



University of Detroit Mercy

Policy Prohibiting Sex and Gender-based Discrimination

Policy Statement

It is the policy of the University of Detroit Mercy to maintain an educational and working environment that stresses the dignity of all individuals. University of Detroit Mercy does not tolerate sex or gender-based discrimination, sexual harassment, sexual misconduct, stalking, retaliation or other behaviors proscribed by Title IX of the Education Amendments of 1972 (“Title IX”), Title VII of the Civil Rights Act of 1964 (“Title VII”) and Michigan’s Elliott-Larsen Civil Rights Act. These behaviors are not tolerated by any student, faculty, employee, independent contractor, vendor, visitor or other individual who does business with the University. The University has enacted this Sex and Gender-based Discrimination policy (the “Policy”) to reflect and maintain its institutional values and community expectations, to provide for fair and equitable procedures for determining any violation of this Policy, and to provide recourse for individuals and the community in response to violations of this Policy.

This Policy affirms the University’s commitment to:

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

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

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

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Sexual harassment constitutes a form of sex discrimination which is illegal under Michigan Compiled Laws Annotated 37.2101-37.2210, Title VII of the Civil Rights Act of 1964, and Title IX of the Education

Amendments of 1972. In addition to any sanctions that may be imposed by the University of Detroit Mercy as a result of this policy, individuals determined to be responsible for sexual or gender discrimination may be held personally liable to their victims or survivors and subject to additional sanctions within the civil or criminal law system in the State of Michigan.

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

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

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

Scope of Policy

Effective Date of Policy

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

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

To Whom Does This Policy Apply?

Persons

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

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

-those with unresolved business matters with the University.

2. "Employee" includes all persons who are legally defined as employees of the University.
3. "Third Parties" includes all contractors, vendors, visitors, or guests.

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

Places

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

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

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

Intersection with Other Policies and Procedures

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

Prohibited Conduct

Sexual or Gender-based Harassment:

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

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

1. Submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of a person's employment, academic standing, or participation in any University program and/or activities or is used as the basis for University decisions affecting the individual (often referred to as "quid pro quo" harassment); or
2. Such conduct creates a hostile environment. A "hostile environment" exists when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or

deprives an individual from participating in or benefitting from the University's education or employment program and/or activities. Conduct must be deemed severe, persistent, or pervasive from both a subjective and an objective perspective. In evaluating whether a hostile environment exists, the University will consider the totality of known circumstances, including, but not limited to:

- The frequency, nature, severity, location, duration and context of the conduct;
- Whether the conduct implicates concerns related to academic freedom or protected speech.

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

Other Actions

This policy also prohibits sexual assault, sexual exploitation, stalking, and intimate partner violence. Please see pages 9-10, *Appendix and Definition of Terms*, in the [University of Detroit Mercy Title IX Investigation and Resolution Procedure](#).

Retaliation

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

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

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

Confidentiality, Privacy, Responsibility to Report

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

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

Privacy

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

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

Employees' Responsibility to Report

Every employee is designated as either a "Responsible Employee" or a "Confidential Employee". To assure that all Complainants are provided with equitable access to support and information about options and that the University provides a consistent response to Prohibited Conduct that allows for the tracking of patterns and climate concerns. Responsible Employees have an obligation to share information about Prohibited Conduct with the Title IX Coordinator.¹

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

Student Request for Anonymity

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

¹ **Responsible Employees** are not required to report information disclosed at public awareness events such as "Take Back the Night" and are not required to disclose information disclosed during a student's participation as a subject in a research study conducted at the University.

roles of the Complainant and Respondent, whether there have been other complaints or reports of harassment or misconduct against the Respondent, and the rights of the Respondent to receive notice and relevant information before disciplinary action is sought.

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

Disclosures Required by the Clery Act

Timely Warnings

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

Annual Reporting Responsibilities

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

Crime Log

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

University Title IX Coordinator and Deputy Coordinators

Notice of Designated Title IX Coordinator and Deputy Coordinators

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

Marjorie Lang, Title IX Coordinator, 313.993.1802, langma@udmercy.edu, Fisher Administration Center, 5th floor, McNichols campus

Monica J. Williams, Deputy Title IX Coordinator, Dean of Students, Student Center Room 101, McNichols campus, 313.993.1028, leonarmj@udmercy.edu

Lanae Gill, Deputy Title IX Coordinator, Director of Residence Life, Shiple Hall, Room 110, 313.993.1231, lanae.gill@udmercy.edu

Megan Jennings, Deputy Title IX Coordinator, Associate Dean of Students, School of Law, Law School, Room 131, 313.596-0209, jenninmf@udmercy.edu

Juliette Daniels, Deputy Title IX Coordinator, Associate Dean of Student Services and Enrollment, School of Dentistry, Room 470, 313. 494.6850, danieljc@udmercy.edu

Netina Anding -Moore, Deputy Title IX Coordinator, Associate Director of Human Resources, Fisher Administration Center, 2nd floor, 313.993.1445, (andingnv@udmercy.edu)

Adam Hollman, Assistant Director of Student Life-Programming, Student Center, McNichols campus, 313.993.1154, hollmaap@udmercy.edu

Teri Kromrei, Associate Athletic Director, Calihan Hall, McNichols campus, 313.993.1700 kromretl@udmercy.edu

Role of the Title IX Coordinator and Deputy Coordinators

The Title IX Coordinator monitors the University's overall compliance with Title IX, ensures appropriate training and education, and oversees the University's investigation, response, and resolution of reports made under this Policy. Upon receiving reports of Prohibited Conduct, the Title IX Coordinator ensures that appropriate action is taken to eliminate that conduct, prevent its recurrence, and remedy its effects. The Title IX Coordinator is available to advise all individuals including individuals who have experienced misconduct, individuals who are alleged to be responsible for misconduct, and third-parties on this policy and related procedures. The Title IX Coordinator and Deputy Coordinators constitute a small circle of individuals who have a "need to know" of any alleged Prohibited Conduct to effectuate this Policy. The foregoing individuals have received appropriate training to discharge their responsibilities.

How to Report

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

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

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

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

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

Making a report means telling a Responsible Employee what happened: in person, by telephone, in writing, or by email. At the time a report is made, a Complainant does not have to request any particular

course of action, nor does a Complainant need to know how to label what happened. Choosing to make a report, and deciding how to proceed after making the report, can be a process that unfolds over time. The University provides support that can assist each individual in making these important decisions, and will respect an individual's autonomy in deciding how to proceed to the extent legally possible. In this process, the University will balance the individual's interest with its obligation to provide a safe and non-discriminatory environment for all members of the University community.

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

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

Emergency Reporting Options

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

Detroit Police Department (DPD) – if suspected Title IX violation occurs on campus
The Detroit Police Department may be contacted seven days a week, 24 hours a day.
4707 St. Antoine, Detroit, Michigan, 48201

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

Other Reporting Considerations

Timeliness

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

Location

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

Amnesty for Good Faith Reporting

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

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

Coordination with Law Enforcement

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

The University's Policy, definitions, and burden of proof may differ from Michigan criminal law. A Complainant may seek recourse under this Policy and/or pursue criminal action. Neither law enforcement's determination whether or not to prosecute a Respondent, nor the outcome of any criminal prosecution, are determinative of whether a violation of this Policy has occurred. Proceedings under this Policy may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus.

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

Interim Measures and Remedies

Overview

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

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

The availability of remedial and protective measures will be determined by the specific circumstances of each report. The University will consider a number of factors in determining which measures to take,

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

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

A Complainant or Respondent may request a No Contact Letter or other protection, or the University may choose to impose interim measures at its discretion to ensure the safety of all Parties, the broader University community, and/or the integrity of the process.

All individuals are encouraged to report concerns about failure of another individual to abide by any restrictions imposed by an interim measure. The University will take immediate and responsive action to enforce a previously implemented restriction if such restriction was violated.

Interim Suspension or Separation

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

Care and Support Resources

The University is committed to treating all members of the community with dignity, care, and respect. Any student who experiences or is affected by violations under this Policy, whether as a Complainant, a Respondent, or a Third-Party, will have equal access to support and counseling services through the University.

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

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

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

On-campus resources for students

Department of Public Safety

313.993.1233 (emergency number)

Available as a first option 24 hours a day, 7 days a week, to report any incidents of crime or violence including Prohibited Conduct,

313.993.1234 (non-emergency number)

Dean of Students Office

Can provide reasonable accommodations for housing, academic flexibility and issue No Contact orders.

Monica Williams, Dean of Students

313.993.1960

Student Wellness Center, Personal Counseling

Confidential mental health counseling services and medical treatment.

Annamaria Silveri, Ph.D., Director of Wellness Center

313.993.1459

Human Resources

Addresses complaints of Prohibited Conduct against all employees (faculty, administration, and staff).

Human Resources may be contacted on weekdays during regular office hours to respond to complaints concerning University employees.

Netina Anding-Moore, Associate Director of Human Resources

313.993.1445

Office of Residence Life

Lanae Gill, Director of Residence Life

313.993.1231

University Ministry

Anita Klueg, Director of University Ministry

313.993.1560

Off-campus resources

Wayne County SAFE

Medical treatment and forensic exams performed by Sexual Assault Nurse Examiners.

734.287.8860

Detroit Police Department (DPD)

12th Precinct

Available to respond to any reports of crime or violence, including Prohibited Conduct.

For Emergencies: 911

For Non-emergencies: 313.596.1200

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

800.799.7233

Rape, Abuse and Incest National Network (RAINN)

A confidential, anonymous national sexual assault hotline.

800.656.4673

Available 24 hours everyday

Governmental resources

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

National office: U.S. Department of Education
Office for Civil Rights
Lyndon Baines Johnson Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-1100
800.421.3481(phone)
202.453.6012 (fax)
800.877.8339 (TDD)
Email: OCR@ed.gov

Regional office: U.S. Department of Education
Office for Civil Rights
1350 Euclid Avenue, Suite 325
Cleveland, OH 44115-1812
216.522.4970 (phone)
216.522.2573 (fax)
Email: OCR.Cleveland.ed.gov

Clery Act
Clery Act Compliance Division
clery@ed.gov

The Equal Employment Opportunity Commission
Patrick McNamara Building
Detroit, MI 48226
313.226.4600
info@eeoc.gov

Michigan Department of Civil Rights
3054 W. Grand Boulevard
Detroit, MI 48202
313.456.3700
<http://www.michigan.gov/mdcr/>

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

McNichols campus policies:

<http://online.udmercy.edu/students/policy-01.php> (Student Code of Conduct)

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

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

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

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

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

School of Law

<http://law.udmercy.edu/udm/images/CSC2016.pdf> (Community Standards Code)

School of Dentistry

http://dental.udmercy.edu/pdf/Academic_Policies_Handbook.pdf (Academic Policies Handbook)

Prevention and Awareness Programs

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

Training

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

Effective Date: 8/1/17