UNIVERSITY OF DETROIT MERCY

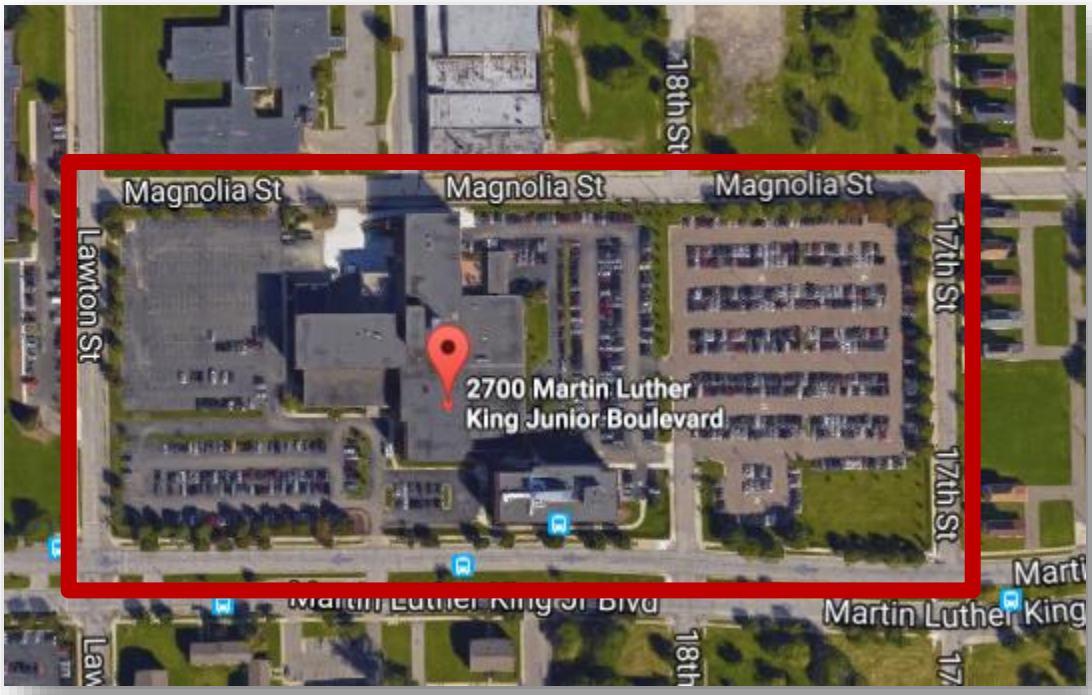
Build A Boundless Future

Annual Security & Fire Safety Report 2019

Corktown Campus

University of Detroit Mercy School of Dentistry
2700 Martin Luther King Jr. Blvd. Detroit, MI 48208
• www.dental.udmercy.edu • (313) 494-6700 •

CLERY GEOGRAPHY – CORKTOWN CAMPUS



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ANNUAL SECURITY REPORT COMPLIANCE

The University of Detroit Mercy Department of Public Safety 2019 Annual Security Report is provided to you in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Statistics Act. This report provides security information covering 2016, 2017, 2018.

ANNUAL FIRE REPORT COMPLIANCE

2019 Annual Fire Safety Report is provided to you in compliance with the Hire Education Opportunity Act, Public Law 110-315 Act (HEOA)

The Annual Fire Safety Report regulations require minimum statistical disclosure for the previous year (for purposes of this report 2016, 2017, 2018) concerning emergency response procedures, fire safety regulations, statistics for campus fires, and other fire incidents that occurred on campus or on property owned or controlled by University of Detroit Mercy

GETTING A COPY OF THE FULL REPORT

You can obtain a copy of the full report by following the print options, contacting the Department of Public Safety at (313) 993-1235 Monday – Friday 9:00 a.m. to 4:30 p.m. or via the website: www.udmercy.edu/publicsafety.

ANNUAL SECURITY REPORT SECTION

ABOUT THE ANNUAL SECURITY REPORT

The University of Detroit Mercy Department of Public Safety 2019 Annual Security Report is provided to you in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

The Annual Security Report regulations require minimum statistical disclosure for the previous three years (for purposes of this report 2016, 2017, 2018), concerning reported crimes that occurred on campus; in certain off-campus buildings or property owned or controlled by University of Detroit Mercy; and on public property within, or immediately adjacent to and accessible from, the campuses. The report also includes institutional policies concerning campus security, such as policies concerning sexual assault, alcohol use, Timely Warning Notices, and other matters.

These crime statistics disclosed for the previous three years (2016, 2017, 2018) covering approximately 1/8-mile radius of the reporting campus.

You can obtain a copy of the full report by following the print options, contacting the Department of Public Safety at (313) 993-1235 Monday – Friday 9:00 a.m. to 4:30 p.m. or via the website: www.udmercy.edu/publicsafety.

UNIVERSITY MISSION STATEMENT

University of Detroit Mercy, a Catholic university in the Jesuit and Mercy traditions, exists to provide excellent student-centered undergraduate and graduate education in an urban context. A Detroit Mercy education seeks to integrate the intellectual, spiritual, ethical and social development of our students.

CRIME PREVENTION TIPS

- Look around—be mindful of your surroundings when walking to and from parking areas.
- Work and study in well-populated areas.
- Have your keys in your hand before you walk to your car or building.
- Share a code word or code phrase with someone close to you. This way, you can secretly alert them that you are having a problem and to discreetly call Public Safety immediately.
- If you are victim of a crime, get to safety first.
- Use the campus escort service or walk in groups.
- **Trust your instincts: if it doesn't feel right, it probably isn't.**

A Message from the Chief

Executive Team

Joel A. Gallihugh
Chief

Edmund Black
Lieutenant

Patrol Supervisors

Platoon I – Sergeant Bacon
Platoon II – Sergeant Soviak
Platoon II – Sergeant Boettcher

Bureau Supervisors

Sergeant Soviak
Investigations

Visit us at
www.udmercy.edu/publicsafety

Contact us 24/7/365

Emergency: (313) 993-1234
Non-emergency: (313) 993-1234
publicsafety@udmercy.edu

Build a Boundless Future

Dear Students, Faculty, and Staff:

University of Detroit Mercy's Department of Public Safety works around the clock to ensure a safe campus environment. The 2019 Annual Security & Fire Safety Report is provided to inform you of safety information at Detroit Mercy. The Report covers our commitment to the University Community, disclosing statistical information for the previous three years (2016, 2017, 2018) and other safety information.

Detroit Mercy has an Emergency Response Plan that is sound, yet flexible to meet the demands of a crisis, providing a framework necessary to respond to an emergency incident. The University has provided protocols for you identifying the best steps to take, should you find yourself faced with a crisis. When you visit the Department of Public Safety website (www.udmercy.edu/publicsafety), take a few minutes to print out a copy of the full Emergency Response Plan as well as the Emergency Procedure Guide as a quick reference tool.

The University uses RAVE Emergency Alert System (EAS) to provide the community with notifications on campus security issues, class cancelation or other campus-related emergencies. The EAS is designed to send registered participants a notice through text messages and prerecorded voice messages on your cellphones, hard-wired home phones, text pagers, or emails. I strongly recommend that all community members validate your contact information to receive timely campus safety information.

You are encouraged to visit the Department of Public Safety website at www.udmercy.edu/publicsafety to view the Detroit Mercy Emergency Response Plan and other important safety information.

Sincerely,

Joel A. Gallihugh
Director/Chief
Department of Public Safety
University of Detroit Mercy

HELPFUL TELEPHONE NUMBERS

CAMPUS RESOURCES

Department of Public Safety	
Emergency (24-hours)	(313) 993-1234
Non-Emergency (24-hours)	(313) 993-1234
Campus Escort	(313) 993-1234
Crime Prevention	(313) 993-1834
Parking Holds	(313) 993-1235
Environmental Safety	(313) 993-1240
Human Resources	(313) 993-1036
Parking & ID	(313) 993-1100
Personal Counseling	(313) 993-1459
	(313) 993-1170
	(313) 494-6938 (Corktown Campus)
Residence Life	(313) 993-1230
Student Affairs	(313) 993-1028
Student Wellness Center	(313) 993-1185

OFF CAMPUS RESOURCES

Detroit Police Department Victims Assistance Crisis Line 24-Hours	(313) 833-1660
Detroit Police Department Chief Neighborhood Liaison Dept.	(313) 596-2520
Interim House Y.W.C.A of Metropolitan Detroit-Domestic Violence 24-Hour Crisis Line	(313) 861-5300
First Step Western Wayne County Project on Domestic and Sexual Violence Toll free helpline 24-hours	1 (888) 453-5900

Campus Emergency

Assistance Line
(313) 993-1234

Off Campus Emergency Assistance Line
911

Report Suspicious Activity

Important things to look for:

- Gender & Race
- Height & Weight
- Age
- Hair Color & Style
- Complexion
- Eye Color
- Clothing
- Unusual marks
- Vehicle color & license #
- Direction of escape

ANNUAL SECURITY REPORT

PURPOSE

The purpose of the Annual Security Report is to inform University of Detroit Mercy community of supportive services and resources available to protect your safety. A section of the Report will provide information on criminal activity that takes place on and around the University's campuses, which may pose a threat to your well-being. An Annual Security Report will be made available October 1 of each calendar year to keep the University Community apprised of safety information.

SCOPE

This policy applies to employees, contractors, consultants, temporary help, and other workers at Detroit Mercy, including all personnel affiliated with third parties.

POLICY

A copy of the Detroit Mercy Department of Public Safety Security Report is available by following the Annual Security Report link from the Public Safety website: www.udmercy.edu/publicsafety. This report includes, at a minimum, statistics for the previous three years on reported crimes that occurred on campus; in certain off campus buildings or property owned or controlled by Detroit Mercy; and on public property within or immediately adjacent to and accessible from the campus. The report also includes institutional policies concerning campus security, such as policies concerning sexual assault, and other matters. You can obtain a copy of this report by contacting the Department of Public Safety at (313) 993-1235 during normal business hours or by accessing the following website: www.udmercy.edu/publicsafety and following the Annual Security link.

ACCURATE & PROMPT CRIME REPORTING

PURPOSE

The Department of Public Safety encourages prompt reporting of all criminal activity occurring on or around University of Detroit Mercy campuses which may pose a threat to safety.

SCOPE

This policy applies to employees, contractors, consultants, temporary help, and other workers at Detroit Mercy, including all personnel affiliated with third parties.

POLICY

Community members, students, faculty, staff, and guests are encouraged to report all crimes and public safety-related incidents to Detroit Mercy Department of Public Safety in a timely manner. This publication focuses on the University's Department of Public Safety because we patrol the campuses as well as neighboring streets within the City of Detroit.

To report a campus crime or an emergency, immediately call the Detroit Mercy Department of Public Safety by calling the 24-hour communications center at (313) 993-1234 or in-person at:

McNichols Campus
Department of Public Safety
4001 W. McNichols Road, Detroit 48221
Student Union Building, southeast corner
24-hours/7-days

Corktown Campus (School of Dentistry)
Department of Public Safety
2700 Martin Luther King Jr. Blvd., Detroit 48208
Clinic Building, first floor
24-hours/7-days

Riverfront Campus (School of Law)
Department of Public Safety
651 E. Jefferson Ave., Detroit 48226
Monday – Thursday 7:00 a.m. – 10:50 p.m.
Friday 7:00 a.m. – 5:50 p.m.
Saturday & Sunday 10:00 a.m. – 5:50 p.m.
24-hours/7-days

Detroit Medical Center

All incidents and emergencies occurring in the Detroit Mercy Dental Clinic located inside the Detroit Medical Center (DMC) Hospital, should first contact Hospital Security at (313) 745-3325.

It is the responsibility of the DMC Security to notify the Detroit Mercy Department of Public Safety of all criminal and safety incidents occurring in the DMC Dental Clinic. You may also follow up on any concerns regarding an incident occurring at the DMC Dental Clinic by calling the Detroit Mercy Department of Public Safety 24-hour communications center at (313) 993-1234.

Dispatchers are available 24-hours a day to answer your call. In response to your call, Detroit Mercy Department of Public Safety or Hospital Security will take the required action: dispatching an officer, providing the victim with information, or properly file an incident report.

University incident reports of a serious nature are forwarded to the Dean of Students Office for review and potential action by the Dean of Students Office. The Department of Public Safety Investigators will look into a report when it is deemed appropriate. Department of Public Safety may work in conjunction with the bureaus of the Detroit Police Department when it deems necessary. Additional information obtained during the investigation may be forwarded to the Dean of Students Office as evidence during the judicial review process, but not to the extent to compromise an ongoing criminal investigation within the Department of Public Safety.

If assistance is required from the City, County, State Police, or Fire Department, Detroit Mercy Department of Public Safety will contact the appropriate agency. If a sexual assault or rape should occur, staff on the scene, including Department of Public Safety, will offer the victim a wide variety of services.

This publication contains information about on campus and off campus resources. The information is made available to provide the Detroit Mercy Community members with specific information about the

resources that are available in the event they become the victim of a crime. The information about "resources" is not provided to imply that those resources are "reporting entities" for Detroit Mercy.

Campus pastoral counselors and campus professional counselors, when acting as such, are not required to report crimes for inclusion into the annual disclosure of crime statistics. As a matter of policy, they are encouraged; if and when they deem it appropriate to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics. While this exemption is to protect the counselor-client relationship, there could be situations where counselors are legally obligated to report a crime.

TIMELY WARNING DISCLOSURE

PURPOSE

The purpose of this policy is to inform the University of Detroit Mercy Community that timely safety warnings will be used to keep the University Community alerted of criminal activity that takes place on and around the University's campuses which may pose a threat to safety.

SCOPE

This policy applies to employees, contractors, consultants, temporary help, and other workers at Detroit Mercy, including all personnel affiliated with third parties.

POLICY

In the event that a situation arises, either on or off campus, that in the judgment of the Director of Detroit Mercy Public Safety Department constitutes an ongoing or continuing threat, a campus-wide "safety warning" will be issued. The warning will be issued to the student newspaper, The Varsity News, if time is appropriate, and through the University email to student, faculty, and staff.

Depending on the particular circumstances of the crime, especially in all situations that could pose an immediate threat to the community and individuals, the Department of Public Safety may also post a notice on the campus-wide electronic bulletin board located on the first floor Student Union, first floor of the Library, first floor of Shiple Hall, and second floor of the Student Fitness Center. Notices will also be posted on the Public Safety website: www.udmercy.edu/publicsafety.

In such instances of an ongoing threat of safety, a copy of the notice is posted in each residence hall, and at the front door of each academic and administrative building.

Anyone with information warranting a safety warning should immediately report the circumstances to the Detroit Mercy Department of Public Safety by calling the 24-hour communications center at (313) 993-1234 or in-person at:

McNichols Campus
Department of Public Safety
4001 W. McNichols Road, Detroit 48221
Student Union Building, southeast corner
24-hours/7-days

Corktown Campus (School of Dentistry)
Department of Public Safety
2700 Martin Luther King Jr. Blvd., Detroit 48208
Clinic Building, first floor
24-hours/7-days

Riverfront Campus (School of Law)
Department of Public Safety
651 E. Jefferson Ave., Detroit 48226
Monday – Thursday 7:00 a.m. – 10:50 p.m.
Friday 7:00 a.m. – 5:50 p.m.
Saturday & Sunday 10:00 a.m. – 5:50 p.m.
24-hours/7-days

REPORTING CRIMINAL OFFENSES ON CAMPUS

PURPOSE

For purposes of this policy, the University of Detroit Mercy Department of Public Safety discloses to the University Community how to report criminal offenses that take place on or around the University's campuses, which may pose a threat to safety.

SCOPE

This policy applies to employees, contractors, consultants, temporary help, and other workers at Detroit Mercy, including all personnel affiliated with third parties.

POLICY

To report a criminal offense on Detroit Mercy campuses, immediately contact Detroit Mercy Department of Public Safety 24-hour communications center at (313) 993-1234 for emergencies, (313) 993-1234 for non-emergencies, or by using the exterior emergency telephones located throughout campus.

Any suspicious activity of person seen in the parking lots or loitering around vehicles, inside buildings or around Residence Halls should be immediately reported to the Department of Public Safety. In addition, if you are a victim involved in a crime of a sensitive nature, you may report a crime to the following areas:

1. Dr. EJ Newness
   Interim Assistant Dean for Academic Administrations
   (313) 494-6656 (Corktown Campus)
2. Juliette C. Daniels, M.A.
   Assistant Dean for Student Services & Enrollment Management
   (313) 494-6850 (Corktown Campus)
3. Dr. Annamaria Silveri
   Director, Wellness Center
   (313) 993-1459 (McNichols Campus)
4. Lanae Gill
   Director, Residence Life
   (313) 993-1230 (McNichols Campus)

Detroit Mercy Department of Public Safety and the Detroit Police Department have a mutual agreement. Each department augments the other within their jurisdictions during mutual investigations, arrests, and prosecutions. Detroit Mercy officers attend regular meetings with local law enforcement agencies to exchange ideas and problems, which may be of concern for the University Community.

REPORTING CRIMINAL OFFENSES OFF CAMPUS

PURPOSE

The purpose of this policy is to inform the University of Detroit Mercy Community that Detroit Mercy officers provide routine patrol services on University property.

SCOPE

This policy applies to employees, contractors, consultants, temporary help, and other workers at Detroit Mercy, including all personnel affiliated with third parties.

POLICY

When a University of Detroit Mercy student is involved in an off campus offense, the Detroit Police Department will be the responding police authority to assist you. To report criminal offences occurring off campus, immediately contact the Detroit Police Department by dialing 911 for emergencies. The Detroit Mercy Department of Public Safety works with local, state, or federal law enforcement on investigations. The Detroit Police Department routinely works and communicates with campus officers on serious incidents occurring on campus or in the immediate neighborhood and business areas surrounding campus.

Detroit Mercy does not operate off campus housing and business facilities. Accordingly, many graduate students and some undergraduate students live in the neighborhoods surrounding Detroit Mercy campuses. The Detroit police have jurisdiction in all areas off campus.

Campus pastoral counselors and campus professional counselors, when acting as such, are not required to report crimes for inclusion into the annual disclosure of crime statistics. As a matter of policy, they are encouraged; if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics. While this exemption is to protect the counselor-client relationship, there could be situations where counselors are legally obligated to report a crime.

MISSING PERSON POLICY

PURPOSE

The purpose of this policy is to establish procedures for the University's response to reports of missing persons, as required by the Higher Education Opportunity Act of 2008. This policy applies to employees, contractors, consultants, temporary help, and other workers at Detroit Mercy, including all personnel affiliated with third parties.

A Detroit Mercy residential student is **"determined to be missing"** when a missing person's report investigation concludes that the student has been absent from the University for a period of 24 hours or longer without any known reason. The Director of Public Safety, or designee, in conjunction with the Dean of Students, or designee, will make the official determination of whether a residential student is deemed missing.

Non-residential students, employees, contractors, consultants, temporary help and other workers who are reported as missing to the Department of Public Safety shall be treated as missing according to the Michigan statute. The statute requires that a person be missing at least 24 hours before a missing report shall be taken by municipal agencies for persons 17 years of age and older, except in unusual circumstances or other factors which may be taken into consideration.

SCOPE

This policy applies to students who are currently enrolled as a student and reside at the University of Detroit Mercy. This policy also applies to non-residential students, employees, contractors, consultants, temporary help and other workers who have visited a Detroit Mercy campus.

Residential Students

Procedure for Designation of Confidential Emergency Contact Information

All residential students have the opportunity annually to identify an individual or individuals to be contacted by the Dean of Students or designee no later than 24 hours. Anyone concerned that a residential student may be a missing person must notify the Department of Public Safety, Dean of Students, or the Director of Residence Life as soon as possible so that an official determination can be made on the missing status of the student.

The Department of Public Safety and Residence Life staff will gather all essential information about the residential student from the reporting person and from the student's acquaintances. Appropriate campus staff will be notified to aid in the search for the student. Appropriate staff will include the Residence Life professional on-call, Director of Residence Life, Dean of Students, and the Department of Public Safety.

If the above actions are unsuccessful in locating the student within 24 hours, or it is immediately apparent that the student is a missing person (e.g. witnessed abduction) the student will be deemed a missing student 24 hours after the time that the student is determined to be missing in accordance with the procedures set forth below. A designation will remain in effect until changed, revoked by the student or when the student is no longer enrolled at Detroit Mercy. This information is maintained confidentially and will be available only to the Department of Public Safety, Dean of Students, and the Director of Residence Life. The administration of the University reserves the right to notify the parents or legal guardian of a student under the age of 21 if s/he has been determined to be missing.

For those students under the age of 17 and not an emancipated minor, the University shall notify the emergency contact as well as the custodial parent or guardian on file no more than 24 hours after the student is determined to be missing.

General Policy

People may be missing for a host of reasons. The Detroit Mercy Department of Public Safety will assist in determining if the reported person is missing. At the time of the concern, the Detroit Mercy Department of Public Safety shall process a report taking all foreseeable steps to locate the missing person on campus. When there is a lapse of 24 hours and a situation absent of extenuating circumstances, a person 17 years of age and older shall be reported to the police department where the missing person resides and will be subject to the laws and ordinances of that agency.

Detroit residents shall be reported to the Detroit Police Department. The reporting party is responsible to contact the appropriate municipal police agency for further assistance. The Detroit Mercy Department of Public Safety will, to the extent possible, facilitate the process between the reporting party and the appropriate police agency.

Missing Minor

A report of a missing person who is under the age of 17 shall immediately be processed as a missing person report by the Department of Public Safety. If the missing minor cannot be located on Detroit Mercy property, Detroit Mercy Public Safety shall contact the Detroit Police Department Immediately following a check of Detroit Mercy property. All related information gathered during the search shall be turned over to the Detroit Police Department (DPD) for further processing. The Detroit Mercy Department of Public Safety shall assist in the transfer of information to the DPD and take all foreseeable steps to ensure the reporting person has an established contact with DPD. The Detroit Mercy Department of Public Safety shall forward the campus report to the University's investigative unit. The assigned investigator shall follow up with DPD to determine the disposition

JURISDICTION & AUTHORITY

PURPOSE

The purpose of this policy is to make the University of Detroit Mercy Community aware of the police authority of the Detroit Mercy Officers.

SCOPE

This policy applies to employees, contractors, consultants, temporary help, and other workers at Detroit Mercy, including all personnel affiliated with third parties.

POLICY

University of Detroit Mercy Campus officers have police authority to apprehend and arrest anyone involved in illegal acts on campus during campus patrol. If minor offenses involving University rules and regulations are committed by a University student, the campus officers may also refer the individual to the Dean of Students Office for administrative review and appropriate reprimand.

Major offenses such as rape, murder, aggravated assault, robbery, and auto theft are reported to the local police. Detroit Mercy Public Safety Department will move forward with a joint investigative effort with investigators from the Detroit Police Department to solve these serious felony crimes. The prosecution of

all criminal offenses, both felony and misdemeanor, are typically conducted within in the City of Detroit or Wayne County jurisdiction. Campus officers work closely with local, state, federal police agencies.

By mutual agreement with state and federal agencies, the University Department of Public Safety has access to information maintained within the NLETS Network (National Law Enforcement Telecommunications Network) though our joint effort with the Detroit Police Department. Through this system, police personnel can access the National Crime Information Computer system as well as the Law Enforcement Information Network (LEIN). These computer databases are used for accessing criminal history data, nationwide police records, driver/vehicle identification information, as well as other local, state and federal law enforcement information.

McNichols Campus

These powers are limited to the property of the geographical area bounded on the north by McNichols from Livernois to Fairfield; on the east by Fairfield from McNichols to Puritan; on the south by Livernois; west on Livernois, north to McNichols.

Riverfront Campus (School of Law)

Authority shall also include the Riverfront Campus School of Law with hard boundary streets: starting at a point at the southbound Chrysler Freeway service drive and Congress proceeding south on the service drive to Jefferson Avenue, west of Jefferson Avenue to St. Antoine, north on St. Antoine to Congress, and east on Congress to the southbound Chrysler Freeway service drive.

Riverfront Law Clinic Borders

Starting point Northbound on East Congress Street to Westbound on Beaubien Street to Southbound on Larned Street to Eastbound on St. Antoine Street.

Corktown Campus (School of Dentistry)

Authority shall also include the Corktown Campus with hard boundary streets: starting point northbound on Magnolia Street to eastbound 17th Street. Blvd to southbound Martin Luther King Jr. Blvd to westbound Lawton Street.

Through coordination with local law enforcement agencies, any criminal activity by students at off campus locations of student organizations, is monitored and recorded. This information is provided to the Dean of Students for any action or follow-up that may be required.

SECURITY & CAMPUS ACCESS

PURPOSE

The purpose of this policy is to inform the University of Detroit Mercy Community of security and campus access enforcement policy.

SCOPE

This policy applies to employees, contractors, consultants, temporary help, and other workers at Detroit Mercy, including all personnel affiliated with third parties.

POLICY

During business hours, the university (excluding housing facilities) will be open to students, parents, employees, contractors, guests, and invitees. During non-business hours access to all university facilities is by key and/or card access and by admittance via the Department of Public Safety. In the case of periods of extended closing that are not of an emergency nature, the Detroit Mercy Department of Public Safety will admit only those individuals with prior written approval to specific facilities or prearranged business on Detroit Mercy property.

Residence halls are secured by card access 24-hours a day. Over extended breaks, the doors of all halls remain secured around the clock, residential hall access cards will be reprogrammed or a separate holiday card will be issued to assigned holiday building residents.

Some facilities may have individual hours, which may vary at different times of the year. Examples are Calihan Hall during sporting events, the library during final exam week, and Food Services to support athletic training programs. In these cases, the facilities will be secured according to schedule, with notice adjustments made by the Department of Public Safety to accommodate such instances. Emergencies may necessitate changes or alterations to any posted schedules.

Security issues related such as landscaping, locks, alarms, lighting, and communications are shared among administrators from the Facilities Management Department, (Public Safety, Facility Operations, Housekeeping, Dining Services), and other concerned areas as necessary to address safety concerns. Additionally, throughout the academic year, the Detroit Mercy Director of Public Safety meets regularly with the Dean of Students and as necessary with the Director of Residence Life to discuss vital safety information and other concerns.

ANNUAL DISCLOSURE OF CRIME STATISTICS

PURPOSE

In compliance with the U.S. Department of Education regulations, the University of Detroit Mercy maintains, enforces, and annually discloses to the University community crime statistics for incidents occurring on and around the University's campuses. The annual disclosure is meant to inform the University of Detroit Mercy Community of criminal activity regardless of the severity of the incident.

SCOPE

This policy applies to employees, contractors, consultants, temporary help, and other workers at Detroit Mercy, including all personnel affiliated with third parties. Crime statistics are compiled on the criminal activity occurring on and around university property to decrease the opportunity for victimization by heightening community awareness.

POLICY

A Safety Disclosure Report will be made available annually to keep the university community apprised of safety information affecting Detroit Mercy.

The Detroit Mercy Department of Public Safety prepares this report in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The full text of this report can be located by following the link on our website at www.udmercy.edu/publicsafety . You may also connect to our

website via the Detroit Mercy Home page at www.udmercy.edu. This report is prepared in cooperation with the local law enforcement agencies surrounding campuses, Residence Life and Title IV Coordinators, and the Division of Student Affairs. Each entity provides updated information on their educational efforts and programs to comply with the Clery Act.

Campus crime, arrest and referral statistics include those reported to the Detroit Mercy Department of Public Safety, designated campus officials, and local law enforcement agencies. These statistics may also include crimes that have occurred in private residences or businesses and are not required by law. Michigan law requires prompt, mandatory reporting to the local law enforcement agency by health care practitioners (such as those at Student Health Services) when they provide medical services to a person they know or reasonably suspect is suffering wounds inflicted by a firearm or is a result of a physical assault or abusive conduct. Personal Counseling Services staff informs their clients of the procedures to report crime to the Department of Public Safety on a voluntary basis, should they feel it is in the best interest of the client.

Each year, an email notification will be made to all enrolled students, faculty, and staff informing them of the website to access this report. Copies of the report may also be obtained by calling the Department of Public Safety at (313) 993-1235 during normal business hours. All prospective employees and prospective students may obtain a copy from the Department of Public Safety website www.udmercy.edu/publicsafety.

POSSESSION OF ALCOHOLIC BEVERAGES

PURPOSE

University of Detroit Mercy maintains, enforces, and discloses policies on alcoholic beverage consumption on University campuses.

SCOPE

This policy applies to employees, contractors, consultants, temporary help, and other workers at Detroit Mercy, including all personnel affiliated with third parties.

POLICY

The possession, sale, or the furnishing of alcohol on the University campuses is governed by Detroit Mercy Alcohol Policy, City of Detroit Ordinance and Michigan State law. Laws regarding the possession, sale, consumption or furnishing of alcohol is controlled by the Michigan Liquor Control Commission (MLCC). However, the enforcement of alcohol laws on campus is the primary responsibility of the Detroit Mercy Department of Public Safety.

Detroit Mercy campuses have been designated “Drug Free” and only under certain circumstances is the consumption of alcohol permitted. The possession, sale, manufacture or distribution of any controlled substance is illegal under both state and federal laws. Such laws are strictly enforced by the Detroit Mercy Department of Public Safety officers.

Violators are subject to University disciplinary action, criminal prosecution, fine and imprisonment. It is unlawful to sell, furnish or provide alcohol to a person under the age of 21. The possession of alcohol by anyone under 21 years of age in a public place or a place open to the public is illegal. It is also a violation of the Detroit Mercy Alcohol Policy for anyone to consume or possess alcohol in any public or private

area of campus without prior University approval. Organizations or groups violating alcohol/substance policies or law may be subject to sanctions by the University.

The Department of Public Safety enforces university policy, City ordinances, and Michigan State laws that govern alcohol use.

Information on alcoholic beverage consumption on University campuses is available on the Department of Public Safety website www.udmercy.edu/publicsafety, in the Detroit Mercy Student Handbook and Calendar as well as the University Policies & Procedures Handbook

DRUG FREE CAMPUS

PURPOSE

University of Detroit Mercy discloses to the University community one measure to protect the privileges of all members by providing a stable and safe environment on and around University campuses by prohibiting the unlawful possession, use, manufacture or distribution of illicit drugs or alcohol on University premises.

SCOPE

This policy applies to employees, contractors, consultants, temporary help, and other workers at Detroit Mercy, including all personnel affiliated with third parties.

POLICY

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

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

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

Michigan law prohibits the dispensing, selling or supplying of drugs. Employees, students, faculty and campus visitors may not unlawfully manufacture, consume, possess, sell, distribute, transfer or be under the influence of illicit drugs or controlled substances on University property, while driving a University vehicle or while otherwise engaged in University business. University property, as defined in this Policy, includes all buildings and land owned, leased, or used by the University, and motor vehicles operated by employees, including personal motor vehicles, when used in connection with work performed for or on behalf of the University.

Any person taking prescription drugs or over-the-counter medication is personally responsible for ensuring that while taking such drugs or medications, he or she is not a safety risk to themselves and

others while on University property, while driving a University or privately owned vehicle, or while otherwise engaged in University business. It is illegal to misuse prescription medication, i.e. continue to use medication when the prescription is no longer valid, use prescribed drugs contrary to the prescription, and give or sell prescribed drugs to another person. Misusing prescription drugs can result in conviction with jail time.

University of Detroit Mercy uses evidenced-based strategic interventions, collaboration, innovation and the incorporation of the wellness dimensions to reduce harmful consequences of alcohol and other drug use.

- Providing education and awareness activities.
- Offering substance-free social and extracurricular options.
- Creating a health-promoting normative environment.
- Restricting the marketing and promotion of alcohol and other drugs.
- Limiting availability of alcohol and other drugs.
- Developing and enforcing campus policies and enforce laws to address high-risk and illegal alcohol and other drug use.
- Providing early intervention and referral for treatment.
- Parental Notification

The Family Education Rights and Privacy Act (FERPA) govern the release of and access to student education records. Section ~~952 of~~952 of the 1998 Amendments to the Higher Education Act of 1965 clarified that institutions of higher education are allowed (but not required) to notify parents if a student under the age of 21 at the time of notification commits a disciplinary violation involving alcohol or a controlled substance.

Because of the health and safety risk inherent in alcohol and other drug misuse, Detroit Mercy will notify parents/family of students under the age of 21:

- If a student has committed an AOD violation accompanied by other serious behavior such as needing medical attention, significant property damage or driving under the influence.
- If a student has had an AOD incident that resulted in a transport to the hospital or jail.
- If a student has had one AOD-related violation of the Student Code of Conduct- Alcohol and Other Drug Policy

Detroit Mercy campuses have been designated "Drug Free" and only under certain circumstances is the consumption of alcohol permitted. The possession, sale, manufacture or distribution of any controlled substance is illegal under state and federal laws. Such laws are strictly enforced by the University of Detroit Mercy public safety officers. Violators are subject to University disciplinary action, criminal prosecution, fine and imprisonment.

Detroit Mercy Department of Public Safety works to maintain a drug-free work place in compliance with University policies, City Ordinances, state and federal laws. The University has disclosed to the community detailed information to uphold the "Drug-Free Work Place Act of 1988". This information is available through the Detroit Mercy Human Resources Department and located in the UDM Polices & Procedures Handbook effective October 2003. In addition, the Detroit Mercy Department of Student Affairs communicates information on the consumption of alcohol and illicit drug use through the Student Handbook and Calendar. The Department of Residence Life reinforces these policies for the residential community by providing policies on the prohibition of alcohol consumption and illicit drug use in the Guide to Residence Living

SUBSTANCE ABUSE EDUCATION

PURPOSE

University of Detroit Mercy informs the University Community how they will be advised of Substance Abuse Educational opportunities that take place on and around the University's campuses.

SCOPE

This policy applies to employees, contractors, consultants, temporary help, and other workers at Detroit Mercy, including all personnel affiliated with third parties.

POLICY

The University has developed a program to prevent the illicit use of drugs and the abuse of alcohol by students and employees. The program provides services related to drug use and abuse including dissemination of informational material, educational programs, counseling services, referrals and college disciplinary actions. Students needing help dealing with substance abuse problems are encouraged to consult the Dean of Students for referral to the appropriate office and/or agency.

Wellness Center

The Detroit Mercy Wellness Center employs nationally certified Nurse Practitioners that work in conjunction with a Physician from Henry Ford Medical System. The Wellness Center is a service available to Detroit Mercy students that can assist with a number of health related concerns

The Detroit Mercy Wellness Center is located on the McNichols Campus in West Quad, Room 104.

To schedule an appointment, call the Detroit Mercy Wellness Center during business hours at (313) 993-1185. Walk-ins will be worked into the schedule or placed on the schedule for a following day.

McNichols Campus
Detroit Mercy Wellness Center
For appointments (313) 993-1185
4001 W. McNichols Road, Detroit 48221 (www.udmercy.edu/about/location.php)
West Quad Room 104, entrance located on the south side
Fall & Winter Terms
Monday - Friday 10:00 a.m. to 4:00 p.m.
Summer Term
Monday - Friday 11:00 a.m. to 2:00 p.m.

Personal Counseling Services

The University of Detroit Mercy offers time-limited individual, group and family counseling to Detroit Mercy students. Individual and family counseling involves 50 minutes sessions with a 15 session limit.

At the time of the initial session the student can talk confidentially about what's most on his/her mind and together the counselor and student will identify problems and set realistic goals for

therapy. Some students may have special needs which would require a referral to a clinic or another therapist.

The counseling office serves as a resource for faculty and staff who may want to discuss a distressed student's behavior or explore ways to approach a student to make a referral. Faculty and staff who are not eligible for counseling services may take advantage of referral sources to private practice clinicians.

To schedule an appointment for personal counseling call during business hours.

McNichols Campus
Detroit Mercy Personal Counseling Services
Monday - Friday 8:30 a.m. to 5:00 p.m.
4001 W. McNichols Road, Detroit 48221 (www.udmercy.edu/about/location.php)

Annamaria Silveri, PhD, MA, LPC
(313) 993-1459
silveran@udmercy.edu

Rachel Bennet, LMSW
(313) 993-1459
bennetrn1@udmercy.edu

Corktown Campus (School of Dentistry)
Detroit Mercy Personal Counseling Services
Corktown Campus Wellness Center Room 425

Bailey Anderson, Personal Counseling/Wellness Coordinator
(313) 494-6938
anderstb@udmercy.edu

Local, State, and Federal Laws Governing Alcohol

The State of Michigan sets 21 as the minimum age to purchase or possess any alcoholic beverage. Specific ordinances regarding violations of alcohol laws, including driving while intoxicated, is available by contacting the Department of Public Safety at www.udmercy.edu/publicsafety or local city districts.

Additional Resources

The Detroit Mercy Department of Public Safety does not update or edit these sites but provides them as an additional resource. The following links to the Michigan State Police website and articles:

Michigan State Police Home Page
http://www.michigan.gov/msp

Alcohol Impaired Driving
http://www.michigan.gov/msp/0,1607,%207-123-1564-49577--,00.html

A violation of any law regarding alcohol or illicit drug use is also a violation of the University's Student Code of Conduct and will be treated as a separate matter by the University.

SECURITY AWARENESS PROGRAM

PURPOSE

University of Detroit Mercy discloses to the University Community how they will be advised of security awareness programs that take place on University campuses. The Detroit Mercy Department of Public safety is committed to hosting security awareness programs throughout the academic year.

SCOPE

This policy applies to employees, contractors, consultants, temporary help, and other workers at Detroit Mercy, including all personnel affiliated with third parties.

POLICY

Throughout the school term, students are informed of services offered by the Department of Public Safety. Students are told about crime on campus and in surrounding neighborhoods. Similar information is presented to new employees and to the parents of newly enrolled students during parent orientation sessions held throughout the school term. Crime Prevention Programs and Sexual Assault Prevention Programs are offered on a continual basis.

Periodically during the academic year, the Detroit Mercy Department of Public Safety, in cooperation with other local law enforcement agencies, university organizations and departments, present crime prevention awareness sessions:

- Sexual assault (rape and acquaintance rape)
- Physical abuse
- Theft
- Vandalism
- Personal Safety
- Residence Hall Security

Detroit Mercy Department of Public safety has identified several agencies that offer educational programs to identify techniques to avoid sexual assault and date rape. Information on these agencies is located on the Department of Public Safety website www.udmercy.edu/publicsafety and in the Student Handbook and Calendar.

The University's Public Safety Department in cooperation with the University's Emergency Response Planning Committee hosted the first annual Safety Awareness Day in October. The purpose of the Awareness Day was to provide the University community with safety prevention information across a broad spectrum to empower individuals with the ability to make the best safety choices. Participants in the awareness day were the Detroit Mercy Department of Public Safety, Department of Residence Life, Department of Athletics, Metz Culinary Management, University Health Center, Dean of Students Office, LUMA Clean and Safe community outreach committee, The Women's Commission, Facility Operations, ITS Department, and the Student Senate.

A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others.

In addition to seminars, information is disseminated to students and employees through crime prevention awareness packets, security alert notices, displays, electronic marquee, articles and advertisements in university student newspaper, the Varsity News.

When time is of the essence, information is released to the University Community through "safety warnings" posted prominently throughout campus, on the Department of Public Safety website, www.udmercy.edu/publicsafety, and through emails to the University list server.

CRIME PREVENTION

PURPOSE

The purpose of this policy is to educate the University of Detroit Mercy Community on proper crime prevention and safety precautions.

SCOPE

This policy applies to employees, contractors, consultants, temporary help, and other workers at Detroit Mercy, including all personnel affiliated with third parties.

POLICY

University of Detroit Mercy maintains, enforces, and discloses to the University community information on crime prevention programs to address the known types of criminal activity that take place on and around the University's campuses which may pose a threat to your safety. Crime Prevention Programs will be offered throughout the Fall and Winter semesters to recommend safe practices to the University Community.

Crime Prevention Programs on personal safety and theft prevention are sponsored by various campus organizations throughout the year. Detroit Mercy Department of Public Safety facilitates programs for students, parents, faculty, new employee orientations, student organizations, and community organizations. In addition, Detroit Mercy Department of Public Safety participates in annual training programs for Resident Advisers and residents providing a variety of educational strategies and tips on how to protect themselves from sexual assault, theft and other crimes.

Tip: To enhance personal safety, program Public Safety into a one-touch button on your cell phone to quickly report campus emergencies.

PROHIBITING SEX- AND GENDER-BASED DISCRIMINATION

POLICY

It is the policy of University of Detroit Mercy to maintain an educational and working environment that stresses the dignity of all individuals. University of Detroit Mercy does not tolerate sex or gender-based discrimination, sexual harassment, sexual misconduct, stalking, retaliation or other behaviors proscribed by Title IX of the Education Amendments of 1972 ("Title IX"), Title VII of the Civil Rights Act of 1964 ("Title VII") and Michigan's Elliott-Larsen Civil Rights Act. These behaviors are not tolerated by any student, faculty, employee, independent contractor, vendor, visitor or other individual who does business

with the University. The University has enacted this Sex and Gender-based Discrimination policy (the "Policy") to reflect and maintain its institutional values and community expectations, to provide for fair and equitable procedures for determining any violation of this Policy, and to provide recourse for individuals and the community in response to violations of this Policy.

This Policy affirms the University's commitment to:

- Educate, train and counsel members of the University community about the harm caused by incidents of sexual harassment
- Facilitate and maintain an environment free from hostility and harassing behaviors
- Affirm the ethical obligation of each member of the University community to foster a learning and working environment free from sexual coercion, intimidation, and exploitation
- Encourage and address complaints of sexual harassment in a prompt and fair manner and protect individuals from retaliation
- Establish and maintain uniform procedures for resolving complaints of sex or gender-based discrimination, harassment, misconduct, stalking and retaliation

This Policy prohibits all forms of sexual or gender-based discrimination, harassment, and misconduct, including sexual assault, non-consensual sexual contact, intimate partner violence, dating violence, sexual exploitation, and stalking. This Policy also prohibits retaliation against a person who reports, complains about, or who otherwise participates in any matter related to this Policy.

The University does not discriminate on the basis of sex in its educational, extracurricular, athletic, or other programs or in the context of employment. Sex discrimination is prohibited by Title IX of the Education Amendments of 1972, a federal law that provides:
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.

Sexual harassment constitutes a form of sex discrimination which is illegal under Michigan Compiled Laws Annotated 37.2101-37.2210, Title VII of the Civil Rights Act of 1964, and Title IX of the Education Amendments of 1972. In addition to any sanctions that may be imposed by the University of Detroit Mercy as a result of this policy, individuals determined to be responsible for sexual or gender discrimination may be held personally liable to their victims or survivors and subject to additional sanctions within the civil or criminal law system in the State of Michigan.

This Policy prohibits sexual harassment against University of Detroit Mercy community members of any sex, sexual orientation, gender identity, or gender expression in the context of education or employment. This Policy also prohibits gender-based harassment that does not involve conduct of a sexual nature.

Upon receipt of a report, the University will take prompt and equitable action to eliminate the Prohibited Conduct (if any), prevent its recurrence, and remedy its effects. In addition, the University will fulfill its obligations under the Violence Against Women Reauthorization Act of 2013 ("VAWA") amendments to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act") in response to reported Prohibited Conduct. The University's process for investigating and responding to reported Prohibited Conduct are contained in the following appendices: Appendix A (Student Grievance Process -Student Respondent). Students or employees who are found to have violated this Policy may face disciplinary action up to and including expulsion (students) or termination of employment (faculty or staff).

University of Detroit Mercy also prohibits other forms of discrimination and harassment, including discrimination and harassment on the basis of race, color, national origin, ancestry, age, religious belief, marital status, physical or mental disability, medical condition, veteran status, or any other characteristic protected by federal, state, or local law. Such prohibited conduct is addressed in other University policies prohibiting discrimination, harassment and retaliation based on protected status (other than sex or gender).

Scope of Policy

Effective Date of Policy

This Policy applies to all reports of Prohibited Conduct occurring on or after the effective date of this Policy. When the date of the reported Prohibited Conduct precedes the effective date of this Policy, the definitions of misconduct in existence at the time of the report will be used. *The Investigation and Resolution Procedure* under this Policy will, however, be used to investigate and resolve all reports made on or after the effective date of this Policy, regardless of when the incident(s) occurred.

When used in this Policy, "Complainant" refers to the individual who is identified as the subject of Prohibited Conduct. "Respondent" refers to the individual alleged to have engaged in Prohibited Conduct. A "Third-Party" refers to any other participant in the process, including a witness or an individual who makes a report on behalf of a Complainant.

To Whom Does This Policy Apply?

Persons

This policy applies to Students, Employees, and Third Parties.

1. "Student" includes any person who meets any of the following criteria:
    - is enrolled in any course(s) taught in any format at the University,
    - is living in University residence life facilities, and/or
    - is not officially enrolled for a particular term, but whose University record indicates a continuing relationship with the University. The term relationship, includes but is not limited to:
        - those eligible and/or applying for reenrollment and/or readmission;
        - those involved in an appeal or grievance process, and,
        - those with unresolved business matters with the University.

2. "Employee" includes all persons who are legally defined as employees of the University.

3. "Third Parties" includes all contractors, vendors, visitors, or guests.

   The University's ability to take appropriate corrective action against a Third Party is determined by the nature of the relationship of the Third Party with the University. The Title IX Coordinator will determine the appropriate manner of resolution consistent with the University's commitment to a prompt and equitable process consistent with federal and state law, federal guidance, and this policy.

Places

On-Campus Conduct. This Policy applies to conduct that occurs on-campus, including conduct which occurs on property owned or controlled by the University.

College Programs. This Policy applies to conduct that occurs in the context of University employment or education programs or activities, including, but not limited to, University of Detroit Mercy study abroad or experiential programs.

Off-Campus Conduct. This Policy also applies to conduct that occurs off campus and has continuing adverse effects on, or creates a hostile environment for any member of the University of Detroit Mercy community on-campus or in any University employment or education program or activity.

Intersection with Other Policies and Procedures
Separate policies for employees and codes of conduct for students may also address discrimination and harassment. Where Prohibited Conduct violates this Policy Prohibiting Sex and Gender-based Discrimination as well as other policies, the University's response will be governed by this Policy.

Prohibited Conduct

Sexual or Gender-based Harassment:

Sexual Harassment is any unwelcome sexual advance, request for sexual favors, and other verbal or physical conduct or communication of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise when the conditions outlined below are present:

Gender-based harassment includes harassment based on gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature, when the conditions outlined below are present:

1. Submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of a person's employment, academic standing, or participation in any University program and/or activities or is used as the basis for University decisions affecting the individual (often referred to as "quid pro quo" harassment); or
2. Such conduct creates a hostile environment. A "hostile environment" exists when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefitting from the University's education or employment program and/or activities. Conduct must be deemed severe, persistent, or pervasive from both a subjective and an objective perspective. In evaluating whether a hostile environment exists, the University will consider the totality of known circumstances, including, but not limited to:
    - The frequency, nature, severity, location, duration and context of the conduct;
    - Whether the conduct implicates concerns related to academic freedom or protected speech.

A hostile environment can be created by persistent or pervasive conduct or by a single or isolated incident, if sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the conduct is physical. A single incident of Sexual Assault, for example, may be sufficiently severe to constitute a hostile environment. In contrast, the perceived offensiveness of a single verbal or written expression, standing alone, is typically not sufficient to constitute a hostile environment.

Other Actions

This policy also prohibits sexual assault, sexual exploitation, stalking, and intimate partner violence. See Appendix and Definition of Terms in Detroit Mercy's Title IX Investigation and Resolution Procedure here:

Retaliation
Retaliation means any adverse action taken against a person for making a report of Prohibited Conduct or participating in any proceeding under this Policy. Adverse action includes conduct that threatens, intimidates, harasses, coerces or in any other way seeks to discourage a reasonable person from engaging in activity protected under this Policy.

Retaliation can be committed by or against any individual or group of individuals, not just a Respondent or Complainant. Retaliation does not include actions lawfully pursued in response to a report of Prohibited Conduct. Pursuit by either party of civil, criminal or other legal action, even in response to an initial report under this Policy, does not constitute retaliation**.**

The University will address any report of retaliation and will pursue disciplinary action as appropriate.

Confidentiality, Privacy, Responsibility to Report

Prohibited conduct, or concern that prohibited conduct may have occurred, should be reported to the Title IX Coordinator or a deputy Title IX coordinator. The University will support a Complainant in understanding, assessing, and pursuing reporting options and will advise a Complainant of appropriate resources within and outside the University.

Reports concerning minors -In addition to notifying the Title IX Coordinator and/or Director of Public Safety on campus, any individual may make a direct report as follows: 1.) If a child is in immediate danger, call 911 or Child Protective Services Hotline at 855-444-3911. 2.) The Child Protective Services Hotline may be contacted at all hours and all days of the week.

Privacy
The University is committed to protecting the privacy of all individuals involved in the investigation and resolution of reports under this Policy. The University is likewise committed to assisting students, employees, and third parties in making informed choices. With respect to any report under this Policy, the University will make reasonable efforts to protect the privacy of participants, in accordance with applicable state and federal law, while balancing the need to gather information to take steps to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects. All University employees who are involved in the College's Title IX response receive specific instruction about respecting and safeguarding private information.

With the exception of Title IX reporting, Responsible Employees will maintain the privacy of information related to a report of Prohibited Conduct, and information will only be shared beyond the Title IX Coordinator or DPS on a "need to know" basis in order to assist in the review, investigation and resolution of the report, or support of the parties.

Employees' Responsibility to Report
Every employee is designated as either a "Responsible Employee" or a "Confidential Employee". To assure that all Complainants are provided with equitable access to support and information about options and that the University provides a consistent response to Prohibited Conduct that allows for the tracking of patterns and climate concerns. Responsible Employees have an obligation to share information about Prohibited Conduct with the Title IX Coordinator. (Please note, **Responsible Employees** are not required to report information disclosed at public awareness events such as "Take Back the Night" and are not required to disclose information disclosed during a student's participation as a subject in a research study conducted at the University.)

Responsible Employees are all University of Detroit Mercy employees including Resident Advisors, Graduate Assistants and other student-employees, when disclosures are made to any of them in their capacities as employees. Responsible Employees do not include employees who are licensed medical, clinical, or mental health professionals (physicians, nurse practitioners, nurses, physicians' assistants, psychologists, professional counselors, and social workers, and those performing services under their supervision). These individuals are **Confidential Employees**. A Confidential Employee will not disclose information about Prohibited Conduct to the University's Title IX Coordinator without the Student's written release and permission to do so with the following exceptions: a.) a concern by a licensed medical, clinical or mental health professional that the student will likely cause imminent and physical harm to self or others, or b.) the information concerns conduct involving suspected abuse or neglect of a minor under the age of 18 pursuant to state law.

Student Request for Anonymity
A student may desire to report Prohibited Conduct to the University but to maintain confidentiality. If so, the Title IX Coordinator will evaluate such requests. Where a Complainant requests that the Complainant's name or other identifiable information not be shared with the Respondent or that no formal action be taken, the Title IX Coordinator, in conjunction with the Title IX team, will balance the Complainant's request with its dual obligation to provide a safe and non-discriminatory environment for all University community members and to remain true to principles of fundamental fairness that ordinarily provide for notice and an opportunity to respond before action is taken against a Respondent. In making this determination, the University may consider the seriousness of the conduct, the respective ages and roles of the Complainant and Respondent, whether there have been other complaints or reports of harassment or misconduct against the Respondent, and the rights of the Respondent to receive notice and relevant information before disciplinary action is sought.

The University will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or request not to pursue an investigation, but its ability to do so may be limited based on the nature of the request by the Complainant. Where the University is unable to take action consistent with the request of the Complainant, the Title IX Coordinator or a member of the Title IX team will inform the Complainant about the chosen course of action, which may include the University seeking disciplinary action against a Respondent. Alternatively, the course of action may also include steps to limit the effects of the alleged harassment and prevent its recurrence that do not involve formal disciplinary action against a Respondent or revealing the identity of the Complainant.

Disclosures Required by the Clery Act

Timely Warnings
A "Timely Warning" is a campus-wide notification of a serious or continuing threat to the University of Detroit Mercy community. The Timely Warning does not include identifying information about the Complainant. If a report of misconduct discloses a serious or continuing threat to the University community, the University may issue a campus wide timely warning through university email to protect the health or safety of the community. Consistent with the Clery Act, the University withholds the names and other personally identifying information of Complainants when issuing timely warnings to the University Community.

Annual Reporting Responsibilities
University of Detroit Mercy and all higher education institutions that receive federal funding are obligated to publicly issue an Annual Security Report ("ASR") which identifies the number of particular reported crimes on campus or campus property, or adjacent to campus. The ASR does not include identifying information about the Complainant or Respondent.

Crime Log
All higher education institutions that have campus police forces or security departments must maintain a daily crime log that includes entries for all crimes that occur within both the Clery geography and the campus police force's regular patrol route. The crime log does not include identifying information about the Complainant or Respondent.

University Title IX Coordinator and Deputy Coordinators
Notice of Designated Title IX Coordinator and Deputy Coordinators
The University has designated Marjorie Lang to serve as the University's Title IX Coordinator. The University has designated Title IX Deputy Coordinators and their contact information appears below. The Title IX Coordinator and Deputy Coordinators may be contacted by telephone, email, or in person during regular office hours:

Title IX Coordinator and Equity and Compliance Specialist

Marjorie Lang, JD, MA, LLPC
5th Floor, Fisher Administration Center
langma@udmercy.edu
titleix@udmercy.edu
(313) 993-1802

Title IX Deputy Coordinators

McNichols Campus

Netina Anding-Moore, Interim Director Human Resources
titleix@udmercy.edu
andingnv@udmercy.edu
(313) 993-1445

Lanae Gill, Director of Residence Life
Shiple Hall, Rm. 110
lanae.gill@udmercy.edu
titleix@udmercy.edu
(313) 993-1231

Adam Hollmann, Assistant Director - Stud. Life Program
titleix@udmercy.edu
hollmaap@udmercy.edu
(313) 993-1154

Holly Kerstner
Calihan Hall, 2nd floor
kerstnhl@umercy.edu
titleix@udmercy.edu
(313) 993-7323

Megan Novell
McNichols library, 1st floor, circulation desk
novellme@udmercy.edu
titleix@udmercy.edu
(313) 993-1795

Riverfront Campus

Jordan Hall, Director of Student Affairs – Law School
Dowling Hall, 1st floor
titleix@udmercy.edu
halljg@udmercy.edu
(313) 596-9848

Megan Jennings, JD, Associate Dean of Students
Law School, Rm. 131
jenninmf@udmercy.edu
titleix@udmercy.edu
(313) 596-0209

Corktown Campus

Ololade Banks
Dental Administration Building, fourth floor
banksoo@udmercy.edu
titleix@udmercy.edu
(313) 494-6957

Juliette Daniels, Assistant Dean of Student Services and Enrollment
Dental School, Rm. 470
danieljc@udmercy.edu
titleix@udmercy.edu
(313) 494-6850

Role of the Title IX Coordinator and Deputy Coordinators
The Title IX Coordinator monitors the University's overall compliance with Title IX, ensures appropriate training and education, and oversees the University's investigation, response, and resolution of reports made under this Policy. Upon receiving reports of Prohibited Conduct, the Title IX Coordinator ensures that appropriate action is taken to eliminate that conduct, prevent its recurrence, and remedy its effects.

The Title IX Coordinator is available to advise all individuals including individuals who have experienced misconduct, individuals who are alleged to be responsible for misconduct, and third-parties on this policy and related procedures. The Title IX Coordinator and Deputy Coordinators constitute a small circle of individuals who have a "need to know" of any alleged Prohibited Conduct to effectuate this Policy. The foregoing individuals have received appropriate training to discharge their responsibilities.

How to Report

The University urges anyone who has experienced or knows about an incident of Prohibited Conduct to immediately contact the Title IX Coordinator or Deputy Coordinator.

The University's Title IX Coordinator or any Deputy Title IX Coordinator may be reached at their office or by telephone or email as noted above.

The University strongly encourages all individuals to seek assistance from a medical provider and/or law enforcement immediately after an incident of sexual violence. This is the best option to ensure preservation of evidence and to begin a timely investigative and remedial response.

The University also strongly encourages all individuals to make a report to the University and to local law enforcement, although neither is required. These reporting options are not mutually exclusive. Both internal and criminal reports may be made simultaneously.

The University has a strong interest in supporting survivors of sexual harassment, sexual violence, stalking, and dating/intimate partner/domestic violence and strongly encourages all individuals or third party witnesses to report any incident to the University. The University will support Complainants in understanding, assessing, and pursuing options and will assist Complainants in notifying law enforcement and seeking medical treatment as well as counseling.

Making a report means telling a Responsible Employee what happened: in person, by telephone, in writing, or by email. At the time a report is made, a Complainant does not have to request any particular course of action, nor does a Complainant need to know how to label what happened. Choosing to make a report, and deciding how to proceed after making the report, can be a process that unfolds over time. The University provides support that can assist each individual in making these important decisions, and will respect an individual's autonomy in deciding how to proceed to the extent legally possible. In this process, the University will balance the individual's interest with its obligation to provide a safe and non-discriminatory environment for all members of the University Community.

The University will investigate and resolve all reports of Prohibited Conduct in a fair and impartial manner. A Complainant, a Respondent and all individuals involved will be treated with dignity and respect. In response to all reports of Prohibited Conduct, the University will make an immediate assessment of any risk of harm to the Complainant, Respondent, or to the broader campus community and will take steps necessary to address those risks. These steps may include interim measures to provide for the safety of the individual and the campus community.

The contact information for all reporting options may be found in the List of Resources for Reporting, Care and Support, Section VII.

Emergency Reporting Options
Complainants have the right to notify or decline to notify law enforcement. The University strongly encourages all individuals to seek assistance from law enforcement immediately after an incident of Prohibited Conduct. This is the best option to ensure preservation of evidence and to begin a timely investigative and remedial response. Police have unique legal authority, including the power to seek and execute search warrants, collect forensic evidence, make arrests, and assist in seeking emergency protective orders. The University will help any University community member to get to a safe place and will provide transportation to the hospital, coordination with law enforcement, and information about on- and off-campus resources and options for resolution.

Detroit Police Department (DPD) – if suspected Title IX violation occurs on campus
The Detroit Police Department may be contacted seven days a week, 24 hours a day.
301 Third St., Detroit, Michigan, 48201

Your local police department – if suspected Title IX violation occurs off campus.

Other Reporting Considerations
Timeliness

Complainants and third-party witnesses are encouraged to report Prohibited Conduct as soon as possible in order to maximize the University's ability to respond promptly and effectively. The University does not, however, limit the time frame for reporting. If the Respondent is not a member of the University community, the University will still seek to meet its Title IX obligation by taking steps to end the harassment, prevent its recurrence, and address its effects, but its ability to take disciplinary action against the Respondent will, of course, be limited.

Location
An incident does not have to occur on campus to be reported to the University. Off-campus conduct that is likely to have a substantial effect on the Complainant's on-campus life and activities or poses a threat or danger to members of the University community may also be addressed under this Policy.

Amnesty for Good Faith Reporting
The University will not pursue disciplinary action against students (Complainants or witnesses) for disclosure of personal consumption of alcohol or other drugs (underage or illegal) if the disclosure is made in connection with a report or investigation of Prohibited Conduct.

The University strongly encourages the reporting of Prohibited Conduct under this Policy. It is in the best interest of this community that Complainants report to university officials and that participants in the grievance process are forthright in sharing information. To guard against discouraging reporting or participation, a student who reports Prohibited Conduct or participates in the grievance process, either as a Complainant, Respondent, or a third-party witness, will not be subject to disciplinary action by the University for personal consumption of alcohol or drugs or other violations of the conduct policy (not including this Policy) 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 and do not involve plagiarism, cheating, or academic dishonesty. The University may, however, initiate an educational discussion or pursue other educational remedies with the student regarding alcohol or other drugs. Being intoxicated by drugs or alcohol is no defense to any violation of this Policy and does not diminish one's responsibility to obtain consent.

Coordination with Law Enforcement
The University strongly encourages Complainants to pursue criminal action for incidents of sexual harassment, sexual violence, and intimate partner violence that may also be crimes under Michigan law. The University will assist a Complainant in making a criminal report and cooperate with law enforcement agencies if a Complainant decides to pursue the criminal process to the extent permitted by law.

The University's Policy, definitions, and burden of proof may differ from Michigan criminal law. A Complainant may seek recourse under this Policy and/or pursue criminal action. Neither law enforcement's determination whether or not to prosecute a Respondent, nor the outcome of any criminal prosecution, are determinative of 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.

The University may not delay conducting its own investigation unless specifically requested by law enforcement (e.g. DPD). In the event of such specific request, the University shall defer its investigation only during the time that the DPD is gathering evidence, which should not exceed ten (10) days absent extenuating circumstances. The University will nevertheless communicate with the Complainant and Respondent (if appropriate) regarding Title IX rights, procedural options, and the implementation of interim measures to assure safety and well-being. The University will promptly resume fact gathering as soon as it is informed that law enforcement has completed its initial investigation.

Interim Measures and Remedies

Overview

Upon receipt of a report, the University will provide reasonable and appropriate interim measures designed to eliminate the alleged hostile environment and protect the Parties involved. The University will make reasonable efforts to communicate with the Parties to ensure that all safety, emotional and physical well-being concerns are being addressed. Interim measures may be imposed regardless of whether formal disciplinary action is sought by the Complainant or the University, and regardless of whether the crime is reported to Public Safety or local law enforcement.

The University offers a wide range of resources for Students and Employees, whether as Complainants or Respondents, to provide support and guidance throughout the initiation, investigation, and resolution of a report of Prohibited Conduct. The University will offer reasonable and appropriate measures to protect a Complainant and facilitate the Complainant's continued access to University employment or education programs and activities.

The availability of remedial and protective measures will be determined by the specific circumstances of each report. The University will consider a number of factors in determining which measures to take, including the needs of the Student or Employee seeking remedial and/or protective measures; the severity or pervasiveness of the alleged conduct; any continuing effects on the Complainant; whether the Complainant and Respondent share the same residence hall, academic course(s), or job location(s); and whether other judicial measures have been taken to protect the Complainant (e.g. protective orders such as personal protection orders). All individuals are encouraged to report concerns about failure of another individual to abide by any restrictions imposed by an interim measure. The University will take immediate and responsive action to enforce a previously implemented restriction if such restriction was violated.

The Title IX Coordinator has discretion to impose and/or modify any interim measures based on available information, and is available to meet with a Complainant or Respondent to address any concerns about the provision of interim measures.

A Complainant or Respondent may request a No Contact Letter or other protection, or the University may choose to impose interim measures at its discretion to ensure the safety of all Parties, the broader University community, and/or the integrity of the process.
All individuals are encouraged to report concerns about failure of another individual to abide by any restrictions imposed by an interim measure. The University will take immediate and responsive action to enforce a previously implemented restriction if such restriction was violated.

Interim Suspension or Separation

Where the reported conduct poses a substantial and immediate threat of harm to the safety or well-being of an individual, members of the campus community, or the performance of normal University functions, the University may place a student or student organization on interim suspension or impose leave for an employee. Pending resolution of the report, the individual or organization may be denied access to campus, campus facilities, and/or all other University activities or privileges for which the student might otherwise be eligible, as the University determines appropriate. When interim suspension or leave is imposed, the University will make reasonable efforts to complete the investigation and resolution within an expedited time frame.

Care and Support Resources

The University is committed to treating all members of the community with dignity, care, and respect. Any student who experiences or is affected by violations under this Policy, whether as a Complainant, a

Respondent, or a Third-Party, will have equal access to support and counseling services through the University.

The University strongly encourages individuals to report Prohibited Conduct. The University recognizes, however, that the decision to report Prohibited Conduct (to the College and/or law enforcement) can be difficult. The University strongly encourages individuals who are considering whether to report Prohibited Conduct to seek the support of confidential campus and community resources, listed below. These trained professionals can provide guidance in making decisions, information about available resources and procedural options, and assistance to either party in the event that a report and/or resolution under this Policy is pursued. These resources are available regardless of when or where the incident occurred.

There are many resources available on campus and in the surrounding community. As detailed below, there are Confidential Resources which by law cannot share information without the consent of the individual seeking assistance (in most circumstances). There are also a variety of University resources that will be discreet and private but are not considered confidential. These resources will maintain the privacy of an individual's information within the limited circle of those involved in the resolution of a complaint under this Policy.

Below is a complete list of care and support options, with accompanying contact information:

On-campus resources for students
Department of Public Safety
(313) 993-1234 (emergency number)

Available as a first option 24 hours a day, 7 days a week, to report any incidents of crime or violence including Prohibited Conduct,
(313) 993-1234 (non-emergency number)

Dean of Students Office
Can provide reasonable accommodations for housing, academic flexibility and issue No Contact orders.
Monica Williams, Dean of Students
(313) 993-1960

Student Wellness Center, Personal Counseling
Confidential mental health counseling services and medical treatment.
Annamaria Silveri, Ph.D., Director of Wellness Center
(313) 993-1459

Human Resources
Addresses complaints of Prohibited Conduct against all employees (faculty, administration, and staff).
Human Resources may be contacted on weekdays during regular office hours to respond to complaints concerning University employees.
Netina Anding-Moore, Associate Director of Human Resources
(313) 993-1445

Office of Residence Life
Lanae Gill, Director of Residence Life
(313) 993-1231

University Ministry
Anita Klueg, Director of University Ministry
(313) 993-1560

Office of Title IX
Marjorie Lang, Title IX Coordinator and Equity and Compliance Specialist
(313) 993-1802

Off-campus resources
Wayne County SAFE
Medical treatment and forensic exams performed by Sexual Assault Nurse Examiners.
(734) 287-8860

Detroit Police Department (DPD)
12th Precinct
Available to respond to any reports of crime or violence, including Prohibited Conduct.
For Emergencies: 911
For Non-emergencies: (313) 596-1200

National Domestic Violence Hotline. Advocates are available 24/7 to speak confidentially with anyone experiencing domestic violence, seeking resources or information, or questioning unhealthy aspects of their relationship.
(800) 799-7233

Rape, Abuse and Incest National Network (RAINN)
A confidential, anonymous national sexual assault hotline.
(800) 656-4673
Available 24 hours everyday

Governmental resources
Inquiries or complaint's concerning University of Detroit Mercy compliance with Title IX and Title VI may be referred to the U.S. Department of Education's Office for Civil Rights.
National office: U.S. Department of Education
Office for Civil Rights

Lyndon Baines Johnson Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-1100
(800) 421-3481(phone)
(202) 453-6012 (fax)
(800) 877-8339 (TDD)
Email: OCR@ed.gov

Regional office: U.S. Department of Education
Office for Civil Rights
1350 Euclid Avenue, Suite 325
Cleveland, OH 44115-1812
(216) 522-4970 (phone)
(216) 522-2573 (fax)
Email: OCR.Cleveland@ed.gov

United States Department of Education
Clery Act Compliance Division
clery@ed.gov

The Equal Employment Opportunity Commission
Patrick McNamara Building
Detroit, MI 48226
(313) 226-4600
info@eeoc.gov

Michigan Department of Civil Rights
3054 W. Grand Boulevard
Detroit, MI 48202
(313) 456-3700
www.michigan.gov/mdcr

Links to other University of Detroit Mercy policies related to prohibited conduct

McNichols campus policies:
http://online.udmercy.edu/students/policy-01.php (Student Code of Conduct)

http://online.udmercy.edu/students/policy-02.php (Conduct and Grievance Procedures) applies to students

http://online.udmercy.edu/students/policy-03.php (Student Code of Non Code of Conduct Grievance Violations Procedure)

http://online.udmercy.edu/students/policy-04.php (Non-discrimination Policies Notification Statement, ADA and Section 504 Grievance Procedure, Business Solicitation Policy, and Confidentiality (Family Educational Rights and Privacy Act).

http://online.udmercy.edu/students/policy-05.php (Social Media Policy)

http://online.udmercy.edu/students/policy-06.php (Student Email Policy)

School of Law
http://law.udmercy.edu/udm/images/CSC2016.pdf (Community Standards Code)

Prevention and Awareness Programs
The University is committed to the prevention of Prohibited Conduct through regular and ongoing education and awareness programs. Incoming students and new employees receive primary prevention and awareness programming as part of their orientation, and returning students and current employees receive ongoing training and related education.

Training
The University provides training to students and employees to instrumentally assist in fostering understanding of this Policy and the topics and issues related to maintaining an educational and employment environment free from all forms of Prohibited Conduct.

SEXUAL ASSAULT REGISTRATION

PURPOSE

The University of Detroit Mercy Department of Public Safety releases to the University community web links maintained by an outside source that will enable the University community to locate information on Michigan registered sex offenders.

SCOPE

This policy applies to students, employees, contractors, consultants, temporary help and other workers at the University of Detroit Mercy, including all personnel affiliated with third parties.

SEXUAL ASSAULT DEFINED

Sexual assault is a physical assault forced upon an individual who does not or cannot consent and involves a sexual act or an attempted sexual act with that individual. Sexual assault includes, but is not limited to sexual intercourse. Sexual assaults are acts of violence used to humiliate, dominate and overpower another person.

POLICY

In accordance to the Campus Sex Crimes Prevention Act of 2000, which amends the Jacob Wetterling Crimes against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act and the Family Educational Rights and Privacy Act of 1974, the Detroit Mercy Department of Public Safety is providing a link to the Michigan Department of State Police (MSP) Sex Offender Registry.

This Act requires sex offenders registered in a state to provide notice of each institution of higher education in that state at which the person is employed, carries on a vocation, or is a student. In the State of Michigan, convicted sex offenders must register with the Sex Offender and Crimes against Minors Registry maintained by the MSP. Detroit Mercy Department of Public Safety provides for the campus community resources to obtain information concerning registered sex offenders.

MSP Public Sex Offender Registry (SOR) is available via Internet pursuant to Offenders Registration Act, MCL 28.721et seq. Registry information provided under this section shall be used for the purpose of the administration of criminal justice, screening of current or prospective employee, volunteers or otherwise for the protection of the public in general and children in particular.

Unlawful use of the information for the purpose of intimidating or harassing another is prohibited and willful violation shall be punishable through the legal system. These sites are maintained by the Michigan State Police.

Sex Offenders Links: Michigan Department of State Police Homepage: www.mipsor.state.mi.us
(The Michigan State Police is responsible for maintaining this registry)

Sex Offenders Registration Act 295 of 1994
http://www.legislature.mi.gov/mileg.asp?page=getObject&objName=mcl-Act-295-of-1994&queryid=6439389&highlight

Michigan State Police Sex Offender Registry
http://www.michigan.gov/msp/0,1607,7-123-1589_1878_24961---,00.html

TITLE IX INVESTIGATION AND RESOLUTION PROCEDURE

POLICY

The University prohibits sex and gender-based discrimination including but not limited to sexual assault, sexual exploitation, sexual and gender-based harassment, intimate partner violence, sexual exploitation, stalking, retaliation, and violation of interim measures ("Prohibited Conduct"). Prohibited Conduct is expressly forbidden and will not be tolerated at the University. Such conduct may also violate federal and state civil or criminal laws.

The University has enacted this policy in an effort to eliminate Prohibited Conduct, prevent its recurrence, eliminate its effects, and to meet its legal obligations under Title IX of the Education Amendments of 1972, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) as amended by the Violence Against Women Reauthorization Act of 2013, and other applicable law.

REPORTING OF PROHIBITED CONDUCT

The University strongly recommends the reporting of sexual misconduct. Such complaints of potential sexual misconduct may be made to the following trained Title IX Deputy Coordinators:

Title IX Coordinator and Equity and Compliance Specialist

Marjorie Lang, JD, MA, LLPC
5th Floor, Fisher Administration Center
langma@udmercy.edu
titleix@udmercy.edu
(313) 993-1802

Title IX Deputy Coordinators

McNichols Campus

Netina Anding-Moore, Interim Director Human Resources
titleix@udmercy.edu
andingnv@udmercy.edu
(313) 993-1445

Lanae Gill, Director of Residence Life
Shiple Hall, Rm. 110
lanae.gill@udmercy.edu
titleix@udmercy.edu
(313) 993-1231

Adam Hollmann, Assistant Director - Stud. Life Program
titleix@udmercy.edu
hollmaap@udmercy.edu
(313) 993-1154

Holly Kerstner
Calihan Hall, 2nd floor
kerstnhl@umercy.edu
titleix@udmercy.edu
(313) 993-7323
Megan Novell
McNichols library, 1st floor, circulation desk
novellme@udmercy.edu
titleix@udmercy.edu
(313) 993-1795

Riverfront Campus

Jordan Hall, Director of Student Affairs – Law School
Dowling Hall, 1st floor
titleix@udmercy.edu
halljg@udmercy.edu
(313) 596-9848

Megan Jennings, JD, Associate Dean of Students
Law School, Rm. 131
jenninmf@udmercy.edu
titleix@udmercy.edu
(313) 596-0209

Corktown Campus

Ololade Banks
Dental Administration Building, fourth floor
banksoo@udmercy.edu
titleix@udmercy.edu
(313) 494-6957

Juliette Daniels, Assistant Dean of Student Services and Enrollment
Dental School, Rm. 470
danieljc@udmercy.edu
titleix@udmercy.edu
(313) 494-6850

All reports will then be directly forwarded to the University Title IX Coordinator, who is responsible for overseeing the University's review, investigation, and resolution of reports of Prohibited Conduct under the University's Investigatory Procedure to resolve complaints.

Additional Resources Involving Non-University Reporting

Aside from reporting to the University, an individual may also file a complaint with the following agencies:

United States Department of Education
Clery Act Compliance Division
clery@ed.gov

Office for Civil Rights
OCR@ed.gov

The Equal Employment Opportunity Commission
info@eeoc.gov

Michigan Department of Civil Rights
http://www.michigan.gov/mdcr or 517-335-3165

Individuals may also make complaints directly to local law enforcement.

Complaints with the Office for Civil Rights must be filed within one hundred eighty (180) days of the last act that the Complainant believes was discriminatory. There is no time limit for making a report to the University; however, the University strongly recommends that such complaints be made within one hundred eighty (180) days. If the Respondent is no longer a student or employee, the University's authority to pursue disciplinary action may be limited.

TITLE IX ASSESSMENT

Once a report is made and forwarded to the Title IX Coordinator, the Title IX Coordinator will conduct an initial Title IX assessment. The first step of this assessment will usually be a preliminary meeting between the Complainant and the Title IX Coordinator. As part of the initial assessment of the facts, the University will:

- Assess the nature and circumstances of the allegation;
- Address immediate physical safety and emotional well-being issues;
- Notify the Complainant of the right to contact law enforcement if the conduct is criminal in nature, and if requested, assist them with notifying law enforcement;
- Notify the Complainant of the availability of support and assistance, including medical treatment to address physical and mental health concerns;
- Provide the Complainant with information about on- and off-campus resources;
- Advise the Complainant about the University's prohibition against retaliation and how to reports acts of retaliation;
- Inform the Complainant they may seek an advisor of their choosing to assist them throughout the investigation and resolution of the complaint, and that the advisor may accompany them to any meeting or proceeding under this policy (additional guidance about the role of the advisor is contained in the Appendix).

When the Title IX Coordinator determines that an investigation should be initiated or that any other action should be instituted that impacts a Respondent, the Title IX Coordinator will notify the Respondent by email. The Respondent will also be provided with information on available resources and options. The Title IX Coordinator will:

- Inform the Respondent that they may see an advisor of their choosing to assist them throughout the investigation and resolution of the complaint, and that the advisor may accompany them to any meeting or proceeding under this policy (additional guidance about the role of the advisor is contained in the Appendix);

- Provide the Respondent with information about support and assistance available through the University and other resources;

- Provide the Respondent with information regarding the resolution process;

- Advise the Respondent about the University's prohibition against retaliation.

When the Complainant requests that their identity not be shared with the Respondent or that the University not pursue an investigation, the University must consider this request in the context of the University's responsibility to provide a safe and non-discriminatory environment for all University community members. The University, through the Title IX Coordinator, will take all reasonable steps to investigate and respond to the complaint, consistent with the request not to share identifying information or pursue an investigation, but its ability to do so may be limited by the circumstances.

At the conclusion of the initial Title IX assessment, the Complainant will receive a written notice of the determination about how the University plans to proceed. Depending on the circumstances and requested resolution, the Respondent may or may not be notified of the report or resolution. A Respondent will be notified when the University seeks action that would impact a Respondent, such as protective measures that restrict the Respondent's movements on campus, the initiation of an investigation, or the decision to request the Respondent's involvement in an Informal Resolution.

INFORMAL RESOLUTION

Informal Resolution is an alternative approach designed to stop the Prohibited Conduct without a full investigation or taking unilateral disciplinary action against a Respondent. When the Title IX assessment concludes that Informal Resolution may be appropriate, the University will take immediate and corrective action through the imposition of individual and community remedies designed to maximize the Complainant's access to educational, extracurricular, and employment activities at the University and to eliminate a hostile environment. Depending on the form of Informal Resolution used, it may be possible for a Complainant to maintain anonymity.

Informal Resolution, even if voluntary, may not be used in cases involving allegations of sexual assault. With respect to all other types of prohibited conduct, the decision to pursue Informal Resolution will be made when the University has sufficient information about the nature and scope of the conduct, which may occur at any time. Participation is voluntary, and a Complainant or Respondent can request to end Informal Resolution and initiate an investigation at any time. Additionally, if an informal resolution is reached but either party fails to abide by the resolution, the Title IX Coordinator may initiate an investigation and formal resolution, if deemed appropriate.

The Title IX Coordinator will maintain records of all reports and conduct referred for Informal Resolution, which will typically be completed within sixty (60) days of the conclusion of the initial Title IX assessment.

INVESTIGATION

Overview of Investigation:

If the University determines that an investigation should be pursued based on the potential risk of harm or threat to Complainant or public safety, the Title IX Coordinator will initiate an investigation to gather facts.

Throughout the investigation and resolution, a Complainant or Respondent may have an advisor of their choosing present at any meeting or proceeding. Additional guidance about the role of the advisor is contained in the Appendix. Information gathered during the review or investigation will be used to evaluate the responsibility of the Respondent, provide for the safety of the Complainant and the University campus community, and take appropriate measures designed to end the misconduct, prevent its recurrence, and address its effects.

Notice of Investigation

Both the Complainant and the Respondent will receive written notice sent to University of Detroit Mercy student's email address indicating that an investigation has been initiated. The notice will include the description of the complaint, the potential policy violations at issue, the name and contact information of the assigned investigator, and a copy of the investigative procedure.

The notice will also provide that both Complainant and Respondent have a right to an advisor of their choice which may include an attorney. (Additional guidance about the role of the advisor is contained in the Appendix.)

The notice will confirm that medical and counseling records are confidential and not accessible to the investigator unless the Party voluntarily chooses to share records as part of the investigation.

Investigator

The University will designate an investigator, typically the Title IX Coordinator or a deputy Title IX coordinator, who has specific training and experience investigating allegations of Prohibited Conduct. The investigator may be an employee of the University, an external investigator engaged to assist the University in its fact gathering, or both.

Investigative Steps

The investigator will coordinate the gathering of information from the Complainant, the Respondent, and any other individual who may have information relevant to the determination. The investigator may consider prior or subsequent conduct that is relevant to evaluating the current conduct. The investigative interviews may be audio-recorded and notes of the interview will be maintained by the University until the parties have had the opportunity to review and comment on the draft investigation report. The investigator will also gather any available physical evidence, including documents, communications between parties, and other electronic records as appropriate and as described more fully below. The Complainant and Respondent will have an equal opportunity to be heard, to submit information, and to identify witnesses who may have relevant information.

Complainant and Respondent Interviews

The investigator will interview the Complainant and Respondent separately. Each party will be asked to participate in an initial interview and may be asked to participate in follow up interviews as needed.

Other Sexual History

An investigation under this policy may consider prior or subsequent sexual history between the parties if the investigator determines that there was a prior or ongoing relationship between the Complainant and Respondent and the investigator is asked to determine whether consent was sought and given. As noted in other sections of the policy, whether someone consented on a prior or subsequent occasion is not evidence that the person consented on this occasion, and consent must be sought and given each time. Any prior or subsequent sexual history between the parties will only be used to help understand the manner and nature of communications between the parties and the context of the relationship. If the investigator determines that prior or subsequent sexual history should be considered, both the Complainant and Respondent will be notified and have the opportunity to provide any additional relevant information to the investigator. The sexual history of a Complainant or Respondent will never be used to prove character or reputation.

Witness Interviews

If witnesses are identified by the parties, through interviews, or in documentation, who have observed the acts in question or have information relevant to the incident, the investigator will make a good faith effort to contact and interview those individuals even if they are no longer at the University. The investigator may also interview any other individual he or she finds to be potentially relevant to the allegations of the complaint. The investigator will inform each witness that they are prohibited from retaliating against the Complainant and Respondent or other witnesses, and request that the witness respect the privacy of the parties and the integrity of the process.

Experts

The investigator may contact any expert they determine would be of assistance to ascertain the facts related to the complaint. An expert witness may be contacted for an informal consultation or for a professional opinion regarding information learned from the investigation.

Documents/Records Review

The investigator may review other documents that may be relevant to the investigation, including but not limited to, police records, electronic or other records of communications between the parties or witnesses and records of other information voluntarily provided by Complainant or Respondent, including medical records.

Site Visits

The investigator may visit pertinent sites or locations and record observations through written or electronic documentation, such as videos or photographs.

Consideration of Other Conduct by a Respondent

Evidence of an occurrence or occurrences of sexual or other behavior which may resemble either party's version of the alleged encounter, including whether consent was sought or given, may be considered. Where there is evidence of a pattern of similar conduct, either before or after the conduct in question, regardless of whether there has been a prior finding of a policy violation, this information may be deemed relevant to the determination of policy violation or assigning of a sanction. The determination of relevance will be based on an assessment of whether the previous or subsequent incident was substantially similar to the conduct cited in the report or indicates a pattern of behavior and substantial conformity with that pattern. Where there is a prior finding of a policy violation by the Respondent for a similar act of prohibited conduct, there is a presumption of relevance and the finding may be considered in making a determination as to responsibility and assigning of a sanction.

Consolidation of Investigation
The investigator has the discretion to consolidate multiple reports against a Respondent into one investigation if the evidence related to each incident may be relevant in reaching a determination in the other incident. In addition, in gathering the facts, the investigator may consider similar prior or subsequent allegations of, or findings of responsibility for, similar conduct by the Respondent to the extent such information may be relevant.

Concurrent Law Enforcement Investigation
If there is a concurrent criminal investigation, at the request of law enforcement, the University may agree to defer its Title IX fact-gathering until after the initial stages of a criminal investigation. The University will nevertheless communicate with the Complainant and Respondent regarding Title IX rights, procedural options, and the implementation of interim measures to assure the safety and well-being of all affected individuals. The University will promptly resume its Title IX fact-gathering as soon as law enforcement has released the case for review following the initial criminal investigation.

Investigation Report Content
At the conclusion of the investigation, the investigator will prepare a draft report that summarizes the information gathered, synthesizes the areas of agreement and disagreement between the parties and any supporting information or accounts, and analyzes the relevant facts determined through the investigation, referencing any supporting documentation or statements. The investigation report may include summaries of interviews with the Complainant, Respondent, third-party witnesses, experts, and any other individuals with relevant information, photographs of relevant sites or physical evidence, electronic records, and forensic evidence.

Review of Draft Investigation Report
Before the report is finalized, the Complainant and Respondent will be given the opportunity to review the draft report. Consistent with FERPA or safety concerns, identifying information about the Complainant or witnesses may be redacted at the discretion of the investigator. A Complainant and Respondent may submit any additional comment or evidence to the investigator at his/her email address within five (5) business days of receipt of the draft report. A Complainant and Respondent may also raise concerns about the inclusion of any evidence, even if relevant, that the party believes may be more harmful than probative. Upon request by either the Complainant or Respondent prior to the expiration of the five (5) day period, an additional three (3) business days may be granted to submit additional comments or evidence to the investigator.

Upon receipt of any additional information or comments by the Complainant or Respondent, or after the three (3) day comment period has lapsed without comment, the investigator will prepare the final investigation report. In completing the report, the investigator will determine whether any information included in the report should be excluded. After any adjustments are made in response to comments and information received, the investigator shall determine whether there is sufficient information to find, by a preponderance of the evidence that a policy violation occurred.
The investigator will submit a final report and investigative finding to the Complainant and Respondent. The final report will include all investigation materials subject to the guidelines set forth in the preceding section, the Complainant and Respondent responses, the finding of whether the University of Detroit Mercy Prohibiting Sex and Gender-based Discrimination and any additional policies being explored through this investigation have been violated, with the investigator's reasoning. The finding will be based on the standard of preponderance of the evidence, i.e., whether it is more likely than not that the policy was violated.

At the conclusion of the investigation, the investigator will forward their Investigative Report to the Dean of Students. (Please note, If the Respondent is an employee, this report will be sent to the Associate Vice

President of Human Resources for appropriate action pursuant to the University's sexual harassment and other policies.) The Report will contain the information obtained in the investigation, an analysis of the information, and finding of Policy violations.

a. If the investigator determines there was not a violation of this Policy, the Dean of Students will inform the Complainant and Respondent, in writing, that the matter will be closed and no further action taken.

b. If the investigator determines that there is sufficient evidence to support a violation of this Policy, the Dean of Students will inform the Complainant and Respondent by issuing a written Decision Notification Letter to both Complainant and Respondent.

c. If a Respondent is found responsible for violating this Policy, the report will be sent to the appropriate University official(s) for action on the sanctions. Once the appropriate University official implements the sanction/action, the University official shall notify the Title IX Coordinator of any action that has been taken. (Please note, sanctions will not generally be implemented until after the appeal deadline has passed, or, if an appeal has been filed, until after the appeal has concluded. However, the University reserves the right to keep in place interim measures, or to implement additional measures, on a case-by-case basis, at any time to maintain public safety and the safety of Complainant.)

d. The University will, where appropriate, take reasonable steps to remedy the harm to the affected individual(s) of the Prohibited Conduct, including counseling for those who have subjected to or have engaged in commission of the Prohibited Conduct.

Possible student sanctions include:

1. Warning
2. Assessment and Treatment, including psychological or mental health counseling
3. University Housing Restrictions
4. Restrictions on Participation or Use
5. Probation
6. Suspension
7. Expulsion
8. Withholding Diploma
9. Withholding Degree
10. Transcript Notation
11. Organizational Sanctions
12. Other actions, as appropriate, given the facts, circumstances and findings in each matter

Notice of Outcome

Both the Respondent and the Complainant will receive written notice of the outcome, the sanction, and the rationale for both sent by the Title IX Coordinator.
To provide notice of the outcome, University-issued email is the primary means of communication. Alternative methods may be used, if appropriate.

The notice of outcome will include the findings as to whether there has been a policy violation and the rationale for the result. The notice of outcome will also include the sanction and the rationale for the sanction. The Respondent will be informed of the date by which the requirements must be satisfied (if applicable), and the consequences of failure to satisfy the requirements. The Complainant will be fully informed of any sanctions and remedies that directly relate to the Complainant, including information about the Respondent's presence on campus (or in a shared class or residence hall), that may help a Complainant make informed decisions or work with the University to eliminate harassment and prevent

its recurrence. The notice of outcome will also provide each party with their appeal options. The University may also notify appropriate University officials, such as Public Safety, faculty members, residence life staff, coaches, as necessary, to implement the outcome and/or sanctions.

Appeal
Either party may appeal the outcome and/or sanction within 5 days of the date of the outcome letter. The limited grounds for appeal are as follows:

- The discovery of new information that is material and relevant and could affect the finding of the investigator and which was not available through the exercise of due diligence by the appealing party at the time of the investigation;
- A deviation from University policy or procedure that materially affected the outcome.

The appeal shall consist of a plain, concise, and complete written statement outlining the grounds for the appeal. Dissatisfaction with the outcome of the investigation is not grounds for appeal. The appeal must be submitted to the Dean of Students within five (5) days of the date of the outcome letter. The Title IX Coordinator will provide the other party notice of the appeal and the opportunity to respond in writing to the appeal. A party's response to the appeal must be submitted within five (5) days from their receipt of the appeal. In the event both parties appeal the findings, each party will be provided notice and a copy of the other party's appeal.

Upon receipt of the appeal and any response, a hearing officer will be appointed by the Dean of Students or other designee.

In any request for an appeal, the burden of proof lies with the party requesting the appeal. The appeal is not a new review of the underlying matter. The hearing officer shall consider the merits of an appeal only on the basis of the above grounds for appeal. The hearing officer will review the written investigation report and all supporting documents.

Appeals are not intended to be a full rehearing of the complaint (de novo). In most cases, appeals are confined to a review of the written documentation regarding the grounds for the appeal. However, the parties may request a hearing on the facts.

The hearing officer will communicate the result of the appeal to the Complainant and Respondent within twenty-one (21) days from the date of the submission of all appeal documents by both parties or 21 days after hearing (if requested). Decisions on Appeals are final.

Additional Considerations

Group Infractions

When members of a student group, organization, team, or individuals act in concert in violation of the Policy, their conduct may be reviewed as a group or as individuals, and an investigation may proceed against the group as joint Respondents or against one or more involved individuals as appropriate given available information and circumstances.

A student group, organization, or team's officers and membership may be held collectively and individually responsible when violations of this policy by the organization or its members take place at organization sponsored events, have received the consent or encouragement of the organization or the organization's leaders or officers, or was known or reasonably should have been known to the membership or its officers.

In any such action, individual determinations as to responsibility will be made and sanctions may be assigned collectively and individually.

Records

The Title IX Coordinator will retain records of all reports, allegations, and complaints, regardless of whether the matter is resolved by Title IX assessment, Informal Resolution, or Formal Resolution. In general, records will be maintained for seven years following dissemination of Decision Letter or Decision Letter Post-Appeal.

Students

Findings of responsibility in matters resolved through Formal Resolution are part of a student's conduct record. Such records shall be used in reviewing any further conduct or in developing sanctions and shall remain a part of a student's conduct record.

Complaints resolved by a Title IX assessment or Informal Resolution are not part of a student's conduct file or academic record. The conduct files of students who have been suspended, permanently dismissed, or who withdrew pending disciplinary action from the University are maintained in the Dean of Students' office for seven years after their departure from the University.

Records of disciplinary action involving organizations are maintained in the Dean of Students office indefinitely.

Respondent's Withdrawal Prior to or Concurrent with Investigation

If a Respondent withdraws from the University before the investigation and/or complaint resolution process have been concluded, a notice will be sent to the student stating that he or she is alleged to have violated University policy, that an investigation has been or will be conducted, and that the resolution process will continue.

A letter will also be sent to the University Registrar, and also to the registrar or academic dean of the school/college in which the student was enrolled indicating that such proceedings are pending. If the student attempts to re-enroll before the matter is resolved, the Registrar will notify the Title IX Coordinator. The matter must be fully resolved before the student may re-enroll at the University.

Appendix and Definition of Terms:

Advisor: Throughout the investigation and resolution of a complaint, the Complainant and Respondent have the right to be assisted by an advisor of their choice. The advisor may be any person, including an attorney engaged at the party's expense, who is not otherwise a party or witness in the investigation. The advisor may accompany the Complainant or Respondent to any meeting or related proceeding with an investigator or a University employee. While the advisor may confer quietly with the Complainant or Respondent to provide advice or support, the advisor may not speak on behalf of the Complainant or Respondent or otherwise actively participate in, or in any manner disrupt, the meeting or proceeding. Any person who serves as an advisor should plan to make themselves available for meetings throughout the process in accordance with the University's objective of completing the resolution process in sixty (60) days or less.

The Title IX Coordinator has the right at all times to determine what constitutes appropriate behavior on the part of an advisor. No copies of written materials or any other evidence will be provided to an advisor by the Title IX Coordinator, although the parties may review such information with an advisor as necessary to assist them in the proceedings.

Coercion: Coercion is the improper use of pressure to compel another individual to initiate or continue sexual activity against the individual's will. Coercion can include a wide range of behaviors including 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 or not to engage in sexual activity.

Complainant: An individual who invokes the University's investigation and resolution process to determine if the Title IX sexual misconduct policy has been violated and identifies him or herself as a victim of the alleged misconduct. In some circumstances, the University may assume the role of Complainant.

Consent: Consent requires an affirmative, conscious decision by each participant to engage in mutually agreed-upon sexual activity. Participants must act freely and voluntarily and have knowledge of the nature of the act involved.

Force: Force is the use or threat of physical violence or intimidation to overcome an individual's freedom of will to choose whether to participate in sexual activity.

Incapacitation: Incapacitation is a state where an individual cannot make an informed and rational decision to engage in sexual activity because that individual lacks conscious knowledge of the nature of the act sufficient to understand the *who, what, where, when, why or how* of the sexual interaction, and/or is physically helpless. An individual is also considered incapacitated, and therefore unable to give consent, when asleep, unconscious, or otherwise unaware or uncertain that sexual activity is occurring. Incapacitation may also result from the use of alcohol and/or other drugs.

Being intoxicated or impaired by drugs or alcohol is never an excuse for sexual or gender-based harassment or discrimination and violence, intimate partner violence, or stalking and does not diminish one's responsibility to obtain consent.

Intimate Partner Violence: This is sometimes referred to as domestic or relationship violence. It includes any act of violence or threatened act of violence by a person who is, or has been involved in, a sexual, dating, hook-up, domestic or other intimate relationship with the Complainant. It may also include sexual harassment, sexual assault, sexual exploitation, stalking, or retaliation committed by a person who is or has been involved in such a relationship.

Parties: A term referencing collectively to the Complainant and Respondent.

Prohibited Conduct: Prohibited Conduct is defined in the University of Detroit Mercy Policy Prohibiting Sex and Gender-based Discrimination. It includes, but is not limited, to Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Sexual or Gender Based Harassment and Retaliation, and violation of interim measures.

Respondent: Any individual(s) or organization(s) alleged to have violated the University of Detroit Mercy Policy Prohibiting Sex and Gender-based Discrimination and against whom a complaint has been brought.

Sexual Assault: An individual engages in sexual assault when they have or attempt to have sexual intercourse with another individual by force or threat of force (see definition); or without consent (see definition); or with an individual who is incapacitated (see definition).

Sexual Exploitation: An individual engages in sexual exploitation when they take non-consensual or abusive sexual advantage of another person for their own advantage or benefit, or to benefit or advantage anyone other than the person being exploited.

Stalking: Stalking includes a course of physical or verbal conduct directed at another individual in a manner that could reasonably cause fear of harm or injury to that person or to a third party. A course of conduct consists of at least two acts. The feared harm or injury may be physical, emotional, or psychological, or related to the personal safety, education, or employment of that individual. Stalking may also involve the use of electronic media such as the internet, social networks, blogs, cell phones, texts, or other similar devices (often referred to as cyber-stalking). Such behaviors may include, but are not limited to, non-consensual communication, telephone calls, voice messages, emails, texts, letters, notes, gifts, or any other communication that is repeated, undesired, and places another person in fear.

Student: Any student enrolled at the University at the time of the alleged sexual misconduct. For the purposes of this policy, student status begins when a student has accepted an offer for admission to the University and ends when the student has graduated, withdrawn, been permanently dismissed, or otherwise permanently separated from the University.

Title IX: Title IX refers to the Educational Amendments of 1972 (Title IX), 20 U.S.C. §§1681 et seq., and its implementing regulations, 32 C.F.R. Part 106, which prohibit discrimination on the basis of sex in education programs or activities operated by recipients of federal financial assistance. The University is required to comply with Title IX. Sexual harassment of students, which includes acts of sexual misconduct described in this policy, is a form of sex discrimination prohibited by Title IX.

Victim: Any individual who has been harmed by an act or acts of sexual misconduct.

Witness: Any individual who has seen, heard, or otherwise knows or has information about a violation.

WEAPON-FREE CAMPUS

WEAPON-FREE CAMPUS

In the interest of protecting its students, employees, and visitors from violence and to maintain campus safety, the University of Detroit Mercy strictly forbids the possession or use of dangerous weapons on any of its campuses. This prohibition includes individuals licensed to carry a concealed weapon. The only exceptions to this policy are those members of Detroit Mercy Public Safety who are licensed to carry a weapon and are authorized by Detroit Mercy to carry a weapon, and those law enforcement officers entering any Detroit Mercy campus in the line of duty. In compliance with applicable Michigan law, Detroit Mercy strictly forbids the carrying of concealed weapons in Detroit Mercy classrooms and Residence Halls, regardless of whether the individual is licensed to carry a concealed weapon and/or authorized by Detroit Mercy to carry a concealed weapon.

This policy applies to students, employees, temporary employees, independent contractors, and visitors to Detroit Mercy. Students violating this policy will be subject to immediate discipline, up to and including expulsion. Anyone (employee, temporary employee, or independent contractor) who is performing work for Detroit Mercy and violates this policy, will be subject to immediate termination. Visitors and any others who violate this policy will be immediately escorted off campus and/or turned over to local law enforcement authorities as appropriate.

"Weapons" include handguns, pistols, firearms, explosives, knives, and other weapons as defined by Michigan law or local ordinance. Questions about whether an item is covered by this policy should be addressed to the Director of Detroit Mercy Public Safety or to Human Resources as appropriate. Employees and students have the responsibility to determine whether possession or use of any questionable item not listed above violates this policy.

The sites covered by this policy includes all campus property, including buildings, open parking lots, walkways, driveways, areas between buildings, open areas, and those off-campus locations under the control of Detroit Mercy. This policy also applies to all vehicles owned or leased by Detroit Mercy and all vehicles that enter any Detroit Mercy campus.
Detroit Mercy reserves the right at any time and at its discretion to search all Detroit Mercy-owned or leased vehicles, and all vehicles entering any Detroit Mercy campus. Detroit Mercy also reserves the right at any time and at its discretion to search all packages, backpacks, duffels, handbags, boxes, bags, containers, dormitory rooms, lockers, desks, work areas, and persons entering the campus, to determine whether a person or persons have brought weapons onto any Detroit Mercy campus in violation of this policy. Any student or employee who refuses to permit a search will be subject to discipline up to and including expulsion or discharge, as appropriate. Independent contractors will be subject to termination and immediate removal from the campus. (Reprint from Employee Handbook)

WORKPLACE VIOLENCE

It is the policy of the University of Detroit Mercy to establish and maintain a safe and healthy climate conducive to a respectful workplace for its employees; therefore, no acts of verbal, physical, or emotional intimidation, harassment, or assault will be tolerated in any context or degree by University students, staff, faculty, and administrators. This policy extends to independent contractors, vendors, or others who conduct business with the University on the campuses.

No weapons of any kind will be allowed on any location owned, leased, or operated by the University of Detroit Mercy, except by law enforcement agencies including University police officers in compliance with the University of Detroit Mercy Weapon Free Campus Policy.

Employees and supervisors should understand how important it is to recognize early warning signs of potential violent conduct. Examples of such warning signs include:

- A history of emotional or mental disturbance
- A history of threatening or violent behavior
- Paranoid or easily panicked behavior
- Serious and unpredictable mood swings
- Fascination or preoccupation with weapons
- Extreme stress from personal problems or a life crisis
- Extreme stress as a response to a workplace condition
- Being a loner with little or no involvement with other employees
- Engaging in frequent disputes with supervisors or fellow employees
- Routine violation of University policy
- No interests outside of work

Supervisors who become aware of behavior patterns similar to those listed above should contact Human Resources.

Threats of violence are serious and should be treated as such. Threatening behavior can include:

- Throwing objects
- Making verbal threats to harm another individual or destroy property
- Making menacing gestures
- Sending threatening faxes, e-mails or notes to other employees
- Expressing significant grudges against other employees

- Displaying an intense or obsessive personal interest with others that exceeds normal bounds
- Attempting to intimidate or harass other individuals
- Behavior indicating that the individual is significantly out of touch with reality to the extent that the person poses a danger or threat to himself or herself or others

All members of the University community are responsible for notifying their supervisor of any threats, actual or perceived, which have been witnessed, received, or if they have been told that another person has witnessed or received, whether or not those involved are members of the Detroit Mercy Community. The supervisor shall notify Human Resources (313) 993-1036 who will contact Public Safety. In cases where Human Resources is unavailable by telephone between the hours of 8:30 a.m. and 5:00 p.m. or where there is an immediate threat or perceived danger, the employee, or supervisor should immediately notify Public Safety utilizing the campus emergency assistance number (313) 993-1234.

Employees also are encouraged to notify their supervisor or Human Resources whenever they experience domestic conflict, abuse or misdirected affection outside their work environment. The supervisor/Human Resources then can be more alert to the intrusion into the workplace by a third party and possibly take preventive measures. Any employee who applies for and obtains a personal protective or restraining order that lists the University of Detroit Mercy as a protected area must provide his or her supervisor, Human Resources and Public Safety a copy of the petition and declarations used to seek the order, plus a copy of any temporary protective or restraining order that is granted. The University understands the sensitivity of the information requested and will treat it confidentially with respect to the privacy of the reporting employee.

Human Resources, in cooperation with Public Safety, will investigate reports of violence. All those covered by this policy must cooperate fully when questioned regarding violations of this policy. Employees who report incidents of workplace violence and/or respond to investigations may request to do so confidentially. Such requests will be honored to the extent legally allowable.

Employees who are found to have violated this policy by threatening another individual with violence or engaging in violent behavior will be disciplined up to and including possible immediate discharge depending on the severity of the circumstances. (Reprint from Employee Handbook)

SAFETY AWARENESS PROGRAMMING 2018

MARCH

- Bringing in the Bystander (BITB) prevention training for students (McNichols)
- Consent training for female student athletes (McNichols)
- Consent training for male student athletes (McNichols)
- "I Choose to Reach Out" slogan contest (McNichols)

APRIL

- "I've Got This Covered: Tell Me What to Say and Do as a Mandatory Reporter": Lunch and Learn for students and employees (McNichols)
- Survive Institute self-defense training for students and employees (McNichols)
- Online Title IX sexual violence and alcohol awareness/prevention training (undergraduate and graduate students, McNichols)
- Online Title IX sexual violence and alcohol awareness/prevention training (professional students, Corktown and Riverfront)

MAY

- Safety review incoming graduate students (Corktown)
- Safety orientation incoming Dental Hygiene students (Corktown)

JUNE

- Bringing in the Bystander (BITB) prevention training for employees and students (Corktown)
- Consent training for incoming First Year students at Summer Orientation (2 sessions)
- Summer Orientation Advising and Registration (SOAR) DPS campus safety
- Online Title IX sexual violence and alcohol awareness/prevention training for incoming First Year students (McNichols)
- Sexual violence prevention and awareness for Clinical Psychology students - Orientation

JULY

- Consent training for incoming First Year students at Summer Orientation (2 sessions)
- Summer Orientation Advising and Registration (SOAR) DPS campus safety
- Title IX online sexual violence and alcohol awareness/prevention training for incoming First Year students (McNichols)

AUGUST

- Title IX sex and gender-based violence prevention training for Resident Advisors and Student Orientation leaders (McNichols)
- Wellness Center/Title IX Healthy Relationships, Alcohol Awareness and Sexual Violence Prevention training at First-Year student orientation (8 sessions, McNichols)
- Theatre production, "You Can't Thread a Moving Needle", sexual violence awareness and prevention role play, debriefing, and resource awareness training at First-Year student orientation (4 sessions, McNichols)
- Public Safety orientation new dental students (Corktown)
- Title IX orientation new dental students (Corktown)
- Title IX orientation new law students (Riverfront)

- New faculty orientation
- Accepted Students Day orientations
- Building GRIT through Boundaries, Empathy, and Respect

SEPTEMBER

- Title IX online sexual violence and alcohol awareness/prevention training for graduate students (McNichols)
- Title IX online sexual violence and alcohol awareness/prevention training for professional students (Corktown and Riverfront)

OCTOBER

- New hire orientations for administrators/staff
- Take Back the Night: By day and Night domestic violence prevention and awareness (McNichols)
- Building GRIT: Let's Be CANDID about Consent-busters

NOVEMBER

- New hire orientations for administrators/staff
- Survive Institute Self-defense training for students and employees (McNichols)
- Building GRIT: Let's Be CANDID about Consent-busters

DECEMBER

- New hire orientations for administrators/staff

UNIVERSITY OF DETROIT MERCY EMERGENCY RESPONSE AND EVACUATION EMERGENCY ALERT SYSTEM

The Emergency Response Plan defines for the University of Detroit Mercy community the framework necessary to respond to emergencies. One measure of an organization's strength is its ability to respond well in an emergency. Since every scenario cannot be predicted, an emergency plan must be able to adapt quickly to events as they unfold. The University response needs to be quick, professional, supportive, person-centered, and meet the emerging demands of any emergency or crisis situation. This plan is designed to be flexible because an emergency may be sudden and without warning.

The President or designee (most senior Executive Officer when President is unavailable) shall declare a state of emergency when, upon recommendation of the Chief/Director of Public Safety, it is deemed necessary to activate emergency procedures and/or close all or part of the University.

The President or designee can convene the President's Council as the situation dictates.

The President or designee shall declare an end to the state of emergency when hazards no longer exist.

Following is the list of University designees who have decision-making responsibility in case of an emergency or crisis at the University of Detroit Mercy.

- President
- Provost, VPAA
- Vice President of Business and Finance
- Associate Vice President of Facilities Management & Campus Services
- Chief/Director Public Safety

University of Detroit Mercy Emergency Alert is a mass, urgent notification system, comprised of a variety of methods by which the University, without undue delay, will notify students, faculty and staff of an active, major campus emergency or dangerous situation involving and immediate threat to the health or safety of student or employees occurring on campus:

- Text message (SMS) to cell phones
- Voice message to telephones
- Emails
- University Website posting
- University Twitter feed
- University Facebook
- Some campus digital signs

When the University of Detroit Mercy DPS Chief or Command Officers confirm there is a significant active emergency or dangerous situation impacting the public safety of the campus, an urgent notification will be sent without undue delay through the University of Detroit Mercy Mass Notification System. Initial confirmation by DPS may occur by observation of a police or security officer, multiple witness telephone calls, alarms activating in the DPS Communications Center or a confirmed report from another emergency responding agency (such as the National Weather Service, the fire department, ambulance, hazardous materials response team, FBI, County Public Health, etc.) Unless the notification, in the professional judgment of responsible authorities compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

Examples of activations may include:

- When a person actively shooting a weapon is threatening campus
- When a tornado warning is issued for the county
- When a major hazardous material spill is impacting a large portion of campus
- When University of Detroit Mercy administration declares an Emergency Reduction in operations
- Closure or Selective Campus Closure
- Delay start of classes

Localized incidents within a building (such as a small fire, hazardous material spill in a lab, water leak,) probably will not require a mass notification. The emergency message content will contain pre-scripted brief messages content developed in consultation with the DPS Chief and University Rave Notification Team. The message will be sent by the University Marketing and Public Affairs Department. The University Rave Notification team consists of:

- Chief/Director Department of Public Safety
- Associate Vice President Facilities Management & Campus Services Division
- Associate Vice President University IT
- Associate Vice President Marketing and Public Affairs

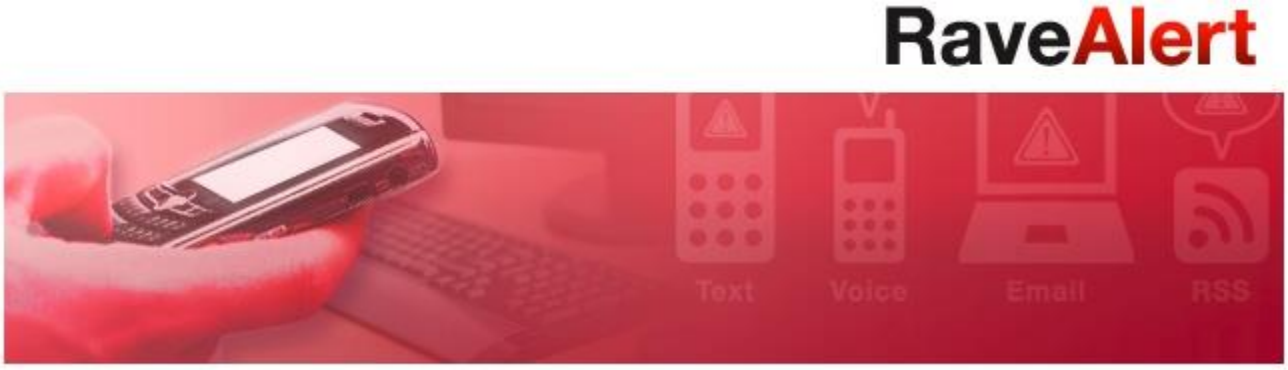
- Director- Media Relations

This information will be shared to help the public take action for their safety, unless, in the professional judgment of DPS command, issuing a notification will compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Follow-up information, including an "all-clear" message, will be disseminated as appropriate. University of Detroit Mercy Mass Notification systems are issued campus-wide, not to smaller segments of the community. In order to receive urgent notification alert messages, faculty, staff and students may register through Rave Mobile Safety System. University Mass Notification System is tested and documented yearly by Associate Vice President University ITS.

REGISTER FOR UNIVERSITY OF DETROIT MERCY MASS NOTIFICATION ALERT SYSTEM

Register for University of Detroit Mercy emergency communications and be among the first to receive alerts on class cancellations or other emergency notices via text message and email through the Rave Mobile Safety system.



All faculty, staff and students are enrolled in the free program but must register to confirm contact information and choose notification preferences (cell phones, landline phones, text pagers or emails).

To log in, scan to adjacent QR code or go to www.getrave.com/login/udmercy. Use your Titan Connect user name and password and then click the Log In button. Follow the screen prompts to modify contact information and select notification devices.

University of Detroit Mercy provides emergency response and guidance for the McNichols Campus, Corktown Campus and Riverfront Campus. Emergency response and evacuation procedures are identified in the Detroit Mercy Emergency Response Procedure (ERP) and in individual Building Emergency Plans. The ERP outlines how the University of Detroit Mercy community (students, faculty, staff and visitors) conducts emergency response actions for specific emergency situations. The ERP is available online at: www.udmercy.edu/publicsafety/EmergencyPreparedness

Emergency Procedure Guides with basic instructions are available from DPS. Students, faculty and staff with questions about emergency procedures in their building should check with their Facility Manager or

college office, Building Coordinator or contact DPS at (313) 993-1234. Emergency preparedness plans are exercised at minimum of once a year in each academies building.

Detroit Mercy students and employees that teach or take classes at a satellite campus, such as Aquinas College or Macomb Community College must sign up for the respective Emergency Alert Systems at those campuses. University of Detroit Mercy does not control the Emergency Alert Systems at those campuses.

Aquinas College – Students will need to sign up using their Aquinas College email
https://www.aquinas.edu/resources/departments/campus-safety/emergency-notification

Macomb Community College - University Center –
https://asp.schoolmessenger.com/macomb/subscriber

Shelter in Place

Shelter in place means to seek immediate shelter and remain there during an emergency rather than evacuate the area. Taking shelter inside may be in response to an external hazard such as a chemical release from an industrial or transportation accident, hazardous weather, police, fire or public health emergencies, or acts of violence. Since each situation is unique, shelter in place techniques may vary based on the incident. All decision to shelter in place will be made by DPS and notification will be through University Mass Notification System and by DPS Personnel or other responding emergency personnel. You must immediately seek shelter in the nearest facility or building (preferably in a room with no windows). Example of shelter in place:

- Tornado Warning
- Hazardous Materials (HAZMAT)
- Active Shooter
- Building Intruder
- Civil Disturbance

Academic Building Emergency Preparedness/Fire drills are conducted once yearly. Resident Halls Emergency Preparedness/Fire drills are conduct each semester for all occupied facility. The fall semester exercise/drill is conducted within the first 21 days of start of semester. The University of Detroit Mercy follows PA 481 of 2014, amends PA 2017 of 1941, MCL 29.19a, Section 19a (1-5). These Emergency Preparedness/Fire drills could be announced or unannounced. The University also conducts tabletop exercises, functional or full-scale exercises.

REPORTED CRIME STATISTICS- CORKTOWN CAMPUS

Crimes	2016	2017	2018
On-Campus Totals			
Aggravated Assault	0	0	0
Arson	0	0	0
Burglary	0	0	0
Dating Violence	0	0	1
Domestic Violence	0	0	1
Motor Vehicle Theft	2	0	0
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Robbery	0	0	0
Sex Offenses- Non Forcible[2]	0	0	0
Sex Offenses- Forcible[2]	0	0	0
Stalking	0	0	
Non-Campus Totals			
Aggravated Assault	0	0	0
Arson	0	0	0
Burglary	0	0	0
Dating Violence	0	0	0
Domestic Violence	0	0	0
Motor Vehicle Theft	0	0	0
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Robbery	0	0	0
Sex Offenses-Non Forcible[2]	0	0	0
Sex Offenses-Forcible[2]	0	0	0
Stalking	0	0	0
Public Property Totals			
Aggravated Assault	*	*	*
Arson	*	*	*
Burglary	*	*	*
Dating Violence	*	*	*
Domestic Violence	*	*	*
Motor Vehicle Theft	*	*	*
Murder/Non-Negligent Manslaughter	*	*	*
Negligent Manslaughter	*	*	*
Robbery	*	*	*
Sex Offenses-Non Forcible[2]	*	*	*
Sex Offenses-Forcible[2]	*	*	*
Stalking	*	*	*

UNFOUNDED CRIMES

There were zero unfounded Clery geography crimes in 2018.

HATE CRIMES

All categories include all crimes of prejudice—actual or perceived—race, gender, sexual orientation, ethnicity, or disability

On Campus Totals			
Crimes	**2016**	**2017**	**2018**
Aggravated Assault	0	0	0
Arson	0	0	0
Burglary	0	0	0
Intimidation	0	0	0
Larceny - Theft	0	0	0
Motor Vehicle Theft	0	0	0
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Other Crimes with Bodily Injury	0	0	0
Property Destruction, Damage, or Vandalism	0	0	0
Robbery	0	0	0
Sex Offenses- Non Forcible	0	0	0
Sex Offenses-Forcible	0	0	0
Non-Campus Totals			
Crimes	**2016**	**2017**	**2018**
Aggravated Assault	0	0	0
Arson	0	0	0
Burglary	0	0	0
Intimidation	0	0	0
Larceny - Theft	0	0	0
Motor Vehicle Theft	0	0	0
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Other Crimes with Bodily Injury	0	0	0
Property Destruction, Damage, or Vandalism	0	0	0
Robbery	0	0	0
Sex Offenses- Non Forcible	0	0	0
Sex Offenses-Forcible	0	0	0
Public Property Totals			
Crimes	**2016**	**2017**	**2018**
Aggravated Assault	*	*	*
Arson	*	*	*
Burglary	*	*	*
Dating Violence	*	*	*
Domestic Violence	*	*	*
Motor Vehicle Theft	*	*	*
Murder/Non-Negligent Manslaughter	*	*	*
Negligent Manslaughter	*	*	*
Robbery	*	*	*
Sex Offenses-Non Forcible[2]	*	*	*

Sex Offenses-Forcible[2]	*	*	*
Stalking	*	*	*
Larceny-Theft	*	*	*
Simple Assault	*	*	*
Destruction/Damage/Vandalism	*	*	*

Arrests	2016	2017	2018
On Campus			
Weapons: Carrying Possessing, etc.	1	0	0
Drug Abuse Violation	0	0	0
Liquor Law Violation	0	0	0
Non-Campus			
Weapons: Carrying Possessing, etc.	0	0	0
Drug Abuse Violation	0	0	0
Liquor Law Violation	0	0	0
Public Property			
Weapons: Carrying Possessing, etc.	*	*	*
Drug Abuse Violation	*	*	*
Liquor Law Violation	*	*	*
*Denotes data not received at press time			

Disciplinary Referrals	2016	2017	2018
On Campus			
Weapons: Carrying Possessing, etc.	0	0	0
Drug Abuse Violation	0	0	0
Liquor Law Violation	0	0	0
Non-Campus			
Weapons: Carrying Possessing, etc.	0	0	0
Drug Abuse Violation	0	0	0
Liquor Law Violation	0	0	0
Public Property			
Weapons: Carrying Possessing, etc.	0	0	0
Drug Abuse Violation	0	0	0
Liquor Law Violation	0	0	0
*Denotes data not received at press time			

Michigan Criminal Law section 750.520a provides the following definitions for incidents of sexual assault.

a) **Actor** means a person accused of criminal sexual conduct.
b) **Developmental disability** means an impairment of general intellectual functioning or adaptive behavior that meets all of the following criteria:
   i) It originated before the person became 18 years of age.
   ii) It has continued since its origination or can be expected to continue indefinitely.
   iii) It constitutes a substantial burden to the impaired person's ability to perform in society.
   iv) It is attributable to 1 or more of the following:
      (1) Intellectual disability, cerebral palsy, epilepsy, or autism.
      (2) Any other condition of a person that produces a similar impairment or requires treatment and services similar to those required for a person described in this subdivision.
c) **Electronic monitoring** means that term as defined in section 85 of the corrections code of 1953, 1953 PA 232, MCL 791.285.
d) **Intellectual disability** means that term as defined in section 100b of the mental health code, 1974 PA 258, MCL 330.1100b.
e) **Intermediate school district** means a corporate body established under part 7 of the revised school code, 1976 PA 451, MCL 380.601 to 380.705.
f) **Intimate parts**" includes the primary genital area, groin, inner thigh, buttock, or breast of a human being.
g) **Mental health professional** means that term as defined in section 100b of the mental health code, 1974 PA 258, MCL 330.1100b.
h) **Mental illness** means a substantial disorder of thought or mood that significantly impairs judgment, behavior, capacity to recognize reality, or ability to cope with the ordinary demands of life.
i) **Mentally disabled** means that a person has a mental illness, is intellectually disabled, or has a developmental disability.
j) **Mentally incapable** means that a person suffers from a mental disease or defect that renders that person temporarily or permanently incapable of appraising the nature of his or her conduct.
k) **Mentally incapacitated** means that a person is rendered temporarily incapable of appraising or controlling his or her conduct due to the influence of a narcotic, anesthetic, or other substance administered to that person without his or her consent, or due to any other act committed upon that person without his or her consent.
l) **Nonpublic school** means a private, denominational, or parochial elementary or secondary school.
m) **Physically helpless** means that a person is unconscious, asleep, or for any other reason is physically unable to communicate unwillingness to an act.
n) **Personal injury** means bodily injury, disfigurement, mental anguish, chronic pain, pregnancy, disease, or loss or impairment of a sexual or reproductive organ.
o) **Public school** means a public elementary or secondary educational entity or agency that is established under the revised school code, 1976 PA 451, MCL 380.1 to 380.1852.
p) **School district** means a general powers school district organized under the revised school code, 1976 PA 451, MCL 380.1 to 380.1852.
q) **Sexual contact** includes the intentional touching of the victim's or actor's intimate parts or the intentional touching of the clothing covering the immediate area of the victim's or actor's intimate parts, if that intentional touching can reasonably be construed as being for the purpose of sexual arousal or gratification, done for a sexual purpose, or in a sexual manner for:
   i) Revenge
   ii) To inflict humiliation
   iii) Out of anger

r) **Sexual penetration** means sexual intercourse, cunnilingus, fellatio, anal intercourse, or any other intrusion, however slight, of any part of a person's body or of any object into the genital or anal openings of another person's body, but emission of semen is not required.
s) **Victim** means the person alleging to have been subjected to criminal sexual conduct.

Michigan Criminal Law section 750.520b: Criminal sexual conduct in the first degree; circumstances; felony;

(1) A person is guilty of criminal sexual conduct in the first degree if he or she engages in sexual penetration with another person and if any of the following circumstances exists:
(a) That other person is under 13 years of age.
(b) That other person is at least 13 but less than 16 years of age and any of the following:
(i) The actor is a member of the same household as the victim.
(ii) The actor is related to the victim by blood or affinity to the fourth degree.
(iii) The actor is in a position of authority over the victim and used this authority to coerce the victim to submit.
(iv) The actor is a teacher, substitute teacher, or administrator of the public school, nonpublic school, school district, or intermediate school district in which that other person is enrolled.
(v) The actor is an employee or a contractual service provider of the public school, nonpublic school, school district, or intermediate school district in which that other person is enrolled, or is a volunteer who is not a student in any public school or nonpublic school, or is an employee of this state or of a local unit of government of this state or of the United States assigned to provide any service to that public school, nonpublic school, school district, or intermediate school district, and the actor uses his or her employee, contractual, or volunteer status to gain access to, or to establish a relationship with, that other person.
(vi) The actor is an employee, contractual service provider, or volunteer of a child care organization, or a person licensed to operate a foster family home or a foster family group home in which that other person is a resident, and the sexual penetration occurs during the period of that other person's residency. As used in this subparagraph, "child care organization", "foster family home", and "foster family group home" mean those terms as defined in section 1 of 1973 PA 116, MCL 722.111.
(c) Sexual penetration occurs under circumstances involving the commission of any other felony.
(d) The actor is aided or abetted by 1 or more other persons and either of the following circumstances exists:
(i) The actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless.
(ii) The actor uses force or coercion to accomplish the sexual penetration. Force or coercion includes, but is not limited to, any of the circumstances listed in subdivision (f).
(e) The actor is armed with a weapon or any article used or fashioned in a manner to lead the victim to reasonably believe it to be a weapon.
(f) The actor causes personal injury to the victim and force or coercion is used to accomplish sexual penetration. Force or coercion includes, but is not limited to, any of the following circumstances:
(i) When the actor overcomes the victim through the actual application of physical force or physical violence.
(ii) When the actor coerces the victim to submit by threatening to use force or violence on the victim, and the victim believes that the actor has the present ability to execute these threats.
(iii) When the actor coerces the victim to submit by threatening to retaliate in the future against the victim, or any other person, and the victim believes that the actor has the ability to execute this threat. As used in this subdivision, "to retaliate" includes threats of physical punishment, kidnapping, or extortion.

(iv) When the actor engages in the medical treatment or examination of the victim in a manner or for purposes that are medically recognized as unethical or unacceptable.
(v) When the actor, through concealment or by the element of surprise, is able to overcome the victim.

(g) The actor causes personal injury to the victim, and the actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless.

(h) That other person is mentally incapable, mentally disabled, mentally incapacitated, or physically helpless, and any of the following:
(i) The actor is related to the victim by blood or affinity to the fourth degree.
(ii) The actor is in a position of authority over the victim and used this authority to coerce the victim to submit.

2) Criminal sexual conduct in the first degree is a felony punishable as follows:
a) Except as provided in subdivisions (b) and (c), by imprisonment for life or for any term of years.
b) For a violation that is committed by an individual 17 years of age or older against an individual less than 13 years of age by imprisonment for life or any term of years, but not less than 25 years.
c) For a violation that is committed by an individual 18 years of age or older against an individual less than 13 years of age, by imprisonment for life without the possibility of parole if the person was previously convicted of a violation of this section or section 520c, 520d, 520e, or 520g committed against an individual less than 13 years of age or a violation of law of the United States, another state or political subdivision substantially corresponding to a violation of this section or section 520c, 520d, 520e, or 520g committed against an individual less than 13 years of age.
d) In addition to any other penalty imposed under subdivision (a) or (b), the court shall sentence the defendant to lifetime electronic monitoring under section 520n.

3) The court may order a term of imprisonment imposed under this section to be served consecutively to any term of imprisonment imposed for any other criminal offense arising from the same transaction.

Michigan Criminal Law section 750.520c: Criminal sexual conduct in the second degree; felony.

1) A person is guilty of criminal sexual conduct in the second degree if the person engages in sexual contact with another person and if any of the following circumstances exists:
a) That other person is under 13 years of age.
b) That other person is at least 13 but less than 16 years of age and any of the following:
i) The actor is a member of the same household as the victim.
ii) The actor is related by blood or affinity to the fourth degree to the victim.
iii) The actor is in a position of authority over the victim and the actor used this authority to coerce the victim to submit.
iv) The actor is a teacher, substitute teacher, or administrator of the public school, nonpublic school, school district, or intermediate school district in which that other person is enrolled.
v) The actor is an employee or a contractual service provider of the public school, nonpublic school, school district, or intermediate school district in which that other person is enrolled, or is a volunteer who is not a student in any public school or nonpublic school, or is an employee of this state or of a local unit of government of this state or of the United States assigned to provide any service to that public school, nonpublic school, school district, or intermediate school district, and the actor uses his or her employee, contractual, or volunteer status to gain access to, or to establish a relationship with, that other person.
vi) The actor is an employee, contractual service provider, or volunteer of a child care organization, or a person licensed to operate a foster family home or a foster family group home in which that other person is a resident and the sexual contact occurs during the period of that other person's residency. As used in this subdivision, "child care organization", "foster

family home", and "foster family group home" mean those terms as defined in section 1 of 1973 PA 116, MCL 722.111.

c) Sexual contact occurs under circumstances involving the commission of any other felony.
d) The actor is aided or abetted by 1 or more other persons and either of the following circumstances exists:
   i) The actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless.
   ii) The actor uses force or coercion to accomplish the sexual contact. Force or coercion includes, but is not limited to, any of the circumstances listed in section 520b(1)(f).
e) The actor is armed with a weapon, or any article used or fashioned in a manner to lead a person to reasonably believe it to be a weapon.
f) The actor causes personal injury to the victim and force or coercion is used to accomplish the sexual contact. Force or coercion includes, but is not limited to, any of the circumstances listed in section 520b(1)(f).
g) The actor causes personal injury to the victim and the actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless.
h) That other person is mentally incapable, mentally disabled, mentally incapacitated, or physically helpless, and any of the following:
   i) The actor is related to the victim by blood or affinity to the fourth degree.
   ii) The actor is in a position of authority over the victim and used this authority to coerce the victim to submit.
i) That other person is under the jurisdiction of the department of corrections and the actor is an employee or a contractual employee of, or a volunteer with, the department of corrections who knows that the other person is under the jurisdiction of the department of corrections.
j) That other person is under the jurisdiction of the department of corrections and the actor is an employee or a contractual employee of, or a volunteer with, a private vendor that operates a youth correctional facility under section 20g of the corrections code of 1953, 1953 PA 232, MCL 791.220g, who knows that the other person is under the jurisdiction of the department of corrections.
k) That other person is a prisoner or probationer under the jurisdiction of a county for purposes of imprisonment or a work program or other probationary program and the actor is an employee or a contractual employee of or a volunteer with the county or the department of corrections who knows that the other person is under the county's jurisdiction.
l) The actor knows or has reason to know that a court has detained the victim in a facility while the victim is awaiting a trial or hearing, or committed the victim to a facility as a result of the victim having been found responsible for committing an act that would be a crime if committed by an adult, and the actor is an employee or contractual employee of, or a volunteer with, the facility in which the victim is detained or to which the victim was committed.

2) Criminal sexual conduct in the second degree is a felony punishable as follows:
   a) By imprisonment for not more than 15 years.
   b) In addition to the penalty specified in subdivision (a), the court shall sentence the defendant to lifetime electronic monitoring under section 520n if the violation involved sexual contact committed by an individual 17 years of age or older against an individual less than 13 years of age

Michigan Criminal Law section 750.520d: Criminal sexual conduct in the third degree; felony.

1) A person is guilty of criminal sexual conduct in the third degree if the person engages in sexual penetration with another person and if any of the following circumstances exist:
   a) That other person is at least 13 years of age and under 16 years of age.
   b) Force or coercion is used to accomplish the sexual penetration. Force or coercion includes but is not limited to any of the circumstances listed in section 520b(1)(f)(i) to (v).

c) The actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless.
d) That other person is related to the actor by blood or affinity to the third degree and the sexual penetration occurs under circumstances not otherwise prohibited by this chapter. It is an affirmative defense to a prosecution under this subdivision that the other person was in a position of authority over the defendant and used this authority to coerce the defendant to violate this subdivision. The defendant has the burden of proving this defense by a preponderance of the evidence. This subdivision does not apply if both persons are lawfully married to each other at the time of the alleged violation.
e) That other person is at least 16 years of age but less than 18 years of age and a student at a public school or nonpublic school, and either of the following applies:
    i) The actor is a teacher, substitute teacher, or administrator of that public school, nonpublic school, school district, or intermediate school district. This subparagraph does not apply if the other person is emancipated or if both persons are lawfully married to each other at the time of the alleged violation.
    ii) The actor is an employee or a contractual service provider of the public school, nonpublic school, school district, or intermediate school district in which that other person is enrolled, or is a volunteer who is not a student in any public school or nonpublic school, or is an employee of this state or of a local unit of government of this state or of the United States assigned to provide any service to that public school, nonpublic school, school district, or intermediate school district, and the actor uses his or her employee, contractual, or volunteer status to gain access to, or to establish a relationship with, that other person.
f) That other person is at least 16 years old but less than 26 years of age and is receiving special education services, and either of the following applies:
    i) The actor is a teacher, substitute teacher, administrator, employee, or contractual service provider of the public school, nonpublic school, school district, or intermediate school district from which that other person receives the special education services. This subparagraph does not apply if both persons are lawfully married to each other at the time of the alleged violation.
    ii) The actor is a volunteer who is not a student in any public school or nonpublic school, or is an employee of this state or of a local unit of government of this state or of the United States assigned to provide any service to that public school, nonpublic school, school district, or intermediate school district, and the actor uses his or her employee, contractual, or volunteer status to gain access to, or to establish a relationship with, that other person.
g) The actor is an employee, contractual service provider, or volunteer of a child care organization, or a person licensed to operate a foster family home or a foster family group home, in which that other person is a resident, that other person is at least 16 years of age, and the sexual penetration occurs during that other person's residency. As used in this subdivision, "child care organization", "foster family home", and "foster family group home" mean those terms as defined in section 1 of 1973 PA 116, MCL 722.111.

2) Criminal sexual conduct in the third degree is a felony punishable by imprisonment for not more than 15 years.

Michigan Criminal Law section 750.520e: Criminal sexual conduct in the fourth degree; misdemeanor.

1) A person is guilty of criminal sexual conduct in the fourth degree if he or she engages in sexual contact with another person and if any of the following circumstances exist:
    a) That other person is at least 13 years of age but less than 16 years of age, and the actor is 5 or more years older than that other person.
    b) Force or coercion is used to accomplish the sexual contact. Force or coercion includes, but is not limited to, any of the following circumstances:

i) When the actor overcomes the victim through the actual application of physical force or physical violence.
ii) When the actor coerces the victim to submit by threatening to use force or violence on the victim, and the victim believes that the actor has the present ability to execute that threat.
iii) When the actor coerces the victim to submit by threatening to retaliate in the future against the victim, or any other person, and the victim believes that the actor has the ability to execute that threat. As used in this subparagraph, "to retaliate" includes threats of physical punishment, kidnapping, or extortion.
iv) When the actor engages in the medical treatment or examination of the victim in a manner or for purposes which are medically recognized as unethical or unacceptable.
v) When the actor achieves the sexual contact through concealment or by the element of surprise.

c) The actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless.
d) That other person is related to the actor by blood or affinity to the third degree and the sexual contact occurs under circumstances not otherwise prohibited by this chapter. It is an affirmative defense to a prosecution under this subdivision that the other person was in a position of authority over the defendant and used this authority to coerce the defendant to violate this subdivision. The defendant has the burden of proving this defense by a preponderance of the evidence. This subdivision does not apply if both persons are lawfully married to each other at the time of the alleged violation.
e) The actor is a mental health professional and the sexual contact occurs during or within 2 years after the period in which the victim is his or her client or patient and not his or her spouse. The consent of the victim is not a defense to a prosecution under this subdivision. A prosecution under this subsection shall not be used as evidence that the victim is mentally incompetent.
f) That other person is at least 16 years of age but less than 18 years of age and a student at a public school or nonpublic school, and either of the following applies:
i) The actor is a teacher, substitute teacher, or administrator of that public school, nonpublic school, school district, or intermediate school district. This subparagraph does not apply if the other person is emancipated or if both persons are lawfully married to each other at the time of the alleged violation.
ii) The actor is an employee or a contractual service provider of the public school, nonpublic school, school district, or intermediate school district in which that other person is enrolled, or is a volunteer who is not a student in any public school or nonpublic school, or is an employee of this state or of a local unit of government of this state or of the United States assigned to provide any service to that public school, nonpublic school, school district, or intermediate school district, and the actor uses his or her employee, contractual, or volunteer status to gain access to, or to establish a relationship with, that other person.
g) That other person is at least 16 years old but less than 26 years of age and is receiving special education services, and either of the following applies:
i) The actor is a teacher, substitute teacher, administrator, employee, or contractual service provider of the public school, nonpublic school, school district, or intermediate school district from which that other person receives the special education services. This subparagraph does not apply if both persons are lawfully married to each other at the time of the alleged violation.
ii) The actor is a volunteer who is not a student in any public school or nonpublic school, or is an employee of this state or of a local unit of government of this state or of the United States assigned to provide any service to that public school, nonpublic school, school district, or intermediate school district, and the actor uses his or her employee, contractual, or volunteer status to gain access to, or to establish a relationship with, that other person.
h) The actor is an employee, contractual service provider, or volunteer of a child care organization, or a person licensed to operate a foster family home or a foster family group home, in which that other person is a resident, that other person is at least 16 years of age, and the sexual contact

occurs during that other person's residency. As used in this subdivision, "child care organization", "foster family home", and "foster family group home" mean those terms as defined in section 1 of 1973 PA 116, MCL 722.111.

2) Criminal sexual conduct in the fourth degree is a misdemeanor punishable by imprisonment for not more than 2 years or a fine of not more than $500.00, or both.

For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Michigan Criminal Law section 750.81: Assault or assault and battery.

1) Except as otherwise provided in this section, a person who assaults or assaults and batters an individual, if no other punishment is prescribed by law, is guilty of a misdemeanor punishable by imprisonment for not more than 93 days or a fine of not more than $500.00, or both.
2) Except as provided in subsection (3) or (4), an individual who assaults or assaults and batters his or her spouse or former spouse, an individual with whom he or she has or has had a dating relationship, an individual with whom he or she has had a child in common, or a resident or former resident of his or her household, is guilty of a misdemeanor punishable by imprisonment for not more than 93 days or a fine of not more than $500.00, or both.
3) An individual who commits an assault or an assault and battery in violation of subsection (2), and who has previously been convicted of assaulting or assaulting and battering his or her spouse or former spouse, an individual with whom he or she has or has had a dating relationship, an individual with whom he or she has had a child in common, or a resident or former resident of his or her household, under any of the following, may be punished by imprisonment for not more than 1 year or a fine of not more than $1,000.00, or both:
   a) This section or an ordinance of a political subdivision of this state substantially corresponding to this section.
   b) Section 81a, 82, 83, 84, or 86.
   c) A law of another state or an ordinance of a political subdivision of another state substantially corresponding to this section or section 81a, 82, 83, 84, or 86.
4) An individual who commits an assault or an assault and battery in violation of subsection (2), and who has 2 or more previous convictions for assaulting or assaulting and battering his or her spouse or former spouse, an individual with whom he or she has or has had a dating relationship, an individual with whom he or she has had a child in common, or a resident or former resident of his or her household, under any of the following, is guilty of a felony punishable by imprisonment for not more than 5 years or a fine of not more than $5,000.00, or both:
   a) This section or an ordinance of a political subdivision of this state substantially corresponding to this section.
   b) Section 81a, 82, 83, 84, or 86.
   c) A law of another state or an ordinance of a political subdivision of another state substantially corresponding to this section or section 81a, 82, 83, 84, or 86.
5) This section does not apply to an individual using necessary reasonable physical force in compliance with section 1312 of the revised school code, 1976 PA 451, MCL 380.1312.
6) As used in this section, "dating relationship" means frequent, intimate associations primarily characterized by the expectation of affectional involvement. This term does not include a causal relationship or an ordinary fraternization between 2 individuals in a business or social context.

For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Michigan Criminal Law section 750.81: Assault or assault and battery.

1) Except as otherwise provided in this section, a person who assaults or assaults and batters an individual, if no other punishment is prescribed by law, is guilty of a misdemeanor punishable by imprisonment for not more than 93 days or a fine of not more than $500.00, or both.
2) Except as provided in subsection (3) or (4), an individual who assaults or assaults and batters his or her spouse or former spouse, an individual with whom he or she has or has had a dating relationship, an individual with whom he or she has had a child in common, or a resident or former resident of his or her household, is guilty of a misdemeanor punishable by imprisonment for not more than 93 days or a fine of not more than $500.00, or both.
3) An individual who commits an assault or an assault and battery in violation of subsection (2), and who has previously been convicted of assaulting or assaulting and battering his or her spouse or former spouse, an individual with whom he or she has or has had a dating relationship, an individual with whom he or she has had a child in common, or a resident or former resident of his or her household, under any of the following, may be punished by imprisonment for not more than 1 year or a fine of not more than $1,000.00, or both:
   a) This section or an ordinance of a political subdivision of this state substantially corresponding to this section.
   b) Section 81a, 82, 83, 84, or 86.
   c) A law of another state or an ordinance of a political subdivision of another state substantially corresponding to this section or section 81a, 82, 83, 84, or 86.
4) An individual who commits an assault or an assault and battery in violation of subsection (2), and who has 2 or more previous convictions for assaulting or assaulting and battering his or her spouse or former spouse, an individual with whom he or she has or has had a dating relationship, an individual with whom he or she has had a child in common, or a resident or former resident of his or her household, under any of the following, is guilty of a felony punishable by imprisonment for not more than 5 years or a fine of not more than $5,000.00, or both:
   a) This section or an ordinance of a political subdivision of this state substantially corresponding to this section.
   b) Section 81a, 82, 83, 84, or 86.
   c) A law of another state or an ordinance of a political subdivision of another state substantially corresponding to this section or section 81a, 82, 83, 84, or 86.
5) This section does not apply to an individual using necessary reasonable physical force in compliance with section 1312 of the revised school code, 1976 PA 451, MCL 380.1312.
6) As used in this section, "dating relationship" means frequent, intimate associations primarily characterized by the expectation of affectional involvement. This term does not include a causal relationship or an ordinary fraternization between 2 individuals in a business or social context.

For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Michigan Criminal Law section 750.411h: Stalking.

1) As used in this section:
   a) “Course of conduct” means a pattern of conduct composed of a series of 2 or more separate non-continuous acts evidencing a continuity of purpose.
   b) “Emotional distress” means significant mental suffering or distress that may, but does not necessarily, require medical or other professional treatment or counseling.
   c) “Harassment” means conduct directed toward a victim that includes, but is not limited to, repeated or continuing unconsented contact that would cause a reasonable individual to suffer emotional distress and that actually causes the victim to suffer emotional distress. Harassment does not include constitutionally protected activity or conduct that serves a legitimate purpose.

d) "Stalking" means a willful course of conduct involving repeated or continuing harassment of another individual that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested and that actually causes the victim to feel terrorized, frightened, intimidated, threatened, harassed, or molested.
e) "Unconsented contact" means any contact with another individual that is initiated or continued without that individual's consent or in disregard of that individual's expressed desire that the contact be avoided or discontinued. Unconsented contact includes, but is not limited to, any of the following:
   i) Following or appearing within the sight of that individual.
   ii) Approaching or confronting that individual in a public place or on private property.
   iii) Appearing at that individual's workplace or residence.
   iv) Entering onto or remaining on property owned, leased, or occupied by that individual.
   v) Contacting that individual by telephone.
   vi) Sending mail or electronic communications to that individual.
   vii) Placing an object on, or delivering an object to, property owned, leased, or occupied by that individual.
f) "Victim" means an individual who is the target of a willful course of conduct involving repeated or continuing harassment.

2) An individual who engages in stalking is guilty of a crime as follows:
   a) Except as provided in subdivision (b), a misdemeanor punishable by imprisonment for not more than 1 year or a fine of not more than $1,000.00, or both.
   b) If the victim was less than 18 years of age at any time during the individual's course of conduct and the individual is 5 or more years older than the victim, a felony punishable by imprisonment for not more than 5 years or a fine of not more than $10,000.00, or both.
3) The court may place an individual convicted of violating this section on probation for a term of not more than 5 years. If a term of probation is ordered, the court may, in addition to any other lawful condition of probation, order the defendant to do any of the following:
   a) Refrain from stalking any individual during the term of probation.
   b) Refrain from having any contact with the victim of the offense.
   c) Be evaluated to determine the need for psychiatric, psychological, or social counseling and if, determined appropriate by the court, to receive psychiatric, psychological, or social counseling at his or her own expense.
4) In a prosecution for a violation of this section, evidence that the defendant continued to engage in a course of conduct involving repeated unconsented contact with the victim after having been requested by the victim to discontinue the same or a different form of unconsented contact, and to refrain from any further unconsented contact with the victim, gives rise to a rebuttable presumption that the continuation of the course of conduct caused the victim to feel terrorized, frightened, intimidated, threatened, harassed, or molested.
5) A criminal penalty provided for under this section may be imposed in addition to any penalty that may be imposed for any other criminal offense arising from the same conduct or for any contempt of court arising from the same conduct.

LINKS TO THE HIGHER EDUCATION ACT OF 1965

Safety and Security-related laws and regulations

Federal Register, Nov. 1, 1999 (Vol. 64, No. 210), Student Assistance General Provision; Final Rule. 34 CFR 668.41, Reporting and Disclosure of Information 34 CFR 668.46, Institutional Security Policies and Crime Statistics
http://www.ed.gov/legislation/FedRegister/finrule/1999-4/110199d.html

Federal Register, Oct. 31, 2002 (Vol. 67, No. 211), Student Assistance General Provision; Final Rule. 34 CFR 668.46, Institutional Security Policies and Crime Statistics
http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=2002_register&docid=02-27599-filed

Federal Register, Oct. 29, 2009 (Vol. 74, No. 208), General and Non-Loan Programmatic Issues; Final Rule. 34 CRF 668.41, Reporting and Disclosure of Information 34 CRF 668.46, Institutional Security Policies and Crime Statistics 34 CFR 668.49, Institutional Fire Safety Policies and Fire Statistics http://edocket.access.gpo.gov/2009/E9-25373.htm

Higher Education Opportunity Act, Aug. 14, 2008. Program Participation Agreement Requirements
http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=110_cong_public_laws&docid=f:publ315.110

Federal Register, Oct. 20, 2014 (Vol. 79, No. 202), Violence Against Women Act; Final Rule. 34 CFR 668.46, Institutional Security Policies and Crime Statistics
http://www.gpo.gov/fdsys/pkg/FR-2014-10-20/html/2014-24284.htm

Reprint from U.S. Department of Education Office of Postsecondary Education Handbook, Jun 2016 p. A-3.

JEANNE CLERY ACT DEFINITIONS

As defined by the Jeanne Clery Disclosure of Campus Security Policy and Campus ~~crime~~Crime Statistics Act:

SEX OFFENSES-FORCIBLE

Any sexual act directed against another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent.

Forcible Rape: The carnal knowledge of a person, forcibly and/or against the person's will where the victim is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity.

Forcible Sodomy: Oral or anal sexual intercourse with another person, forcibly and/or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental incapacity.

Sexual Assault with an Object: The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

Forcible Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will; or, not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

SEX OFFENSES-NON FORCIBLE

Unlawful, non-forcible sexual intercourse.

Incest: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Non-forcible sexual intercourse with a person who is under the statutory age of consent.

OTHER CRIME DEFINITIONS

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death, or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.

Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling, house, public building, motor vehicle or aircraft, personal property, etc.

Bias Crime or Hate Crime: A criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias against a race, religion, disability, sexual orientation, or ethnicity/national origin; also known as Hate Crime.

Burglary: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or a felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

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

Domestic Violence: Asserted violent misdemeanor and felony offenses committed by the victim's current or former spouse, current or former cohabitant, person similarly situated under domestic or family violence law, or anyone else protected under domestic or family violence law.

Drug Law Violations: Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana, synthetic narcotics (demerol, methadones); and dangerous non-narcotic drugs (barbiturates, benzedrine).

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Larceny: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

Liquor Law Violations: The violation of laws or ordinance prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to minor or intemperate person; using a vehicle for illegal

transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition).

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

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned—including joy riding).

Murder and Non-Negligent Manslaughter: The willful (non-negligent) killing of one human by another.

Robbery: The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force, violence, and/or by putting the victim in fear.

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, sever laceration or loss of consciousness.

Stalking: A course of conduct directed at a specific person that would cause a reasonable person to fear for her, his or others' safety, or to suffer substantial emotional distress.

Vandalism: To willfully or maliciously destroy, injure, disfigure, or deface any public or private property, real or personal, without the consent of the owner or person having custody or control by cutting, tearing, breaking, marking, painting, drawing, covering with filth, or any other such means as may be specified by local law.

Weapon Law Violations: The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.

GEOGRAPHICAL DEFINITIONS

On-Campus

1. Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner related to the institution's educational purposes, including residence halls; and

2. Any building or property that is within or reasonably contiguous to the area identified in paragraph (1), that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes (such as a food or retail vendor).

Non-Campus Building or Property

1. Any building or property owned or controlled by a student organization that is officially recognized by the institution; or

2. Any building or property owned or controlled by an institution that is used in direct support of or in relation to the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Public Property

All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within campus or immediately adjacent to and accessible from the campus.

ANNUAL FIRE REPORT SECTION 2018

ABOUT THE ANNUAL FIRE SAFETY REPORT

The University of Detroit Mercy Department of Public Safety 2019 Annual Fire Safety Report is provided to you in compliance with the Higher Education Opportunity, Public Law 110 – 315 Act. (HEOA)

The Annual Fire Safety Report is a HEOA regulation that requires minimum statistical disclosure for the three previous years for residential housing (for purposes of this report 2016, 2017, 2018), concerning reported fire related incidents on property owned or controlled by the University of Detroit Mercy.

This report also includes institutional policies concerning campus fire evacuation, residential hall reporting and other fire safety matters.

Detroit Mercy Corktown Campus – School of Dentistry does not maintain a student housing facility on this campus. Accordingly, the university does not have residential housing fire statistics to report for the 2016, 2017, and 2018 Annual Fire section of this report.

The Detroit Mercy McNichols Campus maintains a student housing complex. Fire statistics for the McNichols Campus are disclosed in this Annual Security & Fire Safety Report 2019.

You can obtain a copy of the campus report s by following the print options, contacting the Department of Public Safety at (313) 993-1235 M - F 9:00 a.m. to 4:00 pm. or by accessing the following website www.udmercy.edu/publicsafety

FIRE SAFETY TIPS

- **Plan Ahead!**
- Never tamper with fire alarm systems.
- Know two fire escape routes from your residence.
- Read fire safety evacuation measures provided.
- When an alarm sounds leave the building immediately.
- Cook only where it is permitted.
- Learn student housing fire safety measures.

FIRE SAFETY FACTS

Plan Ahead! You may have only a few minutes to get out safely once the smoke alarm sounds.

WHEN THE ALARM SOUNDS … GET OUT

Fire doubles in volume every 30-60 seconds. In just a couple of minutes, an entire room or multiple rooms can be engulfed in flames and smoke. When the fire alarm sounds, get out of the building - FAST and NEVER, no matter what, delay or go back inside the building to get your "things". Ask yourself; is a cell phone or computer more important than your life? No way. You can always buy a new cell phone; but you can't buy your life back. Source: CampusFireSafety.org and The National Fire Protection Association (NFPA), 2015. Online: http://www.campusfiresafety.org/Portals/0/Documents/CFS%20For%20Students/student%20tips.pdf

FIRE SAFETY EVACUATION MEASURES

FOR EMPLOYEES AND STUDENTS

- The first person to discover a fire or evacuation situation is responsible for immediately activating the nearest fire pull station and calling the Department of Public Safety at (313) 993-1234 from a safe location.
- Be calm and carefully give all information requested.

Procedure

1. Exit the building using the nearest marked exit and posted evacuation route.
2. Pull fire alarm if available and/or if you can do so safely, notify occupants by yelling "fire" in the hallway.
3. Go to a safe area (outside Gathering Point) and call the Department of Public Safety.
4. Tell the Department of Public Safety the building, floor and room number where the fire is located.
5. State whether the building is occupied.
6. State if person(s) is trapped or injured and their location(s).
7. Give the cause of the fire, if known.
8. State your name, telephone number and location at time of call.
9. STAY ON THE TELEPHONE and offer further assistance.
10. The Director of the Department of Public Safety or designee will fully activate the Emergency Command Center, if it is appropriate to do so.
11. Small isolated fires should be extinguished if possible and safe. Fire extinguishers are generally located in stairwells, near entrances, or at the end of corridors.
12. Building coordinators will account for their personnel at the evacuation assembly area and report this information to the Department of Public Safety officer.
13. Personnel should remain at the Gathering Point for further instructions.
14. Emergency response personnel will direct you if it will be necessary to proceed to another location.
15. Do not return to an evacuated building until the Department of Public Safety announces the all clear.

ESPECIALLY FOR RESIDENTIAL STUDENTS

- All alarms must be treated as warning of an actual emergency. Do not take time to get personal possessions.
- If smoke is present, stay close to the floor as you exit.
- Designated Residence Life Staff shall ensure, to the extent practical, that the site-specific Evacuation Plan of their building is followed and that the evacuation of the facility continues until emergency personnel arrive.

Fire Statistics for Residential Facilities— McNichols Campus (2018)

All Residential Housing is located at 4001 W. McNichols Rd., Detroit, MI 48221

Residential Facility	Total Fires in Building	Fire Number	Cause of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damaged Caused by Fire
Holden Hall	0	0	0	0	0	0
Shiple Hall	0	0	0	0	0	0
North Quad	0	0	0	0	0	0
South Quad	0	0	0	0	0	0
East Quad	0	0	0	0	0	0
West Quad	0	0	0	0	0	0

Residential Facility	Fire System Monitored by Public Safety	Building Equipped with Fire Alarms	Building Equipped with Smoke Detectors	Number of Evacuation Drills Conducted
Holden Hall	Yes	Yes	Yes	5
Shiple Hall	Yes	Yes	Yes	5
North Quad	Yes	Yes	Yes	5
South Quad	Yes	Yes	Yes	5
East Quad	Yes	Yes	Yes	5
West Quad	Yes	Yes	Yes	5
Quad Commons	Yes	Yes	Yes	5

Fire Statistics for Residential Facilities— McNichols Campus (2017)

All Residential Housing is located at 4001 W. McNichols Rd., Detroit, MI 48221

Residential Facility	Total Fires in Building	Fire Number	Cause of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damaged Caused by Fire
Holden Hall	0	0	0	0	0	0
Shiple Hall	0	0	0	0	0	0
North Quad	0	0	0	0	0	0
South Quad	0	0	0	0	0	0
East Quad	0	0	0	0	0	0
West Quad	0	0	0	0	0	0

Residential Facility	Fire System Monitored by Public Safety	Building Equipped with Fire Alarms	Building Equipped with Smoke Detectors	Number of Evacuation Drills Conducted
Holden Hall	Yes	Yes	Yes	5
Shiple Hall	Yes	Yes	Yes	5
North Quad	Yes	Yes	Yes	5
South Quad	Yes	Yes	Yes	5
East Quad	Yes	Yes	Yes	5
West Quad	Yes	Yes	Yes	5
Quad Commons	Yes	Yes	Yes	5

Fire Statistics for Residential Facilities— McNichols Campus (2016) All Residential Housing is located at 4001 W. McNichols Rd., Detroit, MI 48221						
Residential Facility	**Total Fires in Building**	**Fire Number**	**Cause of Fire**	**Number of Injuries that Required Treatment at a Medical Facility**	**Number of Deaths Related to a Fire**	**Value of Property Damaged Caused by Fire**
Holden Hall	0	0	0	0	0	0
Shiple Hall	0	0	0	0	0	0
North Quad	0	0	0	0	0	0
South Quad	0	0	0	0	0	0
East Quad	0	0	0	0	0	0
West Quad	0	0	0	0	0	0

Residential Facility	**Fire System Monitored by Public Safety**	**Building Equipped with Fire Alarms**	**Building Equipped with Smoke Detectors**	**Number of Evacuation Drills Conducted**
Holden Hall	Yes	Yes	Yes	5
Shiple Hall	Yes	Yes	Yes	5
North Quad	Yes	Yes	Yes	5
South Quad	Yes	Yes	Yes	5
East Quad	Yes	Yes	Yes	5
West Quad	Yes	Yes	Yes	5
Quad Commons	Yes	Yes	Yes	5

CAMPUS FIRE SAFETY POLICY

PURPOSE

University of Detroit Mercy releases fire safety information to the University community as a first step in educating the community on fire safety procedures. Detroit Mercy has provided educational information that provides techniques to reduce the risk of a fire safety incident. The University will offer prevention programs essential to keep the University community safe from fire safety incidents. Fire safety laws are meant to educate our community and to encourage those with fire incident information to report the offense to the Detroit Mercy Department of Public Safety.

SCOPE

To create and maintain a fire safe environment for students residing in campus housing, non-residential students, employees, contractors, consultants, temporary help and other workers at Detroit Mercy, including all personnel affiliated with third parties.

POLICY

Residential Halls

When it comes to fire safety, certain personal property can compromise the safety of all within the community. The prohibited items can be found in the **Guide to Residence Living**. The Office of Residence Life conducts regular health and safety inspections of each residence hall. All areas and spaces of the room/suite, and all objects and containers within the space may be searched. Illegal or unauthorized property will be confiscated and residents will be provided a list of items taken. Items violating local, state, or federal laws may be turned over to the Department of Public Safety.

General Fire Policy

Detroit Mercy has life safety procedures to keep our community free of fire safety hazards. Annually fire systems are tested throughout University campuses. The Department of Public Safety (DPS) has leadership role to initiate, facilitate and account for fire safety test drills. As an ongoing process check other committees and departments have a responsibility to assist DPS during these tests and report their findings.

Fire safety tests are one measure that Detroit Mercy uses to account for the operations of mechanical equipment and emergency response of our community and emergency personnel. While other inspections occur to assess our emergency readiness, as a standing practice the Detroit Mercy community is encouraged to play a role in the prevention and evaluation process of campus fire safety systems and procedures.

Fire incidents on University property are the direct responsibility of the DPS who shall make the necessary notifications for additional outside resources when an incident requires. DPS officers are trained in emergency response to critical incident scene. The University community has been provided with specific fire safety protocol, evacuation and containment procedures to aid in making an educated choice if faced with a fire safety incident.

All DPS Officers have been trained on proper use of all types of Fire Extinguisher. DPS trains all Resident Advisor on proper us of Fire Extinguishers at RA Orientations. DPS has developed an online Fire Equipment Training presentation for all student, faculty and staff. This presentation is located on DPS website. Fire safety information is available on the University Emergency Procedure Guide and located in the Detroit Mercy Emergency Response Plan. Follow this link to access fire safety information www.udmercy.edu/publicsafety/emergency_readiness or call the Department of Public Safety at (313) 993-1235 M-F between 9:00 a.m. – 5:00 p.m.

The University is committed to promoting and maintaining a healthy work and academic environment that is as close to tobacco free as practicably possible and in accordance with all federal, state and local laws. Students, employees and visitors are prohibited from using tobacco throughout all University buildings (exception University Apartments), University vehicles and outside of buildings within 25 feet of any entrance, air intake duct and/or window.

Daily Fire Log

A daily fire log is available for review 24 hours a day on the University of Detroit Mercy DPS website at: www.udmercy.edu/publicsafety/clery/incidents/index.htm. The information in the fire log includes the nature, date, time and the value of property damage caused by a fire. The Annual Security report is available 24 hours a day on the University of Detroit Mercy Department of Public Safety website at: www.udmercy.edu/publicsafety/clery/fire/index.htm

REPORTING A FIRE EMERGENCY

PURPOSE

For purposes of this policy the University of Detroit Mercy Department of Public Safety disclose to the University Community how to report fire safety matters that take place on and around the University's campuses which may pose a threat to safety.

SCOPE

This policy applies to students who reside in campus housing, non-residential students, employees, contractors, consultants, temporary help and other workers at Detroit Mercy, including all personnel affiliated with third parties.

POLICY

To report a fire safety matter occurring on or nearby a Detroit Mercy campus immediately contact the Detroit Mercy Department of Public Safety 24-hour communications center.

DETROIT MERCY DEPARTMENT OF PUBLIC SAFETY

24-HOUR EMERGENCY LINE (313) 993-1234

You can also reach Public Safety by dialing (313) 993-1234 for non-emergencies, or by using the exterior emergency telephones located throughout campus parking lots or near some buildings.

Any suspicious activity or person observed loitering in the parking lots, inside building or around the Residence Halls should be immediately reported to the Department of Public Safety. In addition, if you are a victim involved in a fire incident you may also report a crime to the following areas:

Monica Williams, Dean of Students	(313) 993-1028
Lanae Gill, Director, Residence Life	(313) 993-1230

When the situation necessitates the Detroit Mercy Department of Public Safety will make notification to the Detroit Fire Department for response. Each department augments the other within their jurisdictions during mutual incidents and investigations. Detroit Mercy officers attend regular meetings with local law enforcement agencies to exchange ideas and problems, which may be of concern for the University community.

Residence Halls

Detroit Mercy only has residential housing on the McNichols Campus. Our residential complex has the capacity to house nearly 900 students each term. Residential students are educated to immediately report fire related incidents as follows:

- Verbally alert other occupants as you exit
- To the extent safely possible assist others who may need assistance
- Use the stairs to evacuate the building. Do not use the elevators.
- Go to the nearest Evacuation Area
- Wait for further instruction from on scene emergency personnel

ABOUT CAMPUS FIRE DRILLS

PURPOSE

To educate residential students on procedures related to building evacuation.

SCOPE

In conjunction with the Department of Public Safety, the Office of Residence Life schedules regular fire drills for each residence hall.

POLICY

Fire drills occur intermittently each term in each residence hall. On-campus residents must evacuate to designated evacuation areas and follow the procedures detailed below:

- Check your room door for heat. If hot, do not open it.
- If door is cool, open it slowly and check the hallway for smoke.
- If the hallway is passable, immediately and swiftly leave your room.
- Close and lock your room door.
- Help others who may need assistance.
- Evacuate the areas via stairs. Do not use the elevators.
- Go to the Evacuation Areas as directed.
- Do not return to the building for any reason until the Department of Public Safety determines it is safe to do so.
- The Department of Public Safety and Office of Residence Life staff will direct you when it is safe to return to the building.

Failure to evacuate a building after an alarm or attempts to reenter a building before permission is granted will result in disciplinary action and could include criminal charges from the Department of Public Safety.

CAMPUS EVACUATION POLICY

PURPOSE

For purposes of this policy the University of Detroit Mercy Department of Public Safety discloses fire safety evacuation procedures to the University community for incidents that take place in University structures that pose a threat to safety.

SCOPE

This policy applies to students who reside in campus housing, non-residential students, employees, contractors, consultants, temporary help and other workers at the Detroit Mercy, including all personnel affiliated with third parties.

POLICY

The first person to discover a fire or evacuation situation is responsible for immediately activating the nearest fire pull station and calling the Department of Public Safety from a safe location.

DETROIT MERCY DEPARTMENT OF PUBLIC SAFETY
24-HOUR EMERGENCY LINE (313) 993-1234

- Be calm and carefully give all information requested.
- EVACUATE IMMEDIATELY in case of a fire or upon notification.
- DO NOT USE ELEVATORS.
- When an emergency evacuation is ordered or when audio or visual alarms are activated, all persons are required to evacuate the premises immediately.
- All alarms must be treated as warning of an actual emergency. Do not take time to get personal possessions.
- If smoke is present, stay close to the floor as you exit.
- If possible and safe, turn off laboratory gases, exhaust fans and close doors/windows as you exit.
- All faculty and staff should help direct students and visitors to obey evacuation orders.
- Faculty should assure that students in their class who have mobility difficulty are assisted in the evacuation, making sure these students get at least to a stairwell landing.
- All University employees are responsible to know the location of exits and be able to identify their building's evacuation route(s) in an emergency.
- Designated Building Coordinators shall ensure, to the extent practical, that the site-specific Evacuation Plan of their building is followed and that the evacuation of the facility proceeds until emergency personnel arrive.
- Exit the building using the nearest marked exit and posted evacuation route.
- Proceed to designated outside Gathering Point shown on the evacuation map posted in the building.
- Obey the directions of emergency response personnel or the Building Coordinator(s).
- Be alert to the presence of persons requiring evacuation assistance and assist as much as possible to get them out or to a stairwell landing.
- Notify emergency personnel immediately upon arrival of the exact location of any person(s) who may be having difficulty evacuating.
- Emergency response personnel will direct you if it will be necessary to proceed to another location.

- Do not return to an evacuated building until the Department of Public Safety announces the all clear

Residence Halls

When the fire alarm sounds, on-campus residents must evacuate to the nearest designated evacuation area and begin the fire evacuation procedures:

- Check your room door for heat. If hot, do not open it.
- If door is cool, open it slowly and check the hallway for smoke.
- If the hallway is passable, immediately and swiftly leave your room.
- Close and lock your room door.
- Help others who may need assistance.
- Evacuate the areas via stairs. Do not use the elevators.
- Go to the Evacuation Areas as directed.
- Do not return to the building for any reason until the Department of Public Safety determines it is safe to do so.
- The Department of Public Safety and Office of Residence Life staff will direct you when it is safe to return to the building.
- After any evacuation, report to your designated area assembly point. Stay there until an accurate head count has been taken.

FAILURE TO EVACUATE A BUILDING AFTER AN ALARM OR ATTEMPTS TO REENTER A BUILDING BEFORE PERMISSION IS GRANTED WILL RESULT IN DISCIPLINARY ACTION AND COULD INCLUDE CRIMINAL CHARGES FROM THE DEPARTMENT OF PUBLIC SAFETY.

STUDENT HOUSING FIRE SAFETY SYSTEMS AND IMPROVEMENTS

PURPOSE

University of Detroit Mercy releases to the University Community information on the residence hall emergency fire systems.

SCOPE

This policy applies to students, employees, contractors, consultants, temporary help and other workers at University of Detroit Mercy, including all personnel affiliated with third parties who may reside in a Detroit Mercy residence hall or provide services to the residential complex on an intermittent basis.

POLICY

In accordance with state and federal fire regulations the University provides residential living space for students and designated employees on a limited basis. All Detroit Mercy housing quarters are fire safe facilities that meet the required fire codes as set forth by the State of Michigan and City Ordinance. Our residential complex is monitored 24-Hours a day 7 days a week by the University's Department of Public Safety. The University provides routine equipment tests to ensure operability. The Detroit Fire Department provides and annual inspection of hydrants located on Detroit Mercy campuses.

The residential halls are equipped with standard fire pull stations and fire alert horns that are activated when a pull station is engaged. Many of the halls also have floor fire strobe indicators. The University provides fire safe notification systems that meet ADA regulations to accommodate students with certain disabilities. The Department of Public Safety and the Office of Residence Life staff also provide on an as needed basis a fire watch patrol if systems go offline for any reason.

Fire Systems types and Improvements for all Residential Halls

Shiple Hall

- Limited Fire suppression; Trash rooms
- Seimans Fire alarm system; entire building, pull stations, audible horns, smoke detectors in each dorm room
- (Hardwired), hallways and common areas.
- Upgrade; 2016' Fire alarm panel (National Time 902) with auto dialer to communicate directly with Public Safety.
- Upgrade; New smoke detectors (10yr Lithium battery) installed in September 2016 in all dorm rooms, hallways and common areas.

Holden Hall

- Seimans Fire alarm system; entire building, pull stations, audible horns, smoke detectors outside mechanical room, smoke detectors (battery) in each dorm room.
- Upgrade; New smoke detectors (10yr Lithium battery) installed in September 2016 in all dorm rooms, hallways and common areas.

Quad Complex

- Limited Fire suppression; Trash rooms, mechanical rooms.
- National Time Fire alarm system; entire buildings, pull stations, audible horns, heat detectors in lobby of each dorm floor, smoke detectors (battery) in each dorm room.
- Upgrade; 2016' Fire alarm panel with auto dialer to communicate directly with Public Safety.
- Upgrade; New smoke detectors (10yr Lithium battery) installed in September 2016 in all dorm rooms, hallways and common areas.

PROHIBITED RESIDENTIAL HALL ITEMS

The Office of Residence Life strives to develop a safe living and learning environment where residents are engaged in a structured academic, personal, and social community. To ensure we meet these expectations and to minimize the potential for fires in the University of Detroit Mercy residential community, it is the policy of University of Detroit Mercy to prohibit the use of the following:

- Air Conditioners
- Broilers
- Candles (with or without wicks)
- Coffee Pots without a timer and auto shutoff
- Crock Pots

- Deep fryer
- Electric blankets
- Electric frying pans
- Electric space heaters
- Extension cords longer than 6 feet (no more than 2 per room)
- Explosives/Firecrackers/Fireworks
- Electric Pressure Cooker
- Iron w/o automatic shutoff
- Gas Grills
- Gas Heaters
- George Foreman grills
- Griddles
- Halogen Lights/Lamps and Heating Lamps and Lava Lamps
- Heating coils
- Hookahs, Bongs, or other items that can be considered drug paraphernalia
- Hot Water Makers/Tea Kettles w/o Digital Timer and Temperature Gauge
- Heat fans, ceramic heaters, etc.
- Hot plates
- Open faced Grills (i.e. waffle irons, quesadilla makers, etc.)
- Mattresses
- Incense/Wax/ Potpourri burner and warmer
- Pets, other than fish (10 gallon aquarium or less)
- Rice Cookers
- Refrigerators larger than 5 cubic feet (only 1 refrigerator permitted per room)
- Sandwich makers
- Sun lamps
- Signs considered to be University, Government, or another's property
- Toasters and/or Toaster ovens
- Microwave more than 700 Watts
- Amplifiers, Subwoofers, and/or Stereos over 100watts (or otherwise deemed a nuisance to the community) - Sound should not be heard beyond the walls of the room.
- Weapons
- Waterbeds
- Lofts other than those authorized by University of Detroit Mercy
- Four or more armed lamps
- All cooking items that use an open flame or heating element

NOTE: Extension Cords and Corded Surge Protectors cannot be plugged into each other (i.e. daisy chained). No more than 6 items can be plugged into outlet. -All electrical appliances must be UL-approved -Curling Irons, Hair Straighteners, and other electronic hair devices with a heating element must remain unplugged when not in use. -Items are not to be hung from any ceiling. Damage resulting from items attached to the ceiling may result in a damage charge being assessed. -All university furniture must remain in the room. Relocation of any university issued furniture is in direct violation of Residence Life Policy and could result in a fine or fee to replace the missing furniture. Residence Life will not remove furniture from any room by request. Some rooms containing a single occupant may have furniture for double occupancy.

CORKTOWN CAMPUS
ANNUAL SECURITY & FIRE SAFETY REPORT
PUBLISHED BY: DEPARTMENT OF PUBLIC SAFETY
2019

DETROIT MERCY DEPARTMENT OF PUBLIC SAFETY
24-HOUR COMMUNICATION CENTER
CAMPUS EMERGENCY (313) 993-1234 • NON-EMERGENCY (313) 993-1234