

Complaint Process



Resource Meeting: OCRIE Staff meet with Complainant(s) and Respondent(s) separately to discuss available resources on and off-campus, including, but not limited to: CMU Counseling Center, Sexual Aggression Peer Advocates/Sexual Aggression Services, CMU Student Disability Services, CMU Police Department, personal protection orders, SANE examinations, and interim measures. Also, at that time, an overview of the complaint process is discussed.



Investigation: Once a complaint is made, OCRIE will promptly investigate the complaint, including fair and equitable interviews of the Complainant(s), Respondent(s), any witness(es), and gathering of evidence. Complainant(s) and Respondent(s) have the opportunity to review the facts of the investigation before a hearing is scheduled or a Determination is issued.



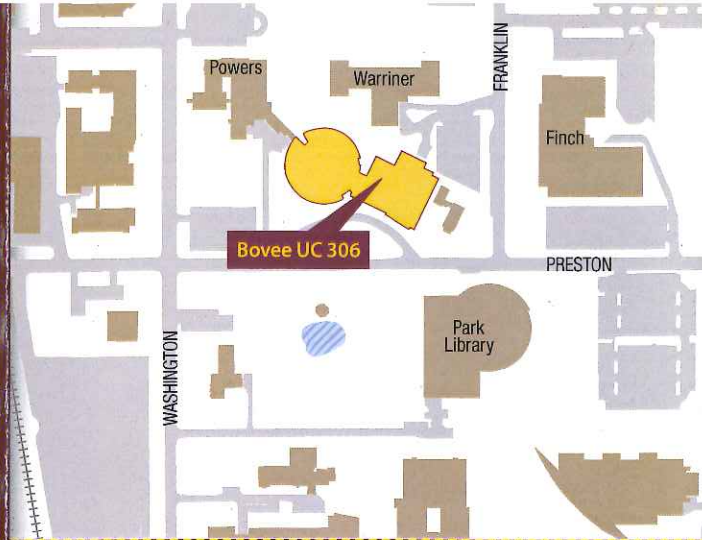
Determination: After the investigation, OCRIE will report its Determination in writing to the Complainant(s), Respondent(s), and appropriate supervisory and disciplinary offices.



Sanctions: If a violation is found to have occurred, information will be forwarded to the proper sanctioning body to determine appropriate sanctions.



Appeal: An appeal of the Determination may be filed either by the Complainant(s) or Respondent(s) on the ground of discovery of new information. Both parties have the opportunity to appeal the sanctions as outlined in the Policy.



To view the entire Sexual Misconduct Policy or to report a concern, please visit cmich.edu/ocrie

Sexual Misconduct Policy



Bovee University Center 306



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cmich.edu/ocrie

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, 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 (see <http://www.cmich.edu/ocrie>). 18-234 MGX (500) 07/19

CMU
CENTRAL MICHIGAN
UNIVERSITY

Office of
Civil Rights &
Institutional
Equity

Who We Are

The Office of Civil Rights and Institutional Equity (OCRIE) receives and resolves complaints of discrimination, harassment, and sexual misconduct. Our office meets with students, faculty, and staff to navigate the University's Equal Opportunity and Affirmative Action Protocol and the University's Sexual Misconduct Policy. OCRIE also coordinates and monitors CMU's Affirmative Action and Equal Opportunity efforts to assure compliance with related federal and state laws. The Executive Director serves as the Affirmative Action Officer and Title IX Coordinator.

Training Opportunities

As part of the University's commitment to promote a safe and welcoming environment, OCRIE provides both in-person and online sexual misconduct and anti-harassment and discrimination training.

OCRIE provides online training for faculty and staff provides information to promote a space environment free of sexual misconduct, harassment, and discrimination.

OCRIE also provides training to CMU's students, faculty, and staff to promote a University-wide conversation on important issues relating to sexual misconduct, harassment, and discrimination.

Finally, OCRIE provides in-person training to students, faculty, and staff at orientations, various OCRIE sponsored events, and as scheduled by departments. Please contact OCRIE to schedule an in-person training.

Interim Measures

Support services, accommodations, and other interventions may be available as part of our process as determined by OCRIE. These measures will promote safety and aid in mitigating the effects of the alleged misconduct.

Possible interim measures include, but are not limited to: no contact orders, residential reassignments or removal, changes to employment assignments, changes to academic assignments, counseling, temporary suspension, or temporary delay of graduation or other academic progress.

Additional information regarding interim measures can be found in the University Sexual Misconduct Policy.



Sexual Misconduct Policy

Under the University's Sexual Misconduct Policy, dating violence, domestic violence, intimate partner violence, sexual assault, sexual exploitation, sexual harassment, and stalking will not be tolerated and are expressly prohibited both on and off campus. CMU provides primary prevention and on-going awareness programs, education, training, and clear policies related to sexual misconduct. The University's Sexual Misconduct Policy applies to all CMU students, faculty, and staff regardless of sex, gender, gender identity, gender expression, or sexual orientation.

In addition, retaliation for participating in a protected activity is also expressly prohibited under the University's Sexual Misconduct Policy.

Participants

The Complainant is defined as the individual that alleges a violation of the Policy. The Respondent is defined as the individual who is alleged to have violated the Policy.

Complainant and Respondent's Rights

Each Complainant and Respondent has equal rights to:

- Have a support person of their choosing;
- Participate or decline to participate in the process;
- Consult with available resources;
- Be treated with sensitivity, dignity, and respect;
- Request interim measures;
- Be kept up-to-date on the status of the complaint;
- Not have irrelevant past sexual history discussed during this process.

General Principles

Violations of the Sexual Misconduct Policy must be established to the satisfaction and sole judgement of OCRIE, by a preponderance of the evidence; i.e., it is more likely than not that a violation occurred.

Privacy

Confidentiality is of the utmost importance to OCRIE. Information received by OCRIE may be disclosed in the following situations:

- To the extent provided by in the Sexual Misconduct Policy;
- To the extent necessary to eliminate discriminatory conduct, complete an investigation, or to complete any resulting disciplinary hearing;
- To the extent required by law; or as a response to a subpoena, inquiry from a government agency, or an order of any court or administrative agency.