

Title/Subject: **Sexual and Gender-Based Misconduct Policy**

Title/Subject: **SEXUAL AND GENDER-BASED MISCONDUCT POLICY**

Applies to: faculty staff students student employees visitors contractors

Effective Date of This Revision: August 1, 2024

Contact for More Information: Office of Civil Rights & Institutional Equity

Board Policy Administrative Policy Procedure Guideline

BACKGROUND:

Central Michigan University is committed to equal educational and employment opportunity and to the elimination of all forms of prohibited discrimination. Furthermore, CMU is committed to maintaining respectful, safe, and non-threatening education programs and activities, working, and living environments. As such, CMU is firmly devoted to maintaining its longstanding commitment to a campus environment free from Sex and Gender-Based Misconduct, including sex and gender-based discrimination and sexual harassment.

PURPOSE:

CMU strives to cultivate a healthy and diverse community that recognizes the value of each individual and helps foster safety, civility, and respect for all people. As part of this effort, CMU will strive to eradicate Sex and Gender-Based Misconduct through primary prevention and ongoing awareness programs, education, training, clear policies, and serious consequences for acts of Sex and Gender-Based Misconduct. Sex and Gender-Based Misconduct will not be tolerated by CMU and is expressly prohibited.

Members of the CMU Community have the right to be free from Sex and Gender-Based discrimination, harassment, violence, and all other forms of prohibited conduct described in this Policy. All members of the Community are expected to conduct themselves in a manner that does not infringe upon the rights of others. This Policy has been developed to reaffirm these principles and to provide accountability for conduct that violates this Policy.

The Sexual and Gender-Based Misconduct Policy (the “Policy”) provides information regarding how CMU will proceed once it becomes aware of allegations of Sex and Gender-Based Misconduct under Title IX of the Education Amendments of 1972 (“Title IX”), which is a federal law that protects people from discrimination based on sex in education programs or activities that receive federal financial assistance in order to assist in the prevention or the recurrence of Sex and Gender-Based Misconduct, remedy its effects, promote safety, and deter individuals from similar future behavior.

DEFINITIONS:

The following definitions apply to the Sexual and Gender-Based Misconduct Policy and its Procedures.

Authority: Robert O. Davies, President

History: 2015-03-16; 2017-01-23; 2017-10-19; 2019-4-29; 2024-7-30

Indexed as: Sexual Misconduct; Sexual Assault; Title IX; Sexual Harassment; Dating Violence; Discrimination; Domestic Violence; Stalking

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Admission means selection for part-time, full-time, special, associate, transfer, exchange, or any other enrollment, membership, or matriculation in or at an education program or activity operated by CMU.

Advisor means a person chosen by a Party or appointed by the institution who may accompany the Party to all meetings related to the resolution process and advise the Party on that process.

Campus means CMU-owned or CMU-leased property, streets, and pathways contiguous to University property or in the immediate vicinity of CMU property. It also includes the property, facilities, and leased premises of organizations recognized by CMU, including CMU Housing and CMU-Recognized Housing.

Campus Security Authority (CSA) means a designated University official who has an obligation under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act to report certain crimes and sexual misconduct.

Clery Act means the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, a federal statute requiring colleges and universities participating in federal financial aid programs to maintain and disclose campus crime statistics and security information.

CMU or the University means Central Michigan University.

CMU Housing means housing owned or operated by CMU, such as residence halls and apartments.

CMUPD means the Central Michigan University Police Department.

CMU-Recognized Housing means housing not owned by CMU but where recognized student organizations dwell, including recognized fraternity and sorority chapter dwellings.

Coercion means the improper use of pressure to compel another individual to initiate or continue sexual activity against the individual's will. Coercion may include intimidation, manipulation, threats, and blackmail. Words or conduct may constitute coercion if they wrongfully impair another individual's freedom of will and ability to choose whether to engage in sexual activity.

Complainant means student or employee who is alleged to have been subjected to conduct that could constitute Sex or Gender-Based discrimination, harassment, or retaliation under this Policy; or a person other than a student or employee who is alleged to have been subjected to conduct that could constitute Sex and Gender-Based discrimination under the Policy and who was participating or attempting to participate in CMU's education program or activity at the time of the alleged Sex and Gender-Based discrimination, harassment, or retaliation.

Complaint means an oral or written request to CMU that objectively can be understood as a request for CMU to investigate and make a determination about alleged violation(s) of this Policy.

Confidential means a category of information that, when disclosed to someone on a specific list of individuals, may only be shared if there is an imminent threat of harm to self or others.

Confidential Employee/ Confidential Resources means

- an employee whose communications are privileged or confidential under Federal or State law. The employee's confidential status, for purposes of this Policy, is only with respect to information received while the employee is functioning within the scope of their duties to which privilege or confidentiality applies; or
- a CMU employee who has been designated as confidential under this Policy for the purpose of providing services to persons related to Sex and Gender-Based discrimination, harassment, or retaliation. If the employee also has a duty not associated with providing these services, the employee's confidential status only applies with respect

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to information received about Sex and Gender-Based discrimination, harassment, or retaliation in connection with providing these services; or

- A CMU employee who is conducting an Institutional Review Board-approved human-subjects research study designed to gather information about Sex and Gender-Based discrimination, harassment, or retaliation. The employee's confidential status only applies with respect to information received while conducting the study.

Consent means an affirmative, conscious decision by a participant to engage in sexual activity. Consent must be freely and voluntarily given with knowledge of the nature of the act or transaction involved and can be revoked at any time. CMU will consider the following when evaluating whether the Complainant has given Consent:

- Level of mutual understanding of the nature and scope of the act to which the individual Consented and a willingness to do the same thing, at the same time, in the same way;
- Whether Consent was obtained through the use of force, coercion, threats, or intimidation or by taking advantage of the Incapacitation of another individual;
- Whether communication regarding Consent used mutually understandable words and/or actions that indicated an unambiguous willingness to engage in sexual activity. If there is no evidence of clear communication or outward demonstration, CMU will find that Consent was not given;
- Whether Complainant withdrew Consent; and/or
- Whether, once withdrawn, the sexual activity ceased immediately and/or all parties received mutually expressed or clearly stated Consent before continuing further sexual activity.
- CMU will not consider Consent to one form of sexual contact as Consent to all forms of sexual contact; nor will it consider Consent to sexual activity with one person as Consent to activity with any other person. Each participant in a sexual encounter must Consent to each form of sexual contact with each participant.
- Even in the context of a current or previous intimate relationship, CMU will evaluate whether each party Consented to each instance of sexual contact each time.
- Complainant need not resist the sexual advance or request to demonstrate a lack of Consent; however, CMU will view Complainant's resistance as a clear demonstration of non-consent.

Contact means any direct or indirect verbal, written, electronic, or third-party messages, any physical touch, or non-verbal gesture.

Dating Violence means violence, or threat of violence, by a person who has been in a romantic or intimate relationship with the Complainant. Whether there was such a relationship will be gauged by the length, type, and frequency of interaction.

Day means a business day when CMU is in normal operations. All references to "day" made within this Policy refer to business day unless otherwise specifically noted as calendar day.

Decisionmaker means the person who hears evidence, determines relevance, and makes the final determination of whether this Policy has been violated and/or assigns sanctions; or determines an appeal.

Domestic Violence and Intimate Partner Violence means a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, by a person who is cohabitating with or has cohabitated with the Complainant as a spouse, by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of the applicable jurisdiction or by any other person against a Complainant who is protected from that person's acts under the domestic or family violence laws of the applicable jurisdiction. To constitute Domestic Violence or Intimate Partner Violence under this Policy, the relationship between the Respondent and the Complainant must be more than just two people living together as roommates.

Determination means a written report prepared at the end of an investigation into an alleged violation of this Policy that includes a conclusion as to whether or not a violation of this Policy occurred and the rationale for the conclusion.

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Elliot-Larsen Civil Rights Act means the Michigan law that prohibits discrimination on the basis of “religion, race, color, national origin, age, sex, height, weight, familial status, or marital status” in employment, housing, education, and access to public accommodations.

Education Program or Activity means all the operations of CMU.

Employee means a person employed by CMU, either full or part-time, including certain student employees, when acting within the scope of their employment.

Force means the use of threat or physical violence, restraint, or intimidation to overcome an individual’s choice of whether to participate in sexual activity.

Grievance Procedures means the procedures that CMU uses to assess a report and resolve a Complaint.

Incapacitation means a state in which an individual cannot make the informed and rational decision to engage in sexual activity because the individual lacks conscious knowledge of the nature of the act (e.g., cannot understand the who, what, when, where, why or how of the sexual interaction) and/or is physically helpless.

- An incapacitated person is unable to give consent. An individual is incapacitated when asleep, unconscious, or otherwise unaware that sexual activity is occurring. This includes an individual incapable of giving consent because of their age or their temporary or permanent mental incapacity. Incapacitation may result from the use of alcohol and/or other drugs.
- Because the impact of alcohol and drugs varies from person to person, CMU will not find an individual incapacitated solely based on that person’s consumption of alcohol or other drugs, impairment, inebriation, or intoxication. Instead, it will conduct a case-by-case evaluation to assess how the consumption of alcohol and/or drugs impacts an individual’s decision-making ability, awareness of consequences, ability to make informed judgments, or capacity to appreciate the nature and the quality of the behavior.
- In any claim, CMU will evaluate whether Respondent knew or should have known that Complainant was incapacitated when viewed from the position of a sober, reasonable person.
- CMU will not accept being intoxicated or impaired by drugs or alcohol as an excuse for Covered Behavior; nor will it consider intoxication or such impairment to diminish a Respondent’s responsibility to obtain consent.

Intimate Partner means a person who is, or has been involved in, a sexual, dating, domestic, or other intimate relationship with the initiating individual within the past twelve (12) months.

Intimate Parts means the breasts, genitals, buttocks, groin, mouth, or any other part of the body that is touched in a sexual manner.

Intimidation means 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 person to actual physical attack.

Investigative Report means the Investigator’s Draft or Final summary of all relevant evidence gathered during the investigation.

Investigator means the person(s) assigned by the Title IX Coordinator to gather facts, assess relevance and credibility, synthesize evidence, and compile this information, about an alleged violation of this Policy, into an Investigative Report.

Knowledge means when CMU receives notice of conduct that reasonably may constitute Sex and Gender-Based discrimination, harassment, or retaliation, in violation of this Policy.

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Mandatory Reporter means a CMU employee who is obligated by this Policy to share knowledge, notice, and/or reports of discrimination, harassment, and/or retaliation with the Title IX Coordinator. All CMU employees except those designated as Confidential Resources/Confidential Employees are considered Mandatory Reporters.

No Contact Order means an order issued by a CMU official that requires that an individual have no contact with a person or persons.

OCRIE means Central Michigan University Office of Civil Rights and Institutional Equity.

Party means the Complainant(s) or Respondent(s).

Private or Privacy means a category of information related to a Report of Sex and Gender-Based misconduct that may be shared with a small circle of individuals who have a need to know.

Pregnancy or related Conditions means pregnancy, childbirth, termination of pregnancy, lactation, or medical conditions related thereto, or recovery therefrom.

Remedies means measures provided, as appropriate, to a Party and/or the community to restore or preserve that person's and/or community's equal access to CMU's Education Program or Activity.

Report means information about an allegation of sexual and gender-based misconduct shared with OCRIE or a Mandatory Reporter.

Resolution Path means the process(es) CMU may take to reach a final resolution of allegations of Covered Behavior under this Policy.

Respondent means a person alleged to have violated.

Retaliation and/or Peer Retaliation means acts, words, or attempts to take adverse action against the Complainant, Respondent, or any individual or group of individuals because of their good faith Complaint or participation in an investigation and/or resolution of a Complaint or interfering with the administering of this Policy. Retaliation may be committed by any individual or group of individuals including by other students.

- retaliation may take many forms, including threats, intimidation, coercion, or discrimination, pressuring, continued abuse, violence, other forms of harm to others.
- retaliation may also occur by moving someone to a less desirable workspace, altering work hours, removing or limiting privileges. All forms of Retaliation are prohibited under this Policy as well as under state and federal law.

Relevant Evidence means evidence that may aid a Decision-maker determining whether the alleged Covered Behavior occurred, or in determining the credibility of the Parties or witnesses.

Sex and Gender-Based Misconduct or Covered Behavior means the following activities, as defined herein: Dating Violence; Domestic or Intimate Partner Violence; Sex or Gender-Based Discrimination; Sexual Assault; Sexual Exploitation; Sexual Harassment; Stalking; Retaliation; and other covered behaviors and actions where such behavior is based on an individual's gender, gender identity, sex, sex stereotypes, sex characteristics, sexual orientation, or pregnancy or related conditions.

Sex and Gender-Based Discrimination means different treatment with respect to an individual's employment or participation in an education program or activity, based in whole or in part upon the individual's actual or perceived gender, gender identity, sex, sex stereotypes, sex characteristics, sexual orientation, or pregnancy or related conditions.

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Sexual Assault means touching of a sexual nature without Consent, including, but not limited to, any of the following acts:

- penetration, no matter how slight, of a person's vagina or anus with any body part or object without the Complainant's Consent;
- penetration, no matter how slight, of a person's mouth by another person's sex organ without the Complainant's Consent;
- intentional touching, without the Complainant's Consent, of a person's intimate body parts, or any material, such as clothing, covering the immediate area of a person's intimate body parts, including, but not limited to, that person's breasts, buttock, groin, or mouth, for the purposes of sexual arousal or gratification, a sexual purpose, or in a sexual manner.

Sexual Exploitation means conduct involving a person taking, or attempting to take, non-consensual or abusive sexual advantage of a Complainant when such conduct would not otherwise be defined as sexual harassment or sexual assault including, but not limited to:

- benefiting, promoting, or earning money from the prostitution of another individual;
- producing, distributing, receiving, or possessing an image of child pornography, regardless of whether or not the image is physical or digital;
- engaging in sexual voyeurism or knowingly allowing another individual to engage in sexual voyeurism, either in person or through electronic means;
- producing, distributing, receiving, possessing, or taking pictures or otherwise creating a record or recording of a sexual nature without the Complainant's Consent or exceeding the boundaries of that Consent;
- distributing, or otherwise making available, materials, whether physical or digital, of a sexual nature beyond the Consent of all of the individuals depicted in the materials;
- exposing one's genitals or inducing another to expose their own genitals in non-consensual circumstances;
- knowingly exposing another individual to a sexually transmitted disease or virus without their knowledge;
- sex-based bullying; or
- inducing incapacitation for the purpose of making another person vulnerable to non-consensual sexual activity.

Sexual Harassment means any unwelcome sexual advance, request for sexual favors, or other unwelcome verbal, electronic, or physical conduct of a sexual nature, including on the basis gender, gender identity, sex, sex stereotypes, sex characteristics, sexual orientation, or pregnancy or related conditions when:

- submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment, evaluation of academic work, or participation in any aspect of a University program or activity (e.g., *quid pro quo*);
- submission to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual (e.g., *quid pro quo*); or
- such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or participation in a CMU program or activity, i.e. it is sufficiently serious, pervasive, or persistent as to create an intimidating, hostile, humiliating, demeaning, or sexually offensive working, academic, residential, or social environment under both a subjective and an objective standard (e.g., hostile environment).

A single isolated incident of Sexual Harassment may jeopardize equal access to employment or a program or activity, if it is sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to be found responsible for a Policy violation, particularly if the behavior is physical.

Stalking means a course of conduct, which is two or more incidents directed at a specific person that would cause a reasonable person to fear for that person's own or someone else's safety or to suffer substantial emotional distress. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

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Student means a person who has gained admission to CMU.

Supportive Measure means individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a Complainant or Respondent, not for punitive or disciplinary reasons, and without fee or charge to the complainant or respondent to:

- Restore or preserve that party's access to CMU's education program or activity, including measures that are designed to protect the safety of the parties or the university's educational environment; or
- Provide support during the university's grievance procedures or during the alternate resolution process.

Title IX Coordinator means the person designated by CMU to coordinate ultimate oversight of compliance with Title IX and CMU's Title IX program. References to The Title IX Coordinator throughout this Policy may also encompass a designee. The contact information for the Title IX Coordinator can be found in Supplemental Appendix A.

University or CMU Community Members means CMU students, faculty, staff, administrators, board members, consultants, vendors, and certain third parties, including, but not limited to, guests or others participating or attempting to participate in CMU programs or activities, contractors, consultants, and their employees.

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POLICY:

Under Title IX of the Education Amendments Act of 1972, “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.” Title IX applies to all of CMU’s programs and activities and requires that CMU not discriminate on such bases. Title IX prohibits retaliation against any individual who, e.g., files a good faith complaint or participates in an investigation under Title IX. This Policy meets and, in some areas, exceeds the scope of Title IX and its implementing regulations.

In addition, CMU’s response to sexual assault, dating violence, domestic and intimate partner violence, and stalking are governed by the Jeanne Clery Act and Section 304 of the Violence Against Women Reauthorization Act of 2013 (VAWA).

CMU prohibits all forms of sex and gender-based harassment, sex-based discrimination and violence, dating violence, domestic and intimate partner violence, and stalking prohibited by Title IX, VAWA, Title VII of the Civil Rights Act of 1964, and other applicable statutes, including the Elliott Larsen Civil Rights Act. This Policy prohibits a broad continuum of behaviors, some of which are not prohibited under Title IX or other law. Their inclusion in this Policy reflects CMU’s standards and expectations for a respectful working and learning environment.

CMU will investigate and is committed to resolving all complaints of Sex and Gender-Based Misconduct in a prompt, fair and impartial manner. CMU will treat all individuals involved with dignity and respect. All processes are driven by objective fact-finding and approached from a neutral standpoint.

Scope

This Policy applies to any CMU Community Member engaging in Sex and/or Gender-Based Misconduct and any CMU Community Member being subjected to Sex and/or Gender-Based Misconduct.

Jurisdiction

The Policy applies to all Sex and Gender-Based Misconduct that takes place on-campus and off-campus if the Sex and/or Gender-Based Misconduct affects a University Community Member’s participation in a CMU education program or activity or otherwise affects the interests of the University. This includes, but is not limited to, if the Sex and/or Gender-Based Misconduct occurs:

1. in the context of a CMU education program or activity, regardless of location, including, but not limited to, service-learning activities, study abroad placements, student internship programs, the workplace, and work-related events;
2. at a location where either Party involved in a particular claim is a member of the CMU community;
3. outside the context of a CMU education program or activity when the Sex or Gender-Based Misconduct has continuing adverse effects on campus or in an off-campus education program or activity.
4. Online and/or social media conduct may also violate this Policy if it meets the definition of Sex and Gender-Based Misconduct. Online postings are in the public sphere and are not private. These postings may subject an individual to allegations of Sex and Gender-Based Misconduct or other misconduct. CMU does not regularly search for this information, but it may take action if and when such information is brought to its attention. CMU will view any Report of online Sex and Gender-Based Misconduct with all parties’ free speech rights in mind.

Covered Behavior

CMU will treat actual or attempted Sex and Gender-Based Misconduct as if those attempts had been completed. When CMU evaluates responsibility for alleged Sex and Gender-Based Misconduct, it considers the existence or non-existence of Coercion, Consent, Force, and/or Incapacitation.

Covered Behavior includes:

1. Dating Violence;
2. Domestic Violence and Intimate Partner Violence;

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3. Sex-Based or Gender-Based Discrimination;
4. Sexual Assault;
5. Sexual Exploitation;
6. Sexual Harassment;
7. Stalking; or
8. Retaliation.

Privacy and Confidentiality

CMU is committed to protecting the Privacy of all individuals involved in a Report of Sex or Gender-Based Misconduct. Throughout the resolution process, every effort will be made to protect the privacy interests of all individuals involved in a manner consistent with the need for a thorough review. Privacy and Confidentiality have distinct meanings under this Policy, which are defined below.

Notwithstanding the foregoing, CMU will not require a University Community Member to abide by any nondisclosure agreement, in writing or otherwise, that would prevent the disclosure of information received during that member's involvement in a process under this Policy.

CMU may disclose information received under the following circumstances:

- to the extent provided by this Policy;
- to the extent necessary to:
 - eliminate the alleged Sex and Gender-Based Misconduct;
 - remedy the effects of the alleged Sex and Gender-Based Misconduct;
 - complete an investigation under this Policy; or
 - complete any sanctioning processes under this Policy.
- to the extent required by law, including, but not limited to:
 - the Michigan Freedom of Information Act;
 - the Michigan Bullard-Plawewski Employee Right to Know Act;
 - the Family Educational Rights and Privacy Act (i.e. "FERPA");
 - a valid subpoena, search warrant, or other lawfully issued court order; or
 - a valid order to respond to any inquiry or complaint from, or filed with, a governmental administrative agency.

CMU may have reporting obligations to insurance providers or other external entities for business purposes, including the obligation to provide certain statistics related to Reports or Complaints.

CMU has state of Michigan reporting obligations under Michigan's State School Aid Act, including the obligation to provide certain statistics related to complaints of sex and gender-based misconduct.

CMU has federal reporting obligations under the Clery Act, including the obligation to provide statistics to the CMUPD of certain reported crimes. As proscribed by the Clery Act, CMU will not include the name of a Complainant, Respondent, witness, or other identifying information in publicly available reports or timely warnings.

CMU may need to report an incident to local law enforcement under certain circumstances, including, but not limited to, an incident where there is a clear and imminent danger, an incident involving a weapon, an incident involving a minor, or an incident warranting the undertaking of security or safety measures for the protection of the Complainant or any other member of the University community including its visitors.

Privacy

Private information may only be shared with those CMU employees who are directly involved in the resolution of a Report or Complaint under this Policy and who need to know the information in order to resolve the Report or Complaint. While not bound by legal privilege or other mandated confidentiality, these individuals will be discreet and respect the privacy

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of all individuals involved in the process. The private nature of information provided to the Title IX Coordinator and OCRIE will be accorded the utmost respect.

Confidentiality

Unless there is an imminent threat of harm to self or others, certain information that is shared with designated campus or community professionals may not be revealed to any other individual without express permission from the individual disclosing the information or about whom the information pertains. Confidential professionals are recognized as individuals whose communications are privileged or confidential under Federal or State Law. Designated campus and community professionals that may hold legally privileged conversations recognized by law include medical providers, mental health providers, ordained clergy/pastoral counselors, and rape crisis counselors.

Confidential Resources/Confidential Employees are licensed or specially trained professionals who, by law, may not share information without the consent of the individual seeking assistance.

Contact information for Confidential Resources available to University Members on-Campus are listed in Supplemental Appendix B.

Entities providing confidential counseling, advocacy, physical health, mental health, legal, or immigration resources may also be available off-campus. See Supplemental Appendices A and B for contact information.

CMU makes no warranties, either express or implied, regarding confidentiality or with respect to any other aspect of services offered by resources off-campus.

There is no expectation that a concern or allegation of Sex or Gender-Based Misconduct brought to a Confidential Resource/Confidential Employee will be reported to the Title IX Coordinator. Confidential Resources/Confidential Employees, when informed of Sex or Gender-Based Misconduct, must provide the following information to persons who disclose information related to a Covered Behavior: their status as a Confidential (and therefore, non-reporting) Employee; the Title IX Coordinator's contact information and information about the role of the Title IX Coordinator, including their ability to coordinate Supportive Measures; and how to make a complaint of sex discrimination.

Confidential Resources/ Confidential Employee may, under limited circumstances, share information with third parties including, but not limited to, law enforcement, Child Protective Services, or the Title IX Coordinator. Possible circumstances include to comply with a generally applicable law including, but not limited to:

- The Michigan Child Protection Law;
- Section 946 of the Michigan Mental Health Code regarding threats of physical violence against third persons;
- a valid subpoena, search warrant, or other lawfully issued court order;
- a valid order to respond to any inquiry or complaint from, or filed with, a governmental administrative agency;
- or
- when an act of Sex and Gender-Based Misconduct occurs during the delivery of support services.

Medical and counseling records of a Complainant or Respondent are privileged, confidential records that individuals are not required to disclose. However, these records may contain related and material information. During the Grievance Process, a Party may voluntarily waive the privilege or confidentiality by providing written consent for use in the Grievance Process. Any Party may choose to share such records with the Investigator. Any records provided by a Party become part of the file, and any information that relates to the current claim will be made available for review by the opposing Party and Advisor, with personal identifiers and non-related information removed as set forth in the Procedures. The Party who provided the records for review and who signed a written consent is presumed to have consented to such disclosure. The reviewing Party and Advisor agree to keep any such information confidential unless its disclosure during the hearing or hearing preparation is necessary to make a good faith argument in support of their position.

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Reporting Options

Reports can be made to the Title IX Coordinator as an oral or written notice, including submission of the electronic reporting form, in person, by mail, by telephone, by electronic mail, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. A Report may be made at any time (including during non-business hours).

The Title IX Coordinator can be reached at:

Physical and Mailing Address:
103 W. Preston St.
Bovee University Center, 306
Mount Pleasant, Michigan 48859

Phone:
989-774-3253

Electronic Mail:
TITLEIX@cmich.edu

Online Reporting Form
https://cm.maxient.com/reportingform.php?CentralMichiganUniv&layout_id=2

Individuals who believe they have experienced conduct that may also violate criminal law are also encouraged to report both to the Title IX Coordinator and local law enforcement. These processes are not mutually exclusive. See Supplemental Appendix A for contact information for reporting a Complaint.

Any Report is presumed to be credible, and the Respondent is presumed not responsible. CMU will assess every report of Sex and Gender-Based Misconduct for risk of harm to the Complainant, Respondent, or to the broader campus community and will take steps necessary to address those risks.

Amnesty Considerations

Individuals who submit a report or Complaint in good faith, as well as those who are identified as witnesses, will not be subject to CMU disciplinary action for their own consumption of alcohol or drugs at or near the time of the incident, provided that any such violations did not and do not place the health or safety of any other person at risk. CMU may, however, initiate an educational discussion or pursue other non-disciplinary, educational remedies regarding alcohol or drug use. Such Amnesty will also apply to collateral consequences related to a student's status as a Residence Life Paraprofessional, Student-Athlete, or other position with privileges at CMU. CMU will not ask about or investigate the citizenship status of any individual who submits a report or Complaint.

Complainant Reporting

When reporting to OCRIE or law enforcement, Complainants do not need to know whether they wish to request any course of action, nor how to label what happened. Deciding how to proceed can be a process that unfolds over time. Before or during the decision-making process, Complainants and other reporting persons are encouraged to seek support and information from a Confidential Resource.

Complainants are encouraged to preserve any physical evidence related to the matter.

A Complainant may contact the Title IX Coordinator, CMUPD, or other appropriate authorities for assistance with filing a criminal complaint or a civil protective order and for information on a forensic exam and preserving evidence. Additional information about preserving physical evidence can be found in Appendix A and B.

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A Complainant has the right to notify, or decline to notify, law enforcement. In the context of sexual assault, intimate partner violence, and stalking, federal law mandates that it is an adult Complainant's choice to notify or decline to notify law enforcement.

This Policy, its procedures, definitions, and burden of proof may differ from Michigan or federal criminal law. Neither law enforcement's determination of whether to prosecute a Respondent, nor the outcome of any criminal prosecution, determine whether a violation of this Policy has occurred. Proceedings under this Policy may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus.

At the request of law enforcement, CMU may defer its Grievance Process until after the initial stages of a criminal investigation. If CMU delays for this reason, it will communicate with both Parties regarding Supportive Measures, rights, and procedural options under this Policy to assure safety and well-being during the criminal investigation. CMU will promptly resume the Grievance Process under this Policy as soon as it is informed that law enforcement has completed its initial investigation.

Required Reporting

All employees, including faculty, who are not designated as Confidential Resources/Confidential Employees are considered Mandatory Reporters and are required to report all Covered Behavior disclosures to the Title IX Coordinator immediately. It is expected that all employees keep information shared private to all others besides the Title IX Coordinator.

Employees are exempt from their mandatory reporting requirement and are considered Confidential Employees/Confidential Resources when:

- the employee learns about the allegation during a public event to raise awareness about sex or gender-based misconduct. Examples of these types of events or forums include, but are not limited to, Take Back the Night and protests;
- the disclosure is made during the course of a research project involving sex discrimination and approved by CMU's Institutional Review Board; or
- the disclosure is made during a class assignment or in-class discussion and the course has been approved for the exception by the Title IX Coordinator. The course syllabus must clearly state, in language approved by the Title IX Coordinator, that concerns or allegations of Sex and Gender-Based Misconduct disclosed in writing assignments or during the in-class discussion will not be deemed as meeting the required reporting obligation to the Title IX Coordinator.

Confidential Employees/Confidential Resource include:

- CMU Counseling Center;
- CMU Sexual Aggression Peer Advocates (SAPA);
- Carls Center for Clinical Care and Education;
- CMU Psychological Training and Consultation Center;
- CMU Center for Community Counseling and Development;
- health care providers, including medical professionals at CMU's University Health Services, providing related health care services; or
- CMU Ombuds Office.

A Mandatory Reporter who is themselves a target of Sex or Gender-Based Misconduct is not required to report their own experiences, though they are encouraged to do so.

Failure of a Mandatory Reporter to report an incident of Sex or Gender-Based Misconduct as outlined above, may be subject to disciplinary action for failure to comply/failure to report.

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Anyone with information regarding suspected child abuse or neglect must immediately report known or suspected mental or physical abuse or neglect of a child made known to them in their professional or official capacity directly to Michigan's Department of Human Services by calling 855-444-3911 (24/7 toll-free number). You must submit a written report to the Department of Human Services within 72 hours of the initial verbal report. Reporters must also inform OCRIE. For purposes of this requirement, a "child" is anyone age 17 or younger.

Timeframes for Reporting

There is no time limit for reporting Sex or Gender-Based Misconduct; however, all individuals are encouraged to report the behavior as soon as possible in order to maximize CMU's ability to respond promptly and effectively. If the Respondent is not a member of the CMU Community at the time of the Report, CMU will still provide Supportive Measures to Complainants as appropriate; however, its ability to investigate and/or take action may be limited. CMU will assist a Complainant in identifying external reporting options.

If a Complainant chooses not to file a Complaint at the time of the Report, they may file a Complaint at a later date.

Complainant Agency and Autonomy Not to Proceed

In the absence of a Complaint or where a Complainant requests that their name or other identifiable information not be shared with Respondent, that no investigation occur, or that no formal action be taken (including when the Complainant asks to withdraw any or all of their allegations), CMU will balance this request with its obligations to provide a safe and non-discriminatory environment for all CMU Community members, including the Complainant. CMU will also remain true to principles of fundamental fairness that require notice and an opportunity to respond before action is taken against a Respondent.

In determining whether the Title IX Coordinator should initiate a complaint under these circumstances, CMU may consult with appropriate offices in order to undertake an individualized safety and risk analysis and may consider the following:

1. the nature and scope of the alleged conduct, including whether the reported Sex and Gender-Based Misconduct involves the use of a weapon or force;
2. the Complainant's request not to proceed with a complaint, including evaluation of any risk or safety concerns on behalf of the complainant should a formal complaint be initiated;
3. the respective ages and roles of the Complainant and Respondent;
4. the risk posed to any individual or to the campus community by not proceeding, including the risk of additional sex or gender-based misconduct or violence;
5. whether there have been other reports of misconduct by the Respondent;
6. the scope and severity of the alleged conduct, including information suggesting a pattern, ongoing discrimination, conduct impacting multiple persons or so severe that, if established, the conduct will require removal of the respondent or other sanction to end any further discrimination and prevent recurrence.
7. whether CMU possesses other means to obtain relevant evidence (e.g., security cameras, personnel, or physical evidence);
8. considerations of fundamental fairness and rights of the Parties with respect to the Respondent should the course of action include disciplinary action against the Respondent; and
9. the ability of the University to end and prevent further sex discrimination without initiating a Complaint.

Where CMU determines that action should be taken that is inconsistent with Complainant's request not to proceed, the Title IX Coordinator will inform the Complainant about CMU's chosen course of action. As part of providing Supportive Measures, CMU may pursue steps to limit the effects of the alleged Sex and Gender-Based Misconduct and prevent its recurrence in ways that do not involve disciplinary action against a Respondent or disclosing the identity of the Complainant. See Supportive Measures section.

Complaint

The Complainant may initiate a Complaint at any time during or after an initial Report. Complaints may be submitted as a verbal or written request to the Title IX Coordinator.

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The Title IX Coordinator may initiate a Complaint related to Sex and Gender-Based Misconduct of which they have been made aware. In doing so, the Title IX Coordinator does not become a Complainant or a Party to the case.

Supportive Measures

Supportive Measures are provided and coordinated for both the Complainant and the Respondent regardless of whether the Complainant chooses to pursue an investigation. Supportive Measures must be reasonably available and implemented by the Title IX Coordinator.

Supportive Measures are non-disciplinary, non-punitive measures designed to protect the safety of each party involved; they are not sanctions.

CMU may, at any time during or after the Grievance Process modify or terminate Supportive Measures in place for either Party.

Supportive Measures may include, but are not limited to:

1. Changing CMU housing assignment;
2. Public safety escort on campus;
3. Changing academic assignments or schedule, including the ability to take an “incomplete,” drop a course without penalty, or transfer sections (with the agreement of the appropriate faculty);
4. Changing work, class, or extracurricular activity or any other activity regardless of whether there is or is not a comparable alternative;
5. Providing training and education programs related to Sex and Gender-Based Misconduct;
6. Referral for support services, such as tutoring, counseling, or the Employee Assistance Program;
1. Restrictions or no-contact directives applied to one or more parties;
2. An Emergency Removal; or
3. Any other measure that can be tailored to the individuals involved in order to achieve the goals of this Policy

Supportive Measures will be kept private to the extent that maintaining that privacy does not impair CMU’s ability to provide assistance.

Emergency Removal

CMU may remove a Respondent from a CMU program or activity on an emergency basis if it determines that a Respondent poses an imminent and serious threat to the health or safety of any individual arising from the allegations of Sex and Gender-Based Misconduct that justifies removal. Prior to an Emergency Removal CMU will conduct an individualized safety and risk analysis to consider whether emergency removal of the Respondent is necessary. The Emergency Removal will remain in place pending the results of the Grievance Process or until the imminent and serious threat to health or safety has concluded.

For students, Emergency Removal will constitute a temporary suspension. Employees will be placed on Administrative Leave. Administrative Leave may also be warranted when circumstances suggest the presence of the Respondent would significantly hinder the investigation.

Supportive Measures shall, in all cases, be non-disciplinary in nature. Selection of Supportive Measures and whether to implement Emergency Removal will vary depending on the facts of each case. CMU may consider several factors, including, but not limited to:

1. the specific needs expressed by the Complainant and/or Respondent;
2. the age of the Parties involved;
3. the severity or pervasiveness of the allegations;
4. any continuing effects on either Party or the Campus Community;
5. whether the Complainant and Respondent share the same residence building, dining hall, class, transportation, or job location;
6. overall safety of the campus community or;

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7. whether judicial measures have been taken to protect the Complainant (e.g., civil protection orders).

Complainants and Respondents will be provided the opportunity to seek modification or reversal of the determination to implement, deny, modify, or terminate Supportive Measures applicable to each party. A written request (appeal) must be provided to the Title IX Coordinator within five (5) days issuance of the decision being appealed. The Title IX Coordinator will appoint an individual to review the request.

Parties have the opportunity to seek additional modification or termination of a supportive measure applicable to them if circumstances change materially.

While Supportive Measures including Emergency Removal, are in place, the Title IX Coordinator, in consultation with other CMU administrators, may maintain contact with the Parties so that all safety, emotional, and physical well-being concerns can be reasonably addressed.

Advisor

Complainant(s) and Respondent(s) may each have an Advisor of their choice present at any meeting related to the Report or Complaint of Sex and Gender-Based Misconduct. An Advisor may be, but does not have to be, an attorney. Advisors should make themselves available for meetings throughout the process.

Complainant(s) or Respondent(s) may request to the Title IX Coordinator to have additional persons besides their Advisor to be present. The decision to grant this request is at the sole discretion of the Title IX Coordinator and will be granted equitably to all parties.

If a Party does not have an Advisor for a Hearing, the University will provide one, to be chosen by the University, at no charge.

The Advisor will be required to review and conform to the University's policies and procedures, privacy protections, and expected rules of participation and decorum. Refusal to comply with the University's policies and procedures may, in the University's sole discretion, result in removal of the Advisor(s). The University shall determine what constitutes appropriate behavior on the part of an Advisor. Advisors are strongly discouraged from acting as fact witnesses or otherwise participating in any other way in the Resolution Process. Repeated violations of the rules shall be grounds for the removal, in CMU's sole discretion, of a support person or Advisor. If an Advisor is removed, a replacement Advisor will be provided by CMU.

Evidentiary Standard

CMU will determine responsibility for violation of Policy using the preponderance of the evidence standard.

Preponderance of the evidence means that, in reaching its determination, the decision-maker has concluded that it is more likely than not that the Covered Behavior did or did not occur.

First Amendment Protections

Nothing in this Policy is intended to limit constitutionally protected First Amendment Rights or restrict any other Constitutional rights.

First Amendment free speech rights protect speech on matters of public interest. They do not protect illegal activity, sexual harassment as defined by this Policy, destruction of property, or material and substantial disruption of classes or campus activities.

Accountability

CMU Community: For students, failure to follow this Policy could lead to sanctions, up to and including expulsion. For administrators, faculty, and staff, failure to follow this Policy could lead to disciplinary action up to and including dismissal consistent with Human Resources and Faculty Personnel Services policies and any applicable bargaining agreements. For

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third parties, such as a Contractor, Guest, Volunteer, etc., failure to follow this Policy could lead to disciplinary action up to and including relationship termination.

Federal and State Law: Federal and state funding is premised on compliance with the laws and guidance referenced in this Policy. The University could lose Federal or state funding for failure to comply.

Concerns about CMU's application of this Policy and compliance with certain federal civil rights laws may be addressed to the U.S. Department of Education's Office for Civil Rights (OCR). Additionally, Employees have a right to contact the Equal Employment Opportunity Commission (EEOC) regarding their rights under Title VII. See Supplemental Appendix A for contact information.

Additional Information

Nondiscrimination

All rights and responsibilities under this Policy extend to all University Community Members regardless of age, color, disability, ethnicity, familial status, gender, gender expression, gender identity, genetic information, height, marital status, national origin, political persuasion, pregnancy, childbirth, or related medical conditions, race, religion, sex, sex-based stereotypes, sexual orientation, transgender status, veteran status, weight, or any other status as protected by CMU's Nondiscrimination Statement.

Other forms of prohibited discrimination and/or harassment, not covered in this Policy, are governed by CMU's Equal Opportunity and Affirmative Action Protocol.

Training Requirements

CMU shall offer primary and ongoing prevention and awareness programs regarding topics related to Sex and Gender-Based Misconduct to students, faculty, and staff as appropriate.

All employees are required to complete training regarding prevention and awareness related to Sex and Gender-Based Misconduct, upon new hire or upon change of positions that alters their status as a confidential employee or mandatory reporter under this Policy and annually thereafter.

Employees who fail to complete this training requirement as outlined above, may be subject to disciplinary action for failure to comply.

Individuals involved in the resolution of Sex and Gender-Based Misconduct must complete all legally required training. These individuals include, but are not limited to

1. The Title IX Coordinator and their designees,
2. Investigators,
3. Decision-makers,
4. Other persons who are responsible for implementing CMU's resolution procedures or have the authority to modify or terminate supportive measures, and
5. Facilitators of alternative resolution processes.

OCRIE will make all training material available upon request for inspection by members of the public.

Contact Information

Contact information for filing complaints both with CMU's Title IX Coordinator's and externally (law enforcement and/or State or Federal Complaint Offices) contact can be found in [Supplemental Appendix A](#).

Contact information for resources can be found in [Supplemental Appendix B](#).

Record Retention



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CMU will retain related records in compliance with CMU's Record Retention Policy and all applicable federal and state laws.

Withdrawals, Resignations, & Graduation

If a Respondent ceases enrollment or employment with CMU before a final determination under this Policy or its Procedures, CMU may dismiss the Complaint. However, CMU may continue to provide Supportive Measures to the Complainant.

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GRIEVANCE PROCESS AND PROCEDURES:

When responding to a Report of Sex and/or Gender-Based Misconduct, CMU will undertake a Grievance Process. The Grievance Process will include an initial evaluation of the reported violations of this Policy and determining a path to resolution. Paths to resolution include:

1. Alternative Dispute Resolution (ADR);
2. Administrative Resolution Path (ARP); and
3. Hearing Resolution Path (HRP).

The Grievance Process will ensure the following basic rights for all participants:

1. Equitable treatment of the parties.
2. Objective evaluation of the Evidence.
3. No conflicts of interest or bias by Investigators or any Decision-makers.
4. Presumption of “not responsible” for Respondent.
5. The burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the Investigator.
6. Reasonably prompt timeframes for all steps in the process, including disciplinary sanctions and remedies. The Grievance Process is typically completed within 180 days of receipt of the Complaint. The typical timeframes for each major stage are sixty (60) days for the evaluation, ninety (90) days for the investigation, and thirty (30) days for the appeal; however, the timeframe may be extended for good cause. If the timeframe(s) is extended, the Parties will be notified with the rationale; however, the timeframe may be extended. If the timeframe is extended, Parties will be notified.
7. Preponderance of the evidence standard used in all cases.
8. Appeals provided equitably to both parties.
9. Supportive Measures offered to both parties.
10. Restrictions on the use of privileged information.

CMU will support and assist any Complainant or Respondent in understanding how to navigate the Grievance Process and Procedures.

Upon receipt of a report, the Title IX Coordinator will conduct an assessment to determine the applicable standard for investigation and review. If the conduct may not reasonably constitute a violation of this Policy, the matter is typically dismissed from this process. It may then be referred to another process or CMU office for resolution, if applicable.

CMU may dismiss (discretionary dismissal) a Complaint or allegations if, any time during the grievance process if any of the following conditions are met:

1. CMU is unable to identify the Respondent after taking reasonable steps to do so.
2. The Respondent not participating in CMU’s educational program or activity or is not employed by CMU.
3. The Complainant voluntarily withdraws any or all of the allegations in the Complaint, the Title IX Coordinator declines to initiate a Complaint, or CMU determines that, without the Complainant’s withdrawn allegations, the conduct that remains alleged in the Complaint, if any, would not constitute sex discrimination if proven.

Upon any dismissal CMU will promptly send written notice of the dismissal and the rationale for the dismissal simultaneously to the Complainant and Respondent, if the Respondent was notified of the Complaint.

The dismissal decision is appealable by any party. Information about appealing a dismissal decision is in the Appeals section

Dismissal of a Complaint or allegations does not preclude CMU from continuing to investigate the allegations of other relevant University policies.

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All efforts will be made to complete the Grievance Process in a timely manner by balancing principles of thoroughness and fundamental fairness with promptness. All parties involved are entitled to periodic status updates on the progress of the investigation and resolution of all complaints and subsequent appeals.

Inclusion of Other CMU Units

Individuals from other CMU departments that participate in an investigation under this Policy will have completed all required training. OCRIE may invite other CMU departments or offices to participate in the investigation if OCRIE determines that the investigation may lead to violations of other CMU policies outside of its jurisdiction. OCRIE may invite other CMU departments or offices to participate in its investigation if required by the terms of an applicable collective bargaining agreement.

The following CMU units are often included in investigations under this Policy:

- Office of Faculty Personnel Services if the Respondent is a faculty member;
- Office of Human Resources - Employee Relations if the Respondent is a staff member; and
- Office of Student Conduct if the Respondent is a student.

If the Respondent holds multiple roles at the University, OCRIE will determine which departments may be included based on the relevant facts of the case.

Conflicts of Interest

If the Complainant or the Respondent believes that the assigned Investigator or Decisionmaker has a conflict of interest or is impermissibly biased in the matter, the Complainant or the Respondent may request an alternate Investigator or Decisionmaker. This request must be made in writing to the Title IX Coordinator within five (5) days of when the Complainant or Respondent knew or should have known of the alleged conflict of interest or impermissible bias. The written request must contain sufficient information and details to establish that the Investigator or Decisionmaker has a conflict of interest or impermissible bias. The Title IX Coordinator will grant or deny this request in writing. The decision to grant or deny a conflict of interest request is not grounds for appeal.

An Investigator or Decisionmaker may seek to be recused from an investigation if the Investigator or Decisionmaker believes there may be a conflict of interest that prevents them from being unbiased in carrying out the investigation. A request by an Investigator or Decisionmaker to recuse themselves must be made in writing to the Title IX Coordinator and state the basis for the request. The Title IX Coordinator will grant or deny this request in writing.

It is within the Title IX Coordinator's discretion to:

- appoint an alternative Investigator or Decisionmaker
- direct the Investigator or Decisionmaker to fairly address the conflict of interest or impermissible bias during the investigation or Hearing; or
- reject the request on the grounds that no conflict of interest or impermissible bias was demonstrated.

In the event that the Title IX Coordinator has a conflict of interest or is impermissibly biased, the University's General Counsel or designee may retain a third party that will serve in the role of the Title IX Coordinator with respect to that specific investigation. The University's General Counsel or designee will notify the Title IX Coordinator of the actions taken in the matter and any conclusions therein so that the Title IX Coordinator may carry out their duties, including but not limited to, aggregate reporting and/or other requirements per federal and/or state regulations and CMU policy and procedures.

In the event that a Complaint is filed against the Title IX Coordinator, or any OCRIE staff member, the University's General Counsel or designee may retain a third party that will serve in the role of the Title IX Coordinator with respect to that specific investigation. The University's General Counsel or designee will notify the Title IX Coordinator of the actions taken in the matter and any conclusions therein so that the Title IX Coordinator may carry out its duties,

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including but not limited to aggregate reporting and/or other requirements per federal and/or state regulations and CMU policy and procedures.

In the event that a complaint is filed against the University President, or any member of the University's Board of Trustees, the Title IX Coordinator may retain a third party that will serve in the role of the Title IX Coordinator with respect to that specific investigation. The third party will provide the Title IX Coordinator of the actions taken in the matter and any conclusions therein so that the Title IX Coordinator may carry out its duties, including but not limited to aggregate reporting and/or maintaining requirements per federal and/or state regulations and CMU policy and procedures.

Parties' Rights

During any process defined under this Policy or its Procedures, both the Complainant and the Respondent have the right to:

- have an Advisor of their choosing accompany the Party during any stage of the process;
- meet with a representative of OCRIE to discuss resources, Supportive Measures, and the investigatory process available;
- participate or decline to participate in the process. However, even if a Party declines to participate, CMU may, continue to investigate the matter and issue a Determination based on available information in accordance with this Policy and its Procedures;
- consult with any of the resources otherwise available at any time. A list of confidential and non-confidential resources can be found in Supplemental Appendices A and B;
- be treated with sensitivity, dignity, and respect;
- request Supportive Measures;
- be kept up to date regarding the status of the Complaint; and

Resolution Paths

Alternative Dispute Resolution

The Complainant or the Respondent may make a request to initiate an Alternative Dispute Resolution (ADR) to the Title IX Coordinator at any time prior to a final determination being issued or the Title IX Coordinator may offer the option of an ADR to the Parties. It is the Title IX Coordinator's discretion whether to engage in ADR.

Types of ADR may include:

- Supportive Resolutions: When the Title IX Coordinator resolves the matter by providing only Supportive Measures designed to remedy the matter.
- Education Conversation: When the Title IX Coordinator resolves the matter by having a conversation with the Respondent to discuss the Complainant's concerns and institutional expectations. The Complainant may be a part of the education conversation with the Respondent.
- Accept Responsibility: When the Respondent accepts responsibility for violating this Policy and is willing to agree to terms and/or conditions. The Complainant and Title IX Coordinator must also agree to the terms and/or conditions of the resolution.
- Alternative Resolution: When the Parties agree to resolve the matter through an alternative resolution mechanism (such as mediation, shuttle negotiations, restorative practices, facilitated dialogue, etc.).

ADR facilitator(s) must be trained and cannot be the matter's Investigator or Decision-maker.

At any time during the ADR Process a Party may withdraw their voluntary participation. Should this occur or should the ADR Process not be successful, the Administrative Resolution Process or Hearing Resolution Process will proceed.

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The results of Complaints resolved by ADR are not appealable.

Failure to abide by the terms/conditions/agreements made during an ADR process may result in appropriate response or disciplinary action.

All ADR's will be documented and maintained in accordance with CMU's Record Retention Policy.

Administrative Resolution Path

The Administrative Resolution Path (ARP) is used to resolve the following types of Complaints when an ADR is not elected or successful.

- Sex or Gender-Based Discrimination
- Sex-Based Harassment (Dating Violence, Domestic or Intimate Partner Violence, Sexual Assault, Sexual Exploitation, Sexual Harassment, or Stalking) involving employees or non-student participants in CMU's programs and activities as both the Complainant and Respondent
- Retaliation

The ARP will consist of the following stages:

- Investigation
- Fact and Evidence Review and Response
- Administrative Determination by single Decisionmaker

The decision to modify the ARP may be made by the Title IX Coordinator. If the procedure is modified, written notice of the modification will be provided to both Parties.

Hearing Resolution Path

The Hearing Resolution Path (HRP) is used to resolve the following types of Complaints when an ADR is not elected or successful.

- Sex-Based harassment (Dating Violence, Domestic or Intimate Partner Violence, Sexual Assault, Sexual Exploitation, Sexual Harassment, or Stalking) involving student Complainants and/or student Respondents.

The HRP will consist of the following stages:

- Investigation
- Fact and Evidence Review and Response
- Hearing
- Hearing Determination by a Hearing Officer

The Title IX Coordinator will assign the person who will act as the Hearing Officer for the Hearing. The Hearing Officer may be a staff member of OCRIE or a neutral, third party. The Hearing Officer cannot be the Title IX Coordinator or the Investigator of the matter.

The decision to modify the HRP may be made by the Title IX Coordinator. If the procedure is modified, written notice of the modification will be provided to both Parties.

Investigation

Before an investigation, CMU will provide the Respondent with a written notice of allegations and investigation. This notice generally includes:

- the general nature of the allegations, including sufficient details so that the Respondent will be able to prepare a response, including, if known, identities of the parties; conduct allegedly constituting the Covered Behavior; and the date and location of the incident(s) giving rise to the Complaint;

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- a statement that the Respondent is presumed not responsible and that a determination as to responsibility will be made at the conclusion of the grievance process;
- a statement that either party may have an Advisor present of their choice, who may or may not be an attorney, for the duration of the grievance process;
- a statement that either party may examine any and all evidence that is collected during the investigation, whether or not CMU intends to use that evidence in reaching a decision;
- a statement that all parties and witnesses are prohibited from giving false statements to Investigators or knowingly submitting false materials or information during the grievance process;
- a request to meet with the Investigator; and
- notice that if the Respondent does not elect to participate in the investigation, CMU will carry out its investigation based on available information and that the Respondent may still be subject to sanction pursuant to this Policy and its Procedures.

Any notices to faculty or staff will also comport with any requirements of the applicable collective bargaining agreement, if any, regarding notice of investigations that may lead to discipline.

Notification of a Complaint may also be provided to:

- if the Respondent is faculty or staff, a copy of the written notice may be provided to:
 - the division leader for the Respondent's division or the Provost;
 - the administrative head of the appropriate personnel office; and
 - The University's President, the University's General Counsel, and/or the University's Board of Trustees in accordance with CMU policy.
- if the Respondent is a senior officer or an employee in the President's Division, a copy of the written notice may be sent to the University's President, the University's General Counsel, and/or the University's Board of Trustees in accordance with CMU policy.
- if the Respondent is the President, a copy of the written notice will be sent to the Chair of the Board of Trustees and University General Counsel;
- if the Respondent is a student, a copy of the written notice may be sent to the Office of Student Conduct; and
- if the Respondent is a Contractor, Guest, Volunteer, etc., a copy of the written notice may be sent to other appropriate individuals.
- If the Respondent is a member of the University's Board of Trustees, a copy of the written notice will be sent to the Chair or Co-Chair of the University's Board of Trustees, the University's President, the University's General Counsel, and/or the Board of Trustees appointment agency.

Additional notifications may be made to other appropriate people as required under state and/or federal laws, or CMU policy.

Investigatory Powers

Upon the direction of the Title IX Coordinator, OCRIE will undertake a prompt and equitable investigation of an alleged violation of this Policy.

OCRIE will prepare a written Complaint, if not already prepared. Title IX Coordinator has the ability to consolidate complaints and will notify the parties upon consolidation.

In order to carry out its obligations under this Policy and its Procedures, OCRIE may determine the scope of the investigation by interviewing people, inspecting documentary evidence, and reviewing other evidence that may otherwise be available to it. The Title IX Coordinator will not serve as an Investigator. OCRIE's decision about the scope of the investigation is not subject to appeal. An initial investigation may also be appropriate in cases where it is not clear if the Complaint is against an individual Respondent or against CMU itself (e.g., where a challenged decision may have been made pursuant to a CMU policy or practice).

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Unless either party indicates an unwillingness to participate in the investigatory process, OCRIE will separately interview the Complainant, the Respondent, and any relevant witnesses. It is within OCRIE's discretion to interview a Complainant, Respondent, or any witness multiple times.

Within five (5) days of being interviewed, the Complainant or the Respondent may supplement their oral statement with a written statement provided to the Investigator; may submit a list of possible witnesses they believe have relevant information to the investigation; or may provide evidence, documentary or otherwise, that the person deems relevant to the investigation.

Within five (5) days of being interviewed, any witnesses interviewed may provide the Investigator with a written statement or evidence, documentary or otherwise, that the person deems relevant to the investigation.

After an interview, witnesses will be asked to verify the accuracy of the summary of their interview. They may submit changes, edits, or clarification. If a witness does not respond within the time period designed for verification, objections to the accuracy of the summary will be deemed to have been waived, and no changes will be permitted.

It is within the Investigator's discretion to determine what documentary evidence it will consider. CMU will not return any evidence it receives or collects. OCRIE is permitted to independently, and on its own volition, obtain any and all evidence available to it. The Investigator is permitted to independently, and on their own volition, interview any and all relevant witnesses available to them.

Timely participation is key. If a party to the investigation does not respond to requests for participation, the Investigator will move forward with the investigation to provide a fundamentally fair investigation and process.

The Investigator's or OCRIE's decision about the scope of the investigation is not subject to appeal unless that decision results in the dismissal of any of the allegations in the Complaint.

OCRIE may engage external Investigators if circumstances warrant.

Fact and Evidence Review and Response (Investigative Report)

Upon the conclusion of an investigation into an allegation of a violation of this Policy, OCRIE will produce an investigative report to each Party for a review containing an overview of the investigation undertaken and relevant evidence and statements reviewed and considered.

OCRIE will provide simultaneous written notice to each Party that the draft Investigative Report is available. OCRIE will make the draft Investigative Report available for at least five (5) days for review and response to the evidence.

If there is significant, substantive, new information and/or evidence provided to OCRIE after the review and response is complete, and the parties have each had an opportunity to submit comments, questions, and/or new information, the Investigator will make a determination regarding whether a revised draft Investigative Report will be issued for an additional review and response period of at least five (5) days. It is expected that both parties will provide all relevant evidence and information to the Investigator prior to the draft Investigative Report being drafted.

Administrative Determination

For matters being resolved under the ARP path, after the Fact and Evidence Review and Response period, a single Decision-maker, who may be the matter's Investigator, will make a determination of responsibility. The outcome of the Decision-maker will be provided to both Parties in the form of a written Determination.

Each Administrative Determination will contain, at a minimum:

- an overview of the investigation undertaken;
- a summary of all evidence and statements reviewed and considered;

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- findings of fact based on the available evidence and statements;
- a finding of credibility, if determined;
- a conclusion as to whether or not a violation of this Policy occurred, or if insufficient evidence exists to make such a conclusion;
- the rationale and analysis in support of the findings and conclusion;
- actions to eliminate any violation, prevent its recurrence, and remedy its effects (such as sanctions); and
- notice of appeal rights.

The Determination will be simultaneously issued to the Complainant, the Respondent, and any other CMU official the Title IX Coordinator deems appropriate.

Hearing Determination

For matters being resolved under the HRP path, after the Fact and Evidence Review and Response period, a Final Investigative Report will be issued, and a live Hearing will be scheduled. A written notice of hearing will be provided to each Party and will contain the date, time, and location for the Hearing and the identity of the Hearing Officer.

The Hearing will be presided over by a Hearing Officer, who will serve as the Decisionmaker for the determination of responsibility. The Hearing Officer and the Parties must be able to simultaneously see and hear a Party or witness while that person is speaking.

All Hearings will be run in a manner that ensures fair process for both the Complainant and the Respondent. Both Parties will have the opportunity to ask questions, through their Advisor, to the other Party, as well as any witnesses, all relevant cross-examination questions, and follow-up questions, including those that challenge credibility.

The Hearing Officer is responsible for maintaining an orderly, fair, impartial and respectful Hearing. The Hearing Officer has broad authority to respond to disruptive or harassing behaviors, including adjourning the Hearing or excluding any offending person. All Hearings are closed to the public. A sole recording or transcript of the Hearing will be made by CMU. All other recording of the Hearing is prohibited. CMU will make the recording or transcript available to the Parties for inspection and review. Copies of the recording will not be provided to the Parties.

Persons who may be present for a Hearing include the Hearing Officer, the Title IX Coordinator, the matter's Investigator; the Parties and their Advisors; anyone providing authorized accommodations, interpretation, and/or assistive services; and anyone else deemed necessary by the Title IX Coordinator. Witnesses are present only during their portion of the Hearing.

The scope of the Hearing will be to allow solely for cross examination of the Parties and any witnesses. Each Party's Advisor will have the opportunity to ask the other Party, as well as any witnesses, all relevant cross-examination questions and follow-up questions, including those that challenge credibility. The Hearing Officer must explain any decision to exclude a question as not relevant or otherwise impermissible.

If a Complainant, Respondent, or witness declines to participate in the Hearing, the Hearing Officer may still proceed with the Hearing.

Questions and evidence that relate to a Complainant's sexual interests or prior sexual conduct are irrelevant and should not be asked about or considered during the grievance process, unless that evidence (1) is offered to prove that someone other than the Respondent committed the alleged conduct, or (2) is evidence about specific incidents of the Complainant's prior sexual conduct with the Respondent that is offered to prove consent to the alleged conduct.

The decisions made by the Hearing Officer, during the Hearing, are final and not subject to objection or other form of in-Hearing appeal by any Party or their Advisors. CMU will not return any evidence it receives or collects at the Hearing.

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After the conclusion of the Hearing, the Hearing Officer will make a determination of responsibility that will be included in the written Determination.

Each Determination will contain, at a minimum:

- an overview of the investigation undertaken;
- a summary of all evidence and statements reviewed and considered;
- a summary of the Hearing;
- findings of fact based on the available evidence and statements;
- a finding or findings of credibility, if determined;
- a conclusion as to whether or not a violation of this Policy occurred, or if insufficient evidence exists to make such a conclusion;
- the rationale and analysis in support of the findings and conclusion;
- recommended actions to eliminate the Covered Behavior, prevent its recurrence, and remedy its effects; and
- notice of appeal rights.

The Determination will be simultaneously issued to the Complainant, the Respondent, and any other CMU official the Title IX Coordinator deems appropriate

The timeframe for the investigation stage of the Grievance Process typically minty (90) days, however; the timeframe may be extended for good cause. If the timeframe is extended, Parties will be notified with the rationale.

Sanctions and Remedies

Generally, if a Respondent is found to have violated this Policy, CMU will initiate any appropriate sanctioning process to restore or preserve equal access to CMU's education program or activity to the complainant and/or to eliminate the misconduct, prevent its recurrence, and deter individuals for similar future behaviors.

In addition to any sanction(s), CMU may implement Remedies to a Party and/or the community to restore or preserve that person's and/or community's equal access to CMU's Education Program or Activity. The Title IX Coordinator will determine the appropriateness of Remedies and will monitor their implementation and effectiveness.

The Sanctioning Official shall be responsible for implementing any sanctions or otherwise ensuring any sanctions are implemented.

If the Respondent is a **Student**, the Director of the Office of Student Conduct or designee shall serve as the Sanctioning Official.

The Sanctioning Official may issue any sanction listed below or that is otherwise generally available under CMU's Code of Student Rights, Responsibilities, and Disciplinary Procedures, as may be amended from time to time.

- **Reprimand:** A written reprimand, including the possibility of more severe disciplinary sanctions in the event of the finding of a subsequent violation of CMU regulations within a stated period of time.
- **Removal from CMU Housing:** Cancellation of a housing agreement or lease and required vacation of CMU Housing.
- **Campus Restrictions:** Limitations on the times, places, or activities where a Respondent may be present or otherwise participate in.
- **Educational Programs:** Participation in educational programs, such as training, workshops, seminars, or other educational activities.
- **Revocation of CMU Privileges:** Revocation of CMU privileges, such as participation in extra-curricular activities, for a definite or indefinite period of time.
- **Disciplinary Probation:** Subjection to a period of critical examination and evaluation of behavior.
- **No Contact Orders:** Prohibition on all forms of contact with certain people.

Title/Subject: **Sexual and Gender-Based Misconduct Policy**

- **Suspension:** Exclusion from classes and other privileges or activities as set forth for a definite period of time.
- **Dismissal:** Permanent termination of student status.

If the Respondent is a **Faculty** or **Staff** member, the supervisor, Human Resources, or Faculty Personnel Services or designee may serve as the Sanctioning Official.

Possible sanctions include:

- **Written Reprimand:** Written documentation of a failure to abide by CMU policy or procedures maintained in the employee's personnel file.
- **Educational Programs:** Participation in educational programs, such as training, workshops, seminars, or other educational activities.
- **Revocation of CMU Privileges:** Revocation of CMU privileges, such as participation in extra-curricular or volunteer activities, for a definite or indefinite period of time.
- **Campus Restrictions:** Limitations on the times and/or places where a Respondent may be present on campus.
- **No Contact Orders:** Prohibition on all forms of contact with certain people.
- **Suspension:** Exclusion from work, with or without pay, and other related activities as set forth for a definite period of time.
- **Termination:** Permanent separation of the employment relationship.

If the Respondent is a **Contractor, Guest, Volunteer, etc.** the Title IX Coordinator will appoint a Sanctioning Official.

Possible sanctions include:

- **Trespass Warning:** Notice that future visits to campus may result in a ticket for trespassing.
- **Campus Restrictions:** Limitations on the times and/or places where a Respondent may be present on campus.
- **No Contact Orders:** Prohibition on all forms of contact with certain people while on campus.
- **Relationship Termination:** Termination of the relationship (e.g. contractual, volunteer, sponsorship, athletic booster, donor, etc.) between the Respondent and CMU.

Pendency During Appeals

No final disciplinary action based on the findings and conclusions of the Determination shall be taken against the Respondent during any appeal process. Notwithstanding the information above, remedies, including supportive measures, may be instituted or continued until all appeals are exhausted

Appeal Procedures

Appeal of the finding of responsibility, Emergency Removal, or Dismissal of a Complaint

Either party may appeal the finding of responsibility, an Emergency Removal, a dismissal of a Complaint, or a dismissal of any specific allegations contained in a Complaint. Appeals are permitted only for the following reasons:

1. Procedural irregularity that would change the outcome;
2. New evidence that would change the outcome and that was not reasonably available when the determination whether sex-based harassment occurred or dismissal was made;
3. The Title IX Coordinator, Investigator, and Decisionmaker had a conflict of interest or bias for or against complainants or respondents generally or the or the individual Complainant or Respondent that would change the outcome.

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An appeal of a finding of responsibility, an Emergency Removal, or Dismissal of a Complaint must be made in writing to the Title IX Coordinator within five (5) days of issuance of the decision being appealed. For appeals of a finding of responsibility, an Emergency Removal, or Dismissal of a Complaint, the University President or designee will serve as the appeal decision-maker.

The individual filing an appeal must establish in their written appeal, by a preponderance of the evidence, sufficient information to show that, if taken as true, their appeal satisfies at least one of the reasons for appeal, which are listed above.

The following are not grounds for appeal by any party:

- the issuance of Supportive Measures other than Emergency Removal;
- the determination of whether or not to grant a good cause extension of time;
- the determination of the scope of an investigation;
- the documentation available for review;
- the scope of the Hearing;
- the decisions made by the Hearing Officer at the Hearing, or
- finalized and signed Informal Resolutions.

After receiving a written appeal, the Title IX Coordinator will provide the appeal to the President or designee, who shall make an initial determination regarding whether the content of the written appeal, if taken as true, establishes by a preponderance of the evidence sufficient grounds for an appeal.

If there are insufficient grounds for an appeal, the President or designee shall provide the Complainant, the Respondent, and the Title IX Coordinator with concurrent written notice that the appeal has been denied and dismissed.

If there are sufficient grounds for an appeal, the President, or designee, shall provide the Complainant, the Respondent, and the Title IX Coordinator, or designee, with concurrent written notice that the appeal has been granted and instructions for remand or reconsideration.

There is no appeal of the appeal review.

The timeframe for the appeal stage of the Grievance Process typically thirty (30) days, however; the timeframe may be extended for good cause. If the timeframe is extended, Parties will be notified with the rationale.

Appeal of a Sanction

If the Respondent is a **Student**, either Party may appeal the sanction on the ground that the terms or conditions of the sanction are fundamentally inappropriate or disproportionate based on the Determination.

An appeal of a sanction must be made in writing to the Title IX Coordinator within five (5) days after issuance of the sanction being appealed. For appeals of a Sanction, the Vice President of Student Affairs or designee will serve as the appeal decision-maker.

The individual filing an appeal must establish in their written appeal, by a preponderance of the evidence, sufficient information to show that, if taken as true, their appeal satisfies the at least one of the reasons for appeal, which are listed above.

After receiving a written appeal, the Title IX Coordinator will provide the appeal to the Vice President of Student Affairs or designee. After receiving a written appeal, the Vice President of Student Affairs or designee shall decide one of the following:

- an affirmation of the sanction; or

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- a rejection of the sanction and the imposition of an alternative sanction that is actually appropriate given the circumstances and nature of the violation of this Policy.

The Vice President of Student Affairs or designee shall simultaneously send the appeal decision to the Complainant, the Respondent, the Sanctioning Official, and the Title IX Coordinator. The appeal decision of the Vice President of Student Affairs, or designee, is final.

If the Respondent is a **Faculty** or **Staff** member, the grounds for an appeal of a sanction are determined by the terms of the collective bargaining agreement or employee handbook covering the terms and conditions of the Respondent's employment.

An appeal, if any, from the Sanctioning Official's decision regarding the appropriate sanctions and interventions is limited only to the terms and conditions of any sanctions or interventions and may not be used as a collateral attack of the findings and conclusions contained within the Determination.

The procedures by which a Complainant or a Respondent may appeal a sanction are determined by the terms of the collective bargaining agreement, employee handbook or contract covering the terms and conditions of the Respondent's employment.

The appeal procedures, if any, will be simultaneously communicated in writing to the Complainant, the Respondent, and the Title IX Coordinator. All appeals must be carried out in a prompt and equitable manner, including equal opportunity for both the Complainant and the Respondent to challenge a sanction. All appeals must be carried out in a manner consistent with, and not in contravention of, this Policy and its Procedures.

The outcome of any appeal will be simultaneously communicated in writing to the Complainant, the Respondent, and the Title IX Coordinator.

If the Respondent is a **Contractor, Guest, Volunteer, etc.**, either Party may appeal the sanction on the ground that the terms or conditions of the sanction are fundamentally inappropriate or disproportionate based on the Determination.

An appeal of a sanction must be made in writing to the Title IX Coordinator within five (5) days of issuance of the sanction being appealed. For appeals of a Sanction, the President or designee will serve as the appeal decision-maker.

The individual filing an appeal must establish in their written appeal, by a preponderance of the evidence, sufficient information to show that, if taken as true, their appeal satisfies at least one of the reasons for appeal, which are listed above.

After receiving a written appeal, the Title IX Coordinator will provide the appeal to the President or designee. After receiving a written appeal, the President designee shall decide one of the following:

- an affirmation of the sanction; or
- a rejection of the sanction and the imposition of an alternative sanction that is actually appropriate given the circumstances and nature of the violation of this Policy.

The President or designee shall simultaneously send the appeal decision to the Complainant, the Respondent, the Sanctioning Official, and the Title IX Coordinator. The appeal decision of the designee is final.

Final Notifications

Upon exhaustion of all appeals, or if no appeals are filed in a timely manner, the Title IX Coordinator, shall provide simultaneous written notice to the Complainant and Respondent that the Determination and sanction, if any, are final.

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Central Michigan University reserves the right to make exceptions to, modify, or eliminate this Policy and or its content. This document supersedes all previous policies, procedures or guidelines relative to this subject.

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Title/Subject: **Sexual and Gender-Based Misconduct Policy – Supplemental Appendix B**

Supplemental Appendix A – Contact Information for Filing Complaints¹

Title IX Coordinator

If you wish to report an allegation of Sexual Misconduct to CMU, or if you want an allegation of Sexual Misconduct investigated by CMU, you should contact CMU’s Title IX Coordinator:

Mary Martinez
Title IX Coordinator
Executive Director, Office of Civil Rights and Institutional Equity
Central Michigan University
Bovee University Center Suite 306
Mount Pleasant, Michigan 48859
(989) 774-3253
marti14m@cmich.edu
TitleIX@cmich.edu
<http://www.cmich.edu/ocrie>

Law Enforcement Agencies

If you wish to report an allegation of Sex and Gender-Based Misconduct to the Police, or if you want an allegation of Sex and Gender-Based Misconduct investigated by the Police, you should contact local law enforcement in the area where the incident occurred. In the event of an emergency, people should seek immediate assistance from law enforcement by dialing 911 or by contacting the appropriate local law enforcement agencies.

Contact information for local law enforcement in jurisdictions in which CMU has physical operations is below.

Main Campus

Mount Pleasant, Michigan

Emergencies: Dial 911

Central Michigan University Police Department
1720 East Campus Drive
Combined Services Building
Mount Pleasant, Michigan 48859
(989) 774-3081

Isabella County Sheriff’s Department
207 North Court Street
Mount Pleasant, Michigan 48858
(989) 772-5911

Michigan State Police
Mount Pleasant Post
3850 South Isabella Road
Mount Pleasant, Michigan 48858
(989) 773-5951

¹ Last Updated 2019-04-25

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Mount Pleasant Police Department
804 East High Street
Mount Pleasant, Michigan 48858
(989) 779-5100

Saginaw Chippewa Indian Tribe Tribal Police Department
6954 East Broadway Road
Mount Pleasant MI 48858
989-775-4700

College of Medicine

Saginaw, Michigan

Emergencies: Dial 911

Saginaw County Sherriff's Office
618 Cass Street
Saginaw, Michigan 48602
(989) 790-5456

Saginaw Police Department
612 Federal Avenue
Saginaw, Michigan 48607
(989) 759-1297 – Shift Commander
(989) 759-1289 – Front Desk

Global Campus & Other Locations

Kansas – Fort Leavenworth Center

Emergencies: Dial 911

Leavenworth Police Department
100 North 5th Street
Leavenworth, Kansas 66048
(913) 682-9201

United States Army Garrison Fort Leavenworth
Police Services
(913) 684-2111 – Non-Emergency
911 – Emergency

Leavenworth County Sheriff's Office
601 South 3rd Street Suite 2007
Leavenworth, Kansas 66048
(913) 682-5724
(913) 724-1313
(855) 301-8426 – Toll Free

Michigan – Clinton Township Center

Emergencies: Dial 911

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Clinton Township Police Department
37985 Groesbeck Highway
Charter Township of Clinton, Michigan 48036
(586) 493-7800

Macomb County Sheriff's Office
43565 Elizabeth Road
Mt. Clemens, Michigan 48043
(586) 469-5151

Michigan – Downtown Detroit Center

Emergencies: Dial 911

Detroit Police Department
Detroit Public Safety Headquarters
1301 3rd Street
Detroit, Michigan 48226
(313) 596-2200 – Dispatch
(313) 596-1950 – Sex Crimes Unit

Wayne County Sheriffs Office
4747 Woodward Avenue
Detroit, Michigan 48201
(313) 224-2233

Michigan – Grand Rapids Center

Emergencies: Dial 911

Grand Rapids Police Department
01 Monroe Center Street NW
Grand Rapids, Michigan 49503
(616) 456-3403

Kent County Sheriff's Office
701 Ball Avenue NE
Grand Rapids, Michigan 49503
(616) 632-6100

Michigan – Michigan Technical University

Emergencies: Dial 911

Houghton City Police
City Center
616 Sheldon Avenue
Houghton, Michigan 49931
(906) 487-5912 – Administrative
(906) 482-2121 – Dispatch

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Houghton County Sheriff
403 East Houghton Avenue
Houghton, Michigan 49931
(906) 482-4411 – Non-Emergency
(906) 482-0055 – Administrative

Michigan Tech Department of Public Safety & Police Services
206 MacInnes Drive
Houghton, Michigan 49931
(906) 487-2216

Michigan – Southfield Center

Emergencies: Dial 911

Oakland County Sheriff's Office
1200 North Telegraph Road
Building 38 East
Pontiac, Michigan 48341
(248) 858-4911 – Non-Emergency
(248) 858-5000 – General information

Southfield Police Department
26000 Evergreen Road
Southfield, Michigan 48076
(248) 796-5000

Michigan – Traverse City Center

Emergencies: Dial 911

Grand Traverse County Sheriff's Office
851 Woodmere Avenue
Traverse City, Michigan 49686
(231) 995-5003 – Non-Emergency
(231) 995-5001 – Administration

Traverse City Police
851 Woodmere Avenue
Traverse City, Michigan 49686
(231) 995-5000

Michigan – Troy Center

Emergencies: Dial 911

Oakland County Sheriff's Office
1200 North Telegraph Road
Building 38 East
Pontiac, Michigan 48341
(248) 858-4911 – Non-Emergency
(248) 858-5000 – General information

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Troy Police Department
500 West Big Beaver Road
Troy, Michigan 48084
(248) 524-3477

Office for Civil Rights, U.S. Department of Education – Regional Offices

Students who believe they have experienced sex-based discrimination in a CMU educational program may also file a complaint under Title IX with the appropriate regional enforcement office of the Office for Civil Rights, U.S. Department of Education. Faculty and staff may also file a complaint under Title IX with the Office for Civil Rights, U.S. Department of Education under certain circumstances. A list of regional enforcement offices with jurisdiction over states in which CMU has physical operations follows.

Main Campus

Mount Pleasant, Michigan

Office for Civil Rights,
Cleveland Office
US Department of Education
1350 Euclid Avenue Suite 325
Cleveland, Ohio 44115
(216) 522-4970 – Phone
(216) 522-2573 – Fax

College of Medicine

Saginaw, Michigan

Office for Civil Rights,
Cleveland Office
US Department of Education
1350 Euclid Avenue Suite 325
Cleveland, Ohio 44115
(216) 522-4970 – Phone
(216) 522-2573 – Fax

Global Campus & Other Locations

Kansas

Office for Civil Rights,
Kansas City Office
US Department of Education
One Petticoat Lane
1010 Walnut Street Suite 320
Kansas City, MO 64106
(816) 268-0550 – Phone
(816) 268-0559 – Fax

Michigan

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Office for Civil Rights,
Cleveland Office
US Department of Education
1350 Euclid Avenue Suite 325
Cleveland, Ohio 44115
(216) 522-4970 – Phone
(216) 522-2573 – Fax

Office for Civil Rights, U.S. Department of Health and Human Services – Regional Offices

If you believe that you have been discriminated against in programs or activities that HHS directly operates or to which HHS provides federal financial assistance, you may file a complaint with OCR. You may file a complaint for yourself or for someone else. If you believe that you have been discriminated against because of your disability by a State or local government health care or social services agency, you may file a complaint with HHS OCR. You may file a complaint for yourself or for someone else

Main Campus

Mount Pleasant, Michigan

Office for Civil Rights
U.S. Department of Health and Human Services
233 N. Michigan Ave., Suite 240
Chicago, IL 60601
Customer Response Center: (800) 368-1019
Fax: (202) 619-3818
TDD: (800) 537-7697
Email: ocrmail@hhs.gov

College of Medicine

Saginaw, Michigan

Office for Civil Rights
U.S. Department of Health and Human Services
233 N. Michigan Ave., Suite 240
Chicago, IL 60601
Customer Response Center: (800) 368-1019
Fax: (202) 619-3818
TDD: (800) 537-7697
Email: ocrmail@hhs.gov

Global Campus & Other Locations

Kansas

Office for Civil Rights
U.S. Department of Health and Human Services
601 East 12th Street - Room 353
Kansas City, MO 64106
Customer Response Center: (800) 368-1019
Fax: (202) 619-3818
TDD: (800) 537-7697
Email: ocrmail@hhs.gov

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Michigan

Office for Civil Rights
U.S. Department of Health and Human Services
233 N. Michigan Ave., Suite 240
Chicago, IL 60601
Customer Response Center: (800) 368-1019
Fax: (202) 619-3818
TDD: (800) 537-7697
Email: ocrmail@hhs.gov

Federal Equal Employment Opportunity Commission

Faculty and staff may file complaints under Title VII of the Civil Rights Act with the Equal Employment Opportunity Commission (EEOC). A list of EEOC offices with jurisdiction over counties in which CMU has physical operations follows. You can also locate the EEOC office in your area by visiting <http://www.eeoc.gov/field/> and entering your work address.

Main Campus

Mount Pleasant, Michigan

Detroit Field Office
Patrick V. McNamara Building
477 Michigan Avenue Room 865
Detroit, Michigan 48226
(800) 669-4000 – Phone
(313) 226-4610 – Fax
(800) 669-6820 – TTY
<http://www.eeoc.gov/field/detroit/index.cfm>

College of Medicine

Saginaw, Michigan

Detroit Field Office
Patrick V. McNamara Building
477 Michigan Avenue Room 865
Detroit, Michigan 48226
(800) 669-4000 – Phone
(313) 226-4610 – Fax
(800) 669-6820 – TTY
<http://www.eeoc.gov/field/detroit/index.cfm>

Global Campus & Other Locations

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Kansas

Kansas City Area Office
Gateway Tower II
400 State Avenue Suite 905
Kansas City, Kansas 66101
(800) 669-4000 – Phone
(913) 551-6957 – Fax
(800) 669-6820 – TTY
<http://www.eeoc.gov/field/kansascity/index.cfm>

Michigan

Detroit Field Office
Patrick V. McNamara Building
477 Michigan Avenue Room 865
Detroit, Michigan 48226
(800) 669-4000 – Phone
(313) 226-4610 – Fax
(800) 669-6820 – TTY
<http://www.eeoc.gov/field/detroit/index.cfm>

State Civil Rights Agencies

Faculty and staff may file complaints under state law in the state where they work. A list of state civil rights agencies for communities in which CMU has physical operations follows.

Main Campus

Mount Pleasant, Michigan

Michigan Department of Civil Rights – Lansing Office
Capital Tower Building
110 West Michigan Avenue Suite 800
Lansing, Michigan 48933
(517) 241-6300 – Phone
(517) 335-3882 – Fax
(517) 335-3881 – TTY

College of Medicine

Saginaw, Michigan

Michigan Department of Civil Rights – Flint Office
Flint State Office Building 7th Floor
125 East Union
Flint, Michigan 48502
(810) 760-2805 – Phone
(810) 760-7363 – Fax

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Global Campus & Other Locations

Kansas

Kansas Human Rights Commission
900 SW Jackson Suite 568 South
Landon Office Building
Topeka, Kansas 66612
(785) 296-3206 – Phone
(785) 296-0589 – Fax
(785) 296-0245 – TTY
<http://www.ink.org/public/khrc>

Michigan

Michigan Department of Civil Rights
Detroit Office Service Center
Cadillac Place
3054 West Grand Boulevard Suite 3-600
Detroit, Michigan 48202
(313) 456-3700 – Phone
(313) 456-3701 – Fax
(800) 482-3604 – Phone
(877) 878-8464 – TTY

Michigan Department of Civil Rights – Flint Office
Flint State Office Building 7th Floor
125 East Union
Flint, Michigan 48502
(810) 760-2805 – Phone
(810) 760-7363 – Fax

Michigan Department of Civil Rights – Grand Rapids Office
State Office Building 4th Floor
350 Ottawa NW
Grand Rapids, Michigan 49503
(616) 356-0380 – Phone
(616) 356-0399 – Fax
(616) 356-0391 – TTY

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Michigan Department of Civil Rights – Lansing Office
Capital Tower Building
110 West Michigan Avenue Suite 800
Lansing, Michigan 48933
(517) 241-6300 – Phone
(517) 335-3882 – Fax
(517) 335-3881 – TTY

Michigan Department of Civil Rights – Marquette Office
234 West Baraga Avenue
Marquette, Michigan 49855
(906) 226-6393 – Phone
(906) 226-3974 – Fax

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Supplemental Appendix B – Resource Contact Information

The list below contains contact information for entities providing confidential counseling, advocacy, physical health, mental health, legal, or immigration services on and off campus in the communities where CMU has physical operations. CMU makes no warranties, either express or implied, regarding confidentiality or with respect to any other aspect of services offered by resources off campus.

* - denotes a confidential resource

** - denotes a Sexual Assault Nurse Examiner available or on-call at this location

Main Campus

Mount Pleasant, Michigan

Counseling & Victim Advocacy Resources

Central Michigan University Counseling Center*
Foust Hall 102
Mount Pleasant, Michigan 48859
(989) 774-3381
<https://www.cmich.edu/ess/StudentAffairs/CounselingCenter/Pages/default.aspx>

Sexual Aggression Peer Advocates (SAPA)*
Foust Hall 150
Mount Pleasant, Michigan 48859
(989) 774-2255
<https://www.cmich.edu/ess/studentaffairs/SAPA/Pages/default.aspx>

Sexual Aggression Services*
Foust Hall 150
Mount Pleasant, Michigan 48859
(989) 774-6677

Employee Assistance Program*
(800) 788-8630
https://www.cmich.edu/fas/hr/HRCentralHealthImprovement/Pages/Employee_Assistance_Program.aspx

Listening Ear Crisis Hotline*
(989) 772-2918 – Phone
(989) 775-0480 – TTY
<http://www.listeningear.com/>

Women's Aid Service*
(989) 772-9168

Medical Resources

CMU University Health Services*
Foust Hall
Mount Pleasant, Michigan 48859
(989) 774-5693
<https://www.cmich.edu/UniversityHealthServices/Pages/default.aspx>

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McLaren Central Michigan**
1221 South Drive
Mount Pleasant, Michigan 48858
(989) 772-6700
<http://www.mclaren.org/centralmichigan/centralmichigan.aspx>

Legal & Immigration Assistance

Legal Services of Eastern Michigan – Saginaw Office
320 South Washington Avenue Third Floor
Saginaw, Michigan 48607
(800) 322-4512 – Phone
(989) 755-2161 – Fax
www.lsem-mi.org

Michigan State University College of Law Immigration Law Clinic
610 Abbot Road
East Lansing, Michigan 48823
(517) 336-8088 – Phone
(517) 336-8089 – Fax
<http://www.law.msu.edu/clinics/immigration/index.html>

Financial Aid Resources

Central Michigan University Office of Scholarships & Financial Aid
Student Service Court
Mount Pleasant, Michigan 48859
(989) 774-3674 – Phone
(888) 392-0007 – Phone
(989) 774-3634 – Fax
<https://www.cmich.edu/ess/OSFA/Pages/default.aspx>

College of Medicine

Saginaw, Michigan

Counseling & Victim Advocacy Resources

Child & Family Services Saginaw
2806 Davenport Avenue
Saginaw, Michigan 48602
(989) 790-7500 – Phone
(989) 790-8037 – Fax
<http://www.sac-saginaw.org/>

CMU Employee Assistance Program*
(800) 788-8630
https://www.cmich.edu/fas/hr/HRCentralHealthImprovement/Pages/Employee_Assistance_Program.aspx

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CMU Sexual Aggression Peer Advocates (SAPA)*
Foust Hall 150
Mount Pleasant, Michigan 48859
(989) 774-2255
<https://www.cmich.edu/ess/studentaffairs/SAPA/Pages/default.aspx>

Medical Resources

Covenant Hospital
700 Cooper Avenue
Saginaw, Michigan 48602
(989) 583-0000
<http://www.covenanthealthcare.com/Main/Home.aspx>

St. Mary's of Michigan Medical Center
800 South Washington Avenue
Saginaw, Michigan 48601
(989) 907-8000
<http://www.stmarysofmichigan.org/>

Legal & Immigration Assistance

Legal Services of Eastern Michigan – Saginaw Office
320 South Washington Avenue Third Floor
Saginaw, Michigan 48607
(800) 322-4512 – Phone
(989) 755-2161 – Fax
www.lsem-mi.org

Financial Aid Resources

CMED Financial Aid Office
CMED 1401B
Mount Pleasant, Michigan 48859
(989) 774-1495 – Phone
(989) 774-7881 – Fax
<https://www.cmich.edu/colleges/cmmed/Education/MDProgram/FinancialAid/Pages/default.aspx>

Global Campus & Other Locations

Kansas – Fort Leavenworth Center

Counseling & Victim Advocacy Resources

Alliance Against Family Violence*
522 Kickapoo Street
Leavenworth, Kansas, 66048
(913) 682-9131
(913) 682-9132
(800) 644-1441
<http://www.aafv.net>

Title/Subject: **Sexual and Gender-Based Misconduct Policy – Supplemental Appendix B**

CMU Employee Assistance Program*
(800) 788-8630
https://www.cmich.edu/fas/hr/HRCentralHealthImprovement/Pages/Employee_Assistance_Program.aspx

CMU Sexual Aggression Peer Advocates (SAPA)*
Foust Hall 150
Mount Pleasant, Michigan 48859
(989) 774-2255
<https://www.cmich.edu/ess/studentaffairs/SAPA/Pages/default.aspx>

Sexual Assault Response Coordinator (SARC)*
Confidential 24/7 Phone Line
(913) 684-1443

SHARP Resource Center
632 McClellan Avenue
Fort Leavenworth, Kansas 66027
(913) 684-2810 – Office
(913) 684-2818 – Office
<http://www.sexualassault.army.mil/>

Medical Resources

Cushing Memorial Hospital
771 Marshall Street
Leavenworth, Kansas 66048
(913) 684-1100
<http://www.saintlukeshealthsystem.org>

Muson Army Health Center (MAHC)
550 Pope Ave
Fort Leavenworth, Kansas 66027
(913) 684-6250
(888) 269-0109
<https://www.munson.amedd.army.mil>

Legal & Immigration Resources

Kansas Legal Services – Kansas City Office
400 State Avenue Suite 1015
Kansas City, Kansas 66101
(913) 621-0200 – Phone
(913) 621-3817 – Fax
<http://www.kansaslegalservices.org>

Office of the Staff Judge Advocates
615 McClellan Avenue
Fort Leavenworth, Kansas 66027
(913) 684-4944
<http://usacac.army.mil/about-cac/staff/sja>

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Financial Aid Resources

CMU Global Campus Financial Aid Department
Central Michigan University
(800) 664-2681, option #2
<http://global.cmich.edu/financial-aid/>

Michigan – Clinton Township Center

Counseling & Victim Advocacy Resources

CMU Employee Assistance Program*
(800) 788-8630
https://www.cmich.edu/fas/hr/HRCentralHealthImprovement/Pages/Employee_Assistance_Program.aspx

CMU Sexual Aggression Peer Advocates (SAPA)*
Foust Hall 150
Mount Pleasant, Michigan 48859
(989) 774-2255
<https://www.cmich.edu/ess/studentaffairs/SAPA/Pages/default.aspx>

Turning Point, Inc.**
158 South Main PO Box 1123
Mount Clemens, Michigan 48046
(586) 463-6990 – Crisis Hotline
(586) 463-4430 – Business Line
(586) 469-7494 – Personal Protection Order Office
(586) 792-0051 – Forensic Nurse Examiner Program
<http://www.turningpointmacomb.org>

Medical Resources

Henry Ford Macomb Hospital
15855 19 Mile Road
Charter Township of Clinton, Michigan 48038
(586) 263-2300
http://www.henryfordmacomb.com/body_macomb.cfm?id=55478

Legal & Immigration Resources

Lakeshore Legal Aid- Clinton Township Office
21885 Dunham Road Suite 4
Clinton Township, Michigan 48036
(888) 783-8190 – Clients
(586) 469-5185 – Office
<http://www.lakeshorelegalaid.org>

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Legal Aid and Defender Association, Inc.
32 Market Street
Mount Clemens, Michigan 48043-5640
(586) 465.1344 – Phone
(586) 465.1932 – Fax
<http://www.ladadetroit.org/>

Financial Aid Resources

CMU Global Campus Financial Aid Department
Central Michigan University
(800) 664-2681, option #2
<http://global.cmich.edu/financial-aid/>

Michigan – Downtown Detroit Center

Counseling & Victim Advocacy Resources

CMU Employee Assistance Program*
(800) 788-8630
https://www.cmich.edu/fas/hr/HRCentralHealthImprovement/Pages/Employee_Assistance_Program.aspx

CMU Sexual Aggression Peer Advocates (SAPA)*
Foust Hall 150
Mount Pleasant, Michigan 48859
(989) 774-2255
<https://www.cmich.edu/ess/studentaffairs/SAPA/Pages/default.aspx>

Wayne County Sexual Assault Forensic Examiner's Program*
2727 Second Avenue Suite 120
Detroit, Michigan 48201
(313) 964-9701 – Office
(313) 430-8000 – Crisis Pager
(313) 964-9706 – Fax
<http://www.wcsafe.org/>

Medical Resources

Detroit Receiving Hospital**
4201 Saint Antoine Street
Detroit, Michigan 48201
(313) 996-9911
<https://www.dmc.org/our-locations/detroit-receiving-hospital>

Oakwood Hospital – Taylor**
1000 Telegraph Road
Taylor, Michigan 48180
(313) 295-5000 – Phone
(313) 295-5085 – Fax
<http://www.oakwood.org/oakwood-hospital-taylor>

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Legal & Immigration Resources

Legal Aid and Defender Association, Inc.
1240 Third Street
Detroit, Michigan 48225
(877) 964-4700
(313) 967-5800
(313) 962-0747
<http://www.ladadetroit.org/>

Financial Aid Resources

CMU Global Campus Financial Aid Department
Central Michigan University
(800) 664-2681, option #2
<http://global.cmich.edu/financial-aid/>

Michigan – Grand Rapids Center

Counseling & Victim Advocacy Resources

CMU Employee Assistance Program*
(800) 788-8630
https://www.cmich.edu/fas/hr/HRCentralHealthImprovement/Pages/Employee_Assistance_Program.aspx

CMU Sexual Aggression Peer Advocates (SAPA)*
Foust Hall 150
Mount Pleasant, Michigan 48859
(989) 774-2255
<https://www.cmich.edu/ess/studentaffairs/SAPA/Pages/default.aspx>

Medical Resources

Spectrum Health Butterworth Hospital
100 Michigan Street NE
Grand Rapids, Michigan 49503
(616) 391-1774
<http://www.spectrumhealth.org/butterworth>

Legal & Immigration Resources

Legal Aid of Western Michigan
89 Ionia Avenue NW Suite 400
Grand Rapids, Michigan 49503
(616) 774-0672
<http://www.legalaidwestmich.org/>

Legal Assistance Center
180 Ottawa Avenue NE
Grand Rapids, Michigan 49503
(616) 632-6000
<http://www.legalassistancecenter.org>

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Financial Aid Resources

CMU Global Campus Financial Aid Department
Central Michigan University
(800) 664-2681, option #2
<http://global.cmich.edu/financial-aid/>

Michigan – Michigan Technological University

Counseling & Victim Advocacy Resources

CMU Employee Assistance Program*
(800) 788-8630
https://www.cmich.edu/fas/hr/HRCentralHealthImprovement/Pages/Employee_Assistance_Program.aspx

CMU Sexual Aggression Peer Advocates (SAPA)*
Foust Hall 150
Mount Pleasant, Michigan 48859
(989) 774-2255
<https://www.cmich.edu/ess/studentaffairs/SAPA/Pages/default.aspx>

Medical Resources

Portage Health – University Center
600 MacInnes Drive
Houghton, Michigan 49931
(906) 483-1860
<https://www.portagehealth.org/our-locations/university-center>

Portage Health – Hancock
500 Campus Drive
Hancock, Michigan 49930
(906) 483-1000
<http://www.portagehealth.org/>

Legal & Immigration Resources

Legal Services of Northern Michigan – Houghton
706 Sharon Avenue
Houghton, Michigan 49931
(906) 482-3908 – Phone
(888) 482-2343 – Phone
(906) 482-4748 – Fax
<http://www.lsnm.org/>

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Financial Aid Resources

Central Michigan University Office of Scholarships & Financial Aid
Student Service Court
Mount Pleasant, Michigan 48859
(989) 774-3674 – Phone
(888) 392-0007 – Phone
(989) 774-3634 – Fax
<https://www.cmich.edu/ess/OSFA/Pages/default.aspx>

Michigan – Southfield Center

Counseling & Victim Advocacy Resources

CMU Employee Assistance Program*
(800) 788-8630
https://www.cmich.edu/fas/hr/HRCentralHealthImprovement/Pages/Employee_Assistance_Program.aspx

CMU Sexual Aggression Peer Advocates (SAPA)*
Foust Hall 150
Mount Pleasant, Michigan 48859
(989) 774-2255
<https://www.cmich.edu/ess/studentaffairs/SAPA/Pages/default.aspx>

HAVEN**
30400 Telegraph Road #101
Bingham Farms, Michigan 48025
(248) 334-1284 – Office
(248) 334-1274 – Crisis & Support
(877) 922-1274 – Crisis & Support
(248) 334-1290 – TTY
<https://www.haven-oakland.org/>

Medical Resources

Oakland Regional Hospital
22401 Foster Winter Drive
Southfield, Michigan 48075
(248) 423-5100
<http://oaklandregionalthospital.com>

Legal & Immigration Resources

Legal Aid and Defender Association, Inc.
Oakland Towne Center
28 North Saginaw Street
Pontiac, Michigan 48342
(248) 253-1548 – Phone
(248) 253-7240 – Fax
<http://www.ladadetroit.org/>

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Financial Aid Resources

CMU Global Campus Financial Aid Department
Central Michigan University
(800) 664-2681, option #2
<http://global.cmich.edu/financial-aid/>

Michigan – Traverse City Center

Counseling & Victim Advocacy Resources

CMU Employee Assistance Program*
(800) 788-8630
https://www.cmich.edu/fas/hr/HRCentralHealthImprovement/Pages/Employee_Assistance_Program.aspx

CMU Sexual Aggression Peer Advocates (SAPA)*
Foust Hall 150
Mount Pleasant, Michigan 48859
(989) 774-2255
<https://www.cmich.edu/ess/studentaffairs/SAPA/Pages/default.aspx>

Medical Resources

Munson Medical Center
315 North Division Street
Traverse City, Michigan 49684
(231) 935-5000
<http://www.munsonhealthcare.org>

Legal & Immigration Resources

Legal Services of Northern Michigan – Traverse City Office
221 Garland Street Suite H
Traverse City, Michigan 49684
(231) 941-0771 – Phone
(888) 941-9599 – Phone
(231) 941-9876 – Fax
<http://www.lsnm.org>

Financial Aid Resources

CMU Global Campus Financial Aid Department
Central Michigan University
(800) 664-2681, option #2
<http://global.cmich.edu/financial-aid/>

Michigan – Troy Center

Counseling & Victim Advocacy Resources

CMU Employee Assistance Program*
(800) 788-8630
https://www.cmich.edu/fas/hr/HRCentralHealthImprovement/Pages/Employee_Assistance_Program.aspx

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CMU Sexual Aggression Peer Advocates (SAPA)*
Foust Hall 150
Mount Pleasant, Michigan 48859
(989) 774-2255
<https://www.cmich.edu/ess/studentaffairs/SAPA/Pages/default.aspx>

HAVEN**
30400 Telegraph Road #101
Bingham Farms, Michigan 48025
(248) 334-1284 – Office
(248) 334-1274 – Crisis & Support
(877) 922-1274 – Crisis & Support
(248) 334-1290 – TTY
<https://www.haven-oakland.org/>

Medical Resources

Legal & Immigration Resources

Legal Aid and Defender Association, Inc.
Oakland Towne Center
28 North Saginaw Street
Pontiac, Michigan 48342
(248) 253-1548 – Phone
(248) 253-7240 – Fax
<http://www.ladadetroit.org/>

Financial Aid Resources

CMU Global Campus Financial Aid Department
Central Michigan University
(800) 664-2681, option #2
<http://global.cmich.edu/financial-aid/>

New Jersey – Joint Base McGuire-Dix-Lakehurst

Counseling & Victim Advocacy Resources

CMU Employee Assistance Program*
(800) 788-8630
https://www.cmich.edu/fas/hr/HRCentralHealthImprovement/Pages/Employee_Assistance_Program.aspx

CMU Sexual Aggression Peer Advocates (SAPA)*
Foust Hall 150
Mount Pleasant, Michigan 48859
(989) 774-2255
<https://www.cmich.edu/ess/studentaffairs/SAPA/Pages/default.aspx>

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Medical Resources

87th Medical Group
3458 Neely Road
Joint Base McGuire-Dix-Lakehurst, New Jersey 08641
(866) 377-2778
<http://www.jointbasemdl.af.mil/units/healthcareatjbmld/index.asp>

Virtua Memorial Hospital
175 Madison Avenue
Mount Holly, New Jersey 08060
(609) 914-6000
<http://www.virtua.org/locations/hospitals-and-locations/virtua-memorial.aspx>

Legal & Immigration Resources

Joint Base McGuire-Dix-Lakehurst Legal Service
2901 Falcon Lane
JB MDL, New Jersey 08641
(609) 754-2010
<http://www.jointbasemdl.af.mil/jbmldlegaloffice.asp>

South Jersey Legal Services – Ocean County Office
215 Main Street
Toms River, New Jersey 08753
(732) 608-7794 – Phone
(732) 608-9636 – Fax
<http://www.lsnj.org/sjls>

Financial Aid Resources

CMU Global Campus Financial Aid Department
Central Michigan University
(800) 664-2681, option #2
<http://global.cmich.edu/financial-aid/>

National

Air Force Sexual Assault Prevention & Response
<http://www.sexualassaultpreventionresponse.af.mil/>

Department of Defense SafeHelp Line*
(877) 995-5247
<https://safehelpline.org/>

National Domestic Violence Hotline
(800) 799-7233
<http://www.thehotline.org/>

National Suicide Prevention Lifeline*
(800) 273-8255
<http://www.suicidepreventionlifeline.org/>

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Rape, Abuse, & Incest National Network*
(800) 656-4673
<https://www.rainn.org/>