

Annual Security & Fire Safety Report

October 2024

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Please direct any concerns or questions regarding this document to the Central Michigan University Police Department, Lieutenant Cameron Wassman at *wassm1cd@cmich.edu*

Overview of the Central Michigan University Police Department

Central Michigan University is committed to maintaining a safe and secure campus. The university has established the CMU Police Department to take the lead in ensuring a safe campus. However, a safe and secure campus can only be achieved with the cooperation of all members of the university community. Students, employees and visitors are encouraged to be alert, take precautions, and report crimes and suspicious activities immediately.

The CMU Police Department handles reports and investigates crimes that occur on the main campus. The department consists of sworn police officers certified by the Michigan Commission on Law Enforcement Standards.

The CMU Police Department works closely with other area law enforcement agencies. Officers receive full police authority through Act 120 of the Michigan Public Acts of 1990, as well as deputization through the Isabella County Sheriff. There is also a memo of understanding with the Saginaw Chippewa Tribal Police Department.

These police powers include the ability to arrest and encompass all of Isabella County. The department is staffed and operates 24- hours a day, 7-days a week—including 24-hour dispatching. Patrol jurisdiction includes all campus property, as well as surrounding streets and neighborhoods in the community.

Police and Parking Services Summary

In addition to the traditional police services which include patrol, incident response, and crime prevention, the CMU Police Department offers a variety of other services to assist in keeping the community safe and secure. Please visit our website for more details on our available services. Public access is available online at police.cmich.edu or through the CentralLink portal for students, faculty and staff.

PARKING SERVICES: The Parking Services division of the CMU Police Department distributes parking permits and maintains all related records. This area is also responsible for daily customer service to our campus community and associated record keeping and collection efforts related to parking tickets. Parking Services can be located online through our main website, calling 989-774-3083, or emailing parking@cmich.edu.

EVENT PARKING PLANNING: If you are planning a special event such as a conference, concert, dance, or sporting event, please contact us as early as possible prior to the event. The Special Events Coordinator at the CMU Parking Services Office will reply with any questions or concerns regarding your event. This communication will help your visitors have a pleasant experience while on the Central Michigan University campus.

BICYCLE REGISTRATION: There is no cost for a bicycle permit. Bicycle permits must be obtained online and are mandatory for all bicycles on campus. Upon registering online for your bicycle permit, the CMU Police/Parking Services Office will process your request and mail your bicycle permit to the selected address in approximately 4-7 working days. All permits must be properly affixed to your bicycle before they are considered valid.

OTHER SAFETY SERVICES:.

In fall of 2020 the new Rave Guardian program was implemented. This involves a smartphone app which provides students, faculty and staff the following:

- An additional method to receive Emergency Notifications.
- Personal safety timer which alerts friends or family if you need assistance.
- Direct dial shortcuts to 911, CMU Police, and other campus services.
- Real-time chat with CMU Police and the Office of Civil Rights and Institutional Equity.
- Links to campus maps, campus directories, and other timely information.

More information can be found at cmich.edu/centralalert

COMMUNITY POLICING OFFICERS: The CMU Police Department is fortunate to have two full-time Community Policing Officers (CPO) assigned to the Residence Halls. The role of a CPO is to educate and promote safety in the Residence Halls and to maintain a high level of interaction with their community.

LOST AND FOUND PROPERTY: CMU lost and found items are managed by CMU Police staff and pick-ups can be scheduled by academic and administration buildings throughout the year. Items are processed and held at the CMU Police Department for 90 days or until the item is reunited with the rightful owner. All unclaimed items are donated or sent to be sold at a CMU surplus sale. Proceeds from these sales are contributed to several scholarships awarded to CMU students. Check the police department's website for more detailed information including a searchable inventory query. Our Lost and Found department can also be reached at cmulostfound@cmich.edu.

Reporting Procedures for Crimes and Suspicious Activities

ON-CAMPUS LOCATIONS: *When emergencies or crimes occur on campus, you should call 911*. For non-emergency situations on campus, the CMU Police Department may be reached at 989-774-3081. *If you are the victim of a crime or are aware of criminal activity, please contact the CMU Police Department immediately.* If a victim of crime is physically or mentally unable to report, please consider assisting them by contacting the police.

NON-CAMPUS PROPERTY & OFF-CAMPUS LOCATIONS: Incidents and emergencies that occur near campus, but not on university property should be reported to Isabella County Central Dispatch. *In an emergency, please call 911*. Non-emergency situations should be reported by calling 989-773-1000.

It is important that crimes be reported to law enforcement, whether on or off campus. Police agencies will investigate the reported crimes, ensure the safety of the community, and work toward prosecution of the suspect(s) involved.

The CMU Police Department is responsible for assessing the severity of an incident and notifying the university community when needed. The CMU Police Department is also responsible for gathering annual crime statistics to be disclosed publicly and reported to the United States Department of Education.

CONFIDENTIAL OR ANONYMOUS REPORTING: You may report a crime confidentially or anonymously. It should be known, however, dependent on the incident and subsequent court proceedings, one's anonymity cannot be completely guaranteed. Criminal incidents, including those reported anonymously or confidentially are still considered in annual statistics and submission to the federal government. You can anonymously or confidentially report a crime via the CMU Police Department website.

In certain situations, some parties are exempt from mandatory reporting. Examples include pastoral counselors or professional, certified counselors. The CMU Counseling Center employs certified counselors. Clients who have been involved with Title IX related incidents (including the Clery-reportable incidents of rape, fondling, statutory rape, incest, stalking, domestic violence, and dating violence) are provided with information on how to report crimes on a voluntary, confidential basis, for inclusion in the annual disclosure of crime statistics

All members of CMU (faculty, staff and students) are still encouraged to report crimes and suspicious activities to the CMU Police Department. It is important that law enforcement receive information regarding crime in order to keep the community safe and assess the need for warnings.

Emergency Notifications

Central Michigan University utilizes a variety of processes and systems to disseminate emergency notifications and timely warnings to the campus community. CMU Students, faculty, and staff are encouraged to check their contact information at cmich.edu/centralalert

An emergency notification and its content will be authorized by the CMU Police Department and will be sent by the department. Following the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus, an emergency notification will be sent to those people or areas affected by the situation, without delay.

Confirmation will be by the CMU Police Department—considering incoming 911 calls and responding officers' preliminary scene response. Based upon the magnitude of the emergency, the CMU Police Department will determine the appropriate segment of the campus to receive the notification. The content will be created and sent by the CMU Police Department, and messages will be sent unless doing so will compromise assistance to victims or negatively impact the emergency at hand.

Messaging options for emergency notifications include: cellular phone, landline phone, email, text message, Rave Guardian smartphone app, as well as classroom/outside public address speakers.

In the event of an emergency situation, there may be subsequent messages sent out as well—including a message to indicate the incident is "all-clear."

In many cases, updates to significant emergency incidents will be posted on CMU's main website (www.cmich.edu), and will be posted on the university's and CMU Police Department's social media channels.

Timely Warning Notices

If an incident occurs which doesn't rise to the level of posing an immediate threat but is still of concern for the campus; the university will notify students, faculty and staff using means such as mass email, posted fliers, and website updates. Content and recipients will be determined jointly between the CMU Police Department and University Communications.

The purpose of the timely warning is to provide information to all impacted students and staff so that they may take the appropriate measures to protect themselves and to prevent a similar crime from happening to them. There is no intent for a Timely Warning Notice to serve the same function as a "press release."

Whether a timely warning is issued and what information is included in the warning will be decided on a case-by-case basis. For example, if the situation appears to be an isolated incident, like an alleged assault between two individuals, or if a lengthy period has passed since the time a crime occurred and when it was reported, then it is likely that there is no longer an ongoing or immediate threat, and a warning may not be issued.

Emergency Evacuation Procedures and Policies

Each building on CMU's campus has a published evacuation process. These specific plans are available at the Environmental Health and Safety website: https://www.cmich.edu/offices-departments/finance-administrative-services/financial-services-reporting/risk-management-environmental-health-safety

These plans should be followed unless the CMU Police Department directs otherwise. Reasons for deviating from the plan may include circumstances which could impact the safety of those occupying the building. In all areas, employees and staff are responsible for maintaining order as much as possible for fast and efficient evacuation.

Evacuation procedures that apply to any facility include:

- Exit the building using the nearest stairs and go out the nearest door.
- Do NOT use an elevator to evacuate during a fire.
- After exiting, proceed to the designated meeting area for your building.
- Do NOT re-enter the building until instructed to do so.
- Building floor plans are posted accordingly within each campus building.
- Individuals who need assistance should PLAN IN ADVANCE, if possible. This includes notifying hall directors or building coordinators.

Emergency testing, response, and evacuation procedures are tested annually across the campus buildings and facilities. This includes various drills and exercises such as fire drills, Police training and table-top exercises. Documentation is maintained jointly by the Environmental Health and Safety office and the CMU Police Department.

Off-Campus Property

Through working closely with local law enforcement, the CMU Police Department monitors and records criminal activity that occurs in various off-campus locations owned or controlled by the university. This includes locations occupied by fraternities, sororities, and other registered student organizations. Reportable criminal incidents which occur at these locations are included in our annual crime statistics in the “non-campus property” classification.

Crime statistics and policy differences for CMU’s separate campuses throughout Michigan and the United States appear in appendices of this document.

Access to Campus Facilities / Monitoring

ADMINISTRATIVE/ACADEMIC: Buildings and offices are locked and unlocked with either electronic access control, or by Facilities Management staff. The time for locking and unlocking is established by the building coordinator and is dependent on usage schedules. Access to locked buildings and offices is allowed via key or electronic access control and may require approval of the building coordinator/department head. Keys are issued to faculty and staff through their department chairs, supervisors, or building coordinators. The Plant Engineering and Planning office issues keys for contractors in construction areas. Individuals are NOT permitted to duplicate keys to university facilities.

RESIDENTIAL FACILITIES: Residence halls are typically locked from midnight to 7:00 a.m. every day. Outside doors to these buildings are locked at other hours, and access is available only through admittance by hall staff. Individual residence hall councils may modify these hours with the approval of the Residence Life Office. Every hall, or set of residence halls, has staff who make rounds through the building during late night and early morning hours.

ELECTRONIC ACCESS CONTROL: The majority of CMU's main campus uses electronic access control, which allows for better tracking of occupants. Some buildings still rely on traditional keys. At this time when a physical key is lost, all affected lock cores are replaced, and the key-owner is charged a fee.

VIDEO SURVEILLANCE AND ALARMS: There are a large number of surveillance cameras on CMU's main campus which can be monitored 24-hours a day. These cameras are in various locations on campus, including academic, administrative, and residential buildings, as well as parking areas. There are also a variety of alarm systems in place which allow officers to be dispatched quickly in the event of activation.

Maintenance of Campus Facilities

Reported maintenance problems that pose a threat to safety and security (such as broken locks or ground-level windows) are given priority. To report building maintenance issues please call Facilities Management at (989) 774-6547. The CMU Police Department is also able to implement temporary measures until priority maintenance issues are resolved.

To report out-of-service lighting please call the above number. Try to relay the number on a light pole or fixture. Outside lighting is also considered a security concern and will be prioritized accordingly.

Educational Programs

The CMU Police Department presents security awareness, crime prevention; and other related programs to students, faculty, and staff at scheduled times. These programs are also available upon request. Requests should be made to Lt. Cameron Wassman via email (wassm1cd@cmich.edu). Programs may focus on general safety and crime prevention or on specialized topics including alcohol awareness and programs geared toward children. Programs that reach the largest audience include:

College Life and the Law. This program is presented each year to ALL incoming freshmen and transfer students during their first weekend on campus. Security awareness content includes how to report crimes, available resources to crime victims, and personal safety. Crime prevention content includes physical security on campus, how to prevent certain crimes, and how to be an active bystander. Housing rules and university policy is also covered.

Campus and Community Safety. This program is presented annually to the parents of all incoming students, over the course of the summer orientation sessions. Security awareness content includes how to report crimes, how local police work together, resources for victims of crime, and an overview of personal safety tactics. Crime prevention content includes physical security advice as well as how to help others stay safe. Services offered by local law enforcement are outlined, and there is also the opportunity for candid questions and answers from the panel of presenters.

Stay Safe! This program is presented on-demand and can be modified for the given audience (faculty, staff, or students). Security awareness content includes basic steps for personal safety, a detailed discussion on what crimes occur most frequently in our area, and discussion on resources available at CMU. There is also a segment on workplace violence for faculty/staff audiences.

New Employee Orientations. Security awareness training is presented to groups of new university employees throughout the year. These programs are in conjunction with Human Resources and the Office of Environmental Health and Safety.

PROGRAMS IN ADDITION TO THOSE OFFERED BY POLICE:

Sexual and Gender-Based Misconduct Training. All freshmen and incoming transfer students are required to attend an in-person sexual misconduct prevention presentation during orientation. All students, faculty, and staff at CMU are assigned a comprehensive online training program on the concepts of harassment, discrimination, and sexual and gender-based misconduct. The online training programs were developed and administered by the university's Title IX Coordinator and Office of Civil Rights and Institutional Equity in partnership with a third-party vendor.

The training offered to students introduces them to a university-wide conversation on important issues relating to sexual and gender-based misconduct, such as healthy relationships, substance abuse, sexual aggression, and bystander intervention. The online training program is mandatory for all incoming first year and transfer undergraduate students taking classes on main campus.

The training offered to faculty and staff, introduces them to a series of interactive exercises that provides tools and tips to promote a harassment and discrimination-free environment and

provides information about their responsibilities under Title IX.

Student athletes and employees working in the athletics department also receive additional sexual and gender-based misconduct training annually.

In addition to learning opportunities noted above, OCRIE offers in-person training and education to students, faculty, and staff on the topics of harassment, discrimination, and sexual and gender-based misconduct.

Alcohol and Drug Policy

Central Michigan University (CMU) is committed to providing a campus environment free of the abuse of alcohol and illegal use of alcohol and other drugs. In addition, CMU is required by the Drug-Free Schools and Communities Act Amendment (DFSCA) of 1989 to adopt and implement a program to prevent the illicit use of drugs and the abuse of alcohol by students and employees. The program must contain standards of conduct prohibiting the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on CMU property or as part of any of its activities; disciplinary and legal sanctions under state, federal, or local law for violation; health risks associated with use of illicit drugs and the abuse of alcohol; a description of any available drug or alcohol counseling, treatment, or rehabilitation or re-entry programs; and a biennial review of the program. Full information on CMU's compliance with the DFSCA can be found at cmich.edu/dfsca

STANDARDS OF CONDUCT REGARDING DRUGS: The possession, use, or distribution of illicit drugs by faculty, staff, and students on CMU property or as part of a university activity is specifically prohibited by CMU regulations, local ordinances, and by state and federal law.

Section 3.2.12 of the student code of conduct states that a student shall not possess, use, manufacture, distribute; or aide in the use, manufacture production, or distribution of any controlled substance as defined by federal law and university policy.

It is a criminal violation to possess, use, manufacture, or distribute a controlled substance at any time or for any reason on campus property. Definitions and penalties are outlined in Chapter 333 of the Michigan Compiled Laws (https://bit.ly/2kUPej2).

STANDARDS OF CONDUCT REGARDING ALCOHOL: The unlawful possession, use, or distribution of alcohol by faculty, staff, and students on CMU property or as part of a university activity is specifically prohibited by CMU regulations, local ordinances, and by state and federal law.

Section 3.2.13 of the student code of conduct states that a student shall not possess, consume or furnish, or aid in the consumption or furnishing of, alcoholic beverages except as permitted by law and university policy.

It is illegal for a person under 21 years of age to purchase, consume or possess alcoholic liquor. A person less than 21 years of age, who purchases, consumes, possesses or attempts any of the aforementioned as it relates to alcoholic liquor, is guilty of a civil infraction or misdemeanor—depending on first or subsequent offenses.

No alcoholic liquors shall be consumed on any public highway, street, alley within this state, nor within the city of Mount Pleasant, in any public place or place of amusement or recreation open to the public not licensed by the state to sell alcoholic liquors. No person shall transport or possess any alcoholic liquor in a container that is open, uncapped, or upon which the seal is broken unless allowed by law, on the public streets, sidewalks or rights of way of the City of Mount Pleasant.

It is a misdemeanor for a person under 21 years of age to knowingly transport or possess alcoholic liquor in a motor vehicle unless the activity is part of the minor's employment by a liquor licensee or other authorized agent of the Liquor Control Commission.

Alcoholic liquor may not lawfully be sold, traded or otherwise furnished to a person under the age of 21 years. It is a misdemeanor to knowingly sell or furnish alcoholic liquor to a person under the age of 21 or to fail to make a diligent inquiry as to whether the person is under the age of 21. A person who violates these laws is liable for criminal and/or civil penalties including fines or participation in a substance abuse program or both.

The university is committed to providing an environment that is free from the unauthorized or unlawful manufacture, distribution, dispensation or possession of beverage alcohol. Consistent with our educational role, we will provide information and resources on alcohol use and abuse to help faculty, staff, administrators and students make low-risk decisions for themselves regarding the use or non-use of beverage alcohol.

The university encourages individuals with alcohol problems to seek and receive appropriate treatment and assistance, and it will assist them to do so in whatever ways it judges are appropriate. The university offers an employee assistance program that provides confidential help including counseling, treatment and referral services.

ASSISTANCE REGARDING ALCOHOL OR DRUGS: Professional assistance is available 24 hours a day to any employee or their dependent. Student counseling services are available at various locations. The university will work with each employee, employee group, and registered student organization to establish procedures to use when there is reason to believe that alcohol-related behaviors are negatively affecting work or school performance or the university community. A number of substance use/abuse resources are available:

University Health Services
Foust Hall 200, (989) 774-5693; TDD (989) 774-3055
https://www.cmuhealth.org/services/mount-pleasant-clinics/student-health-services

Medical Care and Referral for CMU Students
Counseling Center
Foust Hall 102, (989) 774-3381
www.counsel.cmich.edu

Individual and Group Counseling and Referral for CMU Students
Care Advocates:
East Success Center: (989) 774-1879
North Success Center: (989) 774-3947
South Success Center: (989) 774-3089
Towers Success Center: (989) 774-6601

Employee Assistance Program/Encompass
(800) 788-8630

Human Resources
Rowe Hall 114, (989) 774-6447, TDD (989) 774-6566
https://www.cmich.edu/fas/hr/Pages/default.aspx

Center for Community Counseling and Development
EHS Building 326, (989) 774-3532
http://bit.ly/2cfRMns

Office of Student Conduct
Ronan Hall 280, (989) 774-1345
https://www.cmich.edu/offices-departments/office-of-student-conduct

Office of Residence Life
Ronan Hall 270, (989) 774-3111, TDD: (989) 774-3081

CMU Police
Combined Services Building, (989) 774-3081, TDD (989) 774-3081
police.cmich.edu

CMCREW (Central Michigan Collegiate Recovery Education Wellness)
139 Robinson Hall, (989) 774-CREW (2739)

Disciplinary Disclosure Procedures

The Code of Student Rights, Responsibilities, and Disciplinary Procedures outlines the disciplinary process regarding incidents of violence or non-forcible sex offenses. Central Michigan University recognizes that complainants have rights that need to be protected as well as those of the person who is cited.

The complainant has the right to have a person of their choice accompany them throughout the disciplinary hearing. The complainant has the right to remain present during any disciplinary or appear hearings. The complainant has the right to submit an "impact statement" and to suggest an appropriate sanction if the person cited is found in violation of the Code of Student Rights, Responsibilities, and Disciplinary Procedures.

The complainant has the right to be informed in a timely manner of the outcome of the hearing regarding the findings and the sanction. The complainant has the right to appeal either the findings or the sanction. The complainant has the right to cross-examine the student charged and any "defense" witnesses in the case. The Hearing Officer, however, has the right to determine the method the cross-examination will take (direct confrontation, submission of written questions, or any other method that, in the Hearing Officer's opinion, will elicit the desired testimony).

Crime Statistics & Campus Security Authorities

Crime statistics are gathered and published by the CMU Police Department annually, to coincide with the reporting requirements of the Department of Education. Crime statistics are gathered for serious crimes and are published within this document. Additionally, arrest statistics are published for alcohol, drug, and weapons offenses.

Crime statistics are gathered over the course of the year, for the PRECEEDING calendar year. Information comes from the following sources:

- CMU Police Department
- Other local law enforcement agencies in the Mount Pleasant area
- The Office of Student Conduct
- The Office of Residence Life
- CMU Human Resources
- Office of Civil Rights and Institutional Equity

Various university departments have staff members who are considered to be Campus Security Authorities (CSA's), as designated by the Clery Act. These individuals are trained annually to report crime allegations made in good faith, through the reporting structure established by the institution. Those designated as CSA's receive training annually as it relates to the reporting of criminal activity. Incidents reported by CSA's are included in the tables shown on the following pages.

Reportable criminal activity which occurs at locations housing registered student organizations (RSO's) are classified in the "non-campus property" category.

The crime statistics are a portion of the Annual Security Report (this document) which is available online at www.cmich.edu/asr

In addition, this document is available in printed format at the following campus locations:

- CMU Police Department (Combined Services Building)
- Office of Student Conduct (Ronan Hall)

Crime statistics, as submitted to the Department of Education, as well as an overview of the Student Right to Know and Campus Security Act of 1990 (Clery Act) and additions can be found online at ope.ed.gov/security.

DAILY CRIME LOG: The CMU Police Department maintains a daily crime log. A summary of incidents that occur on CMU's campus and/or involve the CMU Police Department is published online at https://www.cmich.edu/about/campus-safety/cmu-police/clery-act-documentation

This summary is updated multiple times each week and can also be obtained in printed format from the CMU Police Department at the above location.

ANNUAL CRIME STATISTICS: The following tables indicate Clery-reportable crimes which have occurred over the past three years. Each statistic must be shown according to geographical area:

On-Campus: Any building or property owned or controlled by the 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. Also included is any building or property within the contiguous area of geography that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes.

On-Campus Residence: Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus. *These statistical numbers are also part of the on-campus category/column.*

Non-Campus: Any building or property owned or controlled by a student organization that is officially recognized by the institution or any building or property owned or controlled by the 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 including streets and sidewalks; immediately surrounding the campus property and are adjacent to and accessible from the campus.

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Offense (Reported By Hierarchy)	Year	On-Campus	Non-Campus	Public Property	Total	Residential Facilities *	Incidents Unfounded
Murder/Non-Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Manslaughter by Negligence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Rape	2023	5	2	0	7	5	0
	2022	5	0	0	5	3	0
	2021	6	1	1	8	6	0
Fondling	2023	5	0	0	5	4	0
	2022	3	1	0	4	3	0
	2021	2	1	1	4	1	0
Incest	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Aggravated Assault	2023	1	2	0	3	1	0
	2022	1	0	1	2	0	0
	2021	0	0	2	2	0	0
Burglary	2023	0	0	0	0	0	0
	2022	1	3	0	4	1	0
	2021	2	2	0	4	1	0
Motor Vehicle Theft	2023	1	1	0	3	0	0
	2022	1	0	0	1	0	0
	2021	1	2	0	3	0	0
Liquor Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	1	1	0	0
Drug Law Arrests	2023	0	0	0	0	0	0
	2022	1	0	0	1	1	0
	2021	0	0	2	2	0	0
Weapons Law Arrests	2023	0	0	0	0	0	0
	2022	2	0	1	3	0	0
	2021	0	0	2	2	0	0
Liquor Law Violations Referred for Disciplinary Action	2023	115	0	0	115	112	0
	2022	194	0	0	194	193	0
	2021	180	10	0	190	178	0
Drug Law Violations Referred for Disciplinary Action	2023	26	0	0	26	26	0
	2022	25	0	0	25	25	0
	2021	28	0	0	28	28	0
Weapons Law Violations Referred for Disciplinary Action	2023	1	0	0	1	1	0
	2022	4	0	0	4	3	0
	2021	0	0	0	0	0	0

***** Numbers in “Residential Facilities” are a portion of the “On-Campus” numbers.

Offense (Crimes Not Reported By Hierarchy)	Year	On-Campus	Non-Campus	Public Property	Total	Residential Facilities *	Incidents Unfounded
Arson	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Domestic Violence	2023	9	0	0	9	9	0
	2022	2	2	4	8	2	0
	2021	8	1	5	14	7	0
Dating Violence	2023	0	0	0	0	0	0
	2022	1	0	0	1	1	0
	2021	2	0	0	2	2	0
Stalking	2023	4	0	0	4	1	0
	2022	3	0	1	4	2	0
	2021	9	0	0	9	5	0

***** Numbers in “Residential Facilities” are a portion of the “On-Campus” numbers.

HATE CRIME REPORTING:

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2023**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2022**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2021**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

Fire Safety

REPORTING OF FIRES: If a fire of any kind is observed—NO MATTER HOW SMALL—*immediately call 911*. The CMU Police Department and, if needed, the Mount Pleasant Fire Department will respond.

LOG OF FIRES: A list of locations where fires have occurred is available online. It is updated when incidents occur. The list can be found on the CMU Police Department website at https://www.cmich.edu/about/campus-safety/cmu-police/clery-act-documentation

RESIDENTIAL BUILDING FIRE SYSTEMS: The table on the next page outlines the fire protection and detection systems in each residential building. The university continues to evaluate installation of suppression and detection systems in all buildings.

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Residence Hall Name & Address	Fire Alarm Make & Model	Fire Alarm System	Smoke Alarm/Detection	Automatic Sprinkler Coverage	Fire Department/CMU Police Notification
Beddow Hall: 100 W. Broomfield St.	Siemens Fire Finder XLS	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	YES - FULL	Pullstation, Sprinkler, Smoke Alarm Activation
Calkins Hall: 300 Hopkins Ct.	Simplex 4100 ES/JCI	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	None	Pullstation, Smoke Alarm Activation
Campbell Hall: 212 W. Broomfield St.	Simplex 4100U JCI	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	YES - FULL	Pullstation, Sprinkler, Smoke Alarm Activation
Carey Hall: 202 W. Broomfield St.	Simplex 4100U JCI	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	YES - FULL	Pullstation, Sprinkler, Smoke Alarm Activation
Celani Hall: 303 W. Broomfield St.	Simplex 4100ES JCI	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	YES - FULL	Pullstation, Sprinkler, Smoke Alarm Activation
Cobb Hall: 204 E. Broomfield St.	Simplex 4100U JCI	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	YES - FULL	Pullstation, Sprinkler, Smoke Alarm Activation
Emmons Hall: 500 Ojibway Ct.	Simplex 4100U JCI	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	YES - FULL	Pullstation, Sprinkler, Smoke Alarm Activation
Fabiano Hall: 300 Ojibway Ct.	Simplex 4100ES JCI	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	YES - FULL	Pullstation, Sprinkler, Smoke Alarm Activation
Graduate Housing East: 510 E. Bellows St.	Siemens Fire Finder XLS	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	YES - FULL	Pullstation, Sprinkler, Smoke Alarm Activation
Graduate Housing West: 410 E. Bellows St.	Siemens Fire Finder XLS	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	YES - FULL	Pullstation, Sprinkler, Smoke Alarm Activation
Herrig Hall: 403 E. Broomfield St.	Simplex 4100U JCI	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	YES - FULL	Pullstation, Sprinkler, Smoke Alarm Activation
Kesseler Hall: 208 W. Broomfield St.	Simplex 4100U JCI	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	YES - FULL	Pullstation, Sprinkler, Smoke Alarm Activation
Kulhavi Hall: 210 W. Broomfield St.	Simplex 4100U JCI	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	YES - FULL	Pullstation, Sprinkler, Smoke Alarm Activation
Larzelere Hall: 203 W. Bellows St.	Simplex 4100ES JCI	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	None	Pullstation, Smoke Alarm Activation
Merrill Hall: 101 Ojibway Ct.	Siemens Fire Finder XLS	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	YES - FULL	Pullstation, Sprinkler, Smoke Alarm Activation
Robinson Hall: 1200 S. Washington St.	Simplex 4100ES JCI	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	None	Pullstation, Smoke Alarm Activation
Saxe Hall: 401 E. Broomfield St.	Simplex 4100U JCI	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	YES - FULL	Pullstation, Sprinkler, Smoke Alarm Activation
Sweeney Hall: 100 E. Ojibway Ct.	Siemens Fire Finder XLS	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	YES - FULL	Pullstation, Sprinkler, Smoke Alarm Activation
Thorpe Hall: 101 E. Broomfield St.	Siemens Fire Finder XLS	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	YES - FULL	Pullstation, Sprinkler, Smoke Alarm Activation
Trout Hall: 301 W. Bellows St.	Simplex 4100ES JCI	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	None	Pullstation, Smoke Alarm Activation
Troutman Hall: 206 W. Broomfield St.	Simplex 4100U JCI	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	YES - FULL	Pullstation, Sprinkler, Smoke Alarm Activation
Wheeler Hall: 200 W. Broomfield St.	Simplex 4100U JCI	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	YES - FULL	Pullstation, Sprinkler, Smoke Alarm Activation
Woldt Hall: 400 Ojibway Ct.	Simplex 4100U JCI	YES	Individual student rooms–hard wired, reporting smoke alarms. All common space full smoke detection	YES - FULL	Pullstation, Sprinkler, Smoke Alarm Activation

FIRE DRILLS: Fire drills are completed annually for each Residence Hall, in the following manner, as required by the Michigan Department of Licensing and Regulatory Affairs (LARA) Bureau of Fire Services. The following table outlines fire drills which have been completed in residential buildings in the past three years.

Residence Hall Name & Address	Fire Drills **2021** (Number & Semesters of Year)	Fire Drills **2022** (Number & Semesters of Year)	Fire Drills **2023** (Number & Semesters of Year)
Beddow Hall: 100 W. Broomfield St.	2--Spring & Fall	2--Spring & Fall	2--Spring & Fall
Calkins Hall: 300 Hopkins Ct.	2--Spring & Fall	1--Spring (vacant for fall)	0--Vacant for year
Campbell Hall: 212 W. Broomfield St.	2--Spring & Fall	2--Spring & Fall	2--Spring & Fall
Carey Hall: 202 W. Broomfield St.	2--Spring & Fall	2--Spring & Fall	2--Spring & Fall
Celani Hall: 303 W. Broomfield St.	2--Spring & Fall	2--Spring & Fall	2--Spring & Fall
Cobb Hall: 204 E. Broomfield St.	2--Spring & Fall	1--Spring (vacant for fall)	1--Fall (vacant for spring)
Emmons Hall: 500 Ojibway Ct.	2--Spring & Fall	2--Spring & Fall	2--Spring & Fall
Fabiano Hall: 300 Ojibway Ct.	2--Spring & Fall	2--Spring & Fall	2--Spring & Fall
Herrig Hall: 403 E. Broomfield St.	2--Spring & Fall	2--Spring & Fall	2--Spring & Fall
Kesseler Hall: 208 W. Broomfield St.	2--Spring & Fall	2--Spring & Fall	2--Spring & Fall
Kulhavi Hall: 210 W. Broomfield St.	2--Spring & Fall	1--Fall (vacant for spring)	2--Spring & Fall
Larzelere Hall: 203 W. Bellows St.	2--Spring & Fall	1--Spring (vacant for fall)	0--Vacant for year
Merrill Hall: 101 Ojibway Ct.	2--Spring & Fall	2--Spring & Fall	2--Spring & Fall
Robinson Hall: 1200 S. Washington St.	2--Spring & Fall	1--Spring (vacant for fall)	2--Spring & Fall
Saxe Hall: 401 E. Broomfield St.	2--Spring & Fall	2--Spring & Fall	2--Spring & Fall
Sweeney Hall: 100 E. Ojibway Ct.	2--Spring & Fall	2--Spring & Fall	2--Spring & Fall
Thorpe Hall: 101 E. Broomfield St.	2--Spring & Fall	2--Spring & Fall	2--Spring & Fall
Trout Hall: 301 W. Bellows St.	2--Spring & Fall	1--Spring (vacant for fall)	0--Vacant for year
Troutman Hall: 206 W. Broomfield St.	2--Spring & Fall	1--Fall (vacant for spring)	2--Spring & Fall
Wheeler Hall: 200 W. Broomfield St.	2--Spring & Fall	1--Fall (vacant for spring)	1--Spring (vacant for fall)
Woldt Hall: 400 Ojibway Ct.	2--Spring & Fall	2--Spring & Fall	2--Spring & Fall

FIRE SAFETY EDUCATION AND TRAINING: Risk Management, Environmental Health and Safety prepares new content for Fire Safety for students, staff, and faculty with updated information each year. Fire egress training must be completed annually by all faculty and staff members. Fire egress and discussion of prohibited items/actions are covered by residence hall staff at the beginning of each school year.

PROHIBITED ITEMS AND ACTIONS RELATED TO FIRE:

Portable Appliances: Popcorn poppers, grills and other heating and cooking devices may not be used in student rooms. Such devices may be used in the kitchenettes available on every floor. Microwave ovens that are a part of a combined microwave and refrigerator are permitted. Other microwaves are allowed only in Campbell, Kesseler, Kulhavi, Celani and Fabiano Halls. They are prohibited in the other 17 halls because of safety concerns and energy usage limits. All electrical appliances must be UL approved. The UL seal must appear on both the appliance and the cord. Coffee pots are allowed.

Smoking: All smoking and tobacco products are prohibited on CMU campus property. This has been made effective July 1, 2014. Hookahs are also prohibited.

Candles, Incense, and Open Flames: For fire and safety reasons, candles, lanterns and incense are not permitted in the residence hall rooms for any reason.

In addition to prohibitions outlined in The Code of Student Rights, Responsibilities, and Disciplinary Procedures, CMU's Housing Contract also specifically prohibits the storage of volatile, hazardous, or flammable substances. It also forbids tampering with any fire or smoke detection or alerting system.

HOUSING AREA EVACUATIONS: The University trains all desk staff, Residence Hall Directors and Resident Assistants annually on emergency procedures which include fire and tornado safety.

The university has Emergency Procedure Plans for Residence Halls (in addition to all other university buildings). Each has information regarding the evacuation of the residence hall. Current faculty, staff and students can access these for each university building through the Environmental Health and Safety website:
https://www2.cmich.edu/fas/fsr/rm/EHS/Pages/Emergency-Action-Plans.aspx

FIRE STATISTICS:

The following fires in Residence Halls occurred during 2021 and 2022. There were no fires in 2023.

Occurrence	Reported Date	Location	Address	Nature	Type	Injuries	Deaths
9/30/2021 at 11:18 pm	9/30/21	Trout Hall	301 W. Bellows St.	Oven Fire	Unintentional	0	0
11/22/2022 at 6:50 am	11/22/22	Merrill Hall	101 W. Ojibway Ct.	Personal Property	Unintentional	0	0
11/22/2022 at 5:28 am	11/22/22	Woldt Hall	400 E. Ojibway Ct.	Personal Property	Unintentional	0	0

Missing Students

If a member of the university community has reason to believe that a student who resides in on- campus housing is missing, he or she should immediately notify the CMU Police Department at 989-774-3081. The CMU Police will immediately initiate an investigation.

Should the CMU Police, after completing a preliminary investigation, determine that the student is missing, other local law enforcement as well as the student's emergency contact will be notified no later than 24 hours after the student is determined to be missing. If the missing student is under the age of 18 (and is not an emancipated individual) notification will be made to the student's parent or legal guardian immediately after the CMU Police determine the student has been missing for more than 24 hours.

In addition to registering an emergency contact, students residing in on-campus housing have the option to identify, confidentially, an individual to be contacted by CMU in the event the student is determined missing for more than 24 hours. This contact information will only be available to authorized campus officials and law enforcement in furtherance of a missing person investigation. If a student has identified such an individual, CMU will notify that individual no later than 24 hours after the student is determined to be missing. *Students who wish to identify a confidential contact can do so by notifying the Office of Residence Life.*

Regardless of whether the student has identified a contact person, is above the age of 18, or is emancipated, the CMU Police Department (and other local law enforcement) will investigate all reports of missing persons.

Sexual and Gender-Based Misconduct

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

CMU strives to eradicate sexual and gender-based misconduct through primary prevention and on-going awareness programs, education, training, clear policies, and serious consequences for acts of sexual and gender-based misconduct. Sexual and gender-based misconduct will not be tolerated by CMU and is expressly prohibited.

For a brief overview of CMU's Sexual and Gender-Based Misconduct Policy, please view the Office of Civil Rights and Institutional Equity document located here: https://www.cmich.edu/offices-departments/OCRIE/title-ix-sexual-gender-based-misconduct/title-ix-sexual-gender-based-misconduct-policy-faq

The Sexual and Gender-Based Misconduct Policy, in its entirety, (for matters occurring prior to August 1, 2024) can be found at the end of this report, ***Appendix A1****.*

The Sexual and Gender-Based Misconduct policy, in its entirety, (for matters occurring on or after August 1, 2024) can be found at the end of this report, ***Appendix A2.***

CONTACT INFORMATION FOR THE FILING OF COMPLAINTS:

If you wish to report an allegation of sexual or gender-based misconduct to Central Michigan University, or wish to have an allegation of sexual or gender-based misconduct investigated by CMU, you should contact the Title IX coordinator:

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

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

Contact information for local law enforcement in jurisdictions where CMU has physical operations can be found in Appendix A of the Sexual and Gender-Based Misconduct Policy.

SURVIVOR ASSISTANCE AGENCIES: Survivors of sexual and gender-based misconduct may receive advocacy and counseling by contacting the following agencies:

- Sexual Aggression Peer Advocates (CMU) 989-774-2255
- Sexual Aggression Services Director (CMU) 989-774-3346
- Counseling Center (CMU) 989-774-3381
- Mount Pleasant R.I.S.E. (off campus) 989-772-9168
- Listening Ear Crisis Services (off campus) 989-772-2918

BEING AN ACTIVE BYSTANDER: Bystanders play a critical role in the prevention of sexual and relationship violence. They are "individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it." We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. Further information regarding bystander intervention may be found. If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

- Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
- Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.

- Speak up when someone discusses plans to take sexual advantage of another person.
- Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

RISK REDUCTION TACTICS: The following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)

- **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- Try to **avoid isolated areas.** It is more difficult to get help if no one is around.
- **Walk with purpose.** Even if you don't know where you are going, act like you do.
- **Trust your instincts.** If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
- **Try not to load yourself down** with packages or bags as this can make you appear more vulnerable.
- **Make sure your cell phone is with you** and charged and that you have cab money.
- **Don't allow yourself to be isolated** with someone you don't trust or someone you don't know.
- **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.
- **When you go to a social gathering, go with a group of friends.** Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- **Trust your instincts.** If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
- **Don't leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
- **Don't accept drinks from people you don't know or trust.** If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
- **Watch out for your friends, and vice versa.** If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
- **If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).** Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
- If you need to get out of an uncomfortable or scary situation here are some things that you can try:
- **Remember that being in this situation is not your fault.** You did not do anything wrong; it is the person who is making you uncomfortable that is to blame.
- **Be true to yourself.** Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.

- **Have a code word with your friends or family** so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
- **Lie.** If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
- **Try to think of an escape route.** How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
- **If you and/or the other person have been drinking,** you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

Sex Offender Registry

Law enforcement information concerning registered sex offenders is available publicly through the Michigan Public Sex Offenders Registry (MPSOR). The registry can be accessed online at: https://www.michigan.gov/msp/services/sex-offender-reg

The Central Michigan University Police Department works closely with other local law enforcement agencies to ensure compliance of known sex offenders.

The State of Michigan is compliant with the Adam Walsh Child Protection and Safety Act of 2006 (H.R. 4472), which places certain requirements on sex offender registration, tracking, and disclosure. Further information on the act can be found here: http://bit.ly/1HzWR0w

Law enforcement information concerning registered sex offenders in states where CMU has program centers that are not located on a military base is available through the following online resources:

Georgia: https://gbi.georgia.gov/services/georgia-sex-offender-registry
Hawaii: https://sexoffenders.ehawaii.gov/sexoffender/welcome.html;jsessionid=F09A15AF4DD2CB475DA3694990ECFE9C.lana
Louisiana: https://doc.louisiana.gov/public-programs-resources/la-sex-offender-registry/
Michigan: https://www.michigan.gov/msp/services/sex-offender-reg
North Carolina: https://www.ncsbi.gov/Services/Sex-Offender-Registry.aspx
Ohio: https://ohio.gov/wps/portal/gov/site/residents/resources/sex-offender-search
Tennessee: https://www.tn.gov/tbi/general-information/tennessee-sex-offender-registry.html
Virginia: https://vspsor.com/

Title IX / Civil Rights Information

CMU, an AA/EO institution, strongly and actively strives to increase diversity and provide equal opportunity within its community. CMU does not discriminate against persons based on age, color, disability, ethnicity, gender, gender expression, gender identity, genetic information, height, marital status, national origin, political persuasion, pregnancy, childbirth or related medical conditions, race, religion, sex, sex-based stereotypes, sexual orientation, transgender status, veteran status, or weight.

Affirmative action is a set of specific and results-oriented measures taken to bring about equal opportunity. At CMU, the Office of Civil Rights and Institutional Equity coordinates and monitors the university's affirmative action/equal opportunity efforts and programs to assure compliance with the Americans with Disabilities Act, Title VII of the 1964 Civil Rights Act, Executive Order 11246, and other relevant state and federal statutes.

The office supervises the maintenance of related reports and records, provides and develops related educational programs and materials, offers guidance and advice to all community members on the University's nondiscrimination and affirmative action policies and procedures, assists departments with recruitment and retention activities, and receives and resolves complaints of discrimination from students, employees and others.

The Office of Civil Rights and Institutional Equity can be contacted at 989-774-3253. Their office is located on the third floor of the Bovee University Center on CMU's main campus.

Notification Procedures for Off Campus Program Locations

Emergency Notification:
In the event of a significant emergency or dangerous situation which poses an immediate threat to the health and safety of the students and staff as confirmed by Off Campus Programs, mass email will immediately be sent to the CMU email address of all students and employees who could be affected; the email will be drafted by Off Campus Programs' Department of Student Services in collaboration with Leasing and Regulatory Services. Telephone communication will also be established with the program administrator for the center, local law enforcement, and first responders to obtain updated information and to provide guidance. Off Campus Programs will determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgement law enforcement officials and first responders, adversely affect the efforts to assist the victim(s), and/or to respond to, contain, or mitigate the emergency.

Parents and members of the larger community may receive information about emergencies from the local media and/or Central Michigan University's website.

Timely Warning:
Upon the commission of a *Clery* crime on or around an Off Campus Programs center which in the judgment of Off Campus poses an ongoing or immediate threat to CMU students and employees, a timely warning will be issued via email to the CMU email address of all students and employees who could be potentially affected. Off Campus Programs' Department of Student Services, in collaboration with Leasing and Regulatory Services, will be primarily responsible for drafting and disseminating this warning. A copy of the warning may also be posted in the student area of the respective center.

The purpose of the timely warning is to provide information to all impacted students and staff so that they may take the appropriate measures to protect themselves and to prevent a similar crime from happening to them.

Whether a timely warning is issued and what information is included in the warning will be decided on a case-by-case basis. For example, if the situation appears to be an isolated incident, like an alleged assault between two individuals, or if a lengthy period has passed since the time a crime occurred and when it was reported, then it is likely that there is no longer an ongoing or immediate threat, and a warning may not be issued.

Any student or employee who believes he or she has information on the commission of a crime is highly encouraged to report it to their local law enforcement agency and program administrator.

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CMU
CENTRAL MICHIGAN UNIVERSITY

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

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

Applies to: ☒ faculty ☒ staff ☒ students ☒ student employees ☒ visitors ☒ contractors

Effective Date of This Revision: July 30, 2024

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

☐ Board Policy ☒ Administrative Policy ☒ Procedure ☐ Guideline

BACKGROUND:

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

PURPOSE:

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

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

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

DEFINITIONS:

Actual Knowledge means notice of Covered Behavior, including Title IX sexual harassment or allegations of sexual harassment to CMU's Title IX Coordinator or any designated official who has authority to institute corrective measures.

Authority: Robert O. Davies, President
History: 2015-03-16; 2017-01-23; 2017-10-19; 2019-4-29; 2020-8-14, 2020-12-8, 2021-8-30
Indexed as: Sexual Misconduct; Sexual Assault; Title IX; Sexual Harassment; Dating Violence; Discrimination; Domestic Violence; Stalking

Advisor means a person chosen by a party or provided by the institution who accompanies the Complainant or Respondent throughout the duration of a Sexual and Gender-Based Misconduct claim to provide them with support and advice. The Advisor's role is to support and advise the party, and the Advisor cannot actively participate in the process on their advisee's behalf, except at a hearing for a Title IX Complaint. In a Title IX hearing, the Advisor's role is limited to cross-examination of the other Party and witnesses only. The Advisor cannot make opening or closing statements, ask questions of their own advisees, object to questions, or engage in advocacy other than to cross-examine the other Party or Witnesses. In a non-Title IX hearing, the Advisor's role is limited to providing support and advice to their advisee only, and the Advisor may not actively participate in the hearing.

Appeal Officer means the person who receives and reviews an appeal.

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

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

Clery Act means the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, a federal statute requiring colleges and universities participating in federal financial aid programs to maintain and disclose campus crime statistics and security information. Defines Campus Security Authorities and the grievance process requirements for sexual assault, intimate partner violence and stalking.

CMU or the University means Central Michigan University.

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

CMUPD means the Central Michigan University Police Department.

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

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

Complainant means a person allegedly subjected to either Covered Behavior or Retaliation or an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

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

Confidential Resources means

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

information received about sex and gender-based discrimination, harassment, or retaliation in connection with providing these services; or

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

Confidential Resource include:

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

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

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

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

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

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

Policy, the relationship between the Respondent and the Complainant must be more than just two people living together as roommates.

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

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

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

Employee means a member of the University Community who is receiving compensation for services.

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

Formal Complaint means a written statement endorsed by a Complainant or the Title IX Coordinator alleging sexual harassment or other Covered Behavior against a Respondent requesting an investigation of the alleged behavior.

Gender-Based Harassment means acts of verbal, nonverbal, or physical aggression or contact, intimidation, threats, abuse or hostility based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature; sexual harassment based on gender, gender identity, gender expression, or sexual orientation

Grievance Process means the process that CMU uses to assess a report and resolve a Formal Complaint.

Hearing Officer means the person assigned by the Title IX Coordinator to preside over a hearing and who has decision-making authority within the grievance process.

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

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

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

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

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

Investigator means the person or persons assigned by the Title IX Coordinator to investigate an alleged violation of this Policy.

Mandated Reporter means an individual designated by the Michigan Child Protection Law as one who must report suspected child abuse or neglect.

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

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

Party means either the Complainant(s) or Respondent(s) in an investigation or action relating to a complaint of Sexual and Gender-Based Misconduct.

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

Report means information about an allegation of Sexual and Gender-Based Misconduct shared with OCRIE or a Designated Official.

Respondent means a person accused of violating this Policy or an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment or other covered behavior.
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Retaliation means acts, words, or attempts to take adverse action against the Complainant, Respondent, or any individual or group of individuals because of their good faith Complaint or participation in an investigation and/or resolution of a Complaint. Retaliation may be committed by any individual or group of individuals.

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

Sanctioning Official means the person who imposes a sanction(s).

Sexual and Gender-Based Misconduct or Covered Behavior means the following activities, as defined herein and in the Definition section of this Policy: Dating Violence; Domestic or Intimate Partner Violence; Gender-Based Harassment; Sexual Assault; Sexual Exploitation; Sexual Harassment; Stalking; Retaliation; and other covered behaviors and actions where such behavior is based on an individual's sex, gender, or gender identity.

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

- penetration, no matter how slight, of a person's vagina or anus with any body part or object without the Complainant's Consent;
- penetration, no matter how slight, of a person's mouth by another person's sex organ without the Complainant's Consent;
- intentional touching, without the Complainant's Consent, of a person's intimate body parts, or any material, such as clothing, covering the immediate area of a person's intimate body parts, including, but not limited to, that

person's breasts, buttock, groin, or mouth, for the purposes of sexual arousal or gratification, a sexual purpose, or in a sexual manner.

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

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

Sexual Harassment means any unwelcome sexual advance, request for sexual favors, or other unwelcome verbal, electronic or physical conduct of a sexual nature when the conduct does not constitute Title IX Sexual Harassment, and when:

- submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment, evaluation of academic work, or participation in any aspect of a University program or activity (e.g., *quid pro quo*);
- submission to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual (e.g., *quid pro quo*); or
- such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance; i.e., it is sufficiently serious, pervasive or persistent as to create an intimidating, hostile, humiliating, demeaning, or sexually offensive working, academic, residential, or social environment under both a subjective and an objective standard.
- a single isolated incident of Sexual Harassment may jeopardize equal access to a program or activity if it is sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to be found responsible for a Policy violation, particularly if the Behavior is physical. Examples of conduct that may constitute Sexual Harassment are listed in the Procedures.

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

Student means a person who has enrolled at CMU, either full-time or part-time, pursuing undergraduate, graduate, or non- enrolled for a particular term. Students also include people who have been admitted to CMU and who, before their first attendance, participate in activities intended only for prospective students (e.g., orientation, leadership activities, band, or other camps, athletic training, and practices).

Supportive Measures means those support services, accommodations, and interventions available to a Complainant, a Respondent, or University Community Members experiencing the effects of Sexual and Gender-Based Misconduct that aim to mitigate the effects of the alleged misconduct and otherwise promote the safety of University Community Members.

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Title IX Coordinator means the person designated by CMU to receive all Reports of Sexual and Gender-Based Misconduct and oversee CMU's centralized review and resolution of those Reports in compliance with the law and this Policy and who advises the CMU Community about the Grievance Procedures and courses of action in the broader community. The Title IX Coordinator has the responsibility for taking steps to ensure compliance with CMU's policies regarding allegations of Sexual and Gender-Based Misconduct. The Title IX Coordinator may designate someone (Designee) to assist with carrying out these responsibilities. The contact information for the Title IX Coordinator can be found in Supplemental Appendix A.

Title IX Sexual Harassment means conduct on the basis of sex that satisfies one or more of the following:

1. A CMU employee conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or
3. ''Sexual assault'' as defined in 20 U.S.C. 1092(f)(6)(A)(v), ''dating violence'' as defined in 34 U.S.C. 12291(a)(10), ''domestic violence'' as defined in 34 U.S.C. 12291(a)(8), or ''stalking'' as defined in 34 U.S.C. 12291(a)(30). The University's definition of Sexual and Gender-Based Misconduct is broader than the behavior covered solely by Title IX.

For Title IX to apply, the incident must be reported while the Parties are all associated with the University (as current students or employees) and must have occurred on property owned or operated by the University, in the United States.

University Community Members means CMU students, faculty, staff, administrators, board members, consultants, vendors, and certain third parties including, but not limited to, guests, contractors, consultants, and their employees.

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POLICY:

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

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

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

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

Scope

This Policy applies to any CMU Community Member engaging in Sexual and Gender-Based Misconduct and any CMU Community member being subjected to Sexual and Gender-Based Misconduct. Title IX processes and procedures will apply, as explained in this Policy, when the Covered Behavior constitutes Title IX sexual harassment and when the Complainant and Respondent are both members of the CMU Community. In all other cases, CMU will investigate and respond to allegations of sexual or gender-based misconduct using the non-Title IX processes and procedures as outlined in the Policy.

Jurisdiction

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

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

For a matter to fall under the definition of Title IX Sexual Harassment, all of the following criteria must be met:

- Is experienced in the United States.
- Occurs in a University Program or Activity.
- Is a matter regarding which the University has Actual Knowledge.

- Is conduct on the basis of sex in which:
    - An Employee conditions the provision of a University aid, benefit, or service on an individual's participation in unwelcome sexual conduct;
    - A Student, Employee, or third party engages in unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies another person equal access to a University Program or Activity; or
    - A Student, Employee, or Third Party engages in: Stalking (defined above); Dating Violence (defined above); Domestic Violence (defined above); or the following statutorily defined behaviors:
        - Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
        - Sex Offenses of Fondling, Incest or Statutory Rape: Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.
            - Fondling - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
            - Incest - Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
            - Statutory Rape - Sexual intercourse with a person who is under the statutory age of consent.

If at any point, the University determines that the matter does not meet the definition of Title IX Sexual Harassment, the matter may continue to be addressed under this Policy as a non-Title IX Covered Behavior.

Conversely, if the University is investigating reported Sexual and Gender-Based Misconduct and receives information that indicates the behavior at issue meets the definition of Title IX Sexual Harassment, the matter will continue as such.

Covered Behavior

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

Covered Behavior includes:

1. Dating Violence;
2. Domestic Violence and Intimate Partner Violence;
3. Gender-Based Harassment;
4. Sexual Assault;
5. Sexual Exploitation;
6. Sexual Harassment;
7. Title IX Sexual Harassment; and
8. Retaliation:

Privacy and Confidentiality

CMU is committed to protecting the Privacy of all individuals involved in a Report of Sexual and Gender-Based Misconduct. All CMU employees who are involved in a Report, including the Title IX Coordinator, Investigators, Hearing Officers, and Sanction Officials shall receive specific instruction and training about respecting and safeguarding private information. Throughout the Grievance Process, every effort will be made to protect the privacy interests of all individuals involved in a manner consistent with the need for a thorough review. Privacy and Confidentiality have distinct meanings under this Policy, which are defined below.

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

The Title IX Coordinator or OCRIE may disclose information received under the following circumstances:

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

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

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

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

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

Privacy

Private information may only be shared with those CMU employees who are directly involved in the resolution of a Report under this Policy and who need to know the information in order to resolve the Report. While not bound by legal privilege or other mandated confidentiality, these individuals will be discreet and respect the privacy of all individuals involved in the process. The private nature of information provided to the Title IX Coordinator and OCRIE will be accorded the utmost respect.

Confidentiality

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

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

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

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

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

There is no expectation that a concern or allegation of Sexual or Gender-Based Misconduct brought to a Confidential Resource will be reported to the Title IX Coordinator, or designee.

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

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

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

Reporting Options

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

The Title IX Coordinator can be reached at:

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

Phone:
989-774-3253

Electronic Mail:
TITLEIX@cmich.edu.

All individuals are encouraged to promptly report conduct that may violate this Policy to the Title IX Coordinator, or designee. Individuals are also encouraged to report conduct that may violate criminal law to both the Title IX Coordinator

and local law enforcement. These processes are not mutually exclusive. See Supplemental Appendix A for contact information for reporting a Complaint.

Any Report is presumed to be credible and the Respondent is presumed not responsible. CMU will quickly assess every report of Sexual and Gender-Based Misconduct for risk of harm to the Complainant, Respondent, or to the broader campus community and will take steps necessary to address those risks. In cases of Title IX Sexual Harassment, the Title IX Coordinator will contact the Complainant to provide Supportive Measures, and CMU will conduct an individualized safety and risk analysis to determine whether an Emergency Removal is necessary.

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

Complainant Reporting

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

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

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

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

Required Reporting

When Designated Officials are notified of Sexual and Gender-Based Misconduct, they must immediately report the information to the Title IX Coordinator or designee. The Designated Official will keep all information they receive Private.

Designated Officials are not required to report allegations of Sexual and Gender-Based Misconduct to the Title IX Coordinator, or designee, when:

- the Designated Official learns about the allegation during a public awareness or activism event or other public forum at which University Community Members disclose experiences with Sexual and Gender-Based Misconduct. Examples of these types of events or forums include, but are not limited to, Take Back the Night and protests;
- the disclosure is made during the course of a research project approved by CMU's Institutional Review Board; or
- the disclosure is made during a class assignment or in-class discussion and the course has been approved for the exception by the Title IX Coordinator. The course syllabus must clearly state, in language approved by the Title IX Coordinator, that concerns, or allegations of Sexual and Gender-Based Misconduct disclosed in writing assignments or during in-class discussion will not trigger a report to the Title IX Coordinator

Anyone with information regarding suspected child abuse or neglect must immediately report known or suspected mental or physical abuse or neglect of a child made known to them in their professional or official capacity directly to Michigan's

Department of Health and Human Services by calling 855-444-3911 (24/7 toll-free number). You must submit a written report to the Department of Health and Human Services within 72 hours of the initial verbal report. Reporters must also inform OCRIE. For purposes of this requirement, a "child" is anyone age 17 or younger.

Timeframes for Reporting

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

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

Complainant Agency and Autonomy Not to Proceed

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

In assessing threats, CMU may consult with appropriate offices in order to undertake an individualized safety and risk analysis (including the Threat Assessment Group, the CARE Team, or other offices) and may consider the following in evaluating a Complainant's requests for confidentiality, that no investigation occur, or that no formal action be taken:

1. the nature and scope of the alleged conduct, including whether the reported Sexual and Gender-Based Misconduct involves the use of a weapon;
2. the Complainant's wish to pursue disciplinary action;
3. the respective ages and roles of the Complainant and Respondent;
4. the risk posed to any individual or to the campus community by not proceeding, including the risk of additional violence;
5. whether there have been other reports of misconduct by the Respondent;
6. whether the Respondent threatened further sexual violence or other violence against the Complainant or others;
7. whether the report reveals a pattern of misconduct (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group such that there is an increased risk of future acts of sexual violence under similar circumstances;
8. whether CMU possesses other means to obtain relevant evidence (e.g., security cameras, personnel, or physical evidence);
9. considerations of fundamental fairness and rights of the Parties with respect to the Respondent should the course of action include disciplinary action against the Respondent; and
10. CMU's obligation to provide a safe and non-discriminatory environment.

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

Formal Complaint

The Complainant may initiate a Formal Complaint at any time during or after an initial Report by contacting OCRIE and submitting the Complaint in writing.

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

Supportive Provision

Supportive provisions are available to both the Complainant and the Respondent. A Formal Complaint does not need to be filed for supportive provisions to be requested or provided.

Advisor

Complainant(s) and Respondent(s) may each have an Advisor of their choice present at any meeting related to the Report or Formal Complaint of Sexual and Gender-Based Misconduct.

Upon special request to the Title IX Coordinator, the Complainant(s) or Respondent(s) may request more than one Advisor to be present. The decision to grant this request is at the sole discretion of the Title IX Coordinator and will be granted equitably to all parties.

During investigative meetings, the Advisor is both silent and non-participating entities who are there solely to observe and provide support.

If the case alleges Title IX Harassment and proceeds to a hearing the Advisor is then responsible for asking questions on behalf of the Party. In a hearing for a Title IX harassment allegation, an Advisor is required. If a Party does not have an Advisor, the University will provide one, to be chosen by the University, at no charge. The procedure for selecting an Advisor is explained in detail in the **Grievance Process**. The Advisor's role is limited to asking questions only; they may not engage in any other form of advocacy on behalf of a Party at the hearing. The support person is not permitted to ask questions or otherwise advocate on behalf of the Party at the hearing.

An Advisor may be but does not have to be, an attorney. Advisors should make themselves available for meetings throughout the process.

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

Supportive Measures

As part of its assessment, CMU may provide Supportive Measures to either the Complainant, the Respondent, or to both Parties based on information gathered from a Report or investigation. The Title IX Coordinator, or designee, has the discretion to implement these measures as they see fit.

Supportive Measures are designed to protect the Parties involved. They are not sanctions. Supportive Measures are non-disciplinary, non-punitive measures available to either Party regardless of whether the Complainant chooses to pursue an investigation.

Supportive Measures may include, but are not limited to:

1. Changing CMU housing assignment;
2. Public safety escort on campus;
3. Changing academic assignments or schedule, including the ability to take an "incomplete," drop a course without penalty, or transfer sections (with the agreement of the appropriate faculty);
4. Changing work schedule or job assignment;
5. Referral for support services, such as tutoring or counseling;

6. Instituting a mutual no contact-order; or
7. Any other remedy that can be tailored to the individuals involved in order to achieve the goals of this Policy

Emergency Removal

While evaluating the need for Supportive Measures, CMU may consider whether Emergency Removal of the Respondent is necessary. After conducting an individualized safety and risk analysis, CMU may remove a Respondent from a CMU program or activity on an emergency basis, if it determines that a Respondent poses an immediate threat to the physical health or safety of any individual arising from the allegations of Sexual and Gender-Based Misconduct that justifies removal.

The Emergency Removal will remain in place pending the results of an investigation or until the physical threat to health or safety has concluded.

If the University institutes Emergency Removal, Respondent will receive notice and an opportunity to challenge (appeal) the decision immediately following their removal. Additional information on appealing an Emergency Removal is in the **Appeal Procedures** section.

For students, Emergency Removal will constitute a temporary suspension. Employees will be placed on Administrative Leave.

For Employees, Administrative Leave may also be warranted when circumstances suggest the presence of Respondent would significantly hinder the investigation.

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

1. the specific needs expressed by the Complainant and/or Respondent;
2. the age of the Parties involved;
3. the severity or pervasiveness of the allegations;
4. any continuing effects on either Party or the Campus Community;
5. whether the Complainant and Respondent share the same residence building, dining hall, class, transportation, or job location;
6. overall safety of the campus community;
7. whether judicial measures have been taken to protect the Complainant (e.g., civil protection orders);

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

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

Evidentiary Standard

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

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

First Amendment Protections

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

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

Accountability
CMU Community: For students, failure to follow this Policy could lead to sanctions, up to and including expulsion. For administrators, faculty, and staff, failure to follow this Policy could lead to disciplinary action up to and including dismissal consistent with Human Resources and Faculty Personnel Services policies and any applicable bargaining agreements. For third parties, such as a Contractor, Guest, Volunteer, etc., failure to follow this Policy could lead to disciplinary action up to and including relationship termination.

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

Individuals who were subjected to Sexual Harassment that meets this definition and criteria under Title IX, and who believe the University's response was deliberately indifferent and/or failed to meet procedural requirements, have a right to contact the Executive Director for Office of Civil Rights (OCR). Additionally, Employees have a right to contact the Equal Employment Opportunity Commission (EEOC) regarding their rights under Title VII. See Supplemental Appendix A for contact information.

Additional Information

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

Other forms of prohibited discrimination and/or harassment, including age, color, disability, ethnicity, familial status, gender, gender expression, gender identity, genetic information, height, marital status, national origin, political persuasion, pregnancy, childbirth or related medical conditions, race, religion, sex, sex-based stereotypes, sexual orientation, transgender status, veteran status, or weight are governed by CMU's Equal Opportunity and Affirmative Action Protocol, which is located at https://www.cmich.edu/office_president/general_counsel/Pages/policies.aspx.

Coordination with Law Enforcement
CMU encourages Complainants and Respondents to pursue their legal rights regarding criminal claims of Covered Behavior that may also violate federal or state law. CMU will offer assistance to involved parties so they may file criminal reports and/or cooperate with law enforcement agencies.

CMU's Sexual and Gender-Based Misconduct Policy, Procedures, definitions, and burden of proof may differ from Michigan or federal criminal law. Neither law enforcement's determination of whether to prosecute a Respondent, nor the outcome of any criminal prosecution, determine whether a violation of this Policy has occurred. Proceedings under this Policy may be carried out prior to, simultaneously with, or following civil or criminal proceedings off-campus.
At the request of law enforcement, CMU may defer its Grievance Process until after the initial stages of a criminal investigation. If CMU delays, for this reason, it will communicate with both Parties regarding Supportive Measures, rights, and procedural options under this Policy to assure safety and well-being during the criminal investigation. CMU will promptly resume the Grievance Process under this Policy as soon as it is informed that law enforcement has completed its initial investigation.

Training Requirements

CMU
CENTRAL MICHIGAN UNIVERSITY

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

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

1. The Title IX Coordinator and their designees,
2. Investigators,
3. Hearing Officers,
4. Appeals Officers,
5. Sanctioning Officials

OCRIE will post all training material on a CMU web page so it is accessible to the public.

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

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

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

CMU shall offer ongoing programs focusing on increasing awareness or understanding of topics related to Sexual and Gender-Based Misconduct throughout the year.

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

Contact information for resources can be found in Supplemental Appendix B,

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

Withdrawals, Resignations, and Graduation
In cases alleging Title IX Sexual and Gender-Based Misconduct, if a Respondent ceases enrollment or employment with CMU before the final conclusion of all processes under this Policy or its Procedures, CMU will dismiss the Title IX Formal Complaint. However, CMU may continue investigating the claim of misconduct under any applicable non-Title IX sections of this Policy. In cases of non-Title IX Sexual or Gender-Based Misconduct, if a Respondent ceases enrollment or employment with CMU before the final conclusion of all processes under this Policy or its Procedures, CMU will continue those processes, to the extent it is able, whether or not the Respondent elects to continue participation.

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GRIEVANCE PROCESS AND PROCEDURES:

When responding to a Report of Sexual and Gender-Based Misconduct, CMU will undertake a Grievance Process. The Grievance Process will include assessment (including Supportive Measures or Emergency Removal) and informal resolution or formal resolution (investigation, hearing, finding, appeal of finding, sanction, and appeal of sanction.)

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

1. Equitable treatment of the parties.
2. Objective evaluation of the evidence.
3. No CMU conflicts of interest or bias by Investigators, Hearing Officers, or any other decision makers.
4. Presumption of "not responsible" for Respondent.
5. The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the investigator.
6. Reasonably prompt timeframes for all steps in the process, including disciplinary sanctions and remedies.
7. The preponderance of the evidence standard used in all cases.
8. Appeal opportunities are provided to both parties.
9. Supportive Measures are offered to both parties.
10. Restrictions on the use of privileged information.

CMU will support and assist any Complainant or Respondent in understanding how to navigate the Grievance Process and Procedures. There are several options available to resolve a Report or Formal Complaint of Sexual and Gender-Based Misconduct. These options include both informal and formal resolutions processes. Upon receipt of a report, CMU will conduct a Title IX assessment to determine the applicable standard for investigation and review. In a Title IX proceeding under this Policy, after a Formal Complaint is signed, and in consultation with, and if both parties agree, CMU may pursue Informal Resolution or Formal Resolution (which includes a thorough review and investigation). In non-Title IX proceedings, CMU will consult with both parties and obtain their agreement to pursue Informal Resolutions or Formal Resolution (which includes a thorough review and investigation but does not require a Formal Complaint.

All efforts will be made to complete this process in a timely manner by balancing principles of thoroughness and fundamental fairness with promptness. All parties involved are entitled to periodic status updates on the progress of the investigation and resolution of all complaints and subsequent appeals. For non-Title IX claims of sexual or gender-based misconduct ONLY, while an investigation is pending, CMU may delay the issuance of a degree for a Respondent.

Investigation

Inclusion of Other CMU Units

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

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

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

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

Conflicts of Interest

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

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

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

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

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

In the event that a complaint is filed against the Title IX Coordinator, or any OCRIE staff member, the University's General Counsel, or designee, may retain a neutral, outside third party that will serve in the role of the Title IX Coordinator with respect to that specific investigation. The University's General Counsel, or designee, will notify the Title IX Coordinator of the actions taken in the matter and any conclusions therein so that the Title IX Coordinator may carry out its duties, including but not limited to aggregate reporting and/or other required files per federal and/or state regulations and CMU policy and procedures.

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

Investigatory Powers

In order to carry out its obligations under this Policy and its Procedures, OCRIE may determine the scope of the investigation by interviewing people, inspecting documentary evidence, determining whether a complaint will be pursued as a Title IX or non-Title IX case, and reviewing other evidence that may otherwise be available to it. The Title IX Coordinator will not serve as an Investigator.

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

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

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

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

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

OCRIE's decision about the scope of the investigation is not subject to appeal.

OCRIE may engage external Investigators if circumstances warrant.

Investigatory Process

Initiating an Investigation

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

Formal Complaint

OCRIE will request that the Complainant prepare a Complaint, if not already prepared. If OCRIE is investigating an allegation of a violation of this Policy without a Complainant's active participation, OCRIE will draft the Complaint. OCRIE may draft a Complaint on behalf of a Complainant and have the Complainant or Title IX Coordinator, as appropriate, endorse it.

Title IX Coordinator has the ability to consolidate Formal complaints and will notify the parties upon consolidation.

Dismissal of Title IX Complaints and Allegations

CMU must dismiss (mandatory dismissal) Title IX Formal Complaints or Title IX allegations at any time during the grievance process if any of the following conditions are met:

1. The conduct alleged in the Formal Complaint would not constitute Title IX Sexual Harassment as defined in the Policy;
2. The conduct did not occur in an educational program or activity controlled by CMU;
3. The conduct did not occur against a person in the United States; and/or

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

1. The Complainant notifies the Title IX Coordinator, in writing, that they would like to withdraw the Formal Complaint or any allegations (the Complainant may elect to refile a Formal Complaint or allegations at a later time);
2. The Respondent is no longer enrolled in or employed by CMU; and/or

3. Specific circumstances prevent CMU from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations.

Upon any dismissal (mandatory or discretionary), OCRIE will promptly send written notice of the dismissal and the rationale for the dismissal simultaneously to the parties.

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

Dismissal of a Title IX Formal Complaint or Title IX allegations does not preclude OCRIE from continuing to investigate the allegations as non-Title IX violations of this Policy.

Parties' Rights

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

- have an Advisor of their choosing accompany the Party during any stage of the process;
- meet with a representative of OCRIE to discuss resources, supportive measures, and the investigatory process available;
- participate or decline to participate in the process. However, even if a Party declines to participate, CMU may, in some instances, continue to investigate the matter and issue a Determination based on available information in accordance with this Policy and its Procedures;
- consult with any of the resources otherwise available at any time. A list of confidential and non-confidential resources can be found in Supplemental Appendices A and B;
- be treated with sensitivity, dignity, and respect;
- request Supportive Measures;
- be kept up to date regarding the status of the Complaint; and
- not have the Party's irrelevant past sexual history discussed during this process.

Notice to Respondent

After receiving a Complaint endorsed by Complainant or Title IX Coordinator and the determination by the Title IX Coordinator, or designee, that OCRIE will undertake an investigation of an alleged violation of this Policy, OCRIE will provide, or cause to be provided, written notice to Respondent:

- of the general nature of the allegations, including sufficient details so that the Respondent will be able to prepare a response, including, if known, identities of the parties; conduct allegedly constituting the Covered Behavior and the date and location of the incident(s) giving rise to the complaint;
- a statement that the Respondent is presumed not responsible and that a determination as to responsibility will be made at the conclusion of the grievance process;
- a statement that either party may have an Advisor present of their choice, who may or may not be an attorney, for the duration of the grievance process;
- a statement that either party may examine any and all evidence that is collected during the investigation, whether or not CMU intends to use that evidence in reaching a decision;
- a statement that all parties and witnesses are prohibited from giving false statements to Investigators or knowingly submitting false materials or information during the grievance process;
- a request to meet with the Investigator; and
- notice that if Respondent does not elect to participate in the investigation, OCRIE will carry out its investigation based on available information and that the Respondent may still be subject to sanction pursuant to this Policy and its Procedures.

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

Notification of the Formal Complaint may also be provided to:

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

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

Informal Resolutions

At times, the Formal Complaints may be able to be resolved through an Informal Resolution. The Title IX Coordinator, or designee, will determine which matters may be considered for Informal Resolution. The final decision regarding pursuing an Informal Resolution rests with the Title IX Coordinator, or designee, in order to ensure that any safety concerns of the parties and university community are adequately addressed, and that the elimination of the sexual and gender-based misconduct can be met.

The Complainant's expressed desire regarding the resolution method employed and actions taken by the University will be taken into consideration, where possible. Both Parties must agree to the Informal Resolution process, and either Party can withdraw from the Informal Resolution process at any time before an Informal Resolution is reached. Participation by the parties in the Informal Resolution is voluntary. The Informal Resolution will be documented. At any time, the Title IX Coordinator can end the Informal Resolution and begin the Investigation. Informal Resolution is not subject to appeal by any party.

Informal Resolutions can include, but are not limited to;

- placing a Respondent on notice that, if such behavior has occurred or is occurring, such conduct should cease immediately;
- The taking of responsibility and assigning of sanction(s);
- education and/or training for a Respondent and/or department;
- supportive measures for Complainant;
- mediation or other informal communication between the Complainant and Respondent;
- messaging to the campus community;
- events and/or trainings offered to the campus community or particular departments; and/or
- referral and/or collaboration with another University department in order to address the allegations and eliminate any potential sexual and gender-based misconduct.

Investigation and Investigative Report

Upon the conclusion of OCRIE's investigation into an allegation of a violation of this Policy, OCRIE will produce an investigative report to each Party (and that party's Advisor, for Title IX cases) for review containing an overview of the investigation undertaken and a summary of all evidence and statements reviewed and considered.

OCRIE will provide simultaneous written notice to each Party (and that party's Advisor, for Title IX cases) that the draft Investigative Report is available. OCRIE will make the draft Investigative Report available for at least ten (10) calendar days for review and response to the evidence.

If there is significant, substantive, new information and/or evidence provided to OCRIE after the review and response is complete, and the parties have each had an opportunity to submit comment, questions, and/or new information, the Investigator will make a determination regarding whether a revised draft Investigative Report will be issued for an additional review and response period of at least ten (10) calendar days. It is expected that both parties will provide all relevant evidence and information to the Investigator prior to the Investigative Report being drafted.

After the review and response period, OCRIE will provide the final Investigative Report ten (10) calendar days to each Party (and that party's Advisor, for Title IX cases) prior to any hearing.

OCRIE will send to each Party (and that party's Advisor, for Title IX cases) the draft and final Investigative Report, in either hard or electronic copy.

Modification
The investigation may be modified in certain circumstances, including but not limited to, if Respondent admits to all or part of the conduct, if both parties leave the University, or if the investigation is referred to an outside third-party Investigator.

Hearing

Prior to the Hearing, a Notice of Hearing will be issued to the Parties. The Notice of Hearing will contain a date and location for the Hearing and the identity of the Hearing Officer.

After providing each Party (and advisors, as necessary) with the Investigative Report, CMU will schedule a live Hearing, at which a Hearing Officer will preside over the hearing and will permit each Party or the Party's Advisor (for non-Title IX Hearings and Title IX Hearings, respectively) to ask the other Party, as well as any witnesses, all relevant cross-examination questions and follow-up questions, including those that challenge credibility.

All Hearings will be run in a manner that ensures fair process for both the Complainant and Respondent, and both parties will have the opportunity, either themselves or through their Advisors (for non-Title IX and Title IX Hearings, respectively), to ask questions.

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

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

The Hearing Officer and the Investigator will be present at the Hearing. Other OCRIE representatives, such as the Title IX Coordinator, or designee, may be present as determined by the Title IX Coordinator.

The scope of the Hearing will be to allow solely for cross-examination of the Parties and any witnesses. For Title IX Hearings, this cross-examination shall be conducted by Advisors. For non-Title IX Hearings, the cross-examination shall be conducted by the Parties.

The Hearing Officer will determine the method for questioning at the Hearing. The methods of cross-examination questioning may include, but are not limited to, in-person, via video conferencing, or other method identified by the Hearing Officer that enables real-time questioning. Title IX Hearings shall be held so that the Parties can see each other.

If a Complainant, Respondent, or witness declines to participate in the process or Hearing, the Hearing Officer will still proceed with a Title IX Hearing and may still proceed with the non-Title IX Hearing. Further consequences for a Party's or witness' refusal to participate in a Title IX Sexual and Gender-Based Misconduct hearing is described below.

During the Hearing:

- The Hearing Officer is responsible for maintaining an orderly, fair, impartial, and respectful Hearing.
- The Hearing Officer has broad authority to respond to disruptive or harassing behaviors, including adjourning the Hearing or excluding any offending person.
- The Hearing Officer may ask questions.
- The Hearing Officer will make determinations whether specific questions are allowed.
    - Only relevant Cross-Examination or other questions shall be permitted to be asked of a Party or witness.
    - Relevance will be determined by the Hearing Officer after each question is asked of a Party or Witness.
- The Hearing Officer will explain any decision to exclude a question as not relevant.
- The Hearing Officer may allow new evidence at the Hearing only under exceptional circumstances.

Questions and evidence about a Party's sexual predisposition or prior sexual history are irrelevant and cannot be asked unless they are offered to prove someone other than Respondent committed the misconduct, or to show specific incidents of prior sexual behavior with the respondent and are offered to prove consent.

The decisions made by the Hearing Officer during the Hearing are final and not subject to objection or other form of in-Hearing appeal by any Party or their Advisors. OCRIE will not return any evidence it receives or collects at the Hearing. OCRIE is permitted to independently, and on its own volition, retrieve any and all information available to it.

At the conclusion of the Hearing the Hearing Officer will summarize the Hearing in writing and will include the summary in the Determination. The Hearing Officer will make a determination of responsibility that will be included in the Determination.

For Hearings that include allegations of Title IX Sexual Harassment, the following additional provisions will apply:

- If a party does not have an Advisor present for the hearing, CMU will provide that party a list of pre-approved, non-biased Advisors, from which the party shall select an Advisor of that party's choice. If the Advisor is removed (for reasons provided above) or the Advisor does not make themselves available at the time of the Hearing, CMU will provide the Party with an Advisor of CMU's choice to continue the cross-examination.
- The Hearing Officer cannot draw an inference about the responsibility determination based solely on a party's or witness's absence from the Hearing or refusal to submit to cross-examination or other questions.
- Any cross-examinations taking place at the Hearing will be conducted directly, orally, and in real-time by the Party's Advisor of choice.
- Cross-examinations will never be permitted by either party; only by Advisors.

Determination

Each Determination will contain, at a minimum:

- an overview of the investigation undertaken;
- a summary of all evidence and statements reviewed and considered;
- a summary of the Hearing;
- findings of fact based on the available evidence and statements;
- a finding of credibility, if determined;
- a conclusion as to whether or not a violation of this Policy occurred, or if insufficient evidence exists to make such a conclusion;
- the rationale and analysis in support of the findings and conclusion;
- the actions to restore or preserve equal access to CMU's education program or activity to the complainant and/or to eliminate the Covered Behavior, prevent its recurrence, and remedy its effects (i.e., sanctions); and
- notice of any appeal rights.

OCRIE will issue a Determination simultaneously to the Complainant, Respondent, the Sanctioning Official; and any other CMU Official the Title IX Coordinator, or designee, deems appropriate.

The decision to modify the procedure will be made by the Title IX Coordinator, or designee. If the procedure is modified, written notice of the modification will be provided to the Complainant and/or Respondent.

Sanctions

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

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

For non-Title IX cases only, even if a Respondent is found not to have violated this Policy, CMU may direct in writing that the Respondent, in the Respondent's role as a University Community Member, cease behavior that, if continued or accumulated, would constitute Sexual and Gender-Based Misconduct.

The terms and conditions of the sanction will be contained in the Determination. The Complainant and the Respondent must be afforded equitable rights under any process used to determine an appropriate sanction.

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

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

- **Reprimand:** A written reprimand, including the possibility of more severe disciplinary sanctions in the event of the finding of a subsequent violation of CMU regulations within a stated period of time.
- **Removal from CMU Housing:** Cancellation of a housing agreement or lease and required vacation of CMU Housing.
- **Campus Restrictions:** Limitations on the times, places, or activities where a Respondent may be present or otherwise participate in.
- **Educational Programs:** Participation in educational programs, such as training, workshops, seminars, or other educational activities.
- **Revocation of CMU Privileges:** Revocation of CMU privileges, such as participation in extra-curricular activities, for a definite or indefinite period of time.
- **Disciplinary Probation:** Subjection to a period of critical examination and evaluation of behavior.

- **No Contact Orders:** Prohibition on all forms of contact with certain people.
- **Suspension:** Exclusion from classes and other privileges or activities as set forth for a definite period of time.
- **Dismissal**: Permanent termination of student status.

If the Respondent is a **Faculty** or **Staff** member, possible sanctions include:

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

If the Respondent is a **Contractor, Guest, Volunteer, etc**., possible sanctions include:

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

Pendency During Appeals

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

Appeal Procedures

Either party may appeal a Determination, an emergency removal, a dismissal of a Formal Complaint, or a dismissal of any specific allegations contained in a Formal Complaint. Appeals are permitted only for the following reasons:

1. There was a procedural irregularity that affected the outcome;
2. The Title IX Coordinator, Investigator, or Hearing Officer had a conflict of interest or bias for or against either Party, or for or against the Parties in the Decision that is the subject of the appeal; or
3. New evidence is discovered that was not reasonably available at the time of the Determination or dismissal, that could affect the outcome.
    a. Evidence that was known to a Complainant or Respondent prior to the Determination or Dismissal for a Formal Complaint being made available to the parties, but withheld by that individual during the investigation, and was not raised in a Hearing does not constitute new information.
    b. A Party's claim that they did not know about specific evidence contained within the Determination or Dismissal of a Formal Complaint or that they did not have an opportunity to respond to certain information within the Determination, including the analysis of the evidence or any statements adduced at a Hearing does not constitute the discovery of new information or evidence.

All appeals must be submitted in writing to the Title IX Coordinator within five (5) business days of the issuance of the Determination, emergency removal, or Dismissal of a Formal Complaint that is being appealed.

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

An appeal may not be based on a conclusion of OCRIE that a complaint should be dismissed because the conduct or communication complained of is protected by the First Amendment of the United States Constitution.

The following are not grounds for appeal by any party:

- The issuance of supportive measures other than emergency removal or administrative leave;
- The determination whether or not to grant a good cause extension of time;
- The decisions about what evidence to consider or witnesses to interview are not subject to appeal;
- The determination of the scope of an investigation;
- The documentation available for review;
- The scope of the Hearing;
- The decisions made by the Hearing Officer at the Hearing, or
- Finalized and signed Informal Resolutions.

Appeal of the findings and conclusion of a Determination, Emergency Removal, or Dismissal of a Formal Complaint

An appeal of the conclusion as to whether or not a violation of this Policy occurred, or if insufficient evidence exists to make such a conclusion, an Emergency Removal, or the Dismissal of a Formal Complaint will be reviewed by the President or designee.

After reviewing a written appeal, the President, or designee, shall make an initial determination regarding whether the content of the written appeal, if taken as true, establishes by a preponderance of the evidence sufficient grounds for an appeal.

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

If there are sufficient grounds for an appeal, the President, or designee, shall provide the Complainant, the Respondent, and the Title IX Coordinator, or designee, with concurrent written notice that the appeal has been granted and for OCRIE to re-open and proceed with its investigation in light of the new evidence, which may include additional interviews of the Complainant, Respondent, or witnesses.

There is no appeal of the appeal review.

Appeal of the Sanction

If the Respondent is a **Student**, the grounds for an appeal of a sanction are only that the terms or conditions of the sanction are fundamentally inappropriate or disproportionate based on the Determination. Either Party (the Complainant or the Respondent) may submit an appeal.

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

An appeal of the sanction will be reviewed by the Associate Vice President for Student Affairs.

After receiving a written appeal, the Associate Vice President for Student Affairs, or designee, shall decide one of the following:

- an affirmation of the sanction; or

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

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

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

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

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

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

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

Final Notifications

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

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

THE REMAINDER OF THIS PAGE HAS BEEN LEFT BLANK INTENTIONALLY. PLEASE SEE FOLLOWING PAGES FOR SUPPLEMENTAL APPENDIXES.

Supplemental Appendix A – Contact Information for Filing Complaints[1]

Title IX Coordinator

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

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

Law Enforcement Agencies

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

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

Main Campus

Mount Pleasant, Michigan

Emergencies: Dial 911

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

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

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

[1] Last Updated 2024-07-30

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

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

College of Medicine

Saginaw, Michigan

Emergencies: Dial 911

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

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

Global Campus & Other Locations

Kansas – Fort Leavenworth Center

Emergencies: Dial 911

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

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

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

Michigan – Clinton Township Center

Emergencies: Dial 911

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

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

Michigan – Downtown Detroit Center

Emergencies: Dial 911

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

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

Michigan – Grand Rapids Center

Emergencies: Dial 911

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

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

Michigan – Michigan Technical University

Emergencies: Dial 911

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

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

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

Michigan – Southfield Center

Emergencies: Dial 911

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

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

Michigan – Traverse City Center

Emergencies: Dial 911

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

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

Michigan – Troy Center

Emergencies: Dial 911

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

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

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

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

Main Campus

Mount Pleasant, Michigan

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

College of Medicine

Saginaw, Michigan

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

Global Campus & Other Locations

Kansas

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

Michigan

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

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

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

Main Campus

Mount Pleasant, Michigan

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

College of Medicine

Saginaw, Michigan

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

Global Campus & Other Locations

Kansas

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

Michigan

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

Federal Equal Employment Opportunity Commission

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

Main Campus

Mount Pleasant, Michigan

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

College of Medicine

Saginaw, Michigan

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

Global Campus & Other Locations

Kansas

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

Michigan

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

State Civil Rights Agencies

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

Main Campus

Mount Pleasant, Michigan

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

College of Medicine

Saginaw, Michigan

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

Global Campus & Other Locations

Kansas

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

Michigan

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

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

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

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

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

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

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

Main Campus

Mount Pleasant, Michigan

Counseling & Victim Advocacy Resources

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

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

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

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

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

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

Medical Resources

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

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

Legal & Immigration Assistance

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

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

Financial Aid Resources

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

College of Medicine

Saginaw, Michigan

Counseling & Victim Advocacy Resources

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

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

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

Medical Resources

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

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

Legal & Immigration Assistance

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

Financial Aid Resources

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

Global Campus & Other Locations

Kansas – Fort Leavenworth Center

Counseling & Victim Advocacy Resources

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

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

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

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

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

Medical Resources

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

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

Legal & Immigration Resources

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

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

Financial Aid Resources

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

Michigan – Clinton Township Center

Counseling & Victim Advocacy Resources

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

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

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

Medical Resources

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

Legal & Immigration Resources

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

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

Financial Aid Resources

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

Michigan – Downtown Detroit Center

Counseling & Victim Advocacy Resources

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

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

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

Medical Resources

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

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

Legal & Immigration Resources

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

Financial Aid Resources

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

Michigan – Grand Rapids Center

Counseling & Victim Advocacy Resources

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

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

Medical Resources

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

Legal & Immigration Resources

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

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

Financial Aid Resources

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

Michigan – Michigan Technological University

Counseling & Victim Advocacy Resources

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

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

Medical Resources

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

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

Legal & Immigration Resources

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

Financial Aid Resources

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

Michigan – Southfield Center

Counseling & Victim Advocacy Resources

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

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

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

Medical Resources

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

Legal & Immigration Resources

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

Financial Aid Resources

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

Michigan – Traverse City Center

Counseling & Victim Advocacy Resources

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

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

Medical Resources

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

Legal & Immigration Resources

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

Financial Aid Resources

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

Michigan – Troy Center

Counseling & Victim Advocacy Resources

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

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

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

Medical Resources

Legal & Immigration Resources

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

Financial Aid Resources

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

New Jersey – Joint Base McGuire-Dix-Lakehurst

Counseling & Victim Advocacy Resources

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

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

Medical Resources

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

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

Legal & Immigration Resources

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

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

Financial Aid Resources

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

National

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

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

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

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

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

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CMU
CENTRAL MICHIGAN UNIVERSITY

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

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

Applies to: ☒ faculty ☒ staff ☒ students ☒ student employees ☒ visitors ☒ contractors

Effective Date of This Revision: August 1, 2024

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

☐ Board Policy ☒ Administrative Policy ☒ Procedure ☐ Guideline

BACKGROUND:

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

PURPOSE:

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

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

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

DEFINITIONS:

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

Authority: Robert O. Davies, President
History: 2015-03-16; 2017-01-23; 2017-10-19; 2019-4-29; 2024-7-30
Indexed as: Sexual Misconduct; Sexual Assault; Title IX; Sexual Harassment; Dating Violence; Discrimination; Domestic Violence; Stalking

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

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

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

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

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

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

CMU or the University means Central Michigan University.

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

CMUPD means the Central Michigan University Police Department.

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

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

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

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

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

Confidential Employee/ Confidential Resources means

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

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

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

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

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

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

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

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

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

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

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

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

Education Program or Activity means all the operations of CMU.

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

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

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

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

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

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

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

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

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

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

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

CMU
CENTRAL MICHIGAN UNIVERSITY

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

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

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

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

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

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

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

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

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

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

Respondent means a person alleged to have violated.

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

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

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

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

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

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

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

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

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

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

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

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

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

CMU
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Student means a person who has gained admission to CMU.

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

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

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

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

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

POLICY:

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

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

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

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

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

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

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

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

Covered Behavior includes:

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

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

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

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

CMU may disclose information received under the following circumstances:

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

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

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

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

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

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

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

Confidentiality

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

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

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

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

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

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

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

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

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

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

The Title IX Coordinator can be reached at:

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

Phone:
989-774-3253

Electronic Mail:
TITLEIX@cmich.edu

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

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

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

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

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

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

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

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

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

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

Required Reporting

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

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

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

Confidential Employees/Confidential Resource include:

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

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

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

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

Timeframes for Reporting

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

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

Complainant Agency and Autonomy Not to Proceed

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

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

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

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

Complaint

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

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

Supportive Measures

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

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

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

Supportive Measures may include, but are not limited to:

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

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

Emergency Removal

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Additional Information

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

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

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

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

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

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

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

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

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

Contact information for resources can be found in Supplemental Appendix B,

Record Retention

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

Withdrawals, Resignations, & Graduation

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

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GRIEVANCE PROCESS AND PROCEDURES:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Resolution Paths

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

Types of ADR may include:

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

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

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

The results of Complaints resolved by ADR are not appealable.

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

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

Administrative Resolution Path

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

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

The ARP will consist of the following stages:

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

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

Hearing Resolution Path

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

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

The HRP will consist of the following stages:

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

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

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

Investigation

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

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

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

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

Notification of a Complaint may also be provided to:

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

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

Investigatory Powers

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

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

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

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

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

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

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

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

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

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

OCRIE may engage external Investigators if circumstances warrant.

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

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

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

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

Each Administrative Determination will contain, at a minimum:

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

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

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

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

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

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

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

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

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

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

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

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

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

Each Determination will contain, at a minimum:

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

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

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

Sanctions and Remedies

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

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

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

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

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

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

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

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

Possible sanctions include:

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

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

Possible sanctions include:

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

Pendency During Appeals

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

Appeal Procedures

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

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

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

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

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

The following are not grounds for appeal by any party:

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

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

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

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

There is no appeal of the appeal review.

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

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

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

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

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

- an affirmation of the sanction; or

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

REMAINDER OF THIS PAGE HAS BEEN LEFT BLANK INTENTIONALLY. PLEASE SEE THE FOLLOWING PAGES FOR SUPPLEMENTAL APPENDIXES.

Supplemental Appendix A – Contact Information for Filing Complaints[1]

Title IX Coordinator

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

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

Law Enforcement Agencies

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

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

Main Campus

Mount Pleasant, Michigan

Emergencies: Dial 911

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

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

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

[1] Last Updated 2019-04-25

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

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

College of Medicine

Saginaw, Michigan

Emergencies: Dial 911

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

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

Global Campus & Other Locations

Kansas – Fort Leavenworth Center

Emergencies: Dial 911

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

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

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

Michigan – Clinton Township Center

Emergencies: Dial 911

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

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

Michigan – Downtown Detroit Center

Emergencies: Dial 911

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

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

Michigan – Grand Rapids Center

Emergencies: Dial 911

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

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

Michigan – Michigan Technical University

Emergencies: Dial 911

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

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

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

Michigan – Southfield Center

Emergencies: Dial 911

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

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

Michigan – Traverse City Center

Emergencies: Dial 911

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

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

Michigan – Troy Center

Emergencies: Dial 911

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

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

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

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

Main Campus

Mount Pleasant, Michigan

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

College of Medicine

Saginaw, Michigan

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

Global Campus & Other Locations

Kansas

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

Michigan

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

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

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

Main Campus

Mount Pleasant, Michigan

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

College of Medicine

Saginaw, Michigan

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

Global Campus & Other Locations

Kansas

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

Michigan

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

Federal Equal Employment Opportunity Commission

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

Main Campus

Mount Pleasant, Michigan

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

College of Medicine

Saginaw, Michigan

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

Global Campus & Other Locations

Kansas

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

Michigan

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

State Civil Rights Agencies

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

Main Campus

Mount Pleasant, Michigan

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

College of Medicine

Saginaw, Michigan

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

Global Campus & Other Locations

Kansas

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

Michigan

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

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

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

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

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

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Supplemental Appendix B – Resource Contact Information

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

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

Main Campus

Mount Pleasant, Michigan

Counseling & Victim Advocacy Resources

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

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

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

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

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

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

Medical Resources

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

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

Legal & Immigration Assistance

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

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

Financial Aid Resources

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

College of Medicine

Saginaw, Michigan

Counseling & Victim Advocacy Resources

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

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

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

Medical Resources

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

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

Legal & Immigration Assistance

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

Financial Aid Resources

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

Global Campus & Other Locations

Kansas – Fort Leavenworth Center

Counseling & Victim Advocacy Resources

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

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

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

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

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

Medical Resources

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

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

Legal & Immigration Resources

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

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

Financial Aid Resources

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

Michigan – Clinton Township Center

Counseling & Victim Advocacy Resources

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

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

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

Medical Resources

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

Legal & Immigration Resources

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

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

Financial Aid Resources

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

Michigan – Downtown Detroit Center

Counseling & Victim Advocacy Resources

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

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

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

Medical Resources

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

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

Legal & Immigration Resources

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

Financial Aid Resources

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

Michigan – Grand Rapids Center

Counseling & Victim Advocacy Resources

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

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

Medical Resources

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

Legal & Immigration Resources

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

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

Financial Aid Resources

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

Michigan – Michigan Technological University

Counseling & Victim Advocacy Resources

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

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

Medical Resources

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

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

Legal & Immigration Resources

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

Financial Aid Resources

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

Michigan – Southfield Center

Counseling & Victim Advocacy Resources

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

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

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

Medical Resources

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

Legal & Immigration Resources

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

Financial Aid Resources

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

Michigan – Traverse City Center

Counseling & Victim Advocacy Resources

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

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

Medical Resources

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

Legal & Immigration Resources

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

Financial Aid Resources

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

Michigan – Troy Center

Counseling & Victim Advocacy Resources

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

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

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

Medical Resources

Legal & Immigration Resources

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

Financial Aid Resources

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

New Jersey – Joint Base McGuire-Dix-Lakehurst

Counseling & Victim Advocacy Resources

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

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

Medical Resources

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

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

Legal & Immigration Resources

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

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

Financial Aid Resources

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

National

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

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

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

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

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

Appendix B: Off Campus Program Locations in Michigan

REPORTING OF EMERGENCIES OR CRIME: Central Michigan University is committed to maintaining a safe and secure environment at Off Campus Programs locations. CMU encourages students, faculty, staff and visitors at Off Campus Programs locations to report crimes as soon as possible. When emergencies occur in our offices or classrooms – such as crimes in progress, injury, fire or the need for medical assistance – persons are directed to contact the appropriate local authorities by dialing 911. Should a student or faculty member report a crime at one of the centers, he/she should also inform the program administrator as soon as possible.

CRIME STATISTICS, LOCATION ACCESS, AND SECURITY MEASURES: The following information includes the crime statistics, access details, and additional security measures in place at Central Michigan University's Off Campus Program centers in Michigan.

Beaver Island, Michigan

Located at 33850 East Side Drive, Beaver Island, MI, 49785, the CMU Biological Station properties comprise three noncontiguous sites on Beaver Island, including the station's main office and bookstore; lodge with dining hall and dormitories; the academic center with auditorium, library and classrooms/teaching laboratories; research laboratories; faculty and staff housing facilities; rustic cabins and campground with a network of adjacent hiking trails; as well as an additional trail system at a separate property known as Miller's Marsh; and the CMU Boathouse at Whiskey Point. The Biological Station facilities on Beaver Island are located within the district of the Charlevoix County Sheriff's Department, and may be patrolled by the Sheriff's Department randomly or upon request.

Offense (Reported By Hierarchy)	Year	On-Campus	Non-Campus	Public Property	Total	Residential Facilities *	Incidents Unfounded
Murder/Non Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Fondling	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Incest	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Aggravated Assault	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Burglary	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

Motor Vehicle Theft	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Weapons Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

Offense (Crimes Not Reported By Hierarchy)	**Year**	**On-Campus**	**Non-Campus**	**Public Property**	**Total**	**Residential Facilities ***	**Incidents Unfounded**
Arson	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Domestic Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Dating Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Stalking	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

HATE CRIME REPORTING:
There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2021**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2022**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2023**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

Clinton Township, Michigan

Located at ***44575 Garfield Road***, ***Room 202, University Center at MCC, Clinton Township, MI 48038-1139,*** in the University Center building on the campus of Macomb Community College, CMU maintains an administrative office that is separate from the classrooms it uses in this building. The administrative office is accessible between the hours of 9:00 a.m. to 6:00 p.m. Monday through Friday. The building itself is open until 10:00 p.m. and Saturday's until 5:00, only when classes are in session. Macomb Community College campus security patrols the building and grounds on a regular basis.

Offense (Reported By Hierarchy)	**Year**	**On-Campus**	**Non-Campus**	**Public Property**	**Total**	**Residential Facilities ***	**Incidents Unfounded**
Murder/Non Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Fondling	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Incest	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Aggravated Assault	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Burglary	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Weapons Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

Weapons Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

Offense (Crimes Not Reported By Hierarchy)	Year	On-Campus	Non-Campus	Public Property	Total	Residential Facilities *	Incidents Unfounded
Arson	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Domestic Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Dating Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Stalking	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

HATE CRIME REPORTING:

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2021**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2022**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2023**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

Dearborn, Michigan (Closed May, 2023)

CMU's Dearborn Center is located at ***15041 Commerce Dr. S Suite 411, Dearborn, MI 48120*** . The Dearborn Center is open from 9:00 a.m. to 6:00 p.m. Monday through Friday. The building is also open between 5:00 a.m. and 2:00 p.m. on Saturdays, but is not open and accessible on Sundays. After the building is locked at 6:00 p.m., students attending classes or meeting with their academic advisor may gain admission to the building via a code which is given to faculty and students each term. There are courtesy phones available in all classrooms and within the student lounge should an emergency arise during off-hours. The area is randomly patrolled by a hired security guard.

Offense (Reported By Hierarchy)	Year	On-Campus	Non-Campus	Public Property	Total	Residential Facilities *	Incidents Unfounded
Murder/Non Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Fondling	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Incest	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Aggravated Assault	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Burglary	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Weapons Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

Drug Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

Offense (Crimes Not Reported By Hierarchy)	Year	On-Campus	Non-Campus	Public Property	Total	Residential Facilities *	Incidents Unfounded
Arson	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Domestic Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Dating Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Stalking	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

HATE CRIME REPORTING:

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2021**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2022**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2023**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

Detroit, Michigan

CMU's Detroit Center is located at ***777 Woodward Avenue, Suite 160, Detroit, Michigan***. This location supports delivery of face-to- face courses in a cohort format. The courses typically meet Friday's from 5:00pm-9:30pm and Saturdays from 8:00am-5:00pm. During standard operating hours, access by students, faculty, administrative staff and visitors is gained via a receptionist who unlocks the secured door via a remote keypad. On site security is located within an adjacent lobby area and are available to assist should an emergency arise. Students, faculty, and on-site administrative staff are encouraged to work with onsite security or reach out directly to emergency contacts posted throughout the facility (emergency contacts are provided to students at the beginning of class).

Offense (Reported By Hierarchy)	**Year**	**On-Campus**	**Non-Campus**	**Public Property**	**Total**	**Residential Facilities ***	**Incidents Unfounded**
Murder/Non Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Fondling	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Incest	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	4	0	0	4	0	0
Aggravated Assault	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	6	0	0	6	0	0
Burglary	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	6	0	0	6	0	0
Motor Vehicle Theft	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	11	0	0	11	0	0
Liquor Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Weapons Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

Drug Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

Offense (Crimes Not Reported By Hierarchy)	Year	On-Campus	Non-Campus	Public Property	Total	Residential Facilities *	Incidents Unfounded
Arson	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Domestic Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Dating Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Stalking	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

HATE CRIME REPORTING:

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2021**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2022**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2023**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

East Lansing, Michigan (Closed January 2022)

The East Lansing Center is located at ***2900 West Road, Suite 301, East Lansing, MI 48823*** and is directly accessible from the parking lot. The building hours are 7:00 a.m. to 8:00 p.m., Monday through Friday and Saturdays between 7:00 a.m. and 3:00 p.m. The building is closed on Sundays. The Center is open from 9:00 a.m. to 6:00 p.m. Monday through Friday with the exception of extended Wednesday hours from 9:00 a.m. to 8:00 p.m. The classrooms remain open and accessible through 10:00 p.m. and on weekends when class is in session. There is no security guard or night watchman at this location. The area is randomly patrolled by local law enforcement. A courtesy phone is available in the student lounge should an emergency arise.

Offense (Reported By Hierarchy)	**Year**	**On-Campus**	**Non-Campus**	**Public Property**	**Total**	**Residential Facilities ***	**Incidents Unfounded**
Murder/Non Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Fondling	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Incest	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Aggravated Assault	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Burglary	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	1	0	0	1	0	0
Motor Vehicle Theft	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	1	0	0	1	0	0
Weapons Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

Weapons Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

Offense (Crimes Not Reported By Hierarchy)	Year	On-Campus	Non-Campus	Public Property	Total	Residential Facilities *	Incidents Unfounded
Arson	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Domestic Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Dating Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Stalking	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

HATE CRIME REPORTING:

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2021**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2022**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2023**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

Grand Rapids, Michigan

The Grand Rapids Center is located at ***1633 East Beltline Avenue, NE, First Floor, Grand Rapids, MI 49525-7073***, in the Kent ISD Conference Center building. CMU office hours are 9:00 a.m. to 6:00 p.m. Monday through Friday. The general public, including all guests for the Conference Center and the 2nd floor tenant, enters the building through CMU's leased space. Door lock times are handled through a security company and front doors automatically unlock at 8:30 a.m. and lock at 5 p.m. Monday through Friday. These times can be changed with the security company per our request. For weekend classes, door unlock time is requested for 7:30 a.m. on Saturday morning, and is programmed to lock again at 3 p.m. Weekend instructors are provided with a master key and fob for entrance into building in case of programming error. This key also unlocks the classrooms and the student lounge. Classrooms are equipped with emergency phones and the parking is in front of building and is well lit. There is no security guard or night watchman at this location. The area is randomly patrolled by local law enforcement. The CMU offices and classrooms are secured during periods of non-use; however, CMU's lobby area and reception area remain accessible to the general public during after-hours or weekend events in the lower level Conference Center.

Offense (Reported By Hierarchy)	**Year**	**On-Campus**	**Non-Campus**	**Public Property**	**Total**	**Residential Facilities ***	**Incidents Unfounded**
Murder/Non Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Fondling	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Incest	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Aggravated Assault	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Burglary	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

Weapons Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

Offense (Crimes Not Reported By Hierarchy)	Year	On-Campus	Non-Campus	Public Property	Total	Residential Facilities *	Incidents Unfounded
Arson	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Domestic Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Dating Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Stalking	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

HATE CRIME REPORTING:

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2021**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2022**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2023**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

Michigan Tech Advanced Technology and Development Center, Houghton, Michigan

The Michigan Tech Advanced Technology and Development Center is located **DPT Administrative Suite, 1402 Sharon Avenue, Houghton, MI 49931.** This location has a main office, a classroom, and a lab. The program is offered through interactive distance-learning technologies that connect the Mt. Pleasant and Houghton sites together. The location is in a secure building, and the Michigan Technological University police patrol the building and grounds.

Offense (Reported By Hierarchy)	Year	On-Campus	Non-Campus	Public Property	Total	Residential Facilities *	Incidents Unfounded
Murder/Non Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Fondling	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Incest	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Aggravated Assault	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Burglary	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Weapons Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in “Residential Facilities” are a portion of the “On-Campus” numbers.

Offense (Crimes Not Reported By Hierarchy)	Year	On-Campus	Non-Campus	Public Property	Total	Residential Facilities *	Incidents Unfounded
Arson	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Domestic Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Dating Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Stalking	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in “Residential Facilities” are a portion of the “On-Campus” numbers.

HATE CRIME REPORTING:
There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2021**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2022**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2023**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

Lansing Community College (Closed June 30, 2023)

At 210 West Shiawassee Street, Suite UC 125.05, Lansing, MI 48933, CMU maintains a separate administrative office from the classrooms in the building. The administrative office is accessible between 8:00 a.m. to 5:00 p.m. by appointment only Monday through Friday. The building is accessible and only open for scheduled appointments or classes. Lansing Community College security patrols the building and grounds regularly.

Offense (Reported By Hierarchy)	Year	On-Campus	Non-Campus	Public Property	Total	Residential Facilities *	Incidents Unfounded
Murder/Non Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Fondling	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Incest	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Aggravated Assault	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Burglary	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Weapons Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in “Residential Facilities” are a portion of the “On-Campus” numbers.

Offense (Crimes Not Reported By Hierarchy)	Year	On-Campus	Non-Campus	Public Property	Total	Residential Facilities *	Incidents Unfounded
Arson	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Domestic Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Dating Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Stalking	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in “Residential Facilities” are a portion of the “On-Campus” numbers.

HATE CRIME REPORTING:
There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2021**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2022**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2023**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

MidMichigan Health, Midland, Michigan (Closed November 29, 2022)

In partnership with MidMichigan Medical Center-Midland, Central Michigan University (CMU) currently offers onsite classes located at ***4000 Wellness Drive, Midland, MI 48670,*** which support the Master of Business Administration (MBA) degree. Classes meet Tuesday and Thursday evenings from 6:00 p.m.-9:50 p.m. Should an emergency arise, the students and faculty are encouraged to work with onsite security or reach out to their appropriate emergency contacts.

Offense (Reported By Hierarchy)	**Year**	**On-Campus**	**Non-Campus**	**Public Property**	**Total**	**Residential Facilities ***	**Incidents Unfounded**
Murder/Non Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Fondling	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Incest	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Aggravated Assault	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Burglary	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Weapons Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

Weapons Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

Offense (Crimes Not Reported By Hierarchy)	Year	On-Campus	Non-Campus	Public Property	Total	Residential Facilities *	Incidents Unfounded
Arson	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Domestic Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Dating Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Stalking	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

HATE CRIME REPORTING:

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2021**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2022**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2023**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

Saginaw, Michigan (Closed September 30, 2022)

The Saginaw Center is located in the Horizons Conference Center at ***6200 State Street, Suite 4, Saginaw, MI 48603*** and is directly accessible from the parking lot. The lobby entrance is open from 7:30 until 10:00 p.m. The administrative office is open from 9:00 a.m. to 6:00 p.m. Monday through Friday. The individual classrooms remain open and accessible until 10:00 p.m. and on weekends when classes are in session. There is no security guard or night watchman at this location. The area is randomly patrolled by local law enforcement. Courtesy phones are available in each of the three classrooms and within the student lounge should an emergency arise.

Offense (Reported By Hierarchy)	**Year**	**On-Campus**	**Non-Campus**	**Public Property**	**Total**	**Residential Facilities ***	**Incidents Unfounded**
Murder/Non Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Fondling	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Incest	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Aggravated Assault	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Burglary	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Weapons Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

Drug Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

Offense (Crimes Not Reported By Hierarchy)	Year	On-Campus	Non-Campus	Public Property	Total	Residential Facilities *	Incidents Unfounded
Arson	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Domestic Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Dating Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Stalking	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

HATE CRIME REPORTING:

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2021**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2022**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2023**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

Saginaw, Michigan: CMU College of Medicine, Covenant Hospital

The CMU College of Medicine site at Covenant Hospital is located at the following addresses in ***Saginaw, MI: 700, 800, and 900 Cooper Street, 1447 North Harrison Street, 1000 Houghton Street, 600 Irving Street, 1632 Stone Street, 1020 Almira Street, and 515 North Michigan Street.*** Various locations within Covenant Hospital are utilized for lecture and lab settings. Hours of public access for approved locations are from 8:30am to 4:30pm, Monday through Friday. Access is controlled by key and badge provisions. Security services are provided for the locations 24 hours a day, 7 days a week by Covenant Healthcare Security. The security contact number is: (989) 583-6149. In the event of an emergency, messages are disseminated through the following methods: public address paging, email messaging, messaging to all networked workstations, and individual personal paging to various groups and individuals.

Offense (Reported By Hierarchy)	**Year**	**On-Campus**	**Non-Campus**	**Public Property**	**Total**	**Residential Facilities ***	**Incidents Unfounded**
Murder/Non Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Manslaughter by Negligence	2023	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Rape	2023	1	0	0	1	0	0
	2022	2	0	0	2	0	0
	2021	2	0	0	2	0	0
Fondling	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Incest	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Aggravated Assault	2023	3	0	0	3	0	0
	2022	2	0	0	2	0	0
	2021	28	0	0	28	0	0
Burglary	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Motor Vehicle Theft	2023	1	0	0	1	0	0
	2022	2	0	0	2	0	0
	2021	0	0	0	0	0	0
Liquor Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	2	0	0	2	0	0
Weapons Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	1	0	0	1	0	0

Liquor Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

Offense (Crimes Not Reported By Hierarchy)	Year	On-Campus	Non-Campus	Public Property	Total	Residential Facilities *	Incidents Unfounded
Arson	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Domestic Violence	2023	3	0	0	3	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Dating Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Stalking	2023	1	0	0	1	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

HATE CRIME REPORTING:

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2023**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2022**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2021**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

Southfield, Michigan

The Southfield Center is located at ***26555 Evergreen Road, Travelers Tower, Suite 119, Southfield, MI 48076-4204*** and consists of administrative offices, classrooms, a student lounge and student resource room. The administrative office is open from 9:00 a.m. to 7:00 p.m. on Monday and 9:00 a.m. to 6:00 p.m. Tuesday through Friday. The classrooms are open and accessible from 4:00 p.m. to 8:30 p.m. Monday through Friday. From 8:30 p.m. to 9:30 p.m., faculty and students must use the access code to re-enter the classroom. On Saturday, the classrooms are open from 7:30 a.m. to 3:30 p.m. and faculty and students must use the access code to enter the student resource room. Courtesy phones are located in each classroom, the student lounge and the student resource room should an emergency arise. The building is open from 6:00 a.m. to 8:00 p.m. Monday through Friday and 6:00 a.m. to 5:00 p.m. on Saturday. At 8:00 p.m. Monday through Friday and 5:00 p.m. on Saturday, all entrance doors are locked. Only the North entrance door is open and anyone entering the building must identify themselves and sign in with the security guard. There is 24 hour security in the building with surveillance cameras monitoring all main hallways and entrances. The area is also randomly patrolled by local law enforcement.

Offense (Reported By Hierarchy)	**Year**	**On-Campus**	**Non-Campus**	**Public Property**	**Total**	**Residential Facilities ***	**Incidents Unfounded**
Murder/Non Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Fondling	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Incest	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Aggravated Assault	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Burglary	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Weapons Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

Liquor Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

Offense (Crimes Not Reported By Hierarchy)	Year	On-Campus	Non-Campus	Public Property	Total	Residential Facilities *	Incidents Unfounded
Arson	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Domestic Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Dating Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Stalking	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

HATE CRIME REPORTING:

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2021**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2022**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2023**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

Traverse City, Michigan

The Traverse City Center is located at ***2200 Dendrinos Drive, Northwestern Michigan College/University Center, Suite 101, Traverse City, MI 49684*** and consists of an administrative office and advising space while classes are conducted on the main campus. CMU's administrative office is open and accessible to the general public from 9:00 a.m. to 6:00 p.m. Monday through Friday. Security guards are on duty between 10:15 a.m. and 6:15 p.m. Monday through Friday and rotating security patrols make occasional random checks during the remaining hours. Security on the main campus where classes are being held is handled by Northwestern Michigan College.

Offense (Reported By Hierarchy)	**Year**	**On-Campus**	**Non-Campus**	**Public Property**	**Total**	**Residential Facilities ***	**Incidents Unfounded**
Murder/Non Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Fondling	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Incest	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Aggravated Assault	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Burglary	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Weapons Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

Weapons Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

Offense (Crimes Not Reported By Hierarchy)	Year	On-Campus	Non-Campus	Public Property	Total	Residential Facilities *	Incidents Unfounded
Arson	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Domestic Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Dating Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Stalking	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

HATE CRIME REPORTING:

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2021**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2022**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2023**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

Troy, Michigan

The Troy Center is located at ***900 Tower Drive, Suite 100, Troy, MI 48098*** (until June 1, 2016, the Troy Center was located at 1650 Research Drive, Suite 165, Troy, MI 48083; the statistics included in the following tables are for both locations). and consists of two administrative suites and one instructional suite, which includes five classrooms. The Troy Center is open and accessible to the public from 9:00 a.m. to 6:00 p.m. Monday through Friday. The administrative support office is open 8:00 a.m. to 5:00 p.m. Monday through Friday. The building lobby doors are open from 6:00 a.m. to 7:00 p.m. Monday through Friday and 7:00 a.m. to 6:00 p.m. on Saturdays. There is a key pad to open the door and the code is provided to instructors, students, and staff, as appropriate. The area is randomly patrolled by local police enforcement.

Offense (Reported By Hierarchy)	**Year**	**On-Campus**	**Non-Campus**	**Public Property**	**Total**	**Residential Facilities ***	**Incidents Unfounded**
Murder/Non Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Fondling	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Incest	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Aggravated Assault	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Burglary	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Drug Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Weapons Law Arrests	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

Drug Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

Offense (Crimes Not Reported By Hierarchy)	Year	On-Campus	Non-Campus	Public Property	Total	Residential Facilities *	Incidents Unfounded
Arson	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Domestic Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Dating Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Stalking	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0

* Numbers in "Residential Facilities" are a portion of the "On-Campus" numbers.

HATE CRIME REPORTING:

There were **NO** hate bias offenses within any reportable geography for any reportable crimes regarding bias against race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity in **2021**. This includes the crimes of intimidation/stalking, larceny, or damage to property.

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