This resource guide is intended to assist university students, faculty, and staff who may have experienced these violations to understand their options for reporting to law enforcement and the university and to make them aware of support services, including confidential resources, that we provide and those that are available in the community.
You May Report to the University, to Law Enforcement, to Both, or Neither

We encourage you to report what you have experienced to law enforcement and to participate in the university’s internal review process, but you are not obliged to do so. Later in this guide, you will see more information about how to report to the university and/or to law enforcement, and about how the university will review reports it receives.

The resources, support and protective measures described in this resource guide are available to you even if you decide not to participate in university or law enforcement processes.

In some cases, if you make an initial report but then decide not to participate further, the university may still need to review and investigate the information provided, and may also be obligated to share the report with law enforcement for possible handling through the criminal justice system. Even in such cases, though, you do not have to participate in the university or law enforcement processes if you do not wish to do so.
SEXUAL ASSAULT

All victims of sexual assault have a right, under Michigan law, to have a forensic medical examination and evidence kit collected up to 120 hours (5 days) after the assault in order to preserve any evidence of the assault. The forensic exam will be administered by a registered nurse who has received advanced training to provide care and treatment to sexual assault victims.

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

You can obtain a forensic exam and evidence kit at any of these facilities:

**U-M HEALTH SYSTEM (UMHS) EMERGENCY DEPARTMENT**
(734) 936-6666

**ST. JOSEPH MERCY HOSPITAL EMERGENCY DEPARTMENT**
(734) 572-3000

**UNIVERSITY HEALTH SERVICES (UHS)**
(during regular business hours)
(734) 764-8325

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

An advocate from the Sexual Assault Prevention and Awareness Center will be available at the medical facility to provide information and support for University of Michigan students, staff, or faculty. An advocate from SAFEHouse will be available for anyone, whether or not a member of the U-M community, who requests one. You do not have to speak with an advocate.

DOMESTIC/DATING VIOLENCE

Not all experiences of domestic or dating violence cause visible injuries. If visible injuries are present, it can be helpful to document them with photographs, if it is safe to do so. It is also important to seek medical attention if possible and safe to do so.

STALKING

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

The University and local community provide many resources and other forms of assistance to those who have experienced domestic/dating violence, sexual assault, or stalking.

CONFIDENTIAL UNIVERSITY SERVICES

The university offers a variety of free confidential advocacy, support and counseling resources to help you understand your rights and options so that you may seek the help that you need and want.

SAPAC
Sexual Assault Prevention and Awareness Center
sapac.umich.edu
2450 North Quadrangle
105 South State Street
(734) 936-3333
sapac@umich.edu

CAPS
Counseling and Psychological Services for Students
caps.umich.edu
3100 Michigan Union
530 South State Street
(734) 764-8312
tdsevig@umich.edu

OFFICE OF THE OMBUDS
(for students)
ombuds.umich.edu
6015 Fleming Administration Bldg.
503 Thompson Street
(734) 763–3545

FASAP
Faculty and Staff Assistance Program (for Central Campus faculty and staff)
hr.umich.edu/mhealthy/programs/mental_emotional/counseling-consultation/fasap
2076 Administrative Services Bldg.
1009 Greene Street
(734) 936-8660 (voice)
(734) 647–1388 (TTY)
fasap@umich.edu

UMHS EAP
UMHS Employee Assistance Program (for UMHS faculty and staff)
hr.umich.edu/mhealthy/programs/mental_emotional/counseling-consultation/eap
D2101 Medical Professional Bldg.
1500 E. Medical Center Drive
(734) 763-5409
eap@umich.edu

CONFIDENTIAL COMMUNITY RESOURCES

Confidential assistance in the local community includes the following resources:

SAFEHOUSE CENTER
www.safehousecenter.org
4100 Clark Road
Ann Arbor, MI 48105
(734) 995-5444 (voice)
(734) 973-2227 (TTY)
info@safehousecenter.org

NATIONAL DOMESTIC VIOLENCE HOTLINE
(800) 799-7233 (voice)
(800) 787-3224 (TTY)

NATIONAL SEXUAL ASSAULT HOTLINE
(800) 656-4673

HELPFUL WEB-BASED INFORMATION

The University also has helpful web-based information for those who experience domestic/dating violence, sexual assault and stalking.

SAPAC website
sapac.umich.edu

Abuse Hurts website
hr.umich.edu/stopabuse

OUR COMMUNITY MATTERS
In addition to the advocacy and support resources noted in this resource guide, the university also has resources to help those who have experienced sexual assault, domestic/dating violence, or stalking obtain reasonably available protective measures. These measures are available regardless of whether the person who requests them files a complaint with the university or through the criminal justice system.

**COURT-ORDERED PERSONAL PROTECTION ORDERS**

The University has staff who can provide information about obtaining court-ordered personal protection orders and who may be able to assist individuals in obtaining such orders. Please contact either SAPAC (734) 936-3333 or U-M DPSS 911 or (734) 763-1131 for assistance. SAPAC and U-M DPSS can also assist with safety planning.

If you obtain a court-ordered personal protection order, please let U-M DPSS 911 or (734) 763-1131 know and provide them with a copy. The university will uphold such lawfully issued orders and enforce them through U-M DPSS.
OTHER PROTECTIVE MEASURES

A wide variety of other protective measures are available, including:
- Academic accommodations, such as rescheduling exams, adjusting class schedules to avoid contact with the respondent, etc.
- Change in living arrangements, such as changing floors or residence halls
- Change in work situation, such as relocation to provide a more private or secure location, additional security measures, etc.
- No contact instructions (to instruct the respondent to stop all attempts at communication or other interaction)
- Change in transportation arrangements, such as parking in a different location
- Assistance in reporting to on- or off-campus law enforcement or in initiating university disciplinary proceedings

The following offices can help arrange protective measures:

U-M DPSS—DIVISION OF PUBLIC SAFETY AND SECURITY
(for all individuals)
www.dpss.umich.edu
1239 Kipke Drive (UMPD)
911 (emergency)
(734) 763-1131 (non-emergency)

DEAN OF STUDENTS
(for students)
deanofstudents.umich.edu
3000 Michigan Union
530 South State Street
(734) 764-7420
DeanofStudents@umich.edu

OFFICE FOR INSTITUTIONAL EQUITY
(for students, faculty and staff)
hr.umich.edu/oie
2072 Administrative Services Bldg.
1009 Greene Street
(734) 763-0235 (voice)
(734) 647-1388 (TTY)
institutional.equity@umich.edu

SAPAC can also provide assistance to those seeking protective measures, including individuals who do not want to make a report to the university or to law enforcement:

SAPAC
(for students, faculty and staff)
sapac.umich.edu
2450 North Quadrangle
105 S. State Street
(734) 936-3333
sapac@umich.edu

In addition, faculty and staff who are experiencing domestic or dating violence may also speak with SAPAC (see above), their direct supervisors and U-M DPSS to create a safety plan, or contact Human Resources:

STAFF HUMAN RESOURCES
hr.umich.edu/staffhr
2005 Wolverine Tower
3003 South State Street
(734) 763-2387
UniversityHR@umich.edu

ACADEMIC HUMAN RESOURCES
(for faculty)
1009 Greene Street
(734) 763-8938

UMHS HUMAN RESOURCES
med.umich.edu/umhs/hr
2901 Hubbard, Suite 1100
(734) 647-5538
LEGAL ASSISTANCE

Student Legal Services can assist enrolled students with legal matters that do not involve other students or the University of Michigan.

STUDENT LEGAL SERVICES
studentlegalservices.umich.edu
715 N. University Ave., Suite 202
(734) 763-9920

Legal Services of South Central Michigan (LSSCM) provides legal assistance to low-income and all senior citizen residents in thirteen counties, including Washtenaw County.

LSSCM: WASHTENAW COUNTY OFFICE
www.lsscm.org/
420 N. Fourth Ave.
Ann Arbor, MI 48104
(734) 665-6181

Family Law Project (FLP) is a partnership between University of Michigan Law School and LSSCM that provides legal assistance on domestic violence-related matters to low-income residents of Washtenaw County. You must be referred through SafeHouse Center to receive services from FLP.

FAMILY LAW PROJECT
(734) 998-9454

VISA & IMMIGRATION ASSISTANCE

Students, faculty and staff sometimes have questions about how various actions (e.g., a reduction in course load, change in work circumstances) may impact their visa or immigration status.

Additionally students, faculty or staff may have questions regarding whether they are eligible to obtain visas (U and T visas) specially designated to assist victims of certain crimes.

Private and confidential information about immigration status and visas is available from the International Center (IC) for both the primary status holders as well as any individuals in a dependent immigration status, such as H-4, J-2 or F-2, that is sponsored by the University of Michigan. You should feel free to involve an advocate, such as SAPAC (734) 936-3333, when contacting the IC, to ensure the IC has all of the information necessary to provide an accurate response. Note that the IC may have to refer you to external immigration counsel for certain questions.

INTERNATIONAL CENTER
(including Faculty & Staff Immigration Services)
internationalcenter.umich.edu
1500 Student Activities Building
515 East Jefferson Street
(734) 764-9310
icenter@umich.edu (for students, scholars, and their dependents)
ICFacultystaff@umich.edu (for faculty, staff, and their dependents)

INTERNATIONAL INSTITUTE OF METROPOLITAN DETROIT
www.iimd.org/
111 East Kirby
Detroit, MI 48202
(313) 871-8600
Students may have concerns about financial aid matters, such as how their financial aid might be affected by a reduction in course load.

Information about financial aid matters is available from the Office of Financial Aid, or from the individual University unit that administers the particular scholarship or other form of financial assistance.

Since there can be extenuating circumstances in these matters, students are encouraged to involve an advocate, such as SAPAC (734) 936-3333 when contacting one of these offices, to ensure that that office has all of the information necessary to provide an accurate response.
OPTIONS FOR REPORTING

REPORTING TO LAW ENFORCEMENT

The university encourages anyone who believes they have experienced domestic/dating violence, sexual assault, or stalking to make a report to law enforcement.

ON CAMPUS

If the incident occurred on campus, contact U-M Division of Public Safety and Security (U-M DPSS), which comprises the U-M Police Department, Housing Security, and Hospital Security:

U-M DPSS—DIVISION OF PUBLIC SAFETY AND SECURITY
(for all individuals)
www.dpss.umich.edu
1239 Kipke Drive (UMPD)
911 (emergency)
(734) 763-1131 (non-emergency)

ANN ARBOR

If the incident occurred in Ann Arbor, contact the Ann Arbor Police Department:

ANN ARBOR POLICE DEPARTMENT
a2gov.org/departments/police
301 East Huron Street
(734) 994-2911

YPSILANTI

If the incident occurred in Ypsilanti, contact the Ypsilanti Police Department:

YPSILANTI POLICE DEPARTMENT
cityofypsilanti.com/Government/
Departments/PolicdePARTMENT
505 West Michigan Avenue
(734) 483-9510

IF YOU’RE NOT SURE, HELP IS AVAILABLE.

If you are uncertain where the incident occurred or which agency to contact, U-M DPSS is available to help you determine which agency has jurisdiction and will help you to report the matter to that agency if you wish.

In addition, the University has staff who will, upon request, assist you in making a report to law enforcement. For assaults occurring in the residence halls or at the University Health System, Housing Security 911 or (734) 763-1131 or Hospital Security 911 or (734) 936-7890, respectively, can assist in taking a report. Staff from SAPAC (734) 936-3333, the Dean of Students Office (734) 764-7420, the Office for Institutional Equity (734) 763-0235, and the Office of the Student Ombuds (734) 763–3545 will also help individuals report a matter to law enforcement.
REPORTING TO THE UNIVERSITY

SEXUAL ASSAULT

The university also provides many avenues for reporting of sexual assault. In all cases, the most direct reporting mechanism is to contact the Office for Institutional Equity:

OFFICE FOR INSTITUTIONAL EQUITY
(for students, faculty and staff)
hr.umich.edu/oie
2072 Administrative Services Bldg.
1009 Greene Street
(734) 763-0235 (voice)
(734) 647-1388 (TTY)
institutionalequity@umich.edu

For concerns relating to a student respondent, another avenue is to file a student sexual misconduct complaint with the Office for Institutional Equity online:

ON-LINE STUDENT SEXUAL MISCONDUCT REPORTS
studentsexualmisconductpolicy.umich.edu/report-an-incident

Another option in any case of sexual assault is to file a complaint via telephone or on-line with the Compliance Office through the Compliance Hotline:

COMPLIANCE HOTLINE
compliancehotline.umich.edu
(866) 990-0111

DOMESTIC/DATING VIOLENCE OR STALKING

For concerns relating to domestic/dating violence or stalking, the appropriate avenue for reporting depends on who the respondent is.

For concerns involving students, contact the Office of Student Conflict Resolution:

OFFICE OF STUDENT CONFLICT RESOLUTION
oscr.umich.edu
100 Student Activities Bldg.
515 East Jefferson
(734) 936-6308
oscr@umich.edu

For concerns involving campus staff, contact Staff Human Resources:

STAFF HUMAN RESOURCES
hr.umich.edu/staffhr
2005 Wolverine Tower
3003 South State Street
(734) 763-2387
UniversityHR@umich.edu

For concerns involving UMHS staff, contact UMHS Human Resources:

UMHS HUMAN RESOURCES
med.umich.edu/umhshr
2901 Hubbard, Suite 1100
(734) 647-5538

For concerns involving faculty, contact Academic Human Resources:

ACADEMIC HUMAN RESOURCES
1009 Greene Street
(734) 763-8938
Whenever the university receives a report of sexual assault, domestic or dating violence, or stalking, it will review that report consistent with its applicable policies and procedures. The table below notes various university policies that may apply to these types of reports.

In all cases, the university’s policies and procedures seek to provide a prompt, fair, and impartial resolution of the concern reported. To that end, the university employees responsible for handling sexual violence, domestic violence, and dating violence investigations, sanctioning, and appeals receive annual training on how to properly conduct their investigations of these concerns in a way that promotes accountability as well as the safety of the individuals involved, and of the university community as a whole. The university investigation processes for reviewing sexual violence, domestic violence, and dating violence use a preponderance of the evidence standard. In addition, these processes permit the complainant and respondent to each bring a support person of their choice to any meeting related to the university’s review of the concern; the support person may be present only to provide assistance or advice to the individual they are supporting and may not participate directly in the process. The university’s processes also provide that the complainant and respondent will receive written notification of the outcome of any disciplinary proceeding relating to the reported concern, as well as of any opportunities to appeal the results of that proceeding, any changes to the results before they are finalized, and an update when the results become final.

The university also recognizes the importance of maintaining, to the greatest extent possible, the confidentiality of both the complainant’s and respondent’s identities while it reviews the reported concern. To that end, the university will share information internally only as needed to ensure proper handling of the concerns that have been raised, comply with legal obligations, or provide any requested protective measures, and will share information externally only to the extent legally required to do so; the university does not publish the identities of complainants in its crime alerts or crime logs.
<table>
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<tr>
<th>UNIVERSITY POLICY/URL</th>
<th>SCOPE</th>
<th>AVAILABLE SANCTIONS</th>
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| Student Sexual Misconduct Policy  
studentsexualmisconductpolicy.umich.edu | Complaints of sexual assault (domestic violence, dating violence,) and stalking against university students | studentsexualmisconductpolicy.umich.edu/potential-sanctions-or-interventions |
| Sexual Harassment, SPG 201.89-0  
spg.umich.edu/policy/201.89-0 | Complaints of sexual harassment (including sexual violence) against university employees | spg.umich.edu/policy/201.89-0 (“Corrective Action” section) |
| Statement of Student Rights and Responsibilities  
oscr.umich.edu/statement | Complaints of stalking against university students | oscr.umich.edu/statement#7 |
| Violence in the University Community, SPG 601.18  
spg.umich.edu/policy/601.18 | Complaints of violence, including domestic violence and stalking, against university employees, faculty, or students | Sanctions as available under other policies applicable to the relevant category of individuals, such as SPG 201.12 (employees) employee misconduct, Regent’s Bylaw 5.09 (faculty), Statement of Student Rights and Responsibilities (students) |
| Managing Disruptive Behavior, UMHS Policy 04-06-047  
Call (734) 647-0696 for a copy of the policy or to make a complaint | Complaints against UMHS employees | Sanctions as available under other policies applicable to the relevant category of individuals |
| Proper Use of Information Resources, Information Technology, and Networks at the University of Michigan, SPG 601.07  
spg.umich.edu/policy/601.07 | Complaints of cyber-stalking against university faculty and staff | Sanctions as available under other policies applicable to the relevant category of individuals, or “[w]here no enforcement mechanism exists, the enforcement mechanism defined in the Guidelines for Implementing the Proper Use Policy of the University of Michigan: Responsible Use of Technology Resources” |
The University of Michigan, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding nondiscrimination and affirmative action, including Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973. The University of Michigan is committed to a policy of nondiscrimination and equal opportunity for all persons regardless of race, sex, color, religion, creed, national origin or ancestry, age, marital status, sexual orientation, gender identity, gender expression, disability, or Vietnam-era veteran status in employment, educational programs and activities, and admissions. Inquiries or complaints may be addressed to the Senior Director for Institutional Equity and Title IX/Section 504 Coordinator, Office of Institutional Equity, 2072 Administrative Services Building, Ann Arbor, Michigan 48109-1432, (734) 763-9235, TTY (734) 647-1388. For other University of Michigan information call (734) 764-1817.
QUICK REFERENCE GUIDE

IF YOU OR SOMEBODY YOU KNOW HAS EXPERIENCED DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT OR STALKING, HELP IS AVAILABLE.

PHYSICAL SAFETY
CALL 911
If you are in imminent danger or fear for your physical safety. If it is not an emergency, you can call (734) 763-1131.
If you are on campus, U-M DPSS (which includes the U-M Police Department, Housing Security, and Hospital Security) will respond. Otherwise, local law enforcement will respond.

MEDICAL CARE
CALL 911
If you need immediate medical care and are unable to transport yourself to the hospital.
Otherwise, if you are in Ann Arbor, you may seek help from the emergency departments at the U-M Hospitals (734) 936-6666 or St. Joseph Mercy Hospital (734) 572-3000.
If you have experienced sexual assault, these hospitals have Sexual Assault Nurse Examiners on staff who are specially trained to conduct exams and collect evidence. You will not undergo this form of exam if you do not want one.
Advocates from the Sexual Assault Prevention and Awareness Center (SAPAC): (734) 936-3333 or SAFEHouse (734) 995-5444 are available to accompany you and provide support during your ER visit.

MENTAL HEALTH
(734) 996-4747
If you are concerned for your mental health or emotional wellbeing, please call the U-M Psychiatric Emergency hotline at any time.
During regular business hours, the following resources are also available:

STUDENTS
(734) 764-8312
Counseling and Psychological Services (CAPS)

CAMPUSS EMPLOYEES
(734) 936-8660
Faculty and Staff Assistance Program (FASAP)

UMHS FACULTY AND STAFF
(734) 763-5409
UMHS Employee Assistance Program (EAP)

CONfIDENTIAL
UNIVERSITY RESOURCES
If you would like to speak confidentially with someone at the University, you may contact any of the following offices:

SAPAC (734) 936-3333
(for faculty, staff, or students)

CAPS (734) 764-8312
(for students)

Office of the Ombuds (734) 763–3545
(for students)

FASAP (734) 936-8660
(for campus faculty and staff)

UMHS EAP (734) 763-5409
(for UMHS faculty and staff)

REPORTING OPTIONS
You may report to law enforcement, the University, both, or neither. Call 911 to report crimes to law enforcement.
To report to the University, contact OIE (734) 763-0235 or, for concerns regarding a student, file a report at studentsexualmisconductpolicy.umich.edu/report-an-incident.

COMMUNITY RESOURCES
Confidential assistance in the local community includes the following resources:

SAFEHouse Center (734) 995-5444
National Domestic Violence Hotline (800) 799-7233
National Sexual Assault Hotline (800) 656-4673