Flint police officers. The Committee may make recommendations concerning such grievances to the Director of DPS, including recommendations

for disciplinary action. To get information or to file a grievance, call (810) 762-3150, email the Committee at um-flint-hr@umich.edu, or stop by Room 213 University Human Resources in the University Pavilion.

UM-Flint Office for Equity, Civil Rights, Title IX Services

(810) 237-6517 | 1000 Northbank Center (NBC) | Reporting: https://umflint.ut1.qualtrics.com/jfe/form/SV_bkLhN2wWKWyNbD
<https://www.umflint.edu/ecrt/> | Email: UMFlintECRT@umich.edu | Director Kirstie Stroble; Email: stroblek@umich.edu

The Equity, Civil Rights & Title IX (ECRT) Office is committed to ensuring that all staff, faculty and students have equal access and opportunities, and receive the support needed to be successful regardless of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight or veteran status. Additionally, they are committed to the principles of equal opportunity in all employment, educational and research programs, activities and events, as well as to the use of affirmative actions to cultivate and maintain an environment that fosters equal opportunity.

For comprehensive information on accessing University and community resources, including emergency and ongoing assistance; health, mental health, and advocacy services; options for reporting Prohibited Conduct to the University and/or law enforcement; and available support with academics, housing, and employment, University students and employees should contact the Office for Equity, Civil Rights & Title IX and may refer to the [Our Community Matters Resource Guide](#), or visit <https://www.umflint.edu/ecrt/resources/>. Third parties should contact the Office for Equity, Civil Rights & Title IX to discuss available University and/or community resources and reasonable available assistance. <https://www.umflint.edu/ecrt/contact-us/>.

Office of the Dean of Students (ODOS) (810) 762-5728 @ University Center (UCEN) www.umflint.edu/deanofstudents

The Office of the Dean of Students (ODOS) promotes and supports a civil, healthy, and safe campus community through the establishment and administration of standards outlined in the [Code of Student Conduct](#). When incidents occur, primarily on campus, and University of Michigan-Flint students are involved, the Office of the Dean of Students is the main university entity that works with students to resolve disciplinary matters.

The Office of the Dean of Students also provides conflict resolution services that assist students in examining personal values, goals, and behaviors, while resolving disputes in a fair and effective manner. If you find yourself in conflict with another student, ODOS services and resources can provide you with valuable skills to resolve current and future disputes. To this end, ODOS provides:

- Consultation services and conflict resolution through mediation and other informal problem solving practices
- Coordination of campus resources in resolution of behavioral issues
- Interpretation of campus policies and procedures
- Adjudication and resolution of formal student conduct incidents

Wolverine Essentials

Wolverine Essentials, formerly the Wolverine Food Den, started as a “by students, for students” initiative to help students who faced food insecurities on campus. In 2015, students from the University of Michigan-Flint’s social work program wanted to assist in addressing food insecurities, which affect many college students.

Today, in addition to food, Wolverine Essentials has grown to include a clothing closet, toiletries and hygiene items, assistance with state benefits, along with a host of other resources and services related to housing, transportation, and health & wellness.

Visit: <https://www.umflint.edu/deanofstudents/wolverine-essentials/> for contact information, hours of operation, volunteer opportunities and donation needs.



Campus Assessment, Response, and Evaluation (CARE) Team:

A cross-divisional, multi-disciplinary campus team with a centralized focus on addressing situations and behaviors that have the potential to impede student success and/or threaten the safety and security of the campus and learning environment. The mission of the University of Michigan-Flint CARE Team is to provide a coordinated, caring response to situations and behaviors that have the potential to impede success and/or threaten the safety and security of the campus and learning environment. This

response is tied to the parallel mission of educating and empowering campus constituents to identify and report concerns. Visit: <https://www.umflint.edu/deanofstudents/care-team/> for more information, guidance and reporting options.

Video: <https://youtu.be/NZlabDRc6Xw>

To Report: https://cm.maxient.com/reportingform.php?UMFlint&layout_id=1

4. EMERGENCY NOTIFICATION AND RESPONSE

UM Emergency Alert System

UM-Flint Emergency Alert is a mass, urgent notification system, comprised of a variety of methods by which the University, without undue delay, will notify students, faculty, staff, visitors and members of the general public of an active major campus emergency:

- Posting to the [DPS webpage](#).
- Posting to [UM-Flint homepage](#).
- Posting to UM-Flint's [Campus Alerts webpage](#).
- Posting to UM-Flint social media outlets, including [Facebook](#).
- Text messages (via registered phone numbers to our [Emergency Alert System](#)).
- Public address system (indoor and outdoor).
- Loudspeaker systems via patrol car.
- Flyers posted on outward-facing doors across campus.
- Email messages to registered campus addresses.
- Word of mouth.
- Notification of media outlets.

When a DPS incident commander, or designee, confirms there is a significant active emergency or dangerous situation impacting the public safety of the campus, the process for initiating an Emergency Alert begins. Initial incident confirmation by DPS may occur by observation of a police or security officer, multiple witness telephone calls, alarms activating in the DPS 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.). At the direction of the DPS commander, or designee, an urgent notification will be sent without undue delay through the UM-Flint Emergency Alert system on confirmation.

Examples of activations may include:

- When a person actively shooting a weapon is threatening campus.
- When a bomb threat is confirmed.
- When a tornado warning is issued for the county.
- When a major hazardous material spill is impacting a large portion of campus.
- When the UM-Flint administration declares an *emergency reduction in operations* or *delay* in opening.

The emergency message content will be developed by University Marketing and Communications, or designee. The message will be sent by University Marketing and Communications (primary), or designee, Public Safety Director, or designee, or other EAS authorized users. The Director of Public Safety, or designee, 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. This will contribute to determining the content of the message will promote safety and aid in the prevention of similar crimes; and, the message will include pertinent information about the crime that triggered the Emergency Alert. Follow-up information, including an "all-clear" message, will be disseminated as appropriate, except for an expired weather warning.

As a robust, regional campus, more than a single mode of notification in an emergency may be required. UM-Flint Emergency Alerts adds to the array of communication methods used during campus emergencies, such as building alarms and public address announcements. However, the UM-Flint Emergency Alerts are issued campus-wide, not to smaller segments of the community.

In order to receive urgent notification alert messages, UM-Flint students, faculty and staff may register telephone or cell phone numbers and a device to receive text messages. Additionally, UM-Flint automatically will register all student, faculty and staff @umich email addresses.

Sign up for the UM-Flint Emergency Alert System at

<https://www.getrave.com/login/umich>

where you can sign up for Flint Campus Alerts.

Visit <https://www.umflint.edu/ehs/emergency-preparedness-response/> and read more about the UM-Flint creating a campus culture of safety and preparedness. FAQs: [Emergency Alert System FAQs](#)



**Sign-Up for the Emergency Alert
System »**

Timely Warnings

A timely warning will be issued for all Clery Act crimes that occur on the University of Michigan-Flint's Clery Act geography that are reported to campus security authorities, the Department of Public Safety, or local police agencies and are considered by the institution to represent a serious or continuing threat to safety of students and employees. Upon the determination of the UM-Flint Public Safety Director, or designee, a "Crime Alert, on-campus" will be issued to serve as a timely warning in a manner that is timely and will aid in the prevention of similar crimes. The intent of this warning regarding criminal incident(s) is to enable people to protect themselves; and, a warning is issued whenever there is a threat that a crime is ongoing or may be repeated.

The University may also issue "Crime Alert, off-campus" for incidents that don't meet the requirements for a Timely Warning when, in the determination of UM-Flint Public Safety Director, or designee, there may be a potential serious or continuing threat to students, employees, and visitors on the campus.

When a DPS incident commander, or designee, confirm there is a serious or on-going threat affecting the public safety of the campus, timely warning will be sent without undue delay. UM-Flint University Communications, or designee, will develop the content of the message with input from the UM-Flint Public Safety Director, or designee who will determine what information would promote safety and that would aid in the prevention of similar crimes; and, the message will include pertinent information about the crime that triggered the timely warning.

The message will be sent by University Communications (primary), or designee, or the UM-Flint Public Safety Director, or designee. The timely warning will be issued as soon as pertinent information is available. Victim's names will not 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.

A copy of the timely warning will be emailed to all students, faculty, and staff via all registered campus email addresses. One or more methods may also be used to convey information as outlined above on page 26. Anyone, *including students and employees*, should report Clery Act crimes for the purpose of making timely warning reports and the annual statistic disclosure without delay to DPS by telephone at (810) 762-3333 or in person at DPS Communication Center, Mill Street Ramp.

Other Communication Methods

In addition to the UM-Flint Emergency Alert System and crime alerts, DPS may employ a variety of communication methods to inform building occupants or a larger portion of campus about imminent safety threats. Communication methods will be deployed based on a number of factors that will be evaluated for each incident, such as the nature and extent of the threat, the technology available in that building or area, the time of day, etc. Other communication methods may include use of public address systems, fire alarm systems, telephones, and person-to-person communication.

Emergency Operations Plan

Emergency procedures, including evacuation and shelter-in-place instructions, are posted on the UM-Flint Environment, Health & Safety Department (EHS) website in an electronic Emergency Preparedness and Response Guidelines (EPRG) flip chart, available at https://docs.google.com/document/d/1wWV4zrcgUZbGHYvM8eeH5BhS2Sp6aiHVGvzp__pgXcQ/edit?usp=sharing. This [Chart](#) is made available for posting in classrooms, employee lounges, hallways, and other high traffic areas around campus. Building-specific evacuation maps are posted in strategic locations in occupied campus buildings. Students, faculty, and staff with questions about emergency procedures in their buildings should check with their department head or contact UM-Flint EHS at (810) 766-6763 for assistance.

- The UM-Flint Emergency Response Plan [website](#) makes the Plan directly available at: <https://go.umflint.edu/ERP>.
- More information on creating a campus culture of preparedness is available through the EHS website at <https://www.umflint.edu/ehs/emergency-preparedness-response/>.

DPS manages an annual plan that consists of annually scheduled drills, exercises and appropriate follow-through activities designed for assessment and evaluation of emergency plans and capabilities. Activities, assessments and evaluations are exercised, at minimum, each year in all campus buildings including residence halls. Participation includes EHS staff, DPS staff building staff/occupants at minimum. These exercises could be drills, tabletops, functional or full-scale exercises and are designed for assessment and evaluation of emergency plans and capabilities by UM-Flint Environment, Health and Safety. EHS publicizes via email emergency response and evacuation procedures in conjunction with the test to document, for each test, a description of the exercise, the date, time and whether it was announced or unannounced.

A minimum of one fire drill per academic year is conducted in each residence hall. The UM-Flint Emergency Alert system is tested, or activated, minimally once each calendar year. Additionally, DPS and EHS are available to meet and assist in developing and delivering department-specific emergency preparedness planning, training, and exercises.

Visit: <https://www.umflint.edu/ehs/health-safety-training/>

JANUARY	FEBRUARY	MARCH	APRIL
1/17/2023 Fire Drill-WSW/ECDC 1/19/23 Fire Drill-FSRH/RFRH 1/18/23 Fire Drill-GEC	2/22/22 Tornado Drill-NBC 2/21/23 Tornado Drill-GEC 2/03/23 Lockdown Drill-ECDC	3/06/23 Lockdown Drill-GEC 3/22/23 Tornado Drill-Statewide Drill 3/21/23 Fire Drill-NBC/GEC 3/22-23/22 Tornado Drill-Campus-wide • 3/21: FSRH 3/21: RFRH	4/04/23 Lockdown Drill-GEC 4/12/23 Fire Drill-WSW/ECDC 4/17/23 Fire Drill-GEC
MAY	JUNE	JULY	AUGUST
5/08/23 Fire Drill-GEC	6/07/23 Tornado Drill-RFRH	7/11/23 Fire Drill-ECDC 7/13/23 Fire Drill-RFRH	8/09/23 Tornado Drill-ECDC 8/18-21/23 Emer. Preparedness Training (RAs & FDAs)
SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
9/12/23 Fire Drill-GEC 9/13/23 Fire Drill-FSRH 9/14/22 Fire Drill-RFRH	10/11/23 Fire Drill-Non Residential Individual Buildings 10/11/23 Fire Drill-FSRH 10/12/23 Fire Drill-RFRH 10/12/23 Fire Drill-ECDC/GEC 10/19/23 Tornado Drill-FSRH 10/18/23 Tornado Drill-RFRH	11/3/23 Fire Drill-GEC 11/16/22 Lockdown Drill-GEC	No drills conducted this month.

Missing Student Notification protocol

On-campus student residents can review and complete their emergency contact information in their housing self-service portal account at https://umflint.datacenter.adirondacksolutions.com/UMFLINT_THDSS_PROD. Entered emergency contact information options provide residents, regardless of age, with the ability to provide a confidential contact (a person to be called if they are believed to be missing). The information on the form also informs the residents that if they are under the age of 18 and are missing, police will contact their custodial parent or legal guardian within 24 hours of the determination that the student is missing, unless they are deemed an emancipated minor. The information is confidential and only available to authorized campus officials and law enforcement, for purposes of pursuing a missing person investigation.

The University requires missing student reports be immediately referred to campus police, Department of Public Safety (DPS) at (810) 762-3333. The University will notify campus police, DPS within 24 hours of the determination that the student is missing.

If someone has a concern that a student resident is missing (or has been missing more than 24 hours), this concern must be immediately reported to the

Department of Public Safety (DPS) at (810) 762-3333. DPS will generate a missing person report and initiate an investigation. DPS will make notification to the confidential contact designated by the student if the student is deemed missing through investigative efforts. That notification will be made within 24 hours of that determination.



5. Programs, Policies, Procedures: Dating Violence, Domestic Violence, Sexual Assault, Stalking

Educational Programs & Campaigns: Dating Violence, Domestic Violence, Sexual Assault, Stalking

The University of Michigan-Flint offers educational programs and campaigns specific to the promotion of the prevention and awareness of dating violence, domestic violence, sexual assault and stalking. Programming is comprehensive, intentional and integrated programming, initiatives, strategies and campaigns intended to end dating violence, domestic violence, sexual assault and stalking are

- culturally relevant,
- inclusive of diverse communities and identities,
- sustainable,
- responsive to community needs,
- 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.

The University of Michigan - Flint provides comprehensive primary prevention and awareness programs to all incoming students, and new employees on dating violence, domestic violence, sexual assault and stalking.

- Primary prevention programs are defined as programming, initiatives and strategies intended to stop dating violence, domestic violence, sexual assault and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions. Examples of these programs might include programs that promote good listening and communication skills, moderation in alcohol consumption and common courtesy.
- Awareness programs are defined as communitywide or audience-specific programming, initiatives and strategies that increase audience knowledge, and share information and resources to prevent violence, promote safety and reduce perpetration.

UM-Flint's primary prevention and awareness programs include programs that promote good listening and communication skills, moderation in alcohol consumption and common courtesy; and programs that provide bystander education information, information on consent, applicable state and local laws and campus policies, and risk reduction strategies for individuals and communities.

- Prior to arrival on campus, students complete an online sexual assault education module, an online educational requirement for all incoming first-year and transfer (new) students that addresses relationship violence, sexual and gender-based misconduct, sexual assault, and stalking. For more information on this program, visit the Student Sexual Misconduct Training Module at https://app.getinclusive.com/users/Umich-1799/saml/sign_in.
- Beginning in Fall 2018, all first year and transfer (new) students are provided an opportunity to attend an in-person peer-delivered, interactive sexual violence (dating violence, domestic violence, sexual assault and stalking) prevention including bystander education workshop in the first semester on campus. This workshop is designed to promote healthy relationships and build students' skills in communicating about interests, needs and desires in sexual or intimate relationships thereby promoting good listening and communication skills, moderation in alcohol consumption and common courtesy. This workshop provides initiatives and strategies that increase audience knowledge, and share information and resources to prevent violence, promote safety and reduce perpetration
- An online module for faculty and staff provides information about maintaining a respectful, inclusive, and equitable working and learning environment free from sexual harassment and misconduct.
 - "Cultivating a Culture of Respect: Sexual Harassment and Misconduct Awareness" is mandatory for all U-M employees and should take about 15 minutes to complete.
https://maislinc.umich.edu/maislinc/app/management/LMS_ActDetails.aspx?UserMode=0&ActivityId=46215
 - Please use the text-based "Cultivating a Culture of Respect: Sexual Harassment and Misconduct Awareness Transcript" if you encounter any accessibility issues when using the MyLINC training platform, and follow the directions for certifying your participation. The transcript can also be accessed from the Course Description in

MyLINC: <https://weblogin.umich.edu/?cosign-shibboleth.umich.edu&https://shibboleth.umich.edu/idp/Authn/RemoteUser?conversation=e3s1>

- o Employees are encouraged to complete the online [Preventing Harassment and Discrimination](#) program providing information about how the university responds to, and how we can help prevent, sexual assault, intimate partner violence, sexual harassment and stalking.
- o [What Title IX Coordinators, Investigators, Decision-Makers & Informal Resolution Facilitators Need to Know About Their Obligations.](#)
- These online modules are the first step in a multilayered approach to a series of education and training programs designed to have meaningful impact on our campus and workplace culture.
- Employees are directed to the [Get-Inclusive platform](#) for training modules in **Harassment and TitleIX*, **Diversity, Equity and Inclusion in the Workplace* and **Voices for Change*.
- The campus supports Creating Safer Spaces: visit <https://www.umflint.edu/dsa/creating-safer-spaces/> for more information and the UM-Flint Creating Safer Spaces video can be viewed at: <https://youtu.be/A4Vw3xBWMK4>.
- Also available for employees: Get Inclusive: Harassment and Discrimination & Title IX training for Employees at https://app.getinclusive.com/courses/1553/page/3?org_id=1799

State of Michigan Laws: Dating Violence, Domestic Violence, Sexual Assault, Stalking

The University of Michigan -Flint prohibits the crimes of dating violence, domestic violence, sexual assault and stalking as those terms are defined for purposes of the Clery Act and as described in the University's primary prevention and awareness programs for all incoming students and new employees. State of Michigan laws can be found in the Michigan Compiled Laws (MCL) and viewed at www.legislature.mi.gov. The following Michigan law excerpts can be compared with the federal Clery Act definitions provided on page 6-7.

Domestic Violence (includes dating violence) – MCL § 750.81

Domestic violence = 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 a child in common, or
- A resident or former resident of his or her household.

"Dating relationship" means frequent, intimate association primarily characterized by the expectation of affectional involvement. 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 1 year and/or a \$1,000 fine.

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 2 years and/or a \$500 fine.

Stalking – MCL § 750.411h: This is defined as two or more separate incidents of non-consenting contact between stalker and victim. The acts must be done willfully, such as would cause a reasonable person to suffer emotional distress, and to feel terrorized, frightened, intimidated, threatened, harassed, or molested. Misdemeanor punishable by up to one year in jail and a \$1,000 fine.

Aggravated Stalking: This is defined as a violation of a Personal Protection Order, bail, probation condition, or a second offense. Stalking also is a violation of the Code of Student Conduct. Felony punishable by imprisonment up to five years and/or a \$10,000 fine.

Consent

The University of Michigan prohibits these crimes and outlines the following definition of consent within its [Policy of Sexual and Gender based Misconduct](#):

For purposes of this Policy, Consent is a clear and unambiguous agreement, expressed outwardly through mutually understandable words or actions, to engage in Sexual Activity. For purposes of this section, Sexual Activity refers to any conduct of a sexual nature for which Consent is required under this Policy (i.e., Sexual Contact, as defined above and behaviors identified in the definition of Sexual Exploitation, above, that require Consent). A person who initiates Sexual Activity is responsible for obtaining Consent for that conduct. Consent cannot be obtained by Force or in circumstances involving Incapacitation, as defined below.

In evaluating whether Consent was given under this Policy, the issue is:

- Did the person initiating Sexual Activity know that the conduct in question was not consensual?
- If not, would a REASONABLE PERSON who is unimpaired by alcohol or drugs have known that the conduct in question was not consensual?

If the answer to either of these questions is “Yes,” Consent was absent.

Consent is not to be inferred from silence, passivity, or a lack of resistance, and relying on non-verbal communication alone may not be sufficient to determine Consent. Consent is not to be inferred from an existing or previous dating or sexual relationship. Even in the context of a relationship, there must be mutual Consent to engage in any Sexual Activity each time it occurs. In cases involving prior or current relationships, the manner and nature of prior communications between the parties and the context of the relationship may have a bearing on the presence of Consent. Consent to engage in a particular Sexual Activity at one time is not Consent to engage in a different Sexual Activity or to engage in the same Sexual Activity on a later occasion.

Consent can be withdrawn by any party at any point. An individual who seeks to withdraw Consent must communicate, through clear words or actions, a decision to cease the Sexual Activity. Once Consent is withdrawn, the Sexual Activity must cease immediately.

Given the inherent power differential in the context of a professional faculty-student, staff-student or supervisor-supervisee interactions, when the RESPONDENT is the faculty member, staff member, or supervisor, the University will generally apply heightened scrutiny to an assertion of Consent.⁷

1. Force
2. Incapacitation

Bystander Techniques & Risk Reduction: Dating Violence, Domestic Violence, Sexual Assault, Stalking

Bystander Intervention – Safe and Positive Options

Bystander intervention is defined as 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 five stages: 1) recognizing situations of potential harm; 2) understanding institutional structures and cultural conditions that facilitate violence (this might include fraternity or sports cultures at some institutions); 3) overcoming barriers to intervening; 4) identifying safe and effective intervention options; and 5) taking action to intervene.

Be aware of the bystander effect: Individuals are less likely to act/offer help when other people are present. Here are some intervention methods individuals: DIRECT: You directly tell the person being inappropriate that what they are doing is wrong. DELEGATE: You delegate the intervention to someone you think is better able to handle the situation. DISTRACT: You become a distraction by thinking up creative ways to engage.

It takes the whole UM-Flint community to ensure our culture of care! We encourage every member of our community to be an active bystander to help prevent and address sexual misconduct.

Bystander intervention refers to safe and positive ways that individuals who witness sexual violence, harassment or misconduct can act to prevent or intervene.

This can include identifying and stopping situations before they happen; stepping in during an incident; supporting an individual after an incident; and speaking out against ideas and behaviors that support sexual misconduct or violence.

How can you be an active bystander?

- Speak up: if someone says something offensive, derogatory, or abusive, let them know that behavior is wrong and you don't want to be around it. Challenge others to be respectful.
- Get support from others around you: you don't have to intervene alone if you see or hear something troubling.
- Be respectful, direct and honest when intervening. Instead of accusing, try "I feel when you say things like that."
- Distract: If you see harassing behavior, try to interrupt. Ask the harasser a question to distract them; or ask the person being harassed if they can come help you with something.
- Empower victims to reach out for help and services.
- Safety first: If something does not feel safe, reach out to DPS.

Risk Reduction

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

No victim is EVER to blame for being assaulted or abused. Below are some tips to help reduce your risk, to recognize warnings signs of abusive behavior and how to reduce the risk of a potential attack and leverage bystander intervention techniques.

Warning Signs of Abusive Behavior

Intimate partner abuse (domestic and dating abuse) often escalates from threats and verbal abuse to violence. And, while physical injury may be the most obvious danger, the emotional and psychological consequences of domestic and dating violence are also severe. Warning signs of dating and domestic violence include:

1. Being afraid of your partner;
2. Constantly watching what you say to avoid a "blow up;"
3. Feelings of low self-worth and helplessness about your relationship;
4. Feeling isolated from family or friends because of your relationship;
5. Hiding bruises or other injuries from family or friends;
6. Being prevented from working, studying, going home, and/or using technology (including your cell phone);
7. Being monitored by your partner at home, work or school; and
8. Being forced to do things you don't want to do.

Help Reduce Your Risk and Avoid Potential Attacks

If you are being abused or suspect that someone you know is being abused, speak up or intervene.

1. Get help by contacting the UM-Flint Center for Gender and Sexuality (CGS) for support services
2. Learn how to look for "red flags" in relationships so you can learn to avoid some of those characteristics in future partners
3. Consider making a report with University Police and/or the Title IX Coordinator and ask for a "no contact" directive from the University to prevent future contact
4. Consider getting a personal protection order or no contact order from your district court. CGS can assist with this.
5. Learn more about what behaviors constitute dating and domestic violence, understand it is not your fault, and talk with friends and family members about ways you can be supported
6. Trust your instincts—if something doesn't feel right in a relationship, speak up or end it

Sexual Assault Prevention (From RAINN)

- Be aware of rape drugs & only drink from un-opened containers or from drinks you have watched being made / poured
- Avoid group drinks like punch bowls
- Cover your drink. It is easy to slip in a small pill even while you are holding your drink. Hold a cup with your hand over the top, or choose drinks that are contained in a bottle and keep your thumb over the nozzle
- If you feel extremely tired or drunk for no apparent reason, you may have been drugged. Find your friends and ask them

to leave with you as soon as possible

- If you suspect you have been drugged, go to a hospital and ask to be tested
- Keep track of how many drinks you have had
- Try to come and leave with a group of people you trust
- Avoid giving out your personal information (phone number, where you live, etc.). If someone asks for your number, take theirs instead of giving out yours.

Center for Gender and Sexuality | 213 University Center | Phone: (810) 237-6648 | umflint.edu/cgs

For more strategies and methods on safe and positive bystander intervention please contact the UM-Flint Center for Gender and Sexuality (CGS) at (810) 237-6648. Programming and workshops are available. See upcoming events [HERE](#).

Ongoing Prevention & Awareness Campaigns: Dating Violence, Domestic Violence, Sexual Assault, Stalking

It's up to each of us to create a healthy and safe campus; to support those who come forward; and to participate in the University's ongoing prevention and awareness campaigns for students and employees. The University's ongoing prevention and awareness campaigns for students and employees include multiple strategies in a coordinated way throughout the year to reach all populations of students and employees at UM-Flint: communication strategies, programming campus-wide and to individual groups, booths and conversational discussions.

The mission of the UM-Flint Center for Gender and Sexuality (CGS) is to provide opportunities for all members of the UM-Flint community to explore, organize, and promote learning around issues of gender and sexuality. The center also facilitates a greater responsiveness to the needs of women and LGBTQIA+ communities through outreach, education, and advocacy. Through their efforts, they have worked to provide initiatives to raise awareness of alcohol and other drug abuse, and its relationship to sexual violence (including sexual assault, dating violence, domestic violence and stalking).

Throughout the year, CGS's professional staff make available and provide culturally relevant professional training and educational prevention and awareness programming to faculty, professional staff, and student staff, and students on a variety of issues related to sexual assault, intimate partner violence, sexual harassment, and stalking. CGS's volunteer groups and professional staff deliver a wide range of culturally relevant educational programming and skills-training workshops for the entire campus community.

Semester / Date	Prevention and Awareness Programming	Participants
W23 - 01/07/2023	Fraternity & Sorority Life Prevention Summit	Students, Staff
W23 - 03/14/2023	Femistem	Students, Faculty/Staff
W23 - 03/24/2023	Boss Up Leadership Conference	Students, Faculty/Staff, Community
W23 - 03/30/2023	Party Simulation	Students, Faculty/Staff
W23 - 04/05/2023	DIY Art for Survivors and Supporters	Students, Faculty/Staff, Community
W-23 04/11/2023	Theta Chi Bystander & Consent Training	Students, Staff
W-23 04/12/2023	Take Back the Night Community Event	Students, Faculty/Staff, Community
S-23 06/04-06/2023	Peer Educator Training	Students
S-23 07/12/2023	Fraternity & Sorority Life Advisors Prevention Training	Students, Staff
F-23 08/17/2023	Resident and Front Desk Assistants Resource & Prevention Training	Students, Staff
F-23 09/26/2023	Healthy Boundaries	Students, Faculty/Staff

F-23 10/10-11/2023	Green Dot Tabling and Discussion	Students, Faculty/Staff
F-23 10/20/2022	PA Ghost Training Resource Table	Students, Faculty/Staff, Community
F-23 10/23/2022	Supporting Survivors	Students, Faculty/Staff
In addition to the above, CGS held 8-weekly session certificate programs (<i>Healthy Masculinity F-23 and Sexual Violence W-23</i>). Both of these address sexual violence, consent, bystander intervention, rape culture, resources, reporting options.		
W/F-23	Women Talk Wednesdays	Students, Faculty/Staff
The University conducted Sexual Misconduct Policy presentations (new/transfer/graduate students).		

Other Ongoing Programming

The University is committed to preventing sexual and gender-based misconduct and offering support to those who have been harmed. Sexual assault, harassment, discrimination and all forms of sexual and gender-based misconduct have no place at the University of Michigan. It's up to each of us to create a healthy and safe campus; to support those who come forward; and to participate in prevention programs. This [website](#) provides tools and resources that can help us ensure safe and respectful campuses in Ann Arbor, Dearborn, and Flint and at Michigan Medicine. The Department of Public Safety (DPS) contributes annually to ongoing education and awareness programs around alcohol, sexual assault, intimate partner violence (dating / domestic violence) and stalking. For more information, or to request a program or workshop, please visit <https://www.umflint.edu/safety/connecting-with-u/> or call DPS at (810) 762-3330.

Fatal Vision Goggles Program

DPS collaborates scheduling of the Fatal Vision Goggles Program. During these sessions, students are given the opportunity to participate in a simulated, alcohol driving impaired experience. The demonstrations often involve maneuvering through a course designed by the DPS staff in a golf cart while wearing optically-altered goggles that illustrate different levels of intoxication. These drunk driving scenarios are presented to show the effects that alcohol has on a person's physiological reactions, judgment, and behavior.

Interactive Safety Awareness March Program

DPS partners with the Block Club, a UM-Flint recognized student organization, to present the Interactive Safety Awareness March program. During these sessions, students are given the opportunity to participate in staged role playing scenario sessions to educate them on identifying an individual(s) under the influence of drugs and alcohol and how to effectively and safely manage the situation. Referral information is provided.

Rape Aggression Defense (RAD) Education and Prevention Programing

Each semester the Department of Public Safety offers RAD classes for the campus community. Through this interactive presentation, participants are taught the techniques of self-defense and signs of aggression about which they need to be aware. Each session consists of four, 3-hour classes.

"Pop with a Cop" Programming

Each semester the Department of Public Safety offers "Pop with a Cop" presentations for the campus community. Through this safety presentation, participants are encouraged to interact with DPS while being provided safety information and communicating support or concern for activities on campus.

"Educational Safety Sessions/Community Conversations" Programming

Routinely the DPS offers this presentation for the campus community. Through these safety presentations, participants are encouraged to interact with DPS while engaging in casual, open discussions about safety and other emerging topics. Conversations focus on listening to concerns or ideas around safety and our campus.

Sexual Assault Awareness Model

A mode to present facts around sexual assault, consent, protection, bystander proactivity, University resources.

When reporting to DPS victims/survivors will be provided with a *DPS Rights and Resources* written pamphlet of information. Also, all reporting victims/survivors will be provided with the University written publication, *Our Community Matters*. These two written resources provide information directly to victims on the description of the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred; and, includes information on the importance of

preserving evidence that may assist in proving that the alleged criminal offense did occur or that may be helpful in obtaining a protection order, reporting options, assistance in notifying authorities, rights of victims and the University's responsibilities for orders of protection, "no-contact" orders, restraining orders or similar lawful orders by the court or the University.

Resources: Dating Violence, Domestic Violence, Sexual Assault, Stalking

Domestic and Dating Violence

Not all experiences of domestic or dating 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. Victims of dating and domestic violence crimes are encouraged to consider preserving evidence such as:

Threatening calls, texts or messages	Harassing calls, texts, or messages	Medical Records	Pictures (self/property)	Witness Statements
911 Recordings	Police Reports	Prior restraining orders or other orders of protection	Threatening or harassing social media activities	Anything in writing

Sexual Assault

All victims of sexual assault have a right, under Michigan law ([MCL 333.21527](#)), to have a free 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 no cost forensic exam will be administered by a registered nurse who has received advanced training to provide care and treatment to sexual assault victims. Information on preparing for this exam and its process is available at: https://www.michigan.gov/voices4/0,9249,7-378-87516_87597---,00.html.

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 also can 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 *free* forensic exam and evidence kit at any of these facilities:

SAFE Center of YWCA of Greater Flint 810 S. Saginaw (Phoenix Building) (810) 238-7233 SAFE Center is available 24 hours a day, seven days a week to provide comprehensive medical forensic examinations to both male and female survivors of sexual assault. With patient consent, evidence is collected and documented by specially trained, forensic nurse examiners (SANE) in a safe, secure and supportive environment. Advocates are available to offer support, information and connection to additional resources.		
Hurley Medical Center (810) 262-9000 / (800) 336-8999 <i>*Must request a SANE nurse</i>	McLaren-Flint Health Services (810) 342-2308 <i>*Must request a SANE nurse</i>	Ascension Genesys Health System (810) 606-5710 <i>*Must request a SANE nurse</i>

If you seek evidence collection through any of these facilities, the police will be contacted; however, it is up to you whether to share any information or file a report 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 maintain the kit for at least one year. In accordance with [MCL 752.931-935](#) when a kit is turned over to law enforcement, you will be provided with a serial number/sign-in associated with your collection kit. You may easily and discreetly track the location and status of your individual kit: <https://mi.track-kit.us/login>.

Stalking

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.

*Advocacy

An advocate from the YWCA of Greater Flint can be available at the medical facility to provide information and support for University of Michigan-Flint students, staff, faculty or for anyone, whether or not a member of the UM-Flint community, who

requests one. You do not have to speak with an advocate.

The Center for Gender and Sexuality (CGS) at the University of Michigan – Flint has a confidential sexual assault advocate available to assist university affiliated students with a spectrum of advocacy services.

Court-Ordered Personal Protection Orders

The university has staff who can provide information about obtaining court-ordered personal protection orders and who may be able to assist individuals in obtaining such orders. Please contact either the CGS (810) 237-6648 or DPS (810) 762-3333 for assistance. CGS and DPS can also assist with safety planning. Additionally, YWCA of Greater Flint can assist with order processes and safety planning (810) 238-7621. If you obtain a court-ordered personal protection order, please let DPS know and provide them with a copy. The university will uphold lawfully issued orders and enforce them through DPS.

Mental Health & Counseling Services

UM-Flint has confidential resources free for students and employees seeking mental health or counseling services.

- **For Students: Counseling and Psychological Services (CAPS):**
(810) 762-3456 | 264 University Center | www.umflint.edu/caps
- **For Employees: Faculty and Staff Counseling and Consultation Office (FASCCO):**
(810) 936-8660 | <https://hr.umich.edu/benefits-wellness/health-well-being/mental-health-counseling-consultation-services/faculty-staff-counseling-consultation-office-fascco>

Center for Gender and Sexuality (CGS)

The CGS offers all students and employees confidential support to those who have experienced violence. The CGS can discuss options for reporting and refer to other resources on campus in the community. The Sexual Assault Advocate is able to act as a support person in reporting to the university, police, and/or in the court system

- (810) 237-6648 | 213 University Center | cgs.umflint@umich.edu | www.umflint.edu/cgs

Y.W.C.A of Greater Flint

YWCA of Greater Flint is an organization works to end dating and domestic violence, sexual assault, stalking, etc. in Genesee County. This program offers emergency shelter (open 24-hours), legal advocacy, crisis intervention, advocacy, residential and non-residential confidential counseling, drop-in support groups, and follow up services. Services are confidential and free of charge.

- (810) 238-7621 | Crisis Line: (810) 238-7322 | 801 S. Saginaw Street; Flint, MI 48501 | <http://www.ywcaflint.org>

Academic Support

The Office of the Dean of Students is available to assist students in connecting to resources within the division of Academic Affairs. Students who are concerned about their classes and academics as a result of violence can reach out to the Dean of Students for assistance.

- (810)762-5728 | 375 University Center | flint.avc.dos@umich.edu | www.umflint.edu/deanofstudents

Student Financial Aid

Students may have concerns about financial aid matters, such as how their financial aid might be affected by a reduction in course load. Information about financial aid matters is available from the Office of Financial Aid, or from the individual university unit that administers the particular scholarship or other form of financial assistance.

- Office of Financial Aid | (810)762-3444 | 277University Pavilion | financialaidofficeflint@umich.edu | www.umflint.edu/finaid

Faculty & Staff Ombuds

The Faculty and Staff Ombuds provide confidential and impartial assistance supporting faculty and staff in the resolution of matters related to their employment. The ombuds shall respond to concerns for assistance in a timely manner and provide options for addressing faculty concerns.

- Faculty: (810)762-3424 | Thomas Wrobel, PhD | 530 French Hall | twrobel@umich.edu | <https://facultyombuds.umich.edu/>
- Staff: (734) 936-0600 | Jacqueline Bowman | staffombuds@umich.edu

Law Enforcement Services

The Department of Public Safety (DPS) provides law enforcement services to the campus community of students, employees and visitors. DPS will assist in connecting persons to area law enforcement agencies, as needed. DPS is available 24 hours a day, 7 days a week.

- Department of Public Safety | (810) 762-3333 | 102 Hubbard Building | www.umflint.edu/safety
- Off-Campus Services: **Flint Police Department** – 210 E. 5th Street; Flint, MI | (810) 237-6800 (non-emergency)

- For an emergency, dial 9-1-1. The Flint Police Department is available 24 hours a day, 7 days a week.

Legal Assistance

- YWCA of Greater Flint; 801 S. Saginaw Street; Flint, MI 48501; (810) 238-7621 (advocacy/assistance/referrals)
- Legal Services of Eastern Michigan (LSEM); 436 Saginaw Street, #101; Flint, MI 48502; (800) 322-4512
- Additionally, <https://michiganlegalhelp.org/> provides on-line legal education and resources
- U-M Ann Arbor student legal service program: please visit <https://studentlegalservices.umich.edu/>.

Health Services

Health services are not provided on-campus; rather area health services are available, as needed, for students and employees. Student-specific health resources may be viewed at: <https://www.umflint.edu/dsa/health-well-being/>. All persons are encouraged to seek services, as needed. Options available include:

- Genesee Health System (810) 257-3705
- Genesee County Free Medical Clinic (810) 235-4211
- Genesee County Health Department (810) 257-3612
- Hamilton Community Health Network (810) 406-4246

Visa & Immigration Assistance

Students and employees sometimes have questions about how various actions (e.g., a reduction in course load, change in work circumstances) may impact their visa or immigration status. Additionally, people who have been victims of certain crimes may qualify for immigration relief such as a U-Visa or be eligible to file an immigration visa petition under the VAWA provisions of the Immigration and Nationality Act. Private and confidential information about visa and immigration status is available from the International Center (IC) for both the primary status holder as well as any individuals in a dependent immigration status, such as H-4, J-2, or F-2, who are sponsored by the University of Michigan-Flint.

- UM-Flint Center for Global Engagement (students) <https://www.umflint.edu/cge/admissions/immigration-visas/> (810) 762-0867 | 219 University Center | cge-staff@umich.edu | <https://www.umflint.edu/cge/>
- U-M International Center (students and employees) <https://internationalcenter.umich.edu/resources/immig> (734) 764-9310 | 1500 Student Activities Building, Ann Arbor, MI 48109 | icfacultystaff@umich.edu | <https://internationalcenter.umich.edu/>



The University provides written notification to students and employees about rights and options to include existing services for students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services available for victims, both within the institution and the community.

The University (ECRT) will notify victims about options for requests for changes to academic, living, transportation, and working situations or supportive (protective) measures

This information is provided in writing in the UM-Flint's publication, Our Community Matters Resource Guide available at: <https://docs.google.com/document/d/1YBb2FTRbKbv4g3DJ7PPm3fE3KjBXQHfUpGcujD4gbjk/edit?usp=sharing>

U-M Policy on Sexual and Gender-Based Misconduct

The full tri-campus umbrella policy, SPG, procedures, education/training, resources, and updates can be accessed at: <https://sexualmisconduct.umich.edu/policy/>.

- **University of Michigan Interim Policy on Sexual and Gender-Based Misconduct**
 - <https://sexualmisconduct.umich.edu/wp-content/uploads/sgbm-policy.pdf>
- **U-M Standard Practice Guide, 601.89, Interim Policy on Sexual and Gender Based Misconduct**
 - <https://spg.umich.edu/policy/601.89>
- **Employee and third party procedures (for Ann Arbor, Dearborn and Flint campuses)**
 - <https://sexualmisconduct.umich.edu/wp-content/uploads/employee-procedures.pdf>
- **UM-Flint Campus: Student procedures for Flint**
 - <https://sexualmisconduct.umich.edu/wp-content/uploads/student-procedures-flint.pdf>
- **UM-Flint Campus: Process overview for student respondent**
 - <https://sexualmisconduct.umich.edu/wp-content/uploads/flint-student-procedures-overview.pdf>
- **UM-Flint Campus: Process overview for employee respondent**
 - <https://sexualmisconduct.umich.edu/wp-content/uploads/flint-employee-procedures-overview.pdf>

Policy: Statement

The University of Michigan, comprised of the Ann Arbor campus, the University of Michigan-Dearborn, the University of Michigan-Flint, and Michigan Medicine¹ (collectively the “University”), is committed to creating and maintaining a safe and non-discriminatory campus community that is free from Sexual and Gender-Based Misconduct² and that enables individuals engaged in its PROGRAMS OR ACTIVITIES to participate fully in the scholarly, research, educational, patient care, and service missions of the University. The University does not discriminate on the basis of sex or gender in any of its PROGRAMS OR ACTIVITIES.

The University of Michigan Policy on Sexual and Gender-Based Misconduct (“Policy”) prohibits **Federal Rule Sexual and Gender-Based Misconduct; Other Sexual and Gender-Based Misconduct; Sex and Gender-Based Discrimination; Retaliation; and Violation of SUPPORTIVE MEASURES** (also referred to collectively as “PROHIBITED CONDUCT”), as each term is defined in Section III below.

The University must define and respond to certain types of misconduct as required by regulations published May 19, 2020 by the U.S. Department of Education to implement Title IX of the Education Amendments of 1972, codified at 34 C.F.R. Part 106 (the “Title IX Regulations”) and related guidance; this misconduct is referred to in the Policy as “Federal Rule Sexual and Gender-Based Misconduct.” The Title IX Regulations also allow the University to define and regulate misconduct that falls outside the scope of the Title IX Regulations, but which the University is committed to addressing as a matter of University policy and/or as required by other applicable law (referred to in the Policy as “Other Sexual and Gender-Based Misconduct” and “Sex and Gender-Based Discrimination”). Accordingly, this Policy is consistent with the Title IX Regulations and related guidance, as well as the University’s mission and commitment to ensuring a safe and non-discriminatory campus community.

The University of Michigan *Policy on Sexual and Gender-Based Misconduct* (“Policy”) prohibits the following types of conduct as defined in Section III below (also referred to collectively as “PROHIBITED CONDUCT”):

Federal Rule Sexual and Gender-Based Misconduct (i.e., Quid Pro Quo Sexual Harassment; Severe, Pervasive and Objectively Offensive Sexual Harassment; Sexual Assault; Intimate Partner Violence; and Sex and Gender-based Stalking that allegedly occurred on campus or other property owned or controlled by the University and/or in the context of a University PROGRAM OR ACTIVITY as defined below in the United States; as defined by and within the scope of Title IX); and

Other Sexual and Gender-Based Misconduct (i.e., Sexual Assault, Sexual Harassment, Sex and Gender-Based Harassment, Sex and Gender-Based Stalking, and Intimate Partner Violence that allegedly occurred off campus or on property not owned or controlled by the University and/or outside the context of a University PROGRAM OR ACTIVITY as defined below and/or outside the United States, but that 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, as determined at the University's discretion as explained below; and Sexual Exploitation).

Sex and Gender-Based Discrimination, whether within or outside the scope of Title IX, as defined in Section III below. When the University receives an allegation that an individual subject to this Policy has engaged in discrimination on the basis of sex, gender identity, gender expression and/or sexual orientation in violation of the University's prohibition of Other Sex and Gender-Based Discrimination (including but not limited to an allegation that such discrimination has occurred in, e.g., a PROGRAM OR ACTIVITY conducted by the University for individuals who are neither University employees nor students (such as, e.g., sports or academic camps offered to K-12 students), or that a University program or activity, policy, or practice (such as, for example, the University's provision of athletics or a University employment or student life policy) may be discriminatory on such bases, the University will, in accordance with Section 106.8 of the Title IX regulations and/or this Policy, promptly and equitably review that concern pursuant to the Student Procedures or the Employee Procedures as applicable, even if there is no identified decision maker(s) who would reasonably be identified as a Respondent.

Other Prohibited Conduct (i.e., Retaliation and Violation of SUPPORTIVE MEASURES, as defined in Section III below). All members of the UNIVERSITY COMMUNITY are encouraged to share details they receive about possible PROHIBITED CONDUCT with the EQUITY, CIVIL RIGHTS AND TITLE IX OFFICE ("ECRT"), whether or not they have an obligation to share such information under Section VIII of the Policy ("INDIVIDUALS WITH REPORTING OBLIGATIONS"). 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 adopts this Policy 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 possible 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. EMPLOYEES, STUDENTS, or THIRD PARTIES (as defined in Section IV below) who violate this Policy may face, as appropriate, disciplinary action up to and including termination, expulsion, or other actions.

It is the responsibility of every member of the UNIVERSITY COMMUNITY to foster an environment free of PROHIBITED CONDUCT. All members of the UNIVERSITY COMMUNITY are encouraged to take reasonable and prudent actions to prevent or stop such behavior.

This Policy sets forth how the University will proceed once it is made aware of possible PROHIBITED CONDUCT, including where the identity of one or more parties is unknown, and including concerns of Sex and Gender-Based Discrimination regardless of whether an individual has been identified as a Respondent, e.g., where it is alleged that a University PROGRAM OR ACTIVITY, practice, or policy is discriminatory. The Policy is in keeping with our institutional values and is intended to meet our 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 and subsequent guidance; 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. Nothing in this Policy is intended to or will be implemented in ways that unlawfully prohibit constitutionally protected speech and expression.

1 This Policy applies to all workforce members of Michigan Medicine, including those working remotely. A workforce member is defined as any Michigan Medicine EMPLOYEE (regular and temporary), faculty, staff, STUDENT, volunteer, trainee, visiting scholar, or contract personnel, or University of Michigan EMPLOYEE providing shared services to Michigan Medicine. Michigan Medicine is defined as University of Michigan Health, University of Michigan Medical School and University of Michigan Shared Services. Michigan Medicine includes hospitals, outpatient/ambulatory clinics, home care, and facilities 100% owned or controlled by Michigan Medicine. Subject to the application of this Policy to Michigan Medicine workforce members working remotely, (i) Michigan Medicine does not include affiliates, joint ventures, or subsidiaries that are not 100% owned or not controlled by Michigan Medicine and (ii) the operations of University of Michigan Health – West (f/k/a Metropolitan Hospital) or its subsidiaries and affiliates. 2 Terms defined in Section IV below are capitalized throughout the Policy.

Policy: Scope and Applicability

This Policy applies to STUDENTS, EMPLOYEES, and to the extent noted below, THIRD PARTIES, including PATIENTS. This Policy covers acts of PROHIBITED CONDUCT committed by or against STUDENTS, EMPLOYEES, and, as applicable, 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, practicums, internship programs, online programs, employment, a PROGRAM OR ACTIVITY conducted by the University for individuals who are neither University employees nor students (such as, e.g., sports or academic camps offered to K-12 students), 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. The University retains discretion to determine whether PROHIBITED CONDUCT occurring outside of the University PROGRAM OR ACTIVITY is within the University's jurisdiction. 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 ongoing harm, whether both parties are members of the UNIVERSITY COMMUNITY, the impact on the University PROGRAM OR ACTIVITY, and whether off-campus conduct is part of a series of actions that occurred both on and off campus.

This Policy supersedes any conflicting information in any other University policies with respect to the definitions or procedures relating to PROHIBITED CONDUCT.

Policy: Prohibited Conduct

PROHIBITED CONDUCT under this Policy refers to: (1) Federal Rule Sexual and Gender-Based Misconduct (i.e., Quid Pro Quo Sexual Harassment; Severe, Pervasive and Objectively Offensive Sexual Harassment; Sexual Assault; Intimate Partner Violence; and Sex and Gender-based Stalking; as defined by and within the scope of Title IX); (2) Other Sexual and Gender-Based Misconduct (i.e., Sexual Assault; Sexual Exploitation; Sexual Harassment; Gender-Based Harassment; Sex and Gender-Based Stalking; Intimate Partner Violence); (3) Sex and Gender-Based Discrimination; and (4) Other Prohibited Conduct (i.e., Retaliation and Violation of Supportive Measures).

For EMPLOYEES, in those instances in which reported behavior could constitute both Federal Rule Sexual and Gender-Based Misconduct and Other Prohibited Conduct, the procedures applicable to Federal Rule Sexual and Gender-Based Misconduct generally will be used as long as Federal Rule Sexual and Gender-Based Misconduct is under investigation. Please see Section VIII in the Employee Procedures for additional information. Federal Rule Sexual and Gender-Based Misconduct procedures will not be used if, for whatever reason, the Federal Rule Sexual and Gender-Based Misconduct is no longer under investigation. In such cases, the procedures applicable to Other Sexual and Gender-Based Misconduct, Sex and Gender-Based Discrimination, and Other Prohibited Conduct will be used. As set forth in Section V below, there is only one set of applicable procedures for STUDENTS, irrespective of whether the alleged PROHIBITED CONDUCT is Federal Rule Sexual and Gender-Based Misconduct, Other Sexual and Gender-Based Misconduct, Sex and Gender-Based Discrimination or Other Prohibited Conduct.

Whether someone has engaged in PROHIBITED CONDUCT under this Policy will be assessed under a REASONABLE PERSON standard, as defined below in Section IV.T.

A. Federal Rule Sexual and Gender-Based Misconduct

Federal Rule Sexual and Gender-Based Misconduct is a type of PROHIBITED CONDUCT that meets the definition of Sexual Harassment in the Title IX implementing regulations at 34 CFR Part 106.30. Conduct about which a FORMAL COMPLAINT is filed rises to the level of Federal Rule Sexual and Gender-Based Misconduct when it:

1. Occurs in the United States;
2. Occurs in a University PROGRAM OR ACTIVITY; and

3. Is conduct on the basis of sex in which:

- a. An EMPLOYEE conditions the provision of a University aid, benefit, or service on an individual's participation in unwelcome sexual conduct ("Quid Pro Quo Sexual Harassment");
- b. A STUDENT, EMPLOYEE, or THIRD PARTY engages in unwelcome conduct determined by a REASONABLE PERSON to be so severe, pervasive, and objectively offensive that it effectively denies another person equal access to a University PROGRAM OR ACTIVITY ("Severe, Pervasive and Objectively Offensive Sexual Harassment"); or
- c. A STUDENT, EMPLOYEE, or THIRD PARTY engages in:
 - i. Sexual Assault as defined for purposes of the FBI's Uniform Crime Reporting (NIBRS) program, as follows:

Rape:

1. The carnal knowledge of a person (i.e., penile-vaginal penetration), without the Consent of that person, including instances where the person is incapable of giving Consent because of their age or because of their temporary or permanent mental or physical incapacity (it should be noted that either females or males could be COMPLAINANTS under this definition);
2. Oral or anal sexual intercourse (i.e., penile penetration) with another person, without the consent of that person, including instances where the person is incapable of giving Consent because of their age or because of their temporary or permanent mental or physical incapacity;
3. To use an object or instrument (e.g., an inanimate object or body part other than a penis) to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the Consent of that person, including instances where the person is incapable of giving Consent because of their age or because of their temporary or permanent mental or physical incapacity;

Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of that person, including instances where the person is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity (for purposes of this definition, "private body parts" includes breasts, buttocks, or genitals, whether clothed or unclothed or over or under clothing);

Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; or

Statutory Rape: Sexual intercourse with a person who is under the statutory age of Consent.

ii. **Sex or Gender-based-Stalking**

Sex and Gender-Based Stalking occurs when an individual intentionally engages in a course of conduct which is directed at a specific person under circumstances that would cause a REASONABLE PERSON to:

- Fear for their own safety or the safety of others; or
Suffer substantial emotional distress. Course of conduct means two or more intentional acts, including but not limited to, acts in which a person directly, indirectly or through third parties, by any action, method, device, or means, follows, monitors, surveils, threatens, contacts or attempts to contact another person, or interferes with another person's property. This Policy addresses stalking on the basis of sex or gender. Stalking is generally determined to be sex or gender-based when it:
- is sexual or romantic in nature;
- is committed by the COMPLAINANT'S current or former partner of an intimate, romantic, or sexual nature; and/or
- is related to the COMPLAINANT's actual or perceived sex, sexual orientation, gender identity, or gender expression (including the COMPLAINANT's exhibiting or failing to conform to traditional notions of femininity and masculinity). Where a report of Sex and Gender-Based Stalking involves the alleged behavior of a STUDENT, the TITLE IX COORDINATOR will determine if the reported conduct meets these criteria. Alleged stalking behavior by a STUDENT that does not fall under this Policy may be addressed under the relevant Student Code of Conduct on the Ann Arbor, Dearborn, or Flint campus, as applicable. Where a report of Sex and Gender-Based Stalking involves the alleged behavior of a faculty or staff member, or THIRD PARTY, the TITLE IX COORDINATOR, in consultation with the applicable Human Resources unit, will determine if the reported conduct meets the above criteria. Alleged Stalking behavior by a faculty or staff member, or a THIRD PARTY that does not fall under this Policy may be addressed under the Violence in the University

Community Policy, SPG 601.18.

iii. 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; and
- Where the existence of such a relationship shall be determined based on the reporting party's statement and with a consideration of the following factors:
 - o The length of the relationship;
 - o The type of relationship; and
 - o The frequency of interaction between the persons involved in the relationship.

Dating Violence includes, but it is not limited to, sexual or physical abuse or the threat of such abuse.

iv. Domestic Violence

"Domestic Violence" includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of Michigan, 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 Michigan.

When reported behavior meets the above definition, it may constitute Federal Rule Sexual and Gender-Based Misconduct and will be addressed under the procedures applicable to Federal Rule Sexual and Gender-Based Misconduct, even if the behavior also may constitute other PROHIBITED CONDUCT. If at any point the University determines that the reported behavior does not meet the definition of Federal Rule Sexual and Gender-Based Misconduct, the matter will continue as an Other Sexual and Gender-Based Misconduct matter, Sex and Gender-Based Discrimination matter, and/or Other Prohibited Conduct matter under the Student Procedures or Employee Procedures, as applicable to such other forms of PROHIBITED CONDUCT. Conversely, if the University is investigating a report of one of these other forms of PROHIBITED CONDUCT and receives information that indicates the behavior at issue meets the definition of Federal Rule Sexual and Gender-Based Misconduct, the matter will continue under the procedures applicable to Federal Rule Sexual and Gender-Based Misconduct. To the extent that reported behavior may meet the definition of Federal Rule Sexual and Gender-Based Misconduct and any other form of conduct prohibited by this Policy (i.e. Other Sexual and Gender-Based Misconduct, Sex or Gender-Based Discrimination, or Other Prohibited Conduct), the University will treat the conduct as Federal Rule Sexual and Gender-Based Misconduct for purposes of its response.

Other Sexual and Gender-Based Misconduct

When reported behavior meets the following definition, it may constitute Other Sexual and Gender-Based Misconduct and will be addressed under the procedures applicable to Other Sexual and Gender-Based Misconduct, unless it is being investigated simultaneously with reported Federal Rule Sexual and Gender-Based Misconduct as explained in Section III.A. above.

Sexual Assault

Sexual Assault is conduct that does not fall within the definition of Federal Rule Sexual and Gender-Based Misconduct outlined in Section III.A. above where:

- a. Sexual Contact occurs without Consent.
- b. Non-consensual physical abuse (e.g. slapping on the face, hair pulling, choking) occurs in conjunction with consensual or non-consensual Sexual Contact.

For purposes of this definition, Sexual Contact includes:

- Intentional sexual touching of another person's breasts, buttocks, or genitals, whether clothed or unclothed or over or under clothing (including intentional touching with ejaculate);
- Intentional sexual touching with one's breast, buttocks, or genitals (including touching with ejaculate);
- Making a person touch another person or themselves with or on any of these body parts; and/or
- Vaginal, or anal penetration or contact by a penis, tongue, finger, or other object, and/or mouth to genital contact.

Sex and Gender-Based Stalking

Sex and Gender-Based Stalking occurs when an individual intentionally engages in a course of conduct that does not fall within the definition of Federal Rule Sexual and Gender-Based Misconduct outlined in Section III.A. above and which is directed at a specific person under circumstances that would cause a REASONABLE PERSON⁶ to:

- Fear for their own safety or the safety of others; or
- Suffer substantial emotional distress.

Course of conduct means two or more intentional acts, including but not limited to, acts in which a person directly, indirectly or through third parties, by any action, method, device, or means, follows, monitors, surveils, threatens, contacts or attempts to contact another person, or interferes with another person's property. This Policy addresses stalking on the basis of sex or gender. Stalking is generally determined to be sex or gender-based when it:

- is sexual or romantic in nature;
- is committed by the COMPLAINANT'S current or former partner of an intimate, romantic, or sexual nature; and/or
- is related to the COMPLAINANT's actual or perceived sex, sexual orientation, gender identity, or gender expression (including the COMPLAINANT's exhibiting or failing to conform to traditional notions of femininity and masculinity).

Where a report of Sex and Gender-Based Stalking involves the alleged behavior of a STUDENT, the TITLE IX COORDINATOR will determine if the reported conduct meets these criteria. Alleged stalking behavior by a STUDENT that does not fall under this Policy may be addressed under the relevant Student Code of Conduct on the Ann Arbor, Dearborn, or Flint campus, as applicable.

Where a report of Sex and Gender-Based Stalking involves the alleged behavior of a faculty or staff member, or THIRD PARTY, the TITLE IX COORDINATOR, in consultation with the applicable Human Resources unit, will determine if the reported conduct meets the above criteria. Alleged Stalking behavior by a faculty or staff member, or a THIRD PARTY that does not fall under this Policy may be addressed under the Violence in the University Community Policy, SPG 601.18.

Intimate Partner Violence

Intimate Partner Violence or "IPV", includes Dating Violence and Domestic Violence as defined below that does not fall within the definition of Federal Rule Sexual and Gender-Based Misconduct outlined in Section III.A. above. The term "Dating Violence" means violence committed by a person:

- Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- Where the existence of such a relationship shall be determined based on the reporting party's statement and with a consideration of the following factors:
 - o The length of the relationship;
 - o The type of relationship; and
 - o The frequency of interaction between the persons involved in the relationship.

Dating Violence includes, but it is not limited to, sexual or physical abuse or the threat of such abuse.

The term "Domestic Violence" includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of Michigan, 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 Michigan.

Other Prohibited Conduct

1. Retaliation
2. Violation of Supportive Measures

Consent

Some forms of PROHIBITED CONDUCT as defined above involve the issue of Consent. For purposes of this Policy, Consent is a clear and unambiguous agreement, expressed outwardly through mutually understandable words or actions, to engage in Sexual Activity.

For purposes of this section, Sexual Activity refers to any conduct of a sexual nature for which Consent is required under this Policy (i.e., Sexual Contact, as defined above and behaviors identified in the definition of Sexual Exploitation, above, that require Consent). A person who initiates Sexual Activity is responsible for obtaining Consent for that conduct. Consent cannot be obtained by Force or in circumstances involving Incapacitation, as defined below.

In evaluating whether Consent was given under this Policy, the issue is:

- Did the person initiating Sexual Activity know that the conduct in question was not consensual?
- If not, would a REASONABLE PERSON who is unimpaired by alcohol or drugs have known that the conduct in question was not consensual?

If the answer to either of these questions is "Yes," Consent was absent.

Consent is not to be inferred from silence, passivity, or a lack of resistance, and relying on non-verbal communication alone

may not be sufficient to determine Consent.

Consent is not to be inferred from an existing or previous dating or sexual relationship. Even in the context of a relationship, there must be mutual Consent to engage in any Sexual Activity each time it occurs. In cases involving prior or current relationships, the manner and nature of prior communications between the parties and the context of the relationship may have a bearing on the presence of Consent.

Consent to engage in a particular Sexual Activity at one time is not Consent to engage in a different Sexual Activity or to engage in the same Sexual Activity on a later occasion.

Consent can be withdrawn by any party at any point. An individual who seeks to withdraw Consent must communicate, through clear words or actions, a decision to cease the Sexual Activity. Once Consent is withdrawn, the Sexual Activity must cease immediately.

Given the inherent power differential in the context of a professional faculty-student, staff-student or supervisor-supervisee interactions, when the RESPONDENT is the faculty member, staff member, or supervisor, the University will generally apply heightened scrutiny to an assertion of Consent.⁷

1. Force Force includes the use of physical violence, threats, and/or coercion. Physical violence means that a person is exerting control over another person through the use of physical force. Examples of physical violence include hitting, punching, slapping, kicking, restraining, strangling, and brandishing or using any weapon. Threats are words or actions that would compel a REASONABLE PERSON to engage in unwanted Sexual Activity. Threats may be implicit or explicit, but must be of such a nature that they would reasonably cause fear. Examples include threats to harm a person physically or to cause a person academic, employment, reputational, or economic harm.

Coercion is the use of an unreasonable amount of pressure that would overcome the will of a REASONABLE PERSON. Coercion is more than an effort to persuade, entice, or attract another person to engage in Sexual Activity. When a person makes clear a decision not to participate in a particular Sexual Activity, a decision to stop, or a decision not to go beyond a certain sexual interaction, continued pressure can become coercive. In evaluating whether Coercion was used, the University will consider: (1) the frequency, intensity, and duration of the pressure; (2) the degree of isolation of the person being pressured; and (3) any actual or perceived power differential between the parties in the context of their respective roles within the University.

2. Incapacitation Incapacitation or Incapacitated means that a person lacks the ability to make informed, deliberate choices about whether or not to engage in Sexual Activity.

Consent cannot be gained by taking advantage of the Incapacitation of another, where the person initiating Sexual Activity knows or reasonably should know that the other is Incapacitated.

A person who is Incapacitated is unable to give Consent because of mental or physical helplessness, sleep, unconsciousness, or lack of awareness that Sexual Activity was requested, suggested, initiated, and/or is taking place. A person may be Incapacitated as a result of the consumption of alcohol or other drugs, or due to a temporary or permanent physical or mental health condition.

When alcohol or other drugs are involved, Incapacitation is a state beyond drunkenness or intoxication. A person is not necessarily Incapacitated solely as a result of drinking or using drugs; the level of impairment must be significant enough to render the person unable to give Consent.

In evaluating Consent in cases of alleged Incapacitation, the University considers:

- Did the person initiating Sexual Activity know that the other party was Incapacitated?
- If not, would a REASONABLE PERSON who is unimpaired by alcohol or drugs have known that the other party was Incapacitated? If the answer to either of these questions is "Yes," Consent was absent.

One is not expected to be a medical expert in assessing Incapacitation by drugs or alcohol. One must look for the common and obvious signs that show that a person may be Incapacitated, regardless of the amount of alcohol or drugs consumed. Although every individual may manifest signs of Incapacitation differently, typical signs include slurred or incomprehensible speech, unsteady manner of walking, combativeness, emotional volatility, vomiting, unconsciousness, or incontinence. A person who is Incapacitated may not be able to understand some or all of the following questions: Do you know where you are? Do you know how you got here? Do you know what is happening? Do you know whom you are with?

It is important to be cautious before engaging in Sexual Activity when any person involved has been drinking alcohol or using drugs. The use of alcohol or other drugs may impair an individual's ability to determine whether Consent has been sought or given. If there is doubt about an individual's level of intoxication, the safe thing to do is to refrain from engaging in Sexual Activity. Being impaired by alcohol or other drugs is not a defense to a failure to obtain Consent.

7 Separate and apart from the issue of Consent under the Policy, the University has prohibited many faculty-student relationships and staff-student relations under the Prohibitions Regarding Sexual, Romantic, Amorous, and/or Dating Relationships Between Teachers and Learners SPG 601.22 and Employee-Student Relationships SPG 601.22-1, respectively. The University also has prohibited a supervisor from initiating or attempting to initiate an intimate relationship with a supervisee over whom they exercise supervisory authority and requires that any relationship between a supervisor and supervisee must be disclosed under the Supervisor-Employee Relationships SPG 201.97.

Additional Policy Definitions

For purposes of this Policy, the Student Procedures, and the Employee Procedures, some key terms are defined below. Additional terms are defined within the text of the Policy, Student Procedures, and Employee Procedures.

Adaptable Resolution Coordinator, Advisor, Complainant, Confidential and Non-Confidential Resources, Division of Public Safety and Security or DPSS, Employee, Equity, Civil Rights and Title IX Office, ECRT Executive Director or Director, Equity Specialist, External Reviewer, Formal Complaint, Hearing Officer, Individuals with Reporting Obligations, Investigator, Mediator, Parent/Guardian, Patient, Program or Activity, Protected Activity, Reasonable Person, Respondent, Student, ECRT Director of Support and Intake, Supportive Measures, Third Party, Title IX Coordinator, University Community, Witness.

Policy: Applicable Procedures Under this Policy

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.

The RESPONDENT is a STUDENT: If the RESPONDENT is a STUDENT and the alleged conduct would constitute PROHIBITED CONDUCT, the University will use the Student Procedures for responding to the alleged conduct.

The RESPONDENT is an EMPLOYEE: If the RESPONDENT is an EMPLOYEE, the University will use the Employee Procedures. The specific process the University will use to respond to a report of PROHIBITED CONDUCT will depend on whether the alleged conduct constitutes Federal Rule Sexual and Gender-Based Misconduct or another type of PROHIBITED CONDUCT, as defined in this Policy. Please see Employee Procedures for details.

The RESPONDENT is both a STUDENT and an EMPLOYEE: ECRT will determine whether Student or Employee Procedures apply based upon the facts and circumstances, and whether those circumstances relate more closely to the RESPONDENT'S status as a STUDENT or an EMPLOYEE.

The RESPONDENT is a THIRD PARTY: The University's ability to take appropriate corrective action against a THIRD PARTY will be determined by the nature of the THIRD PARTY'S relationship to the University. Reports against THIRD PARTIES are addressed using the Employee Procedures.

If the RESPONDENT'S specific identity and/or nature of the RESPONDENT'S affiliation with the University is unknown to ECRT, a COMPLAINANT is still entitled to resources and SUPPORTIVE MEASURES and may refer to the Student Procedures and/or the Employee Procedures consistent with the COMPLAINANT'S affiliation with the University. To the extent feasible under the circumstances, the COMPLAINANT may also file a FORMAL COMPLAINT and seek an investigative resolution under the Student Procedures or the Employee Procedures, as applicable.

As noted above, when the University receives an allegation that an individual subject to this Policy has engaged in discrimination on the basis of sex, gender identity, gender expression and/or sexual orientation in violation of the University's prohibition of Other Sex and Gender-Based Discrimination, or that a University program or activity, policy, or practice (such as, for example, the University's provision of athletics or a University employment or student life policy) may be discriminatory on such bases, the University will, in accordance with Section 106.8 of the Title IX regulations and/or this Policy, promptly and equitably review that concern pursuant to the Student Procedures or the Employee Procedures as applicable, even if there is no identified decision maker(s) who would reasonably be identified as a RESPONDENT.

When the University receives a report of behavior that could violate this Policy as well as other University policies, the University will determine which policy/ies and procedures apply and whether action will be taken under this Policy exclusively, or under multiple policies and/or procedures. A list of potentially related policies and procedures can be found in the Standard Practice Guide (SPG 601.89)

Policy: Confidential and Non-Confidential Resources

Supportive resources are available at the University. Some of these are designated as CONFIDENTIAL RESOURCES. Others provide support, but may need to involve ECRT and/or DPSS. Regardless of whether the University determines that

PROHIBITED CONDUCT occurred, the University will offer resources or assistance to COMPLAINANTS, RESPONDENTS, WITNESSES, and other affected UNIVERSITY COMMUNITY members after receiving notice of alleged PROHIBITED CONDUCT. The University will also assist those individuals in identifying and contacting external law enforcement agencies and community resources. CONFIDENTIAL RESOURCES and NON-CONFIDENTIAL RESOURCES are generally available regardless of whether an individual reports, makes a FORMAL COMPLAINT, participates in a resolution process under this Policy, whether the alleged conduct occurred outside the scope of this Policy, or whether the COMPLAINANT knows the specific identity of the RESPONDENT.

The TITLE IX COORDINATOR may, in their discretion, designate specific programs or events as confidential, under appropriate circumstances.

A. Confidential Resources CONFIDENTIAL RESOURCES are available to provide individuals with assistance, support, and additional information. CONFIDENTIAL RESOURCES 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. Flint Campus Complainant Support:

- **For Students:** [Center for Gender and Sexuality](#) (Only the Sexual Assault Advocate is Confidential): (810) 762-3300
Flint Campus Counseling:
- **For Students:** [Counseling and Psychological Services](#) ("CAPS"): (810) 762-3456
- **For Faculty and Staff:** [Faculty and Staff Counseling and Consultation Office](#): (734) 936-8660 Ombuds:
Flint campus Ombuds:
- **For Faculty:** [Faculty Ombuds](#)

B. Non-Confidential Resources NON-CONFIDENTIAL RESOURCES are available to provide individuals with assistance, support, and additional information, but who 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 about PROHIBITED CONDUCT will only be shared with University representatives, such as ECRT, 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. Flint Campus:

- **For Students:** [Dean of Students Office](#): (810) 762-5728
- **For Faculty and Staff:** [Human Resources](#): (810) 762-3150

Additional information about these and other resources is contained in [Our Community Matters Resource Guide](#).

Policy: Reporting

The University strongly encourages any individual to make a report of suspected PROHIBITED CONDUCT directly to ECRT through any of the reporting methods outlined below. Reports can also be made to INDIVIDUALS WITH REPORTING OBLIGATIONS listed in Section VIII, but the University strongly encourages reporting directly to ECRT so that ECRT may promptly discuss the availability of SUPPORTIVE MEASURES and available processes with the COMPLAINANT, including by contacting the COMPLAINANT when another person makes the report. For the same reason, the University encourages reporting even if limited information is available (for example, if the COMPLAINANT or reporter does not know the identity of the RESPONDENT). Although the lack of critical information regarding the allegations and/or parties involved may limit the University's ability to conduct an investigative or other resolution process(es), if the identity of the COMPLAINANT or a means of contacting the COMPLAINANT is known to ECRT, ECRT will be able to promptly provide the COMPLAINANT with information about the availability of SUPPORTIVE MEASURES and other resources, and with information about how to file a FORMAL COMPLAINT and seek an investigative resolution under the Student Procedures or the Employee Procedures as applicable, to the extent doing so would be feasible under the circumstances.

Recognizing that some forms of PROHIBITED CONDUCT may also constitute crimes, the University also strongly encourages any individual who experiences, witnesses, or learns of possible criminal conduct to report to DPSS or local law enforcement. Prompt reporting allows law enforcement to collect and preserve evidence.

Below is information regarding how to make a report of any form of PROHIBITED CONDUCT to the University, how to file a FORMAL COMPLAINT, and how to report to DPSS.

A. Reporting to the University

1. Contact the ECRT Office and Title IX Coordinator

Reports of PROHIBITED CONDUCT, whether Federal Rule Sexual and Gender-Based Misconduct or Other Sexual and Gender-Based Misconduct, should be made directly to ECRT. Making a report means informing ECRT about the suspected PROHIBITED CONDUCT.

Individuals may also contact ECRT to ask about this Policy and related procedures or to inquire about the University's responses to PROHIBITED CONDUCT in its PROGRAMS AND ACTIVITIES.

ECRT, including the TITLE IX COORDINATOR, can be contacted by telephone or in person by appointment during regular office hours (Monday – Friday: 8:00 a.m. – 5:00 p.m.), or by email 24 hours a day, 7 days a week. Online reporting is also available on a 24/7 basis. Contact information is as follows:

Kirstie Stroble; Director Equity, Civil Rights & Title IX Office & Title IX Coordinator, Flint Campus	Equity, Civil Rights and Title IX Office 1000 Northbank Center Flint, MI 48502 (810) 237-6517	Discrimination, Discriminatory Harassment and Sexual Misconduct Reporting Form Email: UMFlintECRT@umich.edu
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2. Reports to Individuals with Reporting Obligations

Individuals who are designated by the University as INDIVIDUALS WITH REPORTING OBLIGATIONS (see Section VIII) are required to share with ECRT any information they receive about PROHIBITED CONDUCT, as discussed in more detail below. INDIVIDUALS WITH REPORTING OBLIGATIONS should not attempt to determine whether the behavior at issue constitutes PROHIBITED CONDUCT; instead, they must report all information they receive about potential PROHIBITED CONDUCT to ECRT, and ECRT will determine how to most appropriately handle the report. A list of INDIVIDUALS WITH REPORTING OBLIGATIONS and a description of their obligations is set forth in Section VIII.

3. Anonymous Reporting

Anyone who is not an INDIVIDUAL WITH REPORTING OBLIGATIONS may, if they prefer, make reports of PROHIBITED CONDUCT to ECRT without disclosing their name, by using the online reporting form listed in the above chart for the relevant campus or, on a 24/7 basis, by the following method:

All Campuses	Compliance Hotline	Call (866) 990-0111	Online Reporting Form
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Depending on the level of information available about the incident and the individuals involved, the University's ability to respond to an anonymous report may be limited. The University will, however, take whatever steps it deems appropriate and in the best interests of the overall UNIVERSITY COMMUNITY, consistent with the information available..

4. Reports of Prohibited Conduct by Staff Members in ECRT or ECRT's Supervisory Chain on Each Campus

To ensure objective investigations and decision-making, reports of PROHIBITED CONDUCT, whether Federal Rule Sexual and Gender-Based Misconduct or Other Sexual and Gender-Based Misconduct, against any staff member of ECRT, or against certain staff members of ECRT's supervising office on each campus should be made to the Executive Vice President and Chief Financial Officer (EVP/CFO), or their designee. For Ann Arbor and Michigan Medicine, this includes reports of PROHIBITED CONDUCT regarding the President; the President's staff in the Office of the President (excluding Executive Officers); or an EMPLOYEE of ECRT. For Dearborn this includes reports of PROHIBITED CONDUCT regarding the Chancellor; the Chancellor's Chief of Staff; or an EMPLOYEE of ECRT. For Flint, this includes reports of PROHIBITED CONDUCT regarding the Chancellor or an EMPLOYEE of ECRT. Making a report means informing the EVP/CFO about the suspected PROHIBITED CONDUCT.

When the EVP/CFO receives a report of PROHIBITED CONDUCT, the EVP/CFO will assign an impartial and trained INVESTIGATOR to the matter. The EVP/CFO will also assign a University EMPLOYEE or external partner to provide appropriate SUPPORTIVE MEASURES for the parties throughout the process. The University will strive to complete the investigation using the Policy and Procedures. However, in the limited circumstance that a deviation of process is necessary, the parties will be notified in writing of the process to be used.

The EVP/CFO can be contacted by telephone or in person by appointment during regular office hours (Monday – Friday: 8:00 a.m. – 5:00 p.m.) or by email. Contact information is as follows:

All Campuses	Geoffrey Chatas, Executive Vice President and Chief Financial Officer	U-M Office for Business and Finance Call (734) 764-7272	Email: <a href="mailto:sexualmisconductreports
toEVPCFO@umich.edu">sexualmisconductreports toEVPCFO@umich.edu
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- B. Reporting to Law Enforcement** An individual who experiences, witnesses, or learns of possible criminal conduct should contact law enforcement directly by calling • 911 (for emergencies) or

Division of Public Safety (DPSS)	UM-Flint Campus Department of Public Safety	(810) 762-3333
Flint Local Law Enforcement	City of Flint Police Department Genesee County Sheriff's Office	(810) 237-6800 (810) 235-3407

If you are uncertain where the incident occurred or which agency to contact, [DPS](#) is available to help you determine which agency has jurisdiction and will help you to report the matter to that agency if you wish.

- C. ECRT Actions Upon Receipt of Reports of Prohibited Conduct** Any individual may report possible PROHIBITED CONDUCT. It is not necessary for a reporting party or COMPLAINANT to determine in advance whether the behavior at issue meets the definition of PROHIBITED CONDUCT. Upon receipt of a report, ECRT will undertake a continuing assessment to determine the form of PROHIBITED CONDUCT at issue and, in cases involving EMPLOYEES and/or THIRD PARTIES, which procedures are applicable.⁸

When ECRT or the TITLE IX COORDINATOR receives a report of 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) inform the COMPLAINANT of the availability of SUPPORTIVE MEASURES with or without the filing of a FORMAL COMPLAINT, and (4) explain how to file a FORMAL COMPLAINT.

The process for filing a FORMAL COMPLAINT is described in greater detail in Section IX, but a FORMAL COMPLAINT may be filed by a COMPLAINANT when a report is made or at another time thereafter, and may be filed with respect to conduct that constitutes Federal Rule Sexual and Gender-Based Misconduct or Other Sexual and Gender-Based Misconduct. In some cases, as explained in further detail in Section IX, the TITLE IX COORDINATOR may file a FORMAL COMPLAINT even where the COMPLAINANT has not decided to do so.

D. Additional Information about Reporting

- 1. Time Frame for Reporting an Incident to the University** The University strongly encourages individuals to report possible PROHIBITED CONDUCT promptly. To promote timely and effective review and appropriate corrective action (when applicable), the University encourages individuals to report possible PROHIBITED CONDUCT within 180 calendar days. Although the University does not limit the time for reporting PROHIBITED CONDUCT, it may be more difficult for the University to gather relevant and reliable evidence or to take corrective action regarding conduct that is reported to have occurred relatively long ago. If the RESPONDENT is no longer a STUDENT, EMPLOYEE, or a person who is participating or attempting to participate in any University PROGRAM OR ACTIVITY at the time of the report, and/or if the reported conduct does not fall within the definition of PROHIBITED CONDUCT, the University's ability to take action against the RESPONDENT under the Policy may be limited. The University will, however, help a COMPLAINANT identify other options outside the University, such as local law enforcement, and provide support and resources.
- 2. Privacy and Confidentiality of Reports (and/or Formal Complaints)** Except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of the Title IX regulations, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder, the University will keep confidential the identity of any individual who has made a report or complaint of PROHIBITED CONDUCT, including any individual who has made a report or filed a FORMAL COMPLAINT of conduct prohibited by this Policy, any complainant, any individual who has been reported to be the perpetrator of PROHIBITED CONDUCT, any respondent, and any witness.

- 3. Information on Amnesty to Students When Reporting Prohibited Conduct to the University** To encourage individuals to report possible PROHIBITED CONDUCT and seek medical care, the University will not pursue University misconduct charges against any STUDENT in an investigation under this Policy for potential violations of University policy for personal consumption of alcohol or other drugs identified during an investigation, as long as any such violations did not and do not place the health or safety of any other person at risk. The University may, however, initiate an assessment, educational discussion, or pursue other non-disciplinary options to address the alcohol or other drug use.

In addition, to better ensure that individuals who may be at medical risk as a result of alcohol intoxication or drug consumption will receive prompt and appropriate medical attention, the State of Michigan has adopted a Medical Amnesty Law to remove perceived barriers to seeking help. Michigan law includes exemption from prosecution any minor, defined as someone under 21, who:

- Voluntarily accesses a health facility or agency for treatment or observation after consuming alcohol or other drugs;
- Accompanies an individual who voluntarily accesses a health facility or agency for treatment or observation after consuming alcohol or other drugs; or
- Initiates contact with law enforcement or emergency medical services personnel for the purpose of obtaining medical assistance in connection with their own personal consumption of alcohol or other drugs; or consumption by others.

Policy: Individuals with Reporting Obligations

All EMPLOYEES are encouraged to share with ECRT details that they receive about PROHIBITED CONDUCT. INDIVIDUALS WITH REPORTING OBLIGATIONS (“IROS”) are required to share with ECRT details they receive about PROHIBITED CONDUCT within 48 hours of receiving those details. IROS must provide their name, title, and contact information when making their report and can do so by contacting ECRT as set forth in Section VII(A)(1) above.

The positions defined in Section VIII(A) are 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.

If you are unsure whether you are an IRO, please contact ECRT to help clarify your role and responsibilities.

- 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
- In addition to being designated as an IRO, an individual may also have reporting obligations under the Clery Act as a Campus Security Authority (“CSA”). Pursuant to the Clery Act, the University includes statistics about certain offenses in its annual security report and provides those statistics to the United States Department of Education, but does so in an anonymized manner that does not include the specifics of the crime or any identifying information about persons involved in an incident. For more information about who is a CSA, please refer to the DPSS [website](#).

Policy: Formal Complaints

When ECRT or the TITLE IX COORDINATOR receives a report of PROHIBITED CONDUCT, ECRT will in all cases contact the COMPLAINANT, if their identity is known, and explain the process for filing a FORMAL COMPLAINT (see also Section VII(C) above). A FORMAL COMPLAINT is submitted by the COMPLAINANT to ECRT in person, by mail, or by email. The FORMAL COMPLAINT must contain the COMPLAINANT’S physical or digital signature, or otherwise indicate that the COMPLAINANT is the person filing the FORMAL COMPLAINT. When a FORMAL COMPLAINT is filed, ECRT will evaluate it for a number of things, including whether the COMPLAINANT is participating in or attempting to participate in a PROGRAM OR ACTIVITY (e.g., a job applicant, an applicant for admission to an academic program, or a recent graduate who is applying to a different academic program at the University).

The TITLE IX COORDINATOR has discretion to file a FORMAL COMPLAINT even if the COMPLAINANT chooses not to, and even if the COMPLAINANT chooses not to participate in a University resolution process. In general, the TITLE IX COORDINATOR will seek to respect the COMPLAINANT’S wishes not to file a FORMAL COMPLAINT. However, when the

RESPONDENT is an EMPLOYEE; when a significant safety concern is presented; or when ECRT concludes that failure to pursue a FORMAL COMPLAINT may fail to meet the University's duties under the law; the TITLE IX COORDINATOR will usually sign a FORMAL COMPLAINT. The factors the TITLE IX COORDINATOR will consider are described in greater detail in Section IV(B) of the Student Procedures and Section IV (B) of the Employee Procedures.

After a FORMAL COMPLAINT has been filed by the COMPLAINANT or the TITLE IX COORDINATOR, the University will commence the appropriate resolution process.

Where the TITLE IX COORDINATOR files a FORMAL COMPLAINT, the TITLE IX COORDINATOR is not a COMPLAINANT or otherwise a party to a formal or informal resolution process. The STUDENT, EMPLOYEE, or THIRD PARTY who is reported to have experienced PROHIBITED CONDUCT will continue to be referred to as the COMPLAINANT (see Section IV above).

Policy: 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 MEASURES is requested or at a later date (or may have done so prior to requesting SUPPORTIVE MEASURES. Any COMPLAINANT who requests SUPPORTIVE MEASURES through ECRT will be informed in writing of their right to simultaneously or subsequently file a FORMAL COMPLAINT under this Policy. Some SUPPORTIVE MEASURES may be available to a COMPLAINANT even if the alleged conduct occurred outside the scope of this Policy (e.g., by a RESPONDENT unaffiliated with the University outside of a University PROGRAM OR ACTIVITY), or if the COMPLAINANT does not know the specific identity of the RESPONDENT.

An individual may choose to request SUPPORTIVE MEASURES from a CONFIDENTIAL RESOURCE, listed below, regardless of whether any report is made 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 (see, e.g., Section VI(A) above).

SUPPORTIVE MEASURES may also be requested by and made available to RESPONDENTS, WITNESSES, and other affected members of the UNIVERSITY COMMUNITY.

Confidential Resources (capable of assisting with Supportive Measures): Flint Campus:

- **Students:** [Counseling and Psychological Services](#) or the [Sexual Assault Advocate in the Center for Gender and Sexuality](#) (for COMPLAINANTS); and **Employees:** [Faculty and Staff Counseling and Consultation Office](#)

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 or housing 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 physician; 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.

Policy: Emergency Removal and Administrative Leave

The University has procedures that provide for emergency removal of STUDENTS and THIRD PARTIES and administrative leave or suspension for EMPLOYEES. These processes are described in greater detail in Section V of the Student Procedures and Section V of the Employee Procedures.

Policy: Training

The University will ensure that Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process, receive training on the definition of sexual harassment in Section 106.30 of the Title IX regulations, the scope of the University's education PROGRAM OR ACTIVITY, how to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. The University will also ensure that Hearing Officers will receive training on any technology to be used at a live hearing and on issues of relevance to questions and evidence, including when questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, and that investigators will receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.

A full detailed provision of this POLICY in its current publication is available at: <https://sexualmisconduct.umich.edu/policy/> and specifically at <https://sexualmisconduct.umich.edu/wp-content/uploads/sgbm-policy.pdf>.



Student Procedures Employee & Third-Party Procedures

Sexual and Gender-Based Misconduct Policy: <https://sexualmisconduct.umich.edu/wp-content/uploads/sgbm-policy.pdf>

The university's policy for addressing sexual and gender-based misconduct applies to students, faculty, staff and third parties on the Ann Arbor, Dearborn and Flint campuses, as well as Michigan Medicine.

The University of Michigan has process overview [student procedures](#) and [employee & third-party procedures](#) for disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, including:

- 1) descriptions of types of proceedings (and how determined), the steps, timelines, decision making processes, and how to file a complaint;
- 2) the standard of evidence;
- 3) the list of possible sanctions;
- 4) the range of protective measures;
- 5) a requirement that the proceedings – conducted by trained officials – will include a prompt, fair, and impartial process;
- 6) assurance that the accuser and accused will have the same opportunities to have others present, including an advisor of the individual's choosing, in any disciplinary-related meeting; and
- 7) the requirement of simultaneous written notification to both parties of the result of the proceedings, process for appeal, and when such findings become final.



Flint Campus:

Process overview for employee respondent

- <https://sexualmisconduct.umich.edu/wp-content/uploads/flint-employee-procedures-overview.pdf>

Process overview for student respondent

- <https://sexualmisconduct.umich.edu/wp-content/uploads/flint-student-procedures-overview.pdf>

Other Sexual & Gender-Based Misconduct/Discrimination Investigation Process: Employee Respondent

- <https://sexualmisconduct.umich.edu/wp-content/uploads/flint-employee-procedures-other-sgbm-process.pdf>

Federal Rule Sexual & Gender-Based Misconduct Investigation Process: Employee Respondent

- <https://sexualmisconduct.umich.edu/wp-content/uploads/flint-employee-procedures-federal-rule-sgbm-process.pdf>

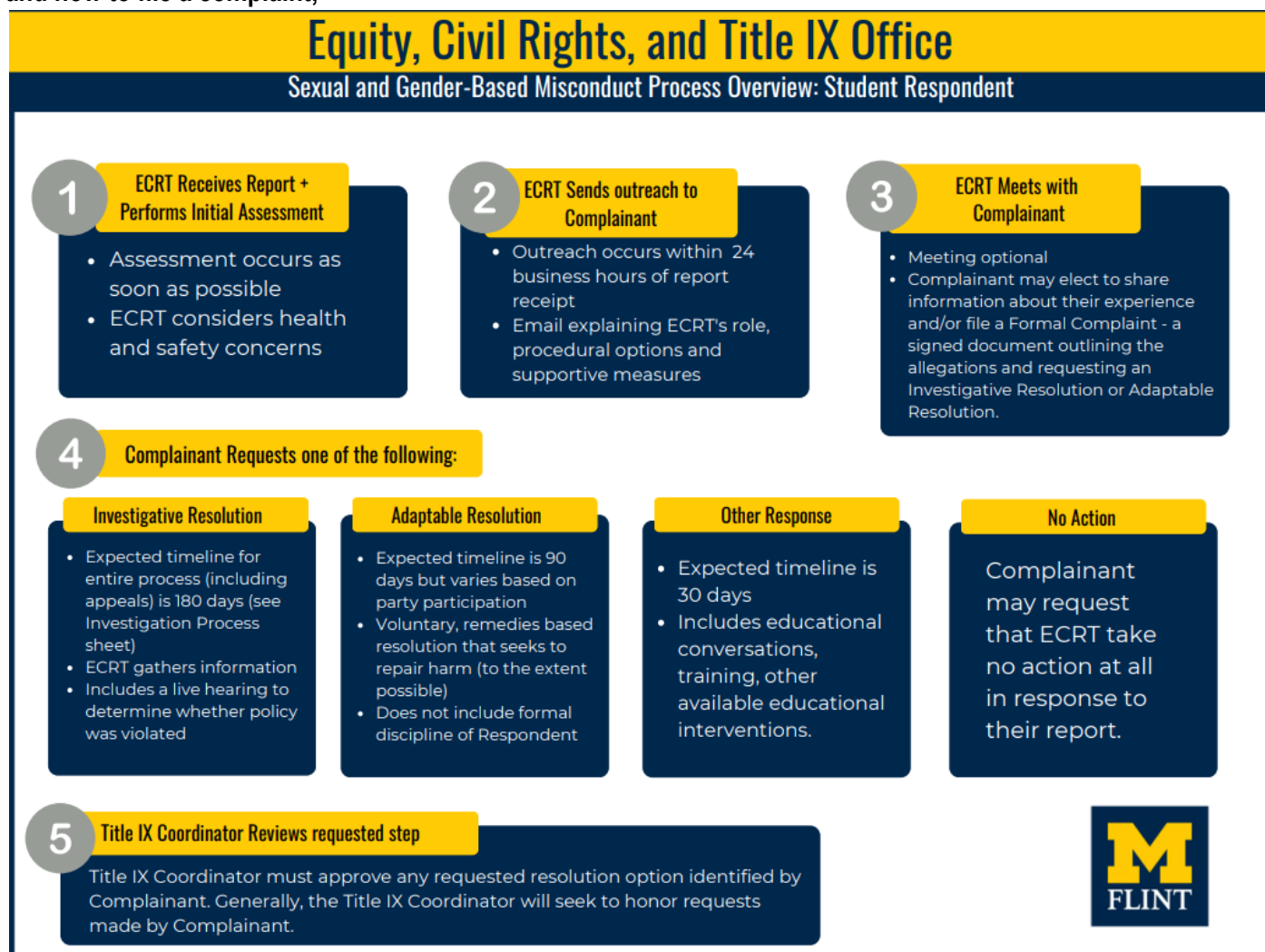
Sexual & Gender-Based Misconduct Investigation Process: Student Respondent

- <https://sexualmisconduct.umich.edu/wp-content/uploads/flint-student-procedures-sgbm-investigation-process.pdf>

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Student Procedures: <https://sexualmisconduct.umich.edu/wp-content/uploads/student-procedures-flint.pdf>

- 1) descriptions of types of proceedings (and how determined), the steps, timelines, decision making processes, and how to file a complaint;



The University of Michigan-Flint is committed to preventing sexual and gender-based misconduct and offering support to those who have been harmed. Sexual assault, harassment, discrimination and all forms of sexual and gender-based misconduct have no place at the University of Michigan or the University of Michigan-Flint.

It's up to each of us to create a healthy and safe campus, to support those who come forward and to participate in prevention programs. Together we can cultivate a culture of respect and build a safe, respectful, inclusive and equitable learning and work environment.

Report to the University

If you or someone you know has experienced sexual misconduct and would like to file a complaint with the university, please contact the [Flint Campus Equity, Civil Rights & Title IX \(ECRT\) Office](#) or complete the [online reporting form](#). A report can also be made with the [Compliance Hotline](#).

Additional ways to report:

- Report to Individuals with Reporting Obligations (IROs) — Individuals identified by the University who are obligated to report to ECRT. For more information concerning IROs or to see a list of IROs and a description of their obligations, see Section VII of SPG Policy on Sexual and Gender-Based Misconduct, <https://spg.umich.edu/policy/601.89>.
- Anonymous Reporting — Any person (excluding IROs) can make an anonymous report without disclosing their name by using our online reporting form, https://umflint.ut1.qualtrics.com/jfe/form/SV_bkLhN2wWKWyNbD.

Report to Law Enforcement

An individual who has experienced, witnessed or learned of possible criminal conduct should contact law enforcement directly by calling:

- 911 (for emergencies)
- The University of Michigan-Flint Department of Public Safety (DPS), 103 Hubbard Building, 602 Mill Street, 810-762-3333 (Non-emergency number)
- Flint Police Department, 810-237-6800
- Genesee County Sheriff's Department, 810-257-3407

The Investigation Process Flowcharts: <https://sexualmisconduct.umich.edu/policy/>

- [Student Prohibited Conduct Investigation](#)
- [Employee and Third-Party Prohibited Conduct Investigation](#)

2) the standard of evidence:

Presumption of Non-Violation and Standard of Proof – Preponderance of the Evidence.

The RESPONDENT is presumed not to have violated the Policy unless it is determined through applicable procedures that a preponderance of the evidence supports a finding of a Policy violation. Preponderance of the evidence means the evidence demonstrates it is “more likely than not” that conduct occurred in violation of the Policy.

Use of Law Enforcement Evidence.

Where ECRT is made aware that there is a concurrent or related criminal investigation, the INVESTIGATOR will make reasonable efforts to contact DPS or other applicable law enforcement agency to ascertain the status of the criminal investigation and determine the extent to which any evidence collected by law enforcement may be available to the University in its investigation. In some instances, aspects of a criminal investigation may be available and relevant to the University's process; however, standards for criminal investigations are often different from the preponderance of the evidence standard used to determine violations of this Policy. Therefore, the University will not base its decisions under this Policy solely on law enforcement determinations and/or the outcomes of any criminal proceedings

3) the list of possible sanctions:

Possible Sanctions or Interventions Directly Impacting the Respondent. The list of potential sanctions or interventions includes one or more of the following:

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. Examples include, but are not limited to, the following: Educational Intervention for Sexual Misconduct, Alcohol and Other Drugs Education, Conflict Coaching, Wellness Coaching, Anger Management Workbook, Counseling (recommended & voluntary only), scheduled Check In Meetings with staff member, and Healthy Relationship/Consent/Wellness Education; or
- Educational Project: Completion of a project specifically designed to help the RESPONDENT understand why certain behavior was inappropriate and to prevent its recurrence.

Community Removal and/or Contact Restriction

- University Housing Removal: Removal from University housing. Removals may be temporary or permanent depending on the circumstances;
- 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 RESPONDENT 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 RESPONDENT from registering for classes, receiving a copy of their transcript/diploma, or both;
- **Withholding, Delaying, or Revoking the Conferral of the Degree:** The University may delay the conferral of the degree pending the outcome of an investigation 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.

If a STUDENT-EMPLOYEE is found to have engaged in PROHIBITED CONDUCT, the STUDENT-EMPLOYEE may be subject to sanctions both in connection with their employment and in connection with their STUDENT status, as appropriate, under the Student Procedures, any corrective actions as set forth in the [Employee Procedures](#), and any other applicable processes.

4) the range of protective (supportive) measures:

- Supportive measures that are reasonable and appropriate may be considered and implemented at any time without fee or charge. These measures are not disciplinary and may not unreasonably burden another party.
- It is important to know that you do not have to file a formal complaint, participate in an investigative process, or make a report to a law enforcement agency to receive supportive measures.
- The Institution will notify victims about options for requests for changes to academic, living, transportation, and working situations or protective measures.
- A few examples of supportive measures are:
 - Course-related extensions and adjustments
 - University-issued and enforced Mutual Contact Restrictions (MCR)
 - Work and/or course schedule adjustments
 - Changes in housing, seating, or work locations
 - Leaves of absence
 - Increased monitoring of certain areas of the campus

A definition, explanation, and examples of SUPPORTIVE MEASURES are described in [Section X of the Policy](#). Individuals who wish to request SUPPORTIVE MEASURES confidentially without making a report to ECRT may do so through the [Center for Gender and Sexuality \(CGS\)](#) or [Counseling and Psychological Services \(CAPS\)](#). These CONFIDENTIAL RESOURCES can often arrange SUPPORTIVE MEASURES directly; however, they may need to interact with other University offices in order to implement the SUPPORTIVE MEASURES. The CONFIDENTIAL RESOURCES will not communicate with other University offices about arranging a SUPPORTIVE MEASURE unless the individual requesting the SUPPORTIVE MEASURE waives confidentiality for that purpose, with the understanding that the University office contacted may report the matter to ECRT.

SUPPORTIVE MEASURES are also available to Respondents through [ECRT](#), the [Dean of Students Office](#), or confidentially through [CAPS](#).

Individuals may also request SUPPORTIVE MEASURES through ECRT. During the initial intake meetings with the COMPLAINANT, the RESPONDENT, and WITNESSES, ECRT will discuss SUPPORTIVE MEASURES. If an individual requests SUPPORTIVE MEASURES, ECRT will communicate with the individual and other offices as appropriate in order to assess what SUPPORTIVE MEASURES are available. The TITLE IX COORDINATOR is responsible for approving or denying a request for a SUPPORTIVE MEASURE(s). Once the SUPPORTIVE MEASURES are approved, the individual receiving the SUPPORTIVE MEASURES, and any other individuals affected by the SUPPORTIVE MEASURES, will be notified in writing.

Implementation of SUPPORTIVE MEASURES does not suggest that the University has made any decision about the merits of the report or FORMAL COMPLAINT. Some SUPPORTIVE MEASURES are available with or without a resolution process, and regardless of whether the requesting party (or ECRT) is aware of the specific identity of the other part(ies).

The University will keep confidential any SUPPORTIVE MEASURES provided under this Policy to the extent possible, and will promptly address any reported Violation of SUPPORTIVE MEASURES. An individual who believes a person has engaged in Violation of SUPPORTIVE MEASURES (e.g., failure to abide by a mutual restriction on contact) should report their concern to ECRT. A COMPLAINANT or a RESPONDENT concerned with the adequacy of SUPPORTIVE MEASURES may raise those concerns with the TITLE IX COORDINATOR.

5) a requirement that the proceedings – conducted by trained officials – will include a prompt, fair, and impartial process;

Investigative Resolution - A [flowchart depicting the investigative resolution process can be found here](#). The University will strive to complete the investigative resolution (investigation, Hearing, finding, sanctions as applicable, and Appeals, if any) within 180 days. The TITLE IX COORDINATOR and Deputy Title IX Coordinators, INVESTIGATORS, and any person who facilitates ALTERNATIVE RESOLUTION will be trained on the definition of Federal Rule Sexual and Gender-Based Misconduct, the scope of the University's education PROGRAM OR ACTIVITY, how to conduct an investigation and grievance process including hearings, appeals, and ALTERNATIVE RESOLUTION processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflict of interest, and bias.

6) assurance that the accuser and accused will have the same opportunities to have others present, including an advisor of the individual's choosing, in any disciplinary-related meeting; and

Advisors. Throughout the process, a COMPLAINANT and a RESPONDENT may each have an ADVISOR of their choice. An ADVISOR is an individual chosen by a party to provide support and guidance to them during the process. This ADVISOR may or may not be the same person as the ADVISOR who asks the other party and WITNESSES relevant questions during a Hearing. The University will offer, without fee or charge to a party who does not have an ADVISOR, to provide an ADVISOR of the University's choice for the investigation phase. The ADVISOR is available to provide advice to the party they are supporting during the investigation and Hearing phases and will conduct cross examination on behalf of the party at the Hearing.

A party may request to consult with their ADVISOR at any point. However, the ADVISOR may not represent or otherwise speak for the party they are supporting except during the cross-examination portion of the Hearing. Specifically, during a Hearing, the ADVISOR has sole responsibility to ask the other party and WITNESSES relevant questions. If a party does not have an ADVISOR available at the Hearing, the University will select an ADVISOR to ask questions on behalf of that party, as described in Section VI(A)(7), below, of these Procedures.

INVESTIGATORS, HEARING OFFICERS, and the TITLE IX COORDINATOR have the right at all times to determine what constitutes appropriate behavior on the part of an ADVISOR and to take appropriate steps including temporarily suspending the Hearing and/or removing the ADVISOR, to ensure compliance with the Policy and these Procedures.

7) the requirement of simultaneous written notification to both parties of the result of the proceedings, process for appeal, and when such findings become final.

Written Notice of Sanction(s) and Interventions. The Dean of Students Office will provide to the COMPLAINANT and the RESPONDENT simultaneously a Hearing Outcome that includes both the determination regarding responsibility, the sanctioning determination and intervention(s), and whether the COMPLAINANT will be provided with remedies. The sanctioning determination portion of the Hearing Outcome will include the sanction(s) and intervention(s), a summary of the Associate Director's rationale in support of the sanction(s) and intervention(s), and the Appeal process, including permissible grounds for Appeal.

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Employee and Third Party Procedures: <https://sexualmisconduct.umich.edu/wp-content/uploads/employee-procedures.pdf>

- 1) descriptions of types of proceedings (and how determined), the steps, timelines, decision making processes, and how to file a complaint;



The University of Michigan-Flint is committed to preventing sexual and gender-based misconduct and offering support to those who have been harmed. Sexual assault, harassment, discrimination and all forms of sexual and gender-based misconduct have no place at the University of Michigan or the University of Michigan-Flint.

It's up to each of us to create a healthy and safe campus, to support those who come forward and to participate in prevention programs. Together we can cultivate a culture of respect and build a safe, respectful, inclusive and equitable learning and work environment.

Report to the University

If you or someone you know has experienced sexual misconduct and would like to file a complaint with the university, please contact the [Flint Campus Equity, Civil Rights & Title IX \(ECRT\) Office](#) or complete the [online reporting form](#). A report can also be made with the [Compliance Hotline](#).

Additional ways to report:

- Report to Individuals with Reporting Obligations (IROs) — Individuals identified by the University who are obligated to report to ECRT. For more information concerning IROs or to see a list of IROs and a description of their obligations, see Section VII of SPG Policy on Sexual and Gender-Based Misconduct, <https://spg.umich.edu/policy/601.89>.
- Anonymous Reporting — Any person (excluding IROs) can make an anonymous report without disclosing their name by using our online reporting form, https://umflint.ut1.qualtrics.com/jfe/form/SV_bkLhN2wWKWYNbD.

Report to Law Enforcement

An individual who has experienced, witnessed or learned of possible criminal conduct should contact law enforcement directly by calling:

- 911 (for emergencies)
- The University of Michigan-Flint Department of Public Safety (DPS), 103 Hubbard Building, 602 Mill Street, 810-762-3333 (Non-emergency number)
- Flint Police Department, 810-237-6800
- Genesee County Sheriff's Department, 810-257-3407

The Investigation Process Flowcharts: <https://sexualmisconduct.umich.edu/policy/>

- [Student Prohibited Conduct Investigation](#)
- [Employee and Third-Party Prohibited Conduct Investigation](#)

2) the standard of evidence;

Presumption of Non-Violation and Standard of Proof – Preponderance of the Evidence.

The Respondent is presumed not to have violated the Policy unless it is determined through applicable procedures that a preponderance of the evidence supports a finding of a Policy violation. Preponderance of the evidence means the evidence demonstrates it is “more likely than not” that conduct occurred in violation of the Policy.

Use of Law Enforcement Evidence.

Where ECRT is made aware that there is a concurrent or related criminal investigation, the INVESTIGATOR will make reasonable efforts to contact the DIVISION OF PUBLIC SAFETY AND SECURITY or other applicable law enforcement agency(ies) to ascertain the status of the criminal investigation and determine the extent to which any evidence collected by law enforcement may be available to the University in its investigation. In some instances, aspects of a criminal investigation may be available and relevant to the University's processes; however, standards of proof for criminal investigation/prosecution are often different from the preponderance of the evidence standard used to determine violations of this Policy. Therefore, the University is not obligated to base its decisions under this Policy solely on law enforcement determinations and/or the outcomes of any criminal proceedings.

3) the list of possible sanctions;

If a RESPONDENT is found to have violated the Policy, the University will assign corrective action to the RESPONDENT and may provide remedies to the COMPLAINANT, as appropriate. 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 discretion in the imposition of corrective action and the implementation of 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. Remedies will be designed to restore or preserve the COMPLAINANT'S equal access to the University's PROGRAM OR ACTIVITY.

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. 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 through these procedures 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 through these procedures 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 in Section VI\(E\)](#); and/or
- 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 Sexual and Gender-Based Misconduct conducted under Process B, in which case the corrective action decision will be made and shared with the HEARING OFFICER, who will include them in the written determination, as discussed in Section VIII(B)(12), above.

4) **the range of protective (supportive) measures:**

- Supportive measures that are reasonable and appropriate may be considered and implemented at any time without fee or charge. These measures are not disciplinary and may not unreasonably burden another party.
- It is important to know that you do not have to file a formal complaint, participate in an investigative process, or make a report to a law enforcement agency to receive supportive measures.
- The Institution will notify victims about options for requests for changes to academic, living, transportation, and working situations or protective measures.
- A few examples of supportive measures are:
 - Course-related extensions and adjustments
 - University-issued and enforced Mutual Contact Restrictions (MCR)
 - Work and/or course schedule adjustments
 - Changes in housing, seating, or work locations
 - Leaves of absence
 - Increased monitoring of certain areas of the campus

A definition, explanation, and examples of SUPPORTIVE MEASURES are described in [Section X of the Policy](#).

Individuals who wish to request SUPPORTIVE MEASURES confidentially, without making a report to ECRT, may do so through the [Faculty and Staff Counseling Consultation Office](#), [Michigan Medicine Office of Counseling and Workplace Resilience](#), and other CONFIDENTIAL RESOURCES offering SUPPORTIVE MEASURES, as identified in [Section X of the Policy](#). These CONFIDENTIAL RESOURCES can often arrange SUPPORTIVE MEASURES directly; however, they may need to interact with other University offices to implement the SUPPORTIVE MEASURES. The CONFIDENTIAL RESOURCE will not communicate with other University offices about arranging a SUPPORTIVE MEASURES unless the individual requesting the SUPPORTIVE MEASURES waives confidentiality for that purpose, with the understanding that the University office contacted may report the matter to ECRT.

Individuals may also request SUPPORTIVE MEASURES through ECRT. During the initial intake meetings with the COMPLAINANT, the RESPONDENT, and WITNESSES, ECRT will discuss SUPPORTIVE MEASURES. If an individual requests SUPPORTIVE MEASURES, ECRT will communicate with the individual and other offices as appropriate, or appropriately refer the individual, in order to assess what SUPPORTIVE MEASURES are available. The TITLE IX COORDINATOR, in consultation with relevant administrative offices, is responsible for determining whether the requested SUPPORTIVE MEASURES will be made and for coordinating the effective implementation of the SUPPORTIVE MEASURES.

There may be some SUPPORTIVE MEASURES, such as mutual restrictions on contact or communication between the parties that the TITLE IX COORDINATOR approves and implements directly without involvement from other offices. In such instances, the TITLE IX COORDINATOR or their designee will notify the individual receiving the SUPPORTIVE MEASURES, any other individuals affected by the SUPPORTIVE MEASURES, and, as appropriate, may need to notify other University offices or EMPLOYEES of such restrictions.

Implementation of SUPPORTIVE MEASURES does not suggest that the University has made any decision about the merits of the report or FORMAL COMPLAINT. Some SUPPORTIVE MEASURES are available with or without a resolution process, and regardless of whether the requesting party (or ECRT) is aware of the specific identity of the other part(ies). The University will keep confidential any SUPPORTIVE MEASURES provided under this Policy to the extent possible, and will promptly address any reported Violation of SUPPORTIVE MEASURES under the Sexual and Gender-Based Misconduct Process below. An individual who believes a person has engaged in Violation of SUPPORTIVE MEASURES (e.g., failure to abide by a mutual restriction on contact) should report their concern to ECRT.

5) a requirement that the proceedings – conducted by trained officials – will include a prompt, fair, and impartial process;

A [flowchart depicting Process A and a flowchart depicting Process B can be found here](#). The University will strive to complete either Process A (investigation, finding, sanctions as applicable, and Appeals, if any) or Process B (investigation, Hearing, finding, sanctions as applicable, and Appeals, if any) within 180 days. The TITLE IX COORDINATOR and Deputy Title IX Coordinators, INVESTIGATORS, and any person who facilitates Alternative Resolution will be trained on the definition of Federal Rule Sexual and Gender-Based Misconduct, the scope of the University's education PROGRAM OR ACTIVITY, how to conduct an investigation and grievance process including hearings, appeals, and Alternative Resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflict of interest, and bias.

6) assurance that the accuser and accused will have the same opportunities to have others present, including an advisor of the individual's choosing, in any disciplinary-related meeting; and

Advisors. Throughout the process, a COMPLAINANT or a RESPONDENT may have an ADVISOR of their choice. An ADVISOR is an individual chosen by a party to provide support and guidance to them during the process. This ADVISOR is separate from an EQUITY SPECIALIST, who may be working with the parties throughout the process. This ADVISOR may or may not be the same person as the ADVISOR who asks the other party and WITNESSES relevant questions during a Hearing. A party may request to consult with their ADVISOR at any point. However, the ADVISOR may not represent or otherwise speak for the party they are supporting, except when a Hearing occurs as part of a proceeding conducted under Process B, when the ADVISOR may ask the other party 14 and WITNESSES relevant questions. If a party does not have an ADVISOR available at the Hearing, the University will provide an ADVISOR to ask questions on behalf of that party, as described in the Process B section of these Procedures, at Section VIII (A)(6). INVESTIGATORS, HEARING OFFICERS, and the TITLE IX COORDINATOR have the right at all times to determine what constitutes acceptable behavior on the part of an ADVISOR and to take appropriate steps, including temporarily suspending the Hearing and/or removing the ADVISOR, to ensure compliance with the Policy and these procedures.

7) the requirement of simultaneous written notification to both parties of the result of the proceedings, process for appeal, and when such findings become final.

Determinations Regarding Responsibility. Within 30 days after the Hearing, the HEARING OFFICER will prepare and issue a written determination as to whether the Policy was violated.

- a. Standard of Review. The HEARING OFFICER will apply the preponderance of the evidence standard when making such determinations.
- b. Written Determination. The written determination will include:
 - Identification of the section(s) of the Policy alleged to have been violated;
 - A description of the procedural steps taken from the receipt of the FORMAL COMPLAINT through the determination, which may include, but are not limited to notifications to the parties, interviews with parties and WITNESSES, site visits, methods used to gather other evidence, and Hearings held;
 - Findings of fact supporting the determination;
 - Conclusions regarding the application of definitions of PROHIBITED CONDUCT to the facts of the case;
 - A statement of, and rationale for, the finding as to each allegation, including a determination as to whether the Policy was violated, any Corrective Action assigned to the RESPONDENT, and whether remedies will be provided to the COMPLAINANT (with Corrective Action assigned and remedies provided in accordance with Section X below); and

- Identification of the University's procedures and permissible bases for the COMPLAINANT and RESPONDENT to appeal (as outlined in Section IX below).

The HEARING OFFICER will provide ECRT with the Hearing Outcome. If there is a finding that the RESPONDENT is not responsible for a violation of the Policy, the ECRT will share the Hearing Outcome with the parties. If there is a finding that the RESPONDENT is responsible for a violation of the Policy, ECRT will share the determination regarding responsibility with the RESPONDENT'S supervisor or other appropriate University administrator(s) for a determination of corrective action and/or remedies. If corrective action or remedies are appropriate, they will be assigned in accordance with Section X below and the HEARING OFFICER will update the Hearing Outcome to include the corrective action. The determination as to whether the Policy was violated becomes final either on the date the University provides the parties with the written determination of the Appeal, if an Appeal is filed, or if an Appeal is not filed, the date on which an Appeal would no longer be considered timely in the matter.

Appeals for Both Parties: Either party to a proceeding conducted under Process A or Process B may file a written Appeal of the finding as to whether PROHIBITED CONDUCT occurred on the following bases only:

- Procedural irregularity that materially affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility was made, that could materially affect the outcome of the matter; and/or
- The TITLE IX COORDINATOR, INVESTIGATOR(s), or decision-maker(s) had a conflict of interest or bias for or against the COMPLAINANTS or the RESPONDENTS generally or the individual COMPLAINANT or RESPONDENT that materially affected the outcome of the matter.

Appeals must be filed no later than 14 calendar days after the date on which the University transmitted the written determination to the parties. The Appeal shall consist of a plain, concise, and complete written statement of no more than ten (10) pages, outlining the basis for Appeal and all relevant information to substantiate the Appeal. If a party's Appeal includes an assertion that new relevant evidence unavailable earlier in the proceedings exists and that includes written or other documentary evidence, such evidence will not be subject to this page limit.

An EXTERNAL REVIEWER (usually selected by the Title IX Coordinator, except as provided below) will conduct the Appeal review. The University will notify the parties of the identity of the EXTERNAL REVIEWER and the parties may, within three (3) calendar days of such notice, object to the service of the EXTERNAL REVIEWER by providing a written statement to the TITLE IX COORDINATOR (which may be transmitted electronically) as to why the party believes that the EXTERNAL REVIEWER has a conflict of interest or bias. The TITLE IX COORDINATOR will usually make decisions regarding such objections and the appointment of an alternate EXTERNAL REVIEWER, as appropriate. The EXTERNAL REVIEWER will not be the same person as the HEARING OFFICER, the INVESTIGATOR, the TITLE IX COORDINATOR, or a person who made a decision regarding dismissal of a FORMAL COMPLAINT.

In cases where an Appeal asserts that the Title IX Coordinator had a conflict of interest or bias for or against COMPLAINANTS or RESPONDENTS generally or the individual COMPLAINANT or RESPONDENT that materially affected the outcome of the matter, the EXECUTIVE DIRECTOR of ECRT or an individual designated by their supervisor will select the EXTERNAL REVIEWER and, if necessary, make any decisions regarding objections to such appointments and appointments of alternate EXTERNAL REVIEWERS.

The University will notify the other party in writing when an Appeal is filed and implement Appeal procedures equally for both parties. The other party will then have a period of 14 calendar days from receipt of the notice of Appeal to submit a statement in support of the written determination and/or in opposition to the Appeal. This statement will be limited to ten (10) pages. Any such statement will be shared with the party who filed the Appeal.

The EXTERNAL REVIEWER will review the matter based on the issues identified in the Appeal(s) materials. The EXTERNAL REVIEWER may, at any time, freely consult with or request additional information from the TITLE IX COORDINATOR and other University administrators as necessary.

The EXTERNAL REVIEWER will strive to complete the Appeal review within 14 calendar days of receipt of all documents and requested information. The EXTERNAL REVIEWER will issue the outcome of the Appeal and the rationale for the result in writing. This may include remanding the matter to ECRT for further investigation. If the matter is not remanded, the EXTERNAL REVIEWER'S decision on any Appeal is the final step in this process. Once the Appeal is complete, ECRT will provide the written decision simultaneously to both parties.

6. UNIVERSITY POLICIES & REGULATIONS

Each term, the Division of Student Affairs shares information with students about various university policies and other useful information to help you navigate your UM-Flint experience. Please ensure that you review and are familiar with the following:

- [Code of Student Conduct](#)
- [Policy on Sexual and Gender-Based Misconduct](#)
- [Alcohol and Other Drug \(AOD\) Policy](#)
- [Annual Security and Fire Safety Report](#)

Additionally, in accordance with federal regulations set forth by the Higher Education Act of 1965 (as amended), each year the University of Michigan-Flint makes available to students a summary of consumer information. To access information electronically, please visit the following link: [Consumer Information](#)

If you need assistance in obtaining consumer information, you may contact the Office of Financial Aid at 810.762.3444 or financialaidofficeflint@umich.edu.

Finally, academic policies and regulations and a comprehensive listing of university resources and services can be found in UM-Flint's 2023-24 online catalog through the following link: [2024-2025 Catalog](#)

If you need assistance in obtaining any University document in an alternative format, please contact the Office of Disability and Accessibility Support Services (DASS) at 810.762.3498 or dassflint@umich.edu.

University of Michigan-Flint Alcohol and Other Drugs (AOD) Policy for Students, Faculty, and Staff

Below is the revised policy effective September 2018, renewed August 31, 2024. The complete policy can be found at <https://docs.google.com/document/d/1b4vNGdVbVAhwOisgKSvKfYR0W4mr8tBV1tSoeJMMPfU/edit?usp=sharing>. The most recent version is published here: <https://www.umflint.edu/dsa/dsa-reporting-policies/>.

Introduction

The University of Michigan-Flint is committed to providing a safe, healthy learning community for all 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, sexual misconduct, 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-Flint 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.

UM-Flint Alcohol and Other Drugs Policy

For the purpose of this Policy, the term "drug" includes:

1. controlled substances, as defined in 21 USC 802, which cannot be legally obtained
2. legally obtainable controlled substances which were not legally obtained, including:
 - o Prescribed drugs when prescription is no longer valid (e.g. use of medication after a course of treatment is completed);
 - o Prescribed drugs used contrary to the prescription;
 - o Prescribed drugs issued to another person.

All members of the campus community also are governed by laws, regulations and ordinances established by the state and local municipalities, and will be held accountable by law enforcement representatives of the entities for any illegal activity. It is the responsibility of all campus members to be aware of these laws.

Michigan law prohibits using, dispensing, selling or supplying drugs or alcoholic beverages to a person under 21 years old. Employees, students, faculty and campus visitors may not unlawfully manufacture, consume, possess, sell, distribute, transfer or be under the influence of alcohol, illicit drugs or controlled substances on University property, while driving a University vehicle or while otherwise engaged in University business. The only exception to this Policy is that individuals of legal age may consume alcohol on University property in a manner consistent with University policy and State of Michigan law. University

property, as defined in this Policy, includes all buildings and land owned, leased, or used by the University, and motor vehicles operated by employees, including personal motor vehicles, when used in connection with work performed for or on behalf of the University. The University prohibits the storage of consumable alcohol on University property except (a) as specifically allowed in licensed locations or (b) in private residences if the storage of consumable alcohol is expressly permitted by the building use rules applicable for the location of the residence.

If alcohol is to be served at any event/meeting inside or outside of the licensed facility on campus, the General Counsel's [frequently asked questions web page](#) should be referenced for proper handling.

Any person taking prescription drugs or over-the-counter medication is personally responsible for ensuring that while taking such drugs or medications, he or she is not a safety risk to themselves and others while on University property, while driving a University or privately owned vehicle, or while otherwise engaged in University business. It is illegal to misuse prescription medication, i.e. continue to use medication when the prescription is no longer valid, use prescribed drugs contrary to the prescription, and give or sell prescribed drugs to another person. Misusing prescription drugs can result in conviction with jail time.

The University of Michigan-Flint is a smoke-free campus. Combustible tobacco use is prohibited on all campus owned property, facilities and in University owned vehicles. Additionally, vaping, electronic cigarettes, non-combustible tobacco devices, Juul electronic nicotine delivery systems or any other lit smoking device (a) are expressly prohibited (i) on the premises of the Recreation Center (ii) in University Housing facilities as set forth in the Community Living Standards at UM-Flint, (iii) in classrooms as requested by the presiding faculty, and (ix) in laboratories that also prohibit food and drink. Please refer to [Human Resources](#) for more information.

Alcohol and Other Drug Prevention Strategies. UM-Flint uses best practice interventions, collaboration, and innovation to reduce harmful consequences of alcohol and other drug use.

- 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.
- Enforcing campus policies and laws to address high-risk and illegal alcohol and other drug use.
- Providing early intervention and referral for treatment.

The 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 the 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, UM-Flint may notify parents/family of **any 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 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 UM-Flint Alcohol and Other Drug Policy.

Alcohol and Other Drug Prevention

Changing the community culture from one that is indifferent to, or tolerates, the harm caused by excessive and illegal use, requires participation by all members of the community. The University of Michigan-Flint actively promotes an environment that discourages and/or prevents 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. For more information, please contact Counseling and Psychological Services (810-762-3456) or Student Health and Wellness (810-762-3435).

Health Risks

The use or abuse of alcohol and other drugs increases the risk for a number of health-related and other medical, behavioral

and social problems. Below is a general description of the health risks associated with drug use.

ALCOHOL Can cause short-term effects such as loss of concentration and judgment; slowed reflexes; disorientation leading to higher risk of accidents and problem behavior; long-term effects include risk of liver and heart damage, malnutrition, cancer and other illnesses; can be highly addictive to some persons. When consumed rapidly and in large amounts, alcohol can cause coma and death. Combining medication (prescribed or not prescribed) with alcohol can have unpredictable and unwanted consequences.

AMPHETAMINES (Adderall, Concerta, Ritalin) Can cause short-term effects such as rushed, careless behavior and pushing beyond your physical capacity, leading to exhaustion; tolerance increases rapidly; long-term effects include physical and psychological dependence and withdrawal can result in depression and suicide; continued high doses can cause heart problems, infections, malnutrition and death.

CANNABIS (Marijuana) Can cause short-term effects such as slow reflexes; increase in forgetfulness; alters judgment of space and distance; aggravate pre-existing heart and/or mental health problems; long-term health effects include permanent damage to lungs, reproductive organs and brain function; can interfere with physical, psychological, social development of young users.

COCAINE (crack) Can cause short-term effects such as impaired judgment; increased breathing, heart rate, heart palpitations; anxiety, restlessness, hostility, paranoia, confusion; long-term effects may include damage to respiratory and immune systems; malnutrition, seizures and loss of brain function; highly addictive.

DESIGNER DRUGS/SYNTHETIC CANNABINOIDS (bath salts, K2, spice) Can cause short-term effects such as elevated heart rate, blood pressure and chest pain; hallucinations, seizures, violent behavior and paranoia; may lead to lack of appetite, vomiting and tremor; long-term use may result in kidney/liver failure, increased risk of suicide and death.

HALLUCINOGENS (PCP, LSD, ecstasy, dextromethorphan) Can cause extreme distortions of what's seen and heard; induces sudden changes in behavior, loss of concentration and memory; increases risk of birth defects in user's children; overdose can cause psychosis, convulsions, coma and death. Frequent and long-term use can cause permanent loss of mental function.

INHALANTS (nitrous oxide, amyl nitrite, butyl nitrite, chlorohydrocarbons, hydrocarbons) Can cause short-term effects such as nausea, dizziness, fatigue, slurred speech, hallucinations or delusions; may lead to rapid and irregular heart rhythms, heart failure and death; long-term use may result in loss of feeling, hearing and vision; can result in permanent damage to the brain, heart, lungs, liver and kidneys.

OPIATES/NARCOTICS (heroin, morphine, opium, codeine, oxycodone, china white) Can cause physical and psychological dependence; overdose can cause coma, convulsions, respiratory arrest and death; long-term use leads to malnutrition, infection and hepatitis; sharing needles is a leading cause of the spread of HIV and hepatitis; highly addictive, tolerance increases rapidly. The use of opioids with alcohol or other prescription or illicit drugs can cause unpredictable and unwanted consequences.

PRESCRIPTION DRUG MISUSE Can cause a variety of health risks based on type of drug. Prescription drug misuse is the intentional use of medication without a prescription, in a way other than prescribed, or for the experience or feeling it causes.

SEDATIVES Can cause reduced reaction time and confusion; overdose can cause coma, respiratory arrest, convulsions and death; withdrawal can be dangerous; in combination with other controlled substances can quickly cause coma and death; long-term use can produce physical and psychological dependence; tolerance can increase rapidly.

TOBACCO (cigarettes, cigars, chewing tobacco) Can cause diseases of the cardiovascular system, in particular smoking being a major risk factor for a myocardial infarction (heart attack), diseases of the respiratory tract such as Chronic Obstructive Pulmonary Disease (COPD) and emphysema, and cancer, particularly lung cancer and cancers of the larynx and mouth; nicotine is highly addictive.

- E-cigarettes contain nicotine, potential carcinogens and may cause addiction. To learn more, visit <https://hr.umich.edu/sites/default/files/ecigarettes-factsheet.pdf>
- For an extensive list of health-related risks please visit *The National Institute on Drug Abuse*: <http://www.drugabuse.gov/>

Counseling and Treatment Programs

The University of Michigan-Flint encourages individuals with alcohol or other drug-related problems to seek assistance.

Students can contact Counseling and Psychological Services (810-762-3456) or Student Health and Wellness (810-762-3435) for information on local, state and national resources available for those seeking assistance.

Faculty and Staff with alcohol or other drug related problems are encouraged to seek confidential, no cost services through the

university's Faculty and Staff Counseling and Consultation Office (FSCCO). FASCCO is a University of Michigan program that offers a number of services designed to help staff, faculty, retirees, and their immediate family members with personal difficulties encountered at both work and home. Contact UM-Flint Human Resources at (810) 762-3150 for more information.

The [MHealthy Alcohol Management program](#) (734-998-2017) offers brief, confidential health education and one-on-one counseling to anyone with mild to moderate alcohol problems. Choose from in-person and phone in options. The program serves anyone who wants to make changes to their alcohol use.

The [MHealthy Tobacco Consultation Service](#) (734-998-6222) provides complete and easily accessible quit tobacco programs open to all U-M employees, patients, and the general public. Group and individual programs are available.

UM-Flint Smoke-Free Campus information is available at <https://smokefree.umich.edu/>. Although not included in the Smoke-Free Campus Policy, using e-cigarettes and chewing tobacco is discouraged. Select buildings and classrooms on campus may have policies that address the use of e-cigarettes and chewing tobacco.

Alcohol and Other Drugs Policy and Student Organizations

The University of Michigan-Flint expects each student organization to adopt a policy about alcohol and other drugs to promote behavior that is consistent with this Policy. Student organizations will be held to the highest standards and will be expected to comply with all federal, state and local laws, thus minimizing criminal and civil liability to the organization and its members, while helping to ensure the personal safety and welfare of its members and guests.

The following guidelines are recommended:

1. It is illegal for student organizations to sell alcohol in the state of Michigan. Student organizations can significantly improve personal safety and reduce liability by not providing alcohol to any person.
2. If alcohol is to be present at an organization-sponsored activity, the organization can provide for the safety of its members and reduce its liability if:
 - a. Alcohol is not the focus of the event;
 - b. Attractive alternative beverages are provided;
 - c. Procedures are in place to prevent service or sale to persons under the legal age of 21;
 - d. Alcoholic beverages are not purchased with organization funds nor with the contributions of individual members;
 - e. Alcohol is not served from common or self-serve containers;
 - f. Service complies with this Policy, as well as the rules of the facility;
 - g. Designated non-drinking hosts are assigned to attend the event;
 - h. Assist any attendee who is intoxicated with finding alternative transportation home.

If alcohol is to be present at an event, the preferred method of serving alcohol is to use a caterer or hold the event at a site provided by a vendor who is licensed to sell and serve alcohol. If these methods are not possible, the next best option is to request that guests of age bring a reasonable and limited amount of alcohol that only they will personally consume at the event. Schools, departments, units and administrative offices as appropriate are expected to encourage student organization compliance with these expectations and recommendations.

University Sanctions

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 non-academic student conduct under the Code of Student Conduct. The Code specifically addresses the illicit use of alcohol and other drugs.

The following behaviors contradict the values of the University community and are subject to disciplinary action under the AOD Policy:

- “Illegally possessing or using alcohol”
- “Illegally distributing, manufacturing, or selling alcohol”
- “Illegally possessing or using drugs”
- “Illegally distributing, manufacturing, or selling drugs”

The Code of Student Conduct, including sanctions, can be found at:

<https://docs.google.com/document/d/1tPsXsYl2Chj9NQRNEmijoz5Mm-IXCraTs5xVTdtOFkA/edit?usp=sharing>

and is administered by the Division of Student Affairs (DSA). Sanctions cover a wide range of educational assignments and obligations, including but not limited to suspension and expulsion from the institution. The Associate Vice Chancellor/Dean of Students oversees conduct and hearing processes for students as outlined in the Code of Student Conduct.

Academic units of the university may also have written or implied 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.

Student Organizations: Policy violations by student organizations are handled through the Office of the Dean of Students. Information pertaining to the conduct process can be found at the following website: <https://www.umflint.edu/deanofstudents/>

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 (Standard Practice Guide 201.12 [<http://spg.umich.edu/policy/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.

External Sanctions

Violations of laws and ordinances may result in misdemeanor or felony convictions accompanied by the imposition of legal sanctions, which include, but are not limited to, the following:

- Fines as determined under local, state, or federal laws;
- Imprisonment, including up to life imprisonment, for possession or trafficking in drugs such as heroin, cocaine, marijuana and prescription drugs;
- Forfeiture of personal and real property;
- Denial of federal benefits such as grants, contracts and student loans;
- Loss of driving privileges;
- Required attendance at substance abuse education or treatment programs.

Drugs: A full description of federal sanctions for drug felonies can be found at: <https://www.dea.gov/drug-information> and specifically the Federal Trafficking Penalties at

https://www.campusdrugprevention.gov/sites/default/files/2022-07/Federal_Trafficking_Penalties_Chart_6-23-22.pdf.

Alcohol: 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. A first time conviction may result in a fine, substance abuse education and treatment, community service and court-ordered drug screenings. There is also a provision for possible imprisonment or probation for a second or subsequent offense. Use of false identification by minors in obtaining alcohol is punishable with a fine, loss of driver's license, probation and community service. State sanction information for persons under 21 is available [HERE](#).

Individuals can be arrested/convicted of operating a vehicle while intoxicated with a blood alcohol concentration (BAC) level at .08 or higher. If a student is under 21, there is a "zero tolerance" law in the state of Michigan and any blood alcohol level of .01 or higher can lead to a minor in possession (MIP) ticket as well as being cited for operating a vehicle while intoxicated. This is in addition to suspension of driving privileges in the state of Michigan.

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 accompanies any individual 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.
- Any individual who seeks medical assistance for themselves because of drug overdose or use of a prescription drug that is a controlled substance or a controlled analogue.
- Any individual who accompanies or procures medical assistance for another individual as a result of drug overdose or use of a prescription drug that is a controlled substance.

The University maintains the discretion to refer the individual for appropriate educational intervention(s).

Marijuana:

On November 6, 2018, Michigan voters passed Proposal 18-1, which legalizes possession and use of limited amounts of recreational marijuana by individuals 21 years and older. Neither this new state law, nor the Michigan Medical Marijuana Act, authorize the use or possession of marijuana on any property owned or managed by the University of Michigan-Flint, and by University of Michigan-Flint's faculty, staff, or students on any University of Michigan-Flint property or during off-campus University of Michigan-Flint business or events.

Marijuana possession and use remains illegal under federal law and is categorized as an illicit substance under the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendment of 1989. In addition, pursuant to U-M's Alcohol and Drug Policy (SPG 601.29), University of Michigan-Flint employees, students and visitors may not unlawfully manufacture, consume, possess, sell, distribute, transfer or be under the influence of alcohol, illicit drugs or controlled substances on University property or at any site where university work is performed.

University of Michigan-Flint receives federal funding for various uses, including research and student financial aid. As such, University of Michigan-Flint must comply with federal law, including all current federal drug laws. Therefore, even though the State of Michigan has legalized limited amounts of marijuana for recreational use for some individuals, the possession, use, storage and cultivation of marijuana remains prohibited for all faculty, staff and students under University of Michigan-Flint's policy.

Employees and students who violate University of Michigan-Flint's policy prohibiting the use or possession of illegal drugs on campus will continue to be subject to disciplinary action.

Employee Reporting Requirement

Under the Drug-Free Workplace Act, in addition to the other requirements of this Policy, the University of Michigan requires all employees who work in any capacity under a federal grant or contract to 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 or on work-related activities no later than five (5) calendar days after such conviction. The supervisor or department head will notify University Human Resources, who will consult with the appropriate staff in the Division of Research Development and Administration regarding satisfying the University's reporting obligations.

Marketing Standards

The University of Michigan-Flint will refuse advertising inconsistent with the fundamental missions of the University, or in conflict with the image the University seeks to project or the well-being of the University community. Examples of advertisements that will not be accepted include:

- Alcoholic beverages
- Tobacco products
- Sex as a product
- Gambling
- Paraphernalia associated with illegal drugs
- Dishonest, deceptive, or illegal advertising.

Distribution of Policy

A copy of this policy statement will be distributed to all faculty, staff and students three times per year (January, May, and September) via email.

Review of University Prevention Program and Policy

Biennially the University shall review its "Alcohol and Other Drugs Prevention Program and Policy" to determine effectiveness and implement changes, if needed, and to ensure that the University's disciplinary sanctions are consistently enforced.

For More Information concerning this policy, contact the Office of the Vice Chancellor for Student Affairs at 810-762-3434.

Enforcement Information: See above, page 95, for University employee and student sanctions (enforcement). UM-Flint DPS enforces federal and state alcohol and drug laws and enforces state underage drinking and drug laws and ordinances on University of Michigan – Flint owned, leased, or controlled properties. It is a criminal violation to possess, use, manufacture, or distribute a controlled substance at any time or for any reason on campus property. Definitions and legal penalties are outlined in Chapter 333 of the Michigan Compiled Laws (<http://legislature.mi.gov/doc.aspx?mcl-chap333>). It is a criminal violation to purchase, consume, or possess alcoholic liquor as a minor. Definitions and legal penalties are outlined in Section 436.1703 of the Michigan Compiled Laws (<http://legislature.mi.gov/doc.aspx?mcl-436-1703>).

Drug and Alcohol Abuse Prevention Program

The University has a comprehensive substance abuse prevention program (DAAPP) that seeks to reduce the negative consequences associated with alcohol and other drug use for UM-Flint students. Through educational programs, intervention services, policy and coordination with educators and providers the University promotes the health and safety of all members of the UM-Flint community. For resources, please visit: <https://www.umflint.edu/dsa/health-well-being/>.

- A full list and descriptions of alcohol and other drug prevention programming can be found in the 2020-2022 UM-Flint DFSCA Biennial Report found here at: <https://docs.google.com/document/d/1ULp2n2VTeVOMiWkcHyar5WZJ9jVeqmhpfyho4zAdEo8/edit>.
- The current Alcohol and Other Drugs (AOD) Policy and the DFSCA Biennial Review and Executive reports are available at: <https://www.umflint.edu/dsa/dsa-reporting-policies/>.
- Additional resources are available by visiting: <https://www.umflint.edu/dsa/health-well-being/>.

Programing provided or facilitated by the UM-Flint Center for Gender and Sexuality (CGS):

Take Back the Night

In recognition of Sexual Assault Awareness Month, this annual program features personal stories of survivors, information to raise awareness about incidents of sexual assault, resources that are available in the community, and a march through campus and the City of Flint.

Party Smart

This event is an educational tabling event that raises awareness around consent, sexual health, and alcohol safety tips

Party Smarter in collaboration with Alpha Sigma Phi

This event is a spin off of the Party Smart event and is an interactive workshop to educate about consent, sexual assault, alcohol education, safety while drinking, and more.

Consent Training in collaboration with Housing and Residential Life

This presentation and workshop covers issues on consent and healthy relationships. A discussion about alcohol and consent was a topic during the event.

Consent Training in collaboration with NPHC

This presentation and workshop covers issues on consent and healthy relationships. A discussion about alcohol and consent was a topic during the event.

Bystander Intervention Training (Peer Education Info Series)

In the training, students learns about bystander intervention, sexual assault, consent, and issues around alcohol and consent. Each presentation, there was a discussion around alcohol and consent.

Bystander Intervention Trainings for new Greek Life students

In the training, students learns about bystander intervention, sexual assault, consent, and issues around alcohol and consent. Each presentation, there was a discussion around alcohol and consent.

Let's Talk About Consent (Peer Education Info Series)

This workshop focuses on having conversations around sexual boundaries, barriers to consent, and conditions of consent. A discussion about alcohol and consent was a topic during this workshop.

Alcohol and Bystander Intervention in collaboration with Theta Chi

In this workshop, students learned about bystander intervention, consent, sexual assault, issues around alcohol and consent, and safe drinking tips.

Sex Signals

Sex Signals is a two-person team of highly trained educators through Catharsis Productions. This program engages audiences in a focused discussion on social pressures, gender stereotypes, unrealistic sexual expectations, and the role of alcohol surrounding hooking up and intimate relationships.

Programing provided or facilitated by UM-Flint DPS

Fatal Vision Goggles Program

DPS collaborates with the Office of Housing and Residential Life to schedule the Fatal Vision Goggles Program. During these sessions, students are given the opportunity to participate in a simulated, alcohol driving impaired experience. The demonstrations often involve maneuvering through a course designed by the DPS staff in a golf cart while wearing optically-altered goggles that illustrate different levels of intoxication. These drunk driving scenarios are presented to show the effects that alcohol has on a person's physiological reactions, judgment, and behavior.

Interactive Safety Awareness March Program

DPS partners with the Block Club, a UM-Flint recognized student organization, to present the Interactive Safety Awareness March program. During these sessions, students are given the opportunity to participate in staged role playing scenario sessions to educate them on identifying an individual(s) under the influence of drugs and alcohol and how to effectively and safely manage the situation. Referral information is provided.

Rape Aggression Defense (RAD) Education and Prevention Programing

Each semester the Department of Public Safety offers RAD classes for the campus community. Through this interactive presentation, participants are taught the techniques of self-defense and signs of aggression about which they need to be aware. Each session consists of four, 3-hour classes.

“Pop with a Cop” Programming

Each semester the Department of Public Safety offers “Pop with a Cop” presentations for the campus community. Through this safety presentation, participants are encouraged to interact with DPS while being provided safety information and communicating support or concern for activities on campus.

“Educational Safety Sessions/Community Conversations” Programming

Routinely the DPS offers this presentation for the campus community. Through these safety presentations, participants are encouraged to interact with DPS while engaging in casual, open discussions about safety and other emerging topics. Conversations focus on listening to concerns or ideas around safety and our campus.

Programming in the Residence Hall

Alcohol abuse is a prominent public health issue requiring a response from universities across the nation. It is the University's and Housing & Residential Life's goal to educate members of our community about the health risks associated with the use and abuse of alcohol and other substances, and about campus and community resources available for counseling and therapy. The policies for alcohol and other drugs for Housing & Residential Life can be found in the Community Living Standards document available to all residential students at <https://docs.google.com/document/d/12uWZITi7Mkuf7NwdDEt18sokOuNP8iN7/edit>. Additionally, the alcohol and drug policy is discussed at mandatory individual floor meetings. In addition to the Associate Director of Residential Life, Associate Director of Housing and Guest Services, and the Area Coordinator, the Resident Assistants and Front Desk Assistants are responsible for monitoring compliance with the alcohol and other drug policy.

Programming in the Fraternities & Sororities

Fraternities and sororities at the University of Michigan-Flint hold national charters and are required to comply with all national rules in order to maintain campus recognition. UM-Flint does not own fraternities and sororities houses so there are no specific alcohol and other drugs policies related to Greek organizations living on campus. Fraternities and sororities are held to the same standard as other students in regards to the Code of Student Conduct. The Interfraternity Council has a Social Event Registration Policy for their fraternity member chapters. In addition to staff, the Interfraternity Council members are responsible for monitoring compliance with the alcohol and other drug policy.

The Office of Fraternity and Sorority Life adheres to the National Panhellenic Conference (NPC) Manual of Information regarding policies and procedures on alcohol and other substance abuse. NPC policies and resolutions may be accessed at <https://www.npcwomen.org>. Resolutions offering policy recommendations to College Panhellenic groups are on file with the National Panhellenic Conference Office in Indianapolis, Indiana. The Office of Fraternity and Sorority Life also adheres

to each of the National Pan-Hellenic Council (NPHC) organization's policies and procedures on alcohol and other substances.

Programming in Club Sports

Student athletes representing the Club Sports, both on and off the field of play, are held to the same standards as other students in regards to the Code of Student Conduct. When involved in Club Sports events, on and off campus, and when traveling, club athletes, coaches, and spectators represent the University of Michigan-Flint and alcohol is not allowed at any Club Sports event. When traveling, from the time the club leaves campus to the time the club returns to campus is considered a club event and drugs and alcohol are not allowed at any time. Additionally, events hosted by clubs outside of practices and competitions (i.e. banquets) are subject to these expectations. The alcohol and other drug policy is located in the Club Sports Handbook which can be found at: <http://www.umflint.edu/clubsports/officers-coaches> and the Code of Conduct section including the Drug/Alcohol statement is attached in Appendix F. A review of the Club Sports Handbook is performed with the athletes at their annual season kickoff meetings. In addition to the Club Sports Associate Director, Club Sport leaders and coaches are also responsible for monitoring compliance with the alcohol and other drug policy.

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.

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 someone.

Stay with the person. Turn and keep the person on their side to prevent choking on vomit.

Call 9-1-1 or DPS at (810) 762-3333 immediately if the person:

- Is unconscious or semi-conscious (does not respond when you shake, shout at, pinch, or prod them)
- 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 911.

Code of Student Conduct

The original Code of Student Conduct was first implemented September 12, 2013 as the Statement of Student Rights and Responsibilities. The Code outlines 26 violations of UM-Flint values. The complete Code can be found electronically at <https://docs.google.com/document/d/1tPsXsYl2Chj9NQRNEmijoz5Mm-IXCraTs5xVTdtOfkA/edit?usp=sharing>.

I. Introduction

The primary purpose of the Code of Student Conduct (the Code) is to assist the University of Michigan-Flint ("University" or "UM-Flint") in providing an environment that supports the educational process and the well-being and safety of the campus community. 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. When students choose to accept admission to the University, they accept the rights and responsibilities of membership in the University's academic and social 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 intended to define conduct expectations, to identify sanctions that may be imposed when misconduct occurs, and to ensure that students are treated with fundamental fairness and personal dignity. 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 that may be considered misconduct.

Within the University, academic units have developed policies that outline standards of conduct governing their constituents and that sometimes provide procedures for sanctioning violations of those standards. This Code of Student Conduct does not replace those standards; nor does it constrain the procedures or sanctions provided by those policies. This Code describes possible behaviors which are inconsistent with the values of the University community, it outlines procedures to respond to such behaviors, and it suggests possible sanctions which are intended to educate and to safeguard members of the University community. For more information on academic policies please review the academic catalog.

Nothing in the Code should be construed so as to limit the Chancellor's authority to maintain health, diligence, and order among students under Regents' Bylaw 2.03.

The remaining sections of the Code include:

- II. Definitions
- III. Conduct Authority
- IV. Scope of the Violations
- V. Student Rights
- VI. Student Responsibilities
 - A. Offenses Against the University Community
 - B. Offenses Against Persons
 - C. Offenses Against Property
 - D. Offenses Disrupting Order or Disregarding Health and Safety
 - E. Violation of State, Federal, or Local Laws and University Policies
 - F. Interfering with the Conduct Process
 - G. Shared Responsibility for Infractions
 - Organizational Responsibility
- VII. Resolution Process
 - A. Purpose
 - B. Conduct Procedures
 - 1. Filing an Incident Report
 - 2. Investigation
 - 3. Administrative Disposition – Conduct Meeting
Respondents not subject to expulsion, and those not disputing the Incident Report, may choose the informal process of an Administrative Disposition Conduct Meeting for resolution of one or more violations of the Code.
 - 4. Board Disposition – University Conduct Committee (UCC)
Respondents subject to expulsion and/or those who dispute the Incident Report are entitled to a hearing before the UCC.
 - 1. Composition of the UCC
 - 2. UCC Hearing Procedures
 - 5. Standard of Proof
The standard of proof is the preponderance of the evidence. The respondent is presumed not responsible unless the evidence is presented demonstrates that it is more likely than not that a violation of the Code has occurred.
 - C. Sanctions
Formal Reprimand, Disciplinary Warning, Disciplinary Probation, Restitution, Restriction from Employment at the University, Class/Workshop Attendance, Educational Project, Service, Specific Courses or Activity Restriction, No Contact, University Housing Transfer or Removal, Residence Hall Restriction and/or Loss of Privilege, Suspension in Abeyance, Suspension, Expulsion, Other Disciplinary Action
 - D. Appeals
Grounds for Appeal
 - 1. Appeal of Administrative Disposition (Individual Hearing Officer)
 - 2. Appeal of Board Disposition (UCC) Hearing
- VIII. Related Procedures
 - A. Interim Measures
 - B. Emergency Suspension
 - C. Residential Conduct Process

- D. University of Michigan-Flint's Nondiscrimination Policy
- E. Procedural and Interpretive Questions
- F. Records of Resolution Actions
- G. Time Limits
- H. Reports of Actions
- I. Concurrent Legal and Conduct Proceedings
- J. Amending the Code of Student Conduct

Hazing Defined & Policies

Hazing is any action or situation, with or without the consent of the participants, which recklessly, intentionally, or unintentionally endangers the mental, physical, or academic health or safety of a student.

Hazing is as defined in Garrett's Law ([M.C.L. 750.411t](#)) and generally includes the following willful acts, with or without the consent of the individual involved: physical injury; assault or battery; kidnapping or imprisonment; physical activity that knowingly or recklessly subjects a person or persons to an unreasonable risk of physical harm or to severe mental or emotional harm; degradation, humiliation, or compromising of moral or religious values; forced consumption of any substance; placing an individual in physical danger, which includes abandonment; and undue interference with academic endeavors.

Acts of hazing only include those acts which are done for the purpose of pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization. Acts of hazing include acts inflicted by an individual onto one or more people. No member of the University community shall fail to report hazing. A person's consent to hazing is not an excuse under this section.

State of Michigan Law

Hazing is illegal in Michigan under the law commonly known as "Garret's Law," which is codified under [MCL 750.411\(t\)](#).

University of Michigan Policy Against Hazing

The University of Michigan condemns hazing practices as requirements for membership, advance, or continued good standing in organizations. 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(s) 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

Hazing Prevention and Resources

For more information on how to prevent hazing and dispel hazing myths UM-Flint community members may visit <https://intranet.umflint.edu/deanofstudents/hazing-and-reporting/hazing-prevention-awareness>.

How to Report Hazing

UM-Flint community members are expected to report any practice or action believed to be hazing. If you have information about possible hazing activities, please contact the Office of the Dean of Students at flint.avc.dos@umich.edu or complete the [Incident Reporting Form](#) available directly at: https://cm.maxient.com/reportingform.php?UMFlint&layout_id=1

To report a dangerous situation that is underway, please call DPS at (810) 762-3333 or Dial 911 for an immediate response.

UNIVERSITY REGULATIONS

Hate Incidents

A hate crime, generally, refers to a crime committed not out of animosity toward a victim as an individual, but out of hostility toward the group to which the victim belongs. Hate crime is the violence of intolerance and bigotry, intended to hurt and intimidate someone because of their race, color, ethnicity, national origin, religion, sexual orientation, gender identity, or disability.

Reporting Hate Incidents

The University of Michigan – Flint is committed to the success of all our students, staff, and faculty. Diversity is fundamental to our mission. The University of Michigan-Flint is committed to creating and maintaining a working and learning environment that embraces individual differences. UM-Flint celebrates, recognizes and values diversity and is committed to ensuring that all staff, faculty and students have equal access and opportunities, and receive the support needed to be successful. Additionally, we are committed to the principles of equal opportunity in all employment, educational and research programs, activities and events, as well as to the use of affirmative actions to cultivate and maintain an environment that fosters equal opportunity.

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, ethnicity, national origin, sex, gender identity or expression, sexual orientation, disability, age, or religion) you may non-criminally report it to the university by calling the UM-Flint Office for Equity, Civil Rights & Title IX.

If you are not sure you have experienced a hate crime and would like to discuss the incident, please call the UM-Flint Office for Equity, Civil Rights & Title IX (ECRT) at (810) 237-6517 / (810) 762-3150 or visit the on-line reporting portal via ECRT at https://umflint.ut1.qualtrics.com/jfe/form/SV_bkLlhN2wWKWyNbD.

If you believe you have experienced a hate crime on-campus, you may criminally report it directly to law enforcement. DPS can be reached at (810) 762-3333. DPS will investigate all crimes reported to the department and assist with criminal prosecution. DPS can assist you with reporting to the Office for Equity, Civil Rights & Title IX and off-campus incidents.

Regental Ordinance

The Regents of the University maintain rules and regulations in an Ordinance to Regulate Parking and Traffic, and to Regulate the Use and Protection of Buildings and Property of the University of Michigan. These regulations include, among other topics, alcohol use and possession, fire setting and possession of weapons. The complete ordinance may be found at www.regents.umich.edu/ordinance.html. See Article X-Weapons. The Department of Public Safety enforces federal, state, local laws and Regent's ordinances on the UM-Flint campus.

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 a 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; 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 punishable by jail for not more than one year and a fine in the amount of \$500 or less.

In addition, these actions are a violation of the Code of Student Conduct. Information about fire safety systems and rules in the residence hall can be viewed in the [Housing and Residential Life Community Living Standards](#).

Weapons

The University prohibits the possession or discharge of any firearm or other dangerous weapon as defined under Michigan law, regardless of whether the individual has a concealed weapons permit. In addition, any knife, sword, or machete having a blade longer than four inches is prohibited. In the case of a knife with a locking mechanism to lock the blade in place when open, longer than three inches is also prohibited. This prohibition includes all of UM-Flint campus. Please read the ordinance for listed exceptions.

A person who violates the Ordinance is guilty of a misdemeanor, and upon conviction, punishable by jail for no less than 10 days and no more than 60 days, or by a fine of not more than \$50, or both.

7. ANNUAL FIRE SAFETY REPORT

FIRE SAFETY IN ON-CAMPUS HOUSING

The University of Michigan - Flint has compiled the following Annual Fire Safety Report and Fire Statistics in compliance with the Higher Education Opportunity Act (HEOA). This Annual Fire Safety Report contains information on fire safety practices and standards at The University of Michigan - Flint. The information reported includes the following information concerning the University's on-campus student housing facilities:

- description of fire safety systems
- policies on smoking, open flames, and portable electrical appliances/prohibited items
- kitchen safety
- fire hazards
- individuals with disabilities
- number of fire drills
- evacuation procedures
- emergency preparedness, fire safety education and training programs;
- plans for future improvements in fire safety
- where to report fires
- fire safety log

The Fire Statistics at the end of this report describe all fire-related incidents that occurred in on-campus student housing facilities in 2023. The Fire Statistics list the location, date/time, number and cause of each fire, the number of persons with fire-related injuries, the number of fire-related deaths for each fire and the value of fire-related property damage associated with each reported fire occurring in on-campus student housing facilities in 2023.

FIRE SAFETY POLICIES/PROCEDURES:

Smoking, Open Flame, Portable Electronic Appliances/Prohibited Items, Kitchen Safety, and Fire Hazards

The following are policies and procedures relating to fire safety in the residence halls at the University of Michigan – Flint. In on-campus residential environments with hundreds of people living in close proximity, each person must adhere to strong fire prevention practices and look out for their neighbors. University Housing & Residential Life provides a number of important services and programs designed to help students think ahead, live smart, and play it safe during their years in University Housing & Residential Life.

Tobacco-Free University Premises

Smoking, smokeless tobacco products and the use of electronic nicotine delivery systems (i.e. vapes, e-cigarettes, etc.) is prohibited on all University of Michigan - Flint properties. All of the University campus, including residence halls and resident rooms, are smoke-free environments as of July 1, 2011 under [SPG 601.4](#); visit <https://smokefree.umich.edu/> for more information.

Regulations under SPG 601.4, Tobacco-Free University Premises

- Smoking is prohibited in all University buildings, facilities, grounds, and University-owned vehicles, as they are considered property of the University and under the authority of the Board of Regents of the University, except as indicated below.
- Smoking in privately-owned vehicles and on sidewalks adjacent to public thoroughfares is not prohibited.
- The sale of tobacco products is prohibited in all University buildings, facilities and grounds under the authority of the Board of Regents of the University.
- Assistance with smoking cessation for faculty and staff is available through MHealthy at www.hr.umich.edu/mhealthy/programs/tobacco which includes information about the UM Tobacco Consultation Service, current health plan offerings and available on-line programs. Students can receive assistance through the University Health Service and the Tobacco Consultation Service.

The success of this policy depends upon the thoughtfulness, consideration, and cooperation of smokers and non-smokers. All faculty, staff, students, and visitors share the responsibility for adhering to and enforcing the policy. Any concern should be brought to the attention of the individuals responsible for the operation of the University facility in question and/or the Supervisor responsible for the work area. Any exceptions to this Standard Practice Guide must be approved by the appropriate executive officer or designated representative. A full copy of this policy is available at <http://spg.umich.edu/policy/601.04>.

Open Flame: No open flames allowed. This includes candles, incense, and candle/oil warmers.

Portable Electronic Appliances and Prohibited Items

The following items are not permitted in the residence halls:

- Air conditioners
- Appliances without an automatic shut off (e.g., slow cookers, crackpots, instant Pots, rice cookers, waffle and s'mores makers, irons, electric kettles, coffee makers)
- Appliances not owned by HRL greater than 5.5 cubic foot capacity and/or with an amperage draw of more than 1.5 amps (Le.cube refrigerators, microwaves, etc.)
- Candles, incense, and candle/oil warmers
- Drug-related paraphernalia (e.g., bong, pipe, vaporizers), water pipes (hookahs)
- Electrical outlet extenders (devices that can be screwed into a light bulb socket that has an electrical outlet - the lightbulb is then screwed into the extender)
- Extension cords higher than 16 gauge (e.g., 18 or 20 gauge)
- Firearms, fireworks, explosives and ammunition
- Electric fireplaces, space heaters, etc.
- Flammable items, such as fuel (propane, lamp oil, solvents, lava lamps, gasoline, etc.)
- Foil-lined cupboards, stove and/or walls/windows
- Fog machines
- Grills (gas, charcoal, electric, etc.)
- Halogen lamps, bulbs (all types, including clip-on, torchiere, desk, and spider lamps)
- Heating pads or electric blankets without automatic shut off features
- Hot plates, toaster ovens, or any cooking appliance with an exposed cooking element
- "Hoverboards", electronic skateboards, self-balancing boards/scooters and other similar equipment are prohibited from being used, stored, and/or charged inside any housing facility
- Humidifiers of all types unless there is documented medical need approved by the University
- Locks, latches, or similar devices (for interior or exterior doors) beyond what is provided by HRL
- Mercury thermometers (residents found responsible for a broken mercury thermometer will be charged \$800-\$2,000 for the spill cleanup)
- Natural, cut trees, branches and/or greens (such as holiday trees, wreaths and garlands)
- Oil-based popcorn poppers, deep frying appliances/devices
- Pets
- Pesticides/Pest control (such as commercially available bug bombs, spray, or poison bait)
- Pianos and organs
- 3D printers
- Satellite dishes mounted in any fashion to any interior or exterior area
- Sleeping pods, capsules, or enclosures that could impede a person's ability to hear a fire alarm or notice of evacuation, subwoofers, sound systems, or entertainment systems that cause an excessive and disruptive degree of noise. Tanning beds, trampolines, waterbeds
- Vent covers
- Wireless routers and other technologies that interfere with normal network operations

Kitchen Safety

Kitchen safety is important in the residence halls. Cooking fires are the leading cause of home fires and home injuries. Stay in the kitchen when frying, grilling or broiling food. Turn the stove off if you leave. For ways to stay safe please see the "kitchen safety tips" located in the kitchen of each suite.

Fire Hazards

Most fires are preventable. All residents are asked to comply with the following policies regarding fire prevention:

- No open flames allowed.
- Keep all furniture, trash, personal items out of hallways.
- Keep suite/room decorations and posters to a minimum.
- Smoking is prohibited in HRL and on campus.
- Make sure all electrical cords and appliances are in proper working order.
- All appliances should bear the Underwriter Laboratories (UL)  Factory Mutual  (FM) certification seal.
- For the protection of personal property from damage caused by fluctuation in the flow of electricity, it is strongly recommended that power strips also have a surge protection device.
- Do not overload electrical outlets. If a wall socket or extension cord is warm to the touch, it is overloaded.
- Do not alter the prongs of polarized plugs to make them fit an outlet.
- Do not "daisy chain" cords, plugs, or connections together. Do not run electrical cords under rugs or furniture where they may be pinched or stepped on.

Heat can build up and start a fire. In addition, cords can be frayed and exposed wires, which can also result in a fire.

- Never cover lamps with clothing, paper, drapes or any other things that can burn.
- Staff reserves the right to unplug any outlet for health and safety reasons.
- Do not prop open the stairwell, hallway, or fire doors.
- Torchiere style halogen lamps and bulbs are prohibited in public and suites/rooms.

- Fire doors, hallways, and stairwells must be clear of obstructions at all times.
- Fire doors must be free to close automatically, especially in an emergency to keep a fire from spreading
- Appliances with an open heating element are prohibited.
- All appliances must have an automatic shut off.
- Any violation of these policies could result in a fire.

Safety inspections are held regularly in residence halls. For more information, including residence hall fire safety policies, guidelines, and prohibited items as well as additional fire safety tips, visit this link to read and download the current

UM-Flint Housing and Residential Life Community Living Standards:

<https://docs.google.com/document/d/12uWZITi7Mkuf7NwdDETt8sokOuNP8iN7/view>.

FIRE SAFETY SYSTEMS – RESIDENCE HALLS

UM-Flint campus residence halls are protected by code compliant fire alarm systems that include smoke detectors and sounder-bases in each residential space.

- The fire alarm systems are comprised of the following *initiating* devices: manual pull stations and smoke/heat detectors.
- Audible/Visible devices, voice speaker annunciators, and visual xenon strobes are the *indicating* devices of the fire alarm systems.

Both residence halls are equipped with automatic, comprehensive fire suppression sprinkler systems. Each residence hall fire alarm system has backup power. All fire alarm systems report, upon activation, to the DPS Communications Center, monitored by DPS personnel 24 hours a day, 365 days a year. Both residence halls are equipped in each residential room and each residential corridor with one or more fire extinguishers. Evacuation maps are posted in conspicuous locations including common areas and near entry/exits.

Residential Facility	2023 Fire Drills	Connected to Central Monitoring Site	Smoke / Heat Detectors	Fire Extinguishers	Exit Signs	Sprinkler Systems	Manual Pull Stations	Strobe Evacuation Alarms	Audible Evacuation Alarms	Voice Evacuation Alarms
First Street Residence Hall 301 E. First St.; Flint, MI 48503	3 Jan Sept Oct	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Riverfront Residence Hall 101 Riverfront; Flint, MI 48502	4 Jan July Sept Oct	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Individuals with Disabilities

UM-Flint encourages the use of the "Buddy System". A buddy system with a friend, colleague or fellow community member is someone who can alert individuals of an emergency, check with them, or assist them as needed. If you know someone who has a temporary or permanent disability, reach out to them and ask to be their buddy.

FIRE DRILLS

Under the direction of UM-Flint Department of Public Safety (DPS), fire drills are coordinated and performed at each residence hall on campus during the school year to allow occupants to become familiar with and practice their evacuation skills. Fire drills are a supervised practice of a mandatory evacuation of a building for a fire. All persons (including staff and residents) in a residence hall at the time of a drill are required to participate. Department of Public Safety personnel will facilitate, monitor and assist in the coordination of the drill evacuation activities. Drills provide campus (including residential) staff and students an opportunity to practice UM-Flint emergency preparedness evacuation procedures by recognizing and responding to audible and visual alarms, exiting the building in a coordinated manner to pre-established points of assembly away from the building designated for evacuees and then reoccupying the residence hall once an all-clear is provided by authorized fire or police/safety personnel.

RESIDENCE HALL EVACUATION PROCEDURES IN CASE OF FIRE

If an alarm sounds:

- Stay calm. Do not panic.
- Close windows.
- Quickly put shoes on and a coat if needed.
- Take a towel with you to prevent breathing smoke.
- Check your doorknob and door with the back of a hand. If either is hot, do not open your door. Exit through a window if it's safe or call DPS 810-762-3333. If the door and doorknob are cool, exit cautiously and close your door. If time permits, take your keycard with you.
- Walk quickly and leave the building by the nearest exit. Alert others to do the same.
- Help others with temporary or permanent disabilities get to the nearest exit or safe location using the "buddy system." It's best to become a buddy well before there is an emergency.
- If the area is filled with smoke, drop to your hands and knees and crawl to the exit. Stay low because smoke rises. Take shallow breaths. Use the towel or your shirt as a filter.
- Use the stairs.
- DO NOT USE ELEVATORS. Once in the stairwell, check to see that the door is closed and go down to street level.
- Gather at the designated assembly area: Wilson Park for First Street Residence Hall persons or the porch of University Tower for Riverfront Residence Hall persons.
- Identify and report any missing persons to the DPS.
- DO NOT reenter the building until you are instructed to by DPS.
- Failure to exit in an immediate and orderly fashion may result in disciplinary action.

Riverfront Residence Hall



First Street Residence Hall



If you're trapped in the building:

- STAY CALM, DO NOT PANIC. Call 911 or DPS 810-762-3333 and maintain contact.
- Keep all doors and windows closed.
- Wet and place clothing or towels around and under the door to prevent smoke from entering.
- Be prepared to signal someone outside, but don't break the glass until absolutely necessary. Putting a piece of clothing inside the window is one way to signal.
- Wet a cloth and wrap it around your face to minimize breathing smoke. Fill sinks and tubs with water if possible to maintain a supply of water.
- Keep your head no more than 8-12 inches off the floor where the air is less toxic.
- Shout at regular intervals to alert emergency crews of your location.

EMERGENCY PREPAREDNESS, FIRE SAFETY EDUCATION, AND TRAINING PROGRAMS

UM-Flint EHS and DPS provide campus (including residential) employees and students with emergency preparedness guidelines, fire safety education and training programs so they are aware of the rules and safe practices. Presentations are provided through a variety of mediums to include seasonal evacuation drills, residence hall staff and student education and training programs each semester, during move-in and floor meetings, student/employee orientation/training, and upon request. Education and training program content includes identification and prevention of fire hazards, basic fire safety, specific occupant response to fire emergencies, basic fire extinguisher training covering the types of extinguishers, safe use of an extinguisher, limitations of extinguishers, and guidelines for response when confronted with fire, building evacuation/reentry, and fire reporting.

Tips:

- Put UM-Flint Public Safety's number 810-762-3333 in your cell phone contacts in case of emergency.
- Sign up for UM-Flint emergency alert text messages or phone calls at: <https://www.getrave.com/login/umich>.
- Review the Emergency Preparedness and Response Guidelines, posted in every suite and online https://docs.google.com/document/d/1wVV4zrcgUZbGHYvM8eeH5BhS2Sp6aiHVGvzp__pgXcQ/edit?usp=s_haring
- Check out the Evacuation/Sheltering maps posted in all University buildings so you know where to go in case of emergency. The Classroom Emergency Preparedness document is available [HERE](#).
- Become familiar with where emergency equipment is located (fire extinguisher; fire alarm; first aid kit; AED; refuge areas in Riverfront)

PLANS FOR FUTURE IMPROVEMENTS IN FIRE SAFETY

Keeping our campus safe and healthy is a priority for everyone. Planning ahead and taking precautions can be important elements in maintaining a safe environment. This especially is true regarding fire prevention – from installing appropriate infrastructure to taking personal responsibility to avoid creating potential for accidental or intentional fires – everyone can participate. University students, occupants, staff, and faculty may all contribute to identifying needs for future improvements in fire safety. The review of, and planning for, future fire safety improvements is an ongoing process. UM-Flint Facilities and Operations staff annually review the fire systems in all campus buildings and make recommendations for upgrades, repairs or revisions when problems are identified. Completed, current and future plans for fire safety improvements at the residence hall facilities include basement fire suppression enhancements (RFRH), emergency generator replacement (RFRH) and smoke detector replacements (RFRH and FSRH).

CAMPUS STUDENTS AND EMPLOYEES SHOULD REPORT FIRE INCIDENTS TO DPS

Per federal law, University of Michigan-Flint is required to annually disclose statistical data on fires that occur in on-campus student housing facilities. If you know of a fire or other burning and are unsure whether the Department of Public Safety (DPS) has been made aware of it, please contact:

- UM-Flint Department of Public Safety: (810) 762-3333

Note: Activating a false fire alarm is a violation of state law. See Fire Setting and False Alarms. All active fires should be reported immediately to the Department of Public Safety (DPS) by calling 9-1-1, or pulling a fire alarm station.

FIRE LOG

DPS keeps a fire log in compliance with the Jeanne Clery Disclosure and Campus Security Policy Crime Statistic Act.

Residential fire statistics are derived from the university's Fire Log. The Fire Log includes at minimum the nature, date, time, and general location of each fire. All fires are recorded in the log within two business days.

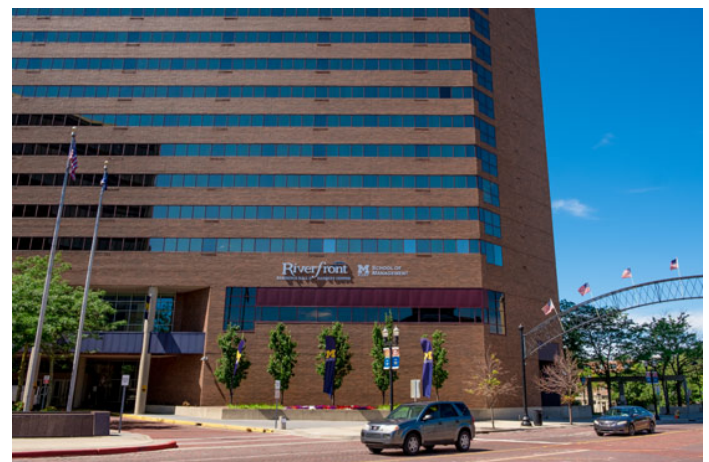
The most recent sixty (60) days of the Fire Log are public and open to public inspection, upon request, during normal business hours at the DPS Communications Office at the Mill Street Parking Ramp located at 402 Mill Street. Requests for any portion of the log older than sixty (60) days will be available within two business days of a request.

FIRE STATISTICS – RESIDENCE HALLS AT THE UNIVERSITY OF MICHIGAN – FLINT

Residential Facility	Total Fires Reported each Calendar Year	Reported Fires: Date / Time	Nature / Cause	Persons with fire-related Injuries	Fire-related Deaths	Value of Damage Caused By Fire
First Street Residence Hall 301 E. First St.; Flint, MI 48503	2023 - 2	2023 - 09/29/2023 4:40am	Unintentional Fire-Cooking	0	0	\$0-\$99
		2023 - 07/14/2023 2:39pm	Unintentional Electrical Burning	0	0	\$0-\$99
	2022 - 0	2022 - No Reported Fires	Not Applicable	0	0	\$0
	2021 - 0	2021 – No Reported Fires	Not Applicable	0	0	\$0
Residential Facility	Total Fires Reported each Calendar Year	Reported Fires: Date / Time	Nature / Cause	Persons with fire-related Injuries	Fire-related Deaths	Value of Damage Caused By Fire
Riverfront Residence Hall 101 Riverfront; Flint, MI 48502	2023 - 1	2023 - 08/19/2023 10:20pm	Unintentional Electrical Burning	0	0	\$0-\$99
	2022 - 1	2022 - 08/09/2022 8:58pm	Unintentional Fire-Cooking	0	0	\$0-99
	2021 - 1	2021 - 10/27/2021 12:10pm	Unintentional Electrical Burning	0	0	\$0-\$99



First Street Residence Hall



Riverfront Residence Hall

**The Regents of the University of Michigan:**

Jordan B. Acker, Huntington Woods; Michael J. Behm, Grand Blanc; Mark J. Bernstein, Ann Arbor; Paul W. Brown, northern Michigan; Sarah Hubbard, Okemos; Denise Illitch, Bingham Farms; Ron Weiser, Ann Arbor; Katherine E. White, Ann Arbor; Santo J. Ono, ex officio.

University of Michigan-Flint, Chancellor

Laurence B. Alexander, JD, Ph.D.

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1. Sex/Gender Identity/Gender Expression/Sexual Orientation, including sexual misconduct:
ECRT Sexual and Gender-Based Misconduct Director and Title IX Coordinator
2. Disability:
ECRT Disability Director and ADA Coordinator
3. Race/Color/National Origin/Age/Marital Status/Religion/ Height/Weight/Veteran Status:
ECRT Civil Rights Director

Inquiries or complaints may be addressed to the above individuals at:

1. Equity, Civil Rights and Title IX Office
2072 Administrative Services Building, Ann Arbor, Michigan 48109-1432, (734) 763-0235, TTY (734) 647-1388, ecrtoffice@umich.edu
2. Equity, Civil Rights and Title IX Office
1114 Administration Building, Dearborn, Michigan 48128-2405, (313) 436-9194, ECRT-Dearborn@umich.edu
3. Equity, Civil Rights and Title IX Office
1000 Northbank Center 432 North Saginaw Street Flint, MI 48502-1950, (810) 237-6517, UMFlintECRT@umich.edu

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For other University of Michigan information call the operator at (734) 764-1817.

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