September 2015

Dear Campus Community Member:

Thank you for taking the time to read this publication. It is packed with helpful information about safety and security on our campus.

This report is part of our on-going effort to inform you of the safety programs and services available to the University community, the crimes that are reported to our police and security personnel, and the steps you can take to maintain a safe and secure campus. It also is provided as our compliance document as called for under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act as well as the Annual Fire Safety Report as required by the Higher Education Opportunity Act.

We take the commission of crimes against our students, faculty, staff and visitors very seriously, and aggressively investigate reported crimes. We also collaborate with other law enforcement agencies and campus groups to reduce crime on campus.

Additionally, we have many other programs that continue to enhance the security and safety of our campus community. We welcome you to visit our departments for a tour or even participate in our “ride along” program and meet our officers.

Prevention, however, is the best cure for crime. We must ensure that our persons and property are secure and protected by a responsible, vigilant and caring population of involved people who report suspicious and unlawful behavior immediately to the University Division of Public Safety and Security. We welcome your assistance in contributing to a safe campus by getting involved and securing your property. Together we can help make campus a safe place for everyone.

Sincerely,

Eddie L. Washington, Jr.
Executive Director

U-M Emergency Telephone Numbers

Cut out this card and put it in your wallet for emergency reference.

- All Emergencies (Fire, Medical, or Police) Dial 9-1-1 Text 377-911 Call 999
- HHC employees landline calls for non-police emergencies
- Blue Light Emergency phones: (Automatic connection to U-M DPSS) lift receiver or push button
- Carport Emergency phones: (Automatic connection to U-M DPSS) lift receiver

Other Important Numbers

- University operator (734) 764-1817
- Campus Information Centers (734) 764-INFO (4636)
- 15th District Court (734) 794-6750
- City parking referee information (734) 794-6549
- Sexual Assault Prevention & Awareness Center (734) 936-3333

University phones connect with the U-M DPSS.
Non-University phones connect with the Ann Arbor Police Department or the Washtenaw County Sheriff’s Department.
To Report a Crime or Bias Incident – 24/7

<table>
<thead>
<tr>
<th>All Emergencies</th>
<th>Call 9-1-1</th>
<th>Text 377911</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Emergencies</td>
<td></td>
<td></td>
</tr>
<tr>
<td>On Campus – U-M DPSS</td>
<td>(734) 763-1131</td>
<td></td>
</tr>
<tr>
<td>UMPD Administration</td>
<td>(734) 763-3434</td>
<td></td>
</tr>
<tr>
<td>Off Campus – AAPD</td>
<td>(734) 794-6911</td>
<td></td>
</tr>
<tr>
<td>U-M Anonymous Tip Line</td>
<td>(800) 863-1355</td>
<td></td>
</tr>
<tr>
<td>Bias Incident</td>
<td>(734) 615-BIAS (2427)</td>
<td></td>
</tr>
</tbody>
</table>

U-M DPSS website – www.dpss.umich.edu

Emergency Transportation

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>SafeRide</td>
<td>(734) 647-8000</td>
</tr>
<tr>
<td>Emergency Ride Home</td>
<td>(734) 763-1131</td>
</tr>
<tr>
<td>State Street Ride</td>
<td>(734) 547-2222</td>
</tr>
</tbody>
</table>

Or www.urespect.umich.edu
1. QUICK REFERENCE ............................................. 5

2. CRIME STATISTICS ...................................... 6-10
   • Crime Statistics for 2014 ................................ 7
   • Crime Statistics for 2013 ................................ 8
   • Crime Statistics for 2012 ................................ 9
   • Definitions ............................................. 10

3. ANNUAL FIRE SAFETY REPORT ......................... 11

4. SAFETY ON CAMPUS .................................. 12-22
   CRIMINAL ACTIVITY
   • Reporting Crime On and Off Campus .................. 12
   • Confidential Reporting .................................. 12
   • Emergency Blue Light Phones .......................... 12
   UNIVERSITY AND POLICE RESPONSE TO SEXUAL ASSAULT,
   DOMESTIC VIOLENCE, DATING VIOLENCE AND STALKING . 13-17
   EMERGENCY NOTIFICATION AND RESPONSE .... 18-19
   • UM Emergency Alert System .......................... 18
   • Timely W arnings ......................................... 18
   • Emergency Operations Plan ............................ 18
   • Missing Student Notification Protocol ................ 19
   HATE CRIME ............................................. 19
   • Reporting Bias Incidents ................................ 19
   INDECENT EXPOSURE ................................... 19
   MEDICAL EMERGENCIES
   • Providers ............................................... 19
   • Handling Alcohol Emergencies ......................... 19-20
   • Medical Amnesty ....................................... 20
   • Handling Hazardous Material Emergencies .......... 20
   PROPERTY SAFETY
   • Laptop Computer & Bicycle Registration .............. 16
   TRANSPORTATION OPTIONS ........................... 20-21
   WORKPLACE VIOLENCE AND THREATS ................. 21
   SAFETY AND RISK REDUCTION TECHNIQUES .......... 22-23
   CAMPUS MAPS .......................................... 24-25

5. UNIVERSITY POLICIES AND STATE LAWS ........ 26
   UNIVERSITY POLICIES ........................................
   • Student Sexual Misconduct Policy .................... 26-27
   • Sexual Harassment by Faculty or Staff ............... 27
   • Alcohol and Other Drugs (AOD) Policy ............... 27-28
   • Statement of Student Rights and Responsibilities ... 29
   • Access Control ......................................... 29
   UNIVERSITY REGULATIONS ............................. 30
   • Fire Setting and False Fire Alarms ..................... 30
   • Weapons ............................................... 30
   STATE LAWS ............................................. 30
   • State of Michigan Laws .................................. 30
   • Sex Offender Registry .................................. 31

6. SAFETY AND HEALTH-RELATED RESOURCES,
   COUNSELING AND SUPPORT SERVICES, AND
   UNIVERSITY PROGRAMS .................................. 32-34
   SAFETY AND HEALTH-RELATED RESOURCES ........ 32-34
   • Division of Public Safety and Security ............... 32-33
   • Other Emergency Responders .......................... 33-34
   ON-CAMPUS SUPPORT SERVICES ....................... 34-36
   • Counseling and Psychological Services (CAPS) .... 34
   • UMHS Employee Assistance Program (EAP) .......... 35
   • Faculty and Staff Assistance Program (FASAP) ...... 35
   • IT User Advocate ....................................... 35
   • Information and Infrastructure Assurance (IIA) .... 35
   • International Center ................................... 36
   • Mediation Services for Faculty & Staff (MSFS) ..... 36
   • Ombuds Office .......................................... 36
   • Sexual Assault Prevention and Awareness Center (SAPAC) . 36
   • Spectrum Center ....................................... 36
   • Student Legal Services ................................ 37
   • University Health Service (UHS) ....................... 36
   OFF-CAMPUS SUPPORT SERVICES ..................... 37
   • International Institute of Metropolitan Detroit ..... 37
   • Legal Services of South Central Michigan .......... 37
   • SafeHouse Center ..................................... 37
   • SOS Community Services ................................ 38
   UNIVERSITY PROGRAMS ................................ 38-39
   • U-M Police Department Oversight Committee ........ 37
   • Office of Multi-Ethnic Student Affairs (MESA) .... 38
   • William Monroe Trotter Multicultural Center ....... 38
   • Office for Institutional Equity ........................ 38
   • Office of Student Conflict Resolution (OSCR) ....... 39
   • Risk Management Services ............................. 39
   • WorkConnections ....................................... 39
This Annual Security Report (ASR), which is compiled and published by the U-M Division of Public Safety and Security (DPSS) is intended to be used by University of Michigan students, staff, faculty and visitors. It provides useful information and references for issues relating to campus safety. It is organized into the following major sections:

- the **Quick Reference** section lists Emergency Services and provides numbers for safety, security, and medical; counseling; health, mental health, substance abuse; and U of M resources;
- the **Crime Statistics** section lists statistics of crimes reported on and near campus in the past three years;
- the **Annual Fire Safety Report** includes fire statistics for on-campus student housing facilities, description of fire safety systems in each housing facility as well as additional fire safety information;
- the **Campus Safety** section details safety on campus, offers some risk reduction techniques, and describes services available on- and off-campus;
- the **University Policies and State Laws** section provides details of University and State of Michigan rules, regulations and laws regarding safety issues such as sexual assault, harassment, stalking, alcohol, drugs, fire setting, false alarms, weapons possession, access control and sex offender registry;
- the **Safety and Health-Related Resources, Counseling and Support Services, and University Programs** section describes police agencies, on-campus support services, off-campus support services, and University programs that address issues of safety, health, mental health, discrimination, conflict and conflict resolution.

**Compiling the ASR/AFSR**

The U-M Division of Public Safety and Security prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The full text of this report can be located on the U-M DPSS website at http://dpss.umich.edu/docs/clery.pdf. This report, which is compiled by the University’s Clery Compliance Coordinator in DPSS, is prepared in cooperation with the Ann Arbor Police Department and other law enforcement agencies surrounding the Ann Arbor campus and outlying areas as well as those with police jurisdiction for other U-M properties in cities such as Detroit and Beverly Hills, CA.

Additionally, each of the resources listed in the report contribute to its compilation, especially key stakeholders such as the Office for Institutional Equity (the U-M’s Title IX office) and units in the Division of Student Life.

The report also includes the Annual Fire Safety Report (AFSR) with statistics and fire safety information provided for University Housing facilities as required by the Higher Education Opportunity Act.

Each year, an e-mail notification is made to all enrolled students, faculty and staff that provides the website address to access this report. Copies of this report also may be obtained at the U-M DPSS office at 109 E. Madison St., the U-M Police Department at 1239 Kipke Dr., or by calling (734) 763-8391. All prospective students and employees are informed in application packets of the report’s existence and the website address where it can be found.

The complete ASR/AFSR and the official crime statistics section (complete with status updates after Aug. 1, 2015) can be viewed at www.dpss.umich.edu.

---

The University of Michigan community is made up of tens of thousands of people – students, faculty, staff, contractors, patients, and visitors. Moreover, its property in the City of Ann Arbor covers more than 2,000 acres and includes more than 500 buildings. By the very nature of its size and composition, the University of Michigan community and environs are susceptible to crime.

Safety ultimately is the responsibility of the individual and his or her cooperation is essential to improve security for everyone.

1. Quick Reference

Emergency Services

Fire, Police, or Medical Emergencies

Dial 9-1-1

or pick up an emergency blue light campus phone or a carport emergency phone located in University-owned parking structures. There is no need to dial; simply lifting the receiver or pushing the button alerts the U-M DPSS.

Dialing 9-1-1 from a University phone, you will be connected with: the U-M DPSS.

Dialing 9-1-1 from a non-University phone, you will be connected with: The Ann Arbor Police Department or Washtenaw County Sheriff’s Department.

Safety, Security, Medical

U-M Division of Public Safety and Security
24 hrs/day, 7 days/wk (on-campus)
Emergency 9-1-1
Non-emergency DPSS (734) 763-8391
Non-emergency UMPD (734) 763-1131
Emergency text 377911

Ann Arbor Fire Department
Emergency 9-1-1
Non-emergency (734) 794-6978

Ann Arbor Police Department (off-campus)
24 hrs/day, 7 days/wk Emergency 9-1-1
Non-emergency (734) 994-2911
Police Desk (734) 794-6920
Police Tip Line (734) 794-6939
Neighborhood Watch & Crime prevention (734) 794-6930 x 49346

Huron Valley Ambulance
24 hrs/day, 7 days/wk (734) 971-4420

St. Joseph Mercy Hospital Emergency
24 hrs/day, 7 days/wk (734) 712-3000

University of Michigan Hospital
24 hrs/day, 7 days/wk (734) 936-4000
Emergency Department (734) 936-6666

U-M Department of Occupational Safety and Environmental Health
7:30 am - 4:30 pm, M - F (734) 647-1143
For after hours emergencies, contact U-M DPSS

Counseling

Counseling and Psychological Services (for students)
8 am - 7 pm, M - Th (734) 764-8312
8 am - 5 pm, F
Fall and Winter: 8 am - 8 pm, Tu

Domestic Violence Project / SafeHouse Center
9 am - 5 pm, M - F (office) (734) 973-0242
24 hrs/day (help line) (734) 995-5444

UMHS Employee Assistance Program
Appts. 8 am - 5 pm, M - F (734) 763-5409
Counselors available 24 hrs/day, 7 days/wk

Faculty and Staff Assistance Program
8 am - 6 pm, M (734) 936-8660
8 am - 5 pm, Tu - F

National Domestic Violence Hotline
24 hrs/day, 7 days/wk (800) 799-7233
TDD # (800) 787-3224

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

Sexual Assault Prevention and Awareness Center (SAPAC)
24 hrs/day, 7 days/wk Crisis line (734) 936-3333
9 am - 5 pm, M - F (734) 764-7771

S.O.S. Community Services
Business Office (734) 485-8730
Walk in hours: Wednesdays 1 pm - 5 pm
Thursdays 9 am - 5 pm

Spectrum Center
9 am - 5 pm, M - F (734) 763-4186

Health, Mental Health, Substance Abuse

Alcohol and Drug Information
24 hrs/day, 7 days/wk (800) 729-6686

University Health Service
Information, appointments & advice
(734) 764-8320

After-hours advice (urgent) (866) 204-1082
Alcohol and other drug info (734) 763-1320
www.uhs.umich.edu

Hours are reduced during spring/summer terms, semester breaks and holidays.
Department hours may vary from UHS building hours.

National Center on Drug Abuse Hotline
24 hrs/day, 7 days/wk (800) 662-HELP

University of Michigan Hospital
Psychiatric Emergency Hotline
24 hrs/day, 7 days/wk (734) 996-4747
Emergency Medical Services
24 hrs/day, 7 days/wk (734) 936-6666

U-M Addiction Treatment Services
8 am - 8:30 pm, M - Th (734) 232-0600
8 am - 5 pm, F or (800) 828-8020

MHealthy Alcohol Management Program (734) 998-2017

All students, faculty, and staff are encouraged to promptly and accurately report all suspicious activity to the U-M Division of Public Safety and Security and/or other appropriate authority.
Campus crime, arrest and referral statistics include those incidents reported to U-M DPSS, other law enforcement agencies and designated campus officials considered to be “Campus Security Authorities” (CSAs). These incident reports also are reviewed by the U-M DPSS Clery Compliance coordinator and DPSS commanders for consideration of timely warning publications. CSAs include but are not limited to University Housing staff; Division of Student Life staff; Athletics coaches; Office of Student Conflict Resolution; Office for Institutional Equity; University deans, directors and department heads; student judicial affairs; senior human resource directors of Staff HR Services, Academic Human Resources and UMHS HR Staff and Labor Relations; and advisors to recognized student organizations.

Campus “Professional Counselors” in Counseling and Psychological Services (CAPS) and Sexual Assault Prevention and Awareness Center (SAPAC) staff, when acting as such, are not considered to be a campus security authority and are not required to report crimes for inclusion into the Annual Security Report. However, as a matter of policy, they are encouraged to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics.

The crime classifications and geographical references in the statistics charts on pages 7, 8 and 9 are those required to be disclosed by the Clery Act. “On-campus property” includes all property in and around Ann Arbor that is owned or managed by the University. See pages 24-25 for a map. “Non-campus property” includes those U-M owned or managed locations outside of Ann Arbor as well as those properties owned or managed by recognized student organizations, such as fraternities, sororities and cooperative houses. “Public property” includes the streets and sidewalks contiguous to the U-M on-campus property. The incidents listed as “reported to police” include reports to the U-M Police Department, the Ann Arbor Police Department, and other agencies which have jurisdiction for remote locations. “Reported to other CSAs” includes those crimes or disciplinary referrals for violations of crimes that were reported to U-M officials who are considered Campus Security Authorities other than police or security; these statistics are not duplicative of police reports.

The charts on this page are provided as additional information regarding crime reports on campus. This information is not required by the Clery Act but is deemed helpful to our campus community. The larceny statistics are provided by the U-M Police Department. The chart of incidents reported to U-M’s Sexual Assault Prevention and Awareness Center (SAPAC) represent all incidents reported to SAPAC during the year, including incidents on and off campus, including out of state, as well as incidents that occurred during the reporting year or in previous years. Perpetrators could be strangers, friends, family members or acquaintances.

### Reports made to U-M’s Sexual Assault Prevention And Awareness Center (SAPAC)

<table>
<thead>
<tr>
<th>Offense</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Assault</td>
<td>34</td>
<td>35</td>
<td>44</td>
</tr>
<tr>
<td>Intimate Partner Violence</td>
<td>5</td>
<td>4</td>
<td>6</td>
</tr>
<tr>
<td>Stalking</td>
<td>5</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Sexual Harassment</td>
<td>3</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>Indecent Exposure</td>
<td>N/A</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Unknown Incident Type</td>
<td>N/A</td>
<td>3</td>
<td>3</td>
</tr>
</tbody>
</table>

### Larcenies On Campus

<table>
<thead>
<tr>
<th>Offense</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Theft from a Building</td>
<td>534</td>
<td>504</td>
<td>475</td>
</tr>
<tr>
<td>Theft from a Coin-Operated Machine</td>
<td>4</td>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>Theft from a Motor Vehicle</td>
<td>28</td>
<td>40</td>
<td>38</td>
</tr>
<tr>
<td>Theft of Motor Vehicle Parts or Accessories</td>
<td>9</td>
<td>9</td>
<td>3</td>
</tr>
<tr>
<td>All Other Larcenies</td>
<td>159</td>
<td>133</td>
<td>148</td>
</tr>
<tr>
<td>Totals</td>
<td>734</td>
<td>692</td>
<td>667</td>
</tr>
</tbody>
</table>

### TO REPORT A CRIME or EMERGENCY:

**On-Campus**  
U-M Police Department  
Dial **911** if it is an emergency  
or  
(734) 763-1131

**Off-Campus**  
Ann Arbor Police Department  
Dial **911** if it is an emergency  
or  
(734) 994-2911
## U-M 2014 Clery Statistics

<table>
<thead>
<tr>
<th>OFFENSE</th>
<th>On-Campus Property</th>
<th>Non-Campus Property</th>
<th>Public Property</th>
<th>On-Campus Residence Halls †</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Reported to Police</td>
<td>Reported to Other CSAs</td>
<td>Total</td>
<td>Reported to Police</td>
</tr>
<tr>
<td>Murder / Non-negligent Manslaughter</td>
<td>0 0 0</td>
<td>0 0 0</td>
<td>0 0 0</td>
<td>0 0 0</td>
</tr>
<tr>
<td>Negligent Manslaughter</td>
<td>0 0 0</td>
<td>0 0 0</td>
<td>0 0 0</td>
<td>0 0 0</td>
</tr>
<tr>
<td>Rape</td>
<td>12 2 14</td>
<td>2 3 5</td>
<td>2 0 2</td>
<td>5 2 7</td>
</tr>
<tr>
<td>Fondling</td>
<td>8 3 11</td>
<td>1 1 2</td>
<td>0 0 0</td>
<td>0 0 0</td>
</tr>
<tr>
<td>Incest</td>
<td>0 0 0</td>
<td>0 0 0</td>
<td>0 0 0</td>
<td>0 0 0</td>
</tr>
<tr>
<td>Statutory Rape</td>
<td>0 0 0</td>
<td>0 0 0</td>
<td>0 0 0</td>
<td>0 0 0</td>
</tr>
<tr>
<td>Robbery</td>
<td>3 0 3</td>
<td>1 0 1</td>
<td>0 0 0</td>
<td>0 0 0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>9 1 10</td>
<td>0 0 0</td>
<td>3 0 3</td>
<td>3 1 4</td>
</tr>
<tr>
<td>Arson</td>
<td>5 0 5</td>
<td>0 0 0</td>
<td>0 0 0</td>
<td>0 0 0</td>
</tr>
<tr>
<td>Burglary</td>
<td>13 1 14</td>
<td>18 1 19</td>
<td>0 0 0</td>
<td>4 1 5</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
<td>14 0 14</td>
<td>2 0 2</td>
<td>2 0 2</td>
<td>0 0 0</td>
</tr>
<tr>
<td>Liquor Law Arrest/ Citations</td>
<td>254 0 254</td>
<td>20 0 20</td>
<td>66 0 66</td>
<td>138 0 138</td>
</tr>
<tr>
<td>Liquor Law Violations Referred for Disciplinary Action</td>
<td>0 1429 1429</td>
<td>0 1 1</td>
<td>0 0 0</td>
<td>0 1413 1413</td>
</tr>
<tr>
<td>Drug Law Arrests</td>
<td>155 0 155</td>
<td>0 0 0</td>
<td>44 0 44</td>
<td>58 0 58</td>
</tr>
<tr>
<td>Drug Law Violations Referred for Disciplinary Action</td>
<td>0 147 147</td>
<td>0 0 0</td>
<td>0 0 0</td>
<td>0 144 144</td>
</tr>
<tr>
<td>Weapon Law Arrests</td>
<td>4 0 4</td>
<td>0 0 0</td>
<td>0 0 0</td>
<td>0 0 0</td>
</tr>
<tr>
<td>Weapon Law Violations Referred for Disciplinary Action</td>
<td>0 0 0</td>
<td>0 0 0</td>
<td>0 0 0</td>
<td>0 0 0</td>
</tr>
<tr>
<td>Stalking *</td>
<td>13 3 16</td>
<td>1 1 2</td>
<td>0 0 0</td>
<td>1 1 2</td>
</tr>
<tr>
<td>Domestic Violence *</td>
<td>8 0 8</td>
<td>1 0 1</td>
<td>2 0 2</td>
<td>1 0 1</td>
</tr>
<tr>
<td>Dating Violence *</td>
<td>11 1 12</td>
<td>0 0 0</td>
<td>0 0 0</td>
<td>4 1 5</td>
</tr>
</tbody>
</table>

Total number of 2014 Clery-reportable crime reports that were determined by the U-M Police Department to be unfounded was 3.

“Reported to Other CSAs” are crimes that have been reported to U-M officials who are considered Campus Security Authorities other than police and security officers. These are not duplicative of police reports.

† Residential Facilities: These statistics are included in the On-Campus statistics; they include only incidents which occurred in residence halls and Northwood Community Apartments.

* Three new crime classifications were added to the Clery-reportable crimes for 2013. The reports for domestic violence and dating violence also may be included in a sexual assault or aggravated assault category.

Police reports include statistics from the U-M Police and the Ann Arbor Police and one robbery non-campus Detroit (3633 Woodward).

Police in other jurisdictions reported no crime reports or arrests at the following locations:
- Ann Arbor campus (Michigan State Police and Washtenaw County Sheriff)
- Other Michigan locations: Biological Station (9133 Biological Rd, Pellston MI), CS Osborn Preserve (Sugar Island, Sault Ste Marie MI), and Pinckney, MI, locations (George Reserve, Fresh Air Camp, Stinchfield Woods, Base Line Camp)
- Other remote locations: Beverly Hills (Beverly Wilshire Hotel, 9500 Wilshire Blvd, Beverly Hills, CA), Camp Davis (13405 S Bryan Fiat Rd, Jackson WY)

### 2014 Bias Crimes

The following crimes that manifest evidence of prejudice based on race, religion, sexual orientation, gender, disability or ethnicity were reported the past three years:

- Two UMPD reports, on campus, intimidation, religious bias
- One UMPD report, non-campus, destruction of property, ethnicity bias

See page 10 for definitions.
See pages 24-25 for “On-Campus Property” locations.
## U-M 2013 Clery Statistics

<table>
<thead>
<tr>
<th>OFFENSE</th>
<th>On-Campus Property</th>
<th>Non-Campus Property</th>
<th>Public Property</th>
<th>On-Campus Residence Halls †</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Reported to Police</td>
<td>Reported to Other CSAs Total</td>
<td>Reported to Police</td>
<td>Reported to Other CSAs Total</td>
</tr>
<tr>
<td>Murder / Non-negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Rape</td>
<td>6</td>
<td>1</td>
<td>7</td>
<td>1</td>
</tr>
<tr>
<td>Fondling</td>
<td>8</td>
<td>6</td>
<td>14</td>
<td>2</td>
</tr>
<tr>
<td>Incest</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Statutory Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>6</td>
<td>0</td>
<td>6</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>8</td>
<td>1</td>
<td>9</td>
<td>1</td>
</tr>
<tr>
<td>Arson</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Burglary</td>
<td>25</td>
<td>0</td>
<td>25</td>
<td>19</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
<td>5</td>
<td>0</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>Liquor Law Arrest/ Citations</td>
<td>202</td>
<td>0</td>
<td>202</td>
<td>0</td>
</tr>
<tr>
<td>Liquor Law Violations Referred for Disciplinary Action</td>
<td>0</td>
<td>1234</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Drug Law Arrests</td>
<td>114</td>
<td>0</td>
<td>114</td>
<td>3</td>
</tr>
<tr>
<td>Drug Law Violations Referred for Disciplinary Action</td>
<td>0</td>
<td>153</td>
<td>153</td>
<td>0</td>
</tr>
<tr>
<td>Weapon Law Arrests</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Weapon Law Violations Referred for Disciplinary Action</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Stalking *</td>
<td>7</td>
<td>4</td>
<td>11</td>
<td>1</td>
</tr>
<tr>
<td>Domestic Violence *</td>
<td>3</td>
<td>3</td>
<td>6</td>
<td>2</td>
</tr>
<tr>
<td>Dating Violence *</td>
<td>12</td>
<td>1</td>
<td>13</td>
<td>1</td>
</tr>
</tbody>
</table>

“Reported to Other CSAs” are crimes that have been reported to U-M officials who are considered Campus Security Authorities other than police and security officers. These are not duplicative of police reports.

† Residential Facilities: These statistics are included in the On-Campus statistics; they include only incidents which occurred in residence halls and Northwood Community Apartments.

* Three new crime classifications were added to the Clery-reportable crimes for 2013. The reports for domestic violence and dating violence also may be included in a sexual assault or aggravated assault category.

** 9/30/15 UPDATE – Additional reports for Detroit Center – 1 stalking and 1 dating violence.

*** 9/30/15 UPDATE – One additional public property drug law arrest reported by Washtenaw County Sheriff’s Office.

Police reports include statistics from the U-M Police and the Ann Arbor Police. Police in other jurisdictions reported no crime reports or arrests at the following locations:

- Ann Arbor campus (Michigan State Police)
- Other Michigan locations: Detroit Center (Woodward Ave, Detroit MI), Biological Station (9133 Biological Rd, Pellston MI), CS Osborn Preserve (Sugar Island, Sault Ste Marie MI), Commerce Park (15041 Commerce Park, Dearborn MI), and Pinckney, MI, locations (George Reserve, Fresh Air Camp, Stinchfield Woods, Base Line Camp)
- Other remote locations: Beverly Hills (Beverly Wilshire Hotel, 9600 Wilshire Blvd, Beverly Hills, CA), Camp Davis (13405 S Bryan Flat Rd, Jackson WY)

### 2013 Bias Crimes

The following crimes that manifest evidence of prejudice based on race, religion, sexual orientation, gender, disability or ethnicity were reported the past three years:

- One UMPD report, on-campus, vandalism with a sexual orientation bias
- One UMPD report, on-campus, vandalism with a religious bias
- One AAPD report, public property, non-aggravated assault with a sexual orientation bias

See page 10 for definitions.
See pages 24-25 for “On-Campus Property” locations.
### 2012 Clery Statistics

<table>
<thead>
<tr>
<th>OFFENSE</th>
<th>On-Campus Property</th>
<th>Non-Campus Property</th>
<th>Public Property</th>
<th>On-Campus Residence Halls †</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Reported to Police</td>
<td>Reported to Other CSAs Total</td>
<td>Reported to Police</td>
<td>Reported to Other CSAs Total</td>
</tr>
<tr>
<td>Murder / Non-negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Forcible Rape</td>
<td>2</td>
<td>10</td>
<td>12</td>
<td>2</td>
</tr>
<tr>
<td>Forcible Sodomy</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sexual Assault with an Object</td>
<td>3</td>
<td>0</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>Forcible Fondling</td>
<td>12</td>
<td>7</td>
<td>19</td>
<td>1</td>
</tr>
<tr>
<td>Incest</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Statutory Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>3</td>
<td>0</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>8</td>
<td>2</td>
<td>10</td>
<td>1</td>
</tr>
<tr>
<td>Arson</td>
<td>6</td>
<td>0</td>
<td>6</td>
<td>0</td>
</tr>
<tr>
<td>Burglary</td>
<td>37</td>
<td>10</td>
<td>47</td>
<td>21</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
<td>11</td>
<td>0</td>
<td>11</td>
<td>0</td>
</tr>
<tr>
<td>Liquor Law Arrest/ Citations</td>
<td>264</td>
<td>0</td>
<td>264</td>
<td>13</td>
</tr>
<tr>
<td>Liquor Law Violations Referred for Disciplinary Action</td>
<td>0</td>
<td>941</td>
<td>941</td>
<td>0</td>
</tr>
<tr>
<td>Drug Law Arrests</td>
<td>134</td>
<td>0</td>
<td>134</td>
<td>0</td>
</tr>
<tr>
<td>Drug Law Violations Referred for Disciplinary Action</td>
<td>0</td>
<td>198</td>
<td>198</td>
<td>0</td>
</tr>
<tr>
<td>Weapon Law Arrests</td>
<td>3</td>
<td>0</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>Weapon Law Violations Referred for Disciplinary Action</td>
<td>0</td>
<td>2</td>
<td>2</td>
<td>0</td>
</tr>
</tbody>
</table>

"Reported to Other CSAs" are crimes that have been reported to U-M officials who are considered Campus Security Authorities other than police and security officers. These are not duplicative of police reports.

† Residential Facilities: These statistics are included in the On-Campus statistics; they include only incidents which occurred in residence halls and Northwood Community Apartments.

Police reports include statistics from the U-M Police, the Ann Arbor Police, and police in the following locations:
- Detroit Center (Woodward Ave, Detroit, MI) – 1 burglary;
- Beverly Hills (Beverly Wilshire Hotel, 9500 Wilshire Blvd, Beverly Hills, CA) – 1 burglary.

Locations reporting 0 crimes include Biological Station (9133 Biological Rd, Pellston, MI), Camp Davis (13405 S Bryan Flat Rd, Jackson, WY), CS Osborn Preserve (Sugar Island, Sault Ste. Marie, MI), Southfield Town Center (3000 Town Center, Southfield, MI), Commerce Park (15041 Commerce Park, Dearborn, MI) and Pinckney, MI, sites (George Reserve, Fresh Air Camp, Stinchfield Woods, Base Line Camp).

---

### 2012 Bias Crimes

The following crimes that manifest evidence of prejudice based on race, religion, sexual orientation, gender, disability or ethnicity were reported the past three years:

- one UMPD report, on-campus, stalking with religion bias
- one UMPD report, on-campus, stalking with ethnicity bias
- two UMPD reports, on-campus, simple assault with racial bias
- one UMPD report, on-campus, simple assault with sexual orientation bias
- one UMPD report, on-campus, vandalism with sexual orientation bias
- one report, to non-police, on-campus of intimidation with racial bias
- one report, to non-police, on-campus of vandalism with racial bias

See page 10 for definitions.

See pages 24-25 for “On-Campus Property” locations.
Definitions for the Clery Statistics Charts

Aggravated Assault - An unlawful attack by one upon another wherein the offender uses a weapon or displays it in a threatening manner, or the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness. This also includes assault with disease (as in cases when the offender is aware that he/she is infected with a deadly disease and deliberately attempts to inflict the disease by biting, spitting, etc).

Arson - To unlawfully and intentionally damage, or attempt to damage, any real or personal property by fire or incendiary device.

Bias Crime - See Hate Crime

Burglary - The unlawful entry into a building or other structure with the intent to commit a felony or a theft.

Dating Violence - Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

Domestic Violence - A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabited with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

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

Forcible Sodomy - Oral or anal sexual intercourse with another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity. Beginning in 2013, these reports, if any, are included in the Rape category.

Hate Crime - A crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For the purposes of this section, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability.

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

Liquor Law Violations - The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intermate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

Motor Vehicle Theft - The theft of a motor vehicle.

Note: A “motor vehicle” is a self-propelled vehicle that runs on the surface of land and not on rails, and which includes automobiles, buses, recreational vehicles, trucks, motorcycles, motor scooters, trail bikes, mopeds, snowmobiles and golf carts.

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

Negligent Manslaughter - The killing of another person through negligence.

Non-Campus Property – off-campus property that is owned or managed by a recognized student organization, such as fraternities, sororities and cooperatives. Additionally, this includes incidents reported at remote campus locations on property owned or leased by U-M.

On-Campus Property – the property the U-M (Ann Arbor) owns or manages within the city of Ann Arbor as well as Ann Arbor Township.

Public Property – the streets, sidewalks and public parking facilities that adjoin campus property.

Robbery - The taking, or attempting to take, anything of value under confrontational circumstances from the control, custody, or care of another person by force or threat of force or violence and/or by putting the victim in fear of immediate harm.

Sexual Assault - An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's UCR program.

Sexual Assault With An Object - To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity. Beginning in 2013, these reports, if any, are included in the Rape category.

Sex Offenses - Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

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.

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.

Stalking - Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

Fear for the person's safety or the safety of others; or

Suffer substantial emotional distress.

For the purpose of this definition:

Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

Reasonable person means a reasonable person under the similar circumstances and with similar identities to the victim.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Any incident meeting this definition is considered a crime for the purposes of Clear Act Reporting.

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

Definitions from the Department of Justice or the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.
FIRE SAFETY IN ON-CAMPUS HOUSING

Keeping our campus safe and healthy is a priority for everyone. Planning ahead and taking precautions can be important elements in maintaining a safe environment. This especially is true regarding fire prevention – from installing appropriate infrastructure to taking personal responsibility to avoid creating potential for accidental or intentional fires – everyone can participate. In on-campus residential environments with hundreds of people living in close proximity, each person must adhere to strong fire prevention practices and look out for their neighbors. University Housing provides a number of important services and programs designed to help students think ahead, live smart and play it safe during their years in University Housing. All residence halls, including resident rooms, are smoke-free environments. For more information, including residence hall fire safety policies, guidelines and prohibited items as well as additional fire safety tips, visit the University Housing website at www.housing.umich.edu/health-and-safety.

A minimum of one fire drill per academic year was conducted in each residence hall in September or October 2014. Activating a false fire alarm is a violation of state law. See Fire Setting and False Alarms section on page 30. All fires should be reported to the U-M Division of Public Safety and Security by calling 9-1-1 or pulling a fire alarm station. All building occupants must exit the building as quickly as possible when an alarm is sounding or fire or smoke is visible. Re-occupancy will be allowed once an all-clear is issued by fire, police or security personnel.

RESIDENCE HALLS: Each traditional residence hall is protected by a code-compliant fire alarm system that includes hard-wired intelligent smoke detectors and sounder-bases in each residential space. Notification of occupants is effected by horns, speakers, strobe lights and sounder-bases. Each fire alarm system has 24-hour battery backup power. All fire alarm systems report, upon activation, to the U-M Division of Public Safety and Security Communications Center via MOSCAD wireless transmission.

Each traditional residence hall is equipped with fire-rated door assembly in each fire-rated enclosure, including stairwells, corridors and individual residential rooms. Each residential corridor also is equipped with one or more fire extinguishers.

The following chart details fire sprinkler systems currently installed in University of Michigan owned and operated traditional residence halls. “Full” refers to a building that is 100% protected by automatic fire sprinkler systems. “Partial” refers to a building that is not 100% protected.

APARTMENTS: Each University of Michigan owned and operated apartment is equipped with multiple code-compliant hard-wired/battery backup smoke detectors as well as one “ABC” type fire extinguisher.

<table>
<thead>
<tr>
<th>BUILDING (BY LOCATION)</th>
<th>Sprinkler</th>
<th>Fire Drills</th>
<th>Date/Time</th>
<th>Nature/Cause</th>
<th>Injuries</th>
<th>Deaths</th>
<th>$ Damage</th>
</tr>
</thead>
<tbody>
<tr>
<td>CENTRAL CAMPUS:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Betsy Barbour, 420 South State St.</td>
<td>Full 1</td>
<td>2/8/14 7:25 p.m.</td>
<td>Unintentional fire - cooking</td>
<td>0 0 $0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>East Quad, 701 East University Ave.</td>
<td>Full 1</td>
<td>5/30/14 9:13 a.m.</td>
<td>Unintentional fire - electrical</td>
<td>0 0 $160,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fletcher Hall, 915 Sybil Street</td>
<td>Full 1</td>
<td>12/13/14 11:25 p.m.</td>
<td>Intentional fire</td>
<td>0 0 $0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Helen Newberry, 432 South State St.</td>
<td>Full 1</td>
<td>2/13/12 8:48 a.m.</td>
<td>Intentional fire</td>
<td>0 0 $0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Henderson House, 1330 Hill St.</td>
<td>Full 1</td>
<td>2/13/12 4:47 p.m.</td>
<td>Intentional fire</td>
<td>0 0 $0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lawyers’ Club/Quad, 551 South State St.</td>
<td>Full 1</td>
<td>3/29/14 3:21 a.m.</td>
<td>Intentional fire</td>
<td>0 0 $0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Martha Cook, 906 South University Ave.</td>
<td>Full 1</td>
<td>3/18/13 2:30 p.m.</td>
<td>Unintentional fire - electrical</td>
<td>0 0 $1,500</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>North Quad, 105 South State St.</td>
<td>Full 1</td>
<td>3/29/14 3:21 a.m.</td>
<td>Intentional fire</td>
<td>0 0 $0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>South Quad, 600 E. Madison</td>
<td>Full 1</td>
<td>2/8/14 7:25 p.m.</td>
<td>Unintentional fire - cooking</td>
<td>0 0 $0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>West Quad, 541 Thompson St.</td>
<td>Full 1</td>
<td>12/14/13 7:06 p.m.</td>
<td>Undetermined</td>
<td>0 0 $0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>HILL AREA:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alice Lloyd, 100 Observatory St.</td>
<td>Full 1</td>
<td>12/14/13 7:06 p.m.</td>
<td>Undetermined</td>
<td>0 0 $0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Couzens Hall, 1300 E. Ann St.</td>
<td>Full 1</td>
<td>12/7/13 7:10 p.m.</td>
<td>Undetermined</td>
<td>0 0 $30</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Markley Hall, 1503 Washington Heights</td>
<td>Full 1</td>
<td>12/2/12 1:48 a.m.</td>
<td>Unintentional fire - other</td>
<td>0 0 $1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mosher Jordan, 200 Observatory St.</td>
<td>Full 1</td>
<td>12/2/12 11:03 p.m.</td>
<td>Unintentional fire - cooking</td>
<td>0 0 $1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Oxford Housing, 623 Oxford Rd.</td>
<td>Full 1</td>
<td>2/2/14 3:58 a.m.</td>
<td>Intentional fire</td>
<td>0 0 $1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stockwell Hall, 324 Observatory St.</td>
<td>Full 1</td>
<td>11/10/12 3:00 p.m.</td>
<td>Intentional fire</td>
<td>0 0 $0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NORTH CAMPUS:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Baits Houses, [1230 Hubbard] &amp; 1440 Hubbard [Baits 1230 Hubbard closed spring 2012]</td>
<td>Partial 1</td>
<td>6/5/12 9:22 p.m.</td>
<td>Unintentional fire - cooking</td>
<td>0 0 $500</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bursley Hall, 1931 Duffield St.</td>
<td>Full 1</td>
<td>10/10/12 7:01 p.m.</td>
<td>Unintentional fire - cooking</td>
<td>0 0 $50</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NORTHWOOD APARTMENTS:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1361 McIntyre</td>
<td>None 0</td>
<td>12/20/13 2:49 a.m.</td>
<td>Unintentional fire - cooking</td>
<td>0 0 $0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2170 Cram Place</td>
<td>None 0</td>
<td>12/3/13 5:30 p.m.</td>
<td>Unintentional fire - cooking</td>
<td>0 0 $1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1634 Murfin</td>
<td>None 0</td>
<td>7/29/13 6:25 p.m.</td>
<td>Unintentional fire - cooking</td>
<td>0 0 $100</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

3. Annual Fire Safety Report

2015-16 • ASR & AFSR • 11
Criminal Activity

Reporting Crime On Campus

University community members, students, faculty, staff and guests are encouraged to report all crimes and public safety-related incidents to police or security in a timely manner. Bystanders or witnesses are encouraged to report when a victim is unable to report. Police are able to provide numerous resources to victims, investigate and solve crimes, assist in adjudication and help create personal safety plans. Sexual misconduct also may be reported to the Office for Institutional Equity.

To report a crime or an emergency, call 9-1-1. The call will be answered by the U-M Division of Public Safety and Security Communications Center (DPSS CC) if on-campus, or for the Ann Arbor Police Department or other appropriate law enforcement agency off-campus. Calls from on-campus blue-light emergency telephones directly access U-M DPSS. Communications officers are available at these respective agencies 24 hours a day to answer your calls.

Additionally, you can send an emergency text message about any crime on-campus to 377911 (DPS911). Be sure to indicate the type of crime, time and location of incident, and any information about potential suspects or for non-emergencies, call (734) 763-1131.

If assistance is required from the Ann Arbor Fire Department, Huron Valley Ambulance, the Ann Arbor Police or other law enforcement agency, U-M DPSS CC will contact the appropriate agency. If a sexual assault is reported, staff on the scene, including U-M DPSS, will inform the survivor of a wide variety of services. The Sexual Assault Prevention and Awareness Center (SAPAC) also will be contacted. SAPAC has trained staff who are available to assist a reportee 24 hours a day.

This publication contains information about on-campus and off-campus resources. The information is made available to provide the U-M community with specific information about the resources available in the event that they become victims of crimes. The information about “resources” is not provided to infer that those resources are “reporting entities” for the University of Michigan.

Crimes should be reported to the U-M DPSS to ensure inclusion in the annual crime statistics, to aid in providing timely warning notices to the community when appropriate, and to investigate.

Information on criminal activity also may be reported anonymously by calling the University’s Anonymous Tip Line at (800) 863-1355. The Ann Arbor Police Department also has a police tipline at (734) 794-6939.

All reports will be investigated. Because police reports are public records under state law, U-M DPSS cannot hold reports of crime in confidence.

For a daily listing of incidents reported to University police and Security, visit www.dpss.umich.edu.

Confidential Reporting

Persons who are victims of a crime and do not want to pursue action within the University system or the criminal justice system still may want to consider making a confidential report. With permission, the UMPD Police Chief or his designee can file a report on the details of the incident without revealing a victim’s identity. The purpose of a confidential report is to comply with the victim’s wish to keep the matter confidential, while taking steps to ensure the future safety of the victim and others. With such information, the University can keep accurate records of the number of incidents involving students, determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential danger.

Campus Security Authorities

Certain University employees are considered Campus Security Authorities by the University and/or the U.S. Department of Education. These include University Housing staff; Division of Student Life staff; Athletics coaches; Office of Student Conflict Resolution; Office for Institutional Equity; University deans, directors and department heads; student judicial affairs; senior human resource directors of Staff HR Services, Academic Human Resources and UMHS HR Staff and Labor Relations; and advisors to recognized student organizations as well as employees in the Division of Public Safety and Security. Reports of crimes disclosed to these employees will be reported to the University’s Clery Act Compliance coordinator in DPS to be evaluated for issuance of a timely warning and included in the annual Clery Act crime statistics. Identifying information of the victims and/or survivors will not be published or disclosed.

Campus “Professional Counselors” such as Counseling and Psychological Services (CAPS) and Sexual Assault Prevention and Awareness Center (SAPAC) staff, when acting as such, are not considered to be a campus security authority and are not required to report crimes for inclusion into the Annual Security Report. However, as a matter of policy, they are encouraged to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics. A professional counselor is defined as an employee whose official responsibilities include providing psychological counseling to members of the University community and who is functioning within the scope of his or her license or certification or under the supervision of a professional counselor.

Reporting Crime Off Campus

The Division of Student Life maintains contact with recognized fraternity and sorority organizations through the efforts of the Office of Greek Life. Criminal activity at recognized fraternity and sorority residences as well as other off-campus properties should be reported to the Ann Arbor Police Department. The close working relationship between U-M DPSS and the Ann Arbor Police allows staff to record and publish criminal activity near the campus and at non-campus locations housing recognized student organizations.

Emergency Blue Light Phones

When the telephone receiver is removed from the cradle or the button is pushed, the U-M DPSS Communications Officer is automatically alerted and an officer is sent to the location of the telephone. No dialing or conversation is required. If possible, however, try to describe the emergency to the Communications Officer. See pages 24-25 for maps indicating Emergency phone locations.
University and Police Response to Sexual Assault, Domestic Violence, Dating Violence and Stalking

The University of Michigan is committed to providing a safe learning, working, and living environment, and does not tolerate violence of any type, including the crimes of sexual assault, domestic violence, dating violence, and stalking.

You May Report to the University, to Law Enforcement, to Both, or Neither.

We encourage survivors to report what you have experienced to law enforcement and to participate in the university’s internal review process, but you are not obliged to do so. Resources, support, and protective measures are available to you even if you decide not to participate in university or law enforcement processes. You will be provided with a rights and resources brochure titled “Our Community Matters” or provided with a website address for the document. In some cases, if you make an initial report but then decide not to participate further, the university may still need to review and investigate the information provided, and also may be obligated to share the report with law enforcement for possible handling through the criminal justice system. Even in such cases, though, you do not have to participate in the university or law enforcement processes if you do not wish to do so.

Options for Reporting

Reporting to Law Enforcement

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

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

• If the incident occurred in Ann Arbor, contact the Ann Arbor Police Department.

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

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

Reporting to the University

Sexual Assault

The university also provides many avenues for reporting of sexual assault. In all cases, the most direct reporting mechanism is to contact the Office for Institutional Equity: (734) 763-0235.

For concerns relating to a student respondent, another avenue is to file a student sexual misconduct complaint with the Office for Institutional Equity online: studentsexualmisconductpolicy.umich.edu/report-an-incident

Another option in any case of sexual assault is to file a complaint via telephone or on-line with the Compliance Office through the Compliance Hotline: compliancehotline.umich.edu (866) 990-0111.

Domestic/Dating Violence or Stalking

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

• For concerns involving students, contact the Office of Student Conflict Resolution: (734) 936-6308

• For concerns involving campus staff, contact Staff Human Resources: (734) 763-2387

• For concerns involving UMHS staff, contact UMHS Human Resources: (734) 647-5538

• For concerns involving faculty, contact Academic Human Resources: (734) 763-8938

University Review of Reports

Whenever the university receives a report of sexual assault, domestic or dating violence, or stalking, it will review that report consistent with its applicable policies and procedures. The table below notes various university policies that may apply to these types of reports.

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

The university also recognizes the importance of maintaining, to the greatest extent possible, the confidentiality of both the complainant’s and respondent’s identities while it reviews the reported concern. To that end, the university will share information internally only as needed to ensure proper handling of the concerns that have been raised, comply with legal obligations, or provide any requested protective measures, and will share information externally only to the extent legally required to do so; the university does not publish the identities of complainants in its crime alerts or crime logs.
Preserving Evidence

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

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

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

- U-M Health System (UMHS) Emergency Department
  (734) 936-6666
- St. Joseph Mercy Hospital Emergency Department
  (734) 572-3000
- University Health Services (UHS) (during regular business hours)
  (734) 764-8325

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

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

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

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

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

See Quick Reference (page 5) or listing in the back of this report for contact information.
- Sexual Assault Prevention and Awareness Center
- Counseling and Psychological Services for Students
- Office of the Ombuds (for students)
- Faculty and Staff Assistance Program (for Central Campus faculty and staff)
- UMHS Employee Assistance Program (for UMHS faculty and staff)

Confidential Community Resources
Confidential assistance in the local community includes the following resources:
- SafeHouse Center
- National Domestic Violence Hotline
- National Sexual Assault Hotline

Academic, Housing, Transportation, Employment, & Other Protective Measures
The university also has resources to help those who have experienced sexual assault, domestic/dating violence, or stalking obtain reasonably available protective measures. These measures are available regardless of whether the person who requests them files a complaint with the university or through the criminal justice system.

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

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

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

The following offices can help arrange protective measures:
- U-M DPSS—Division of Public Safety and Security (for all individuals); Dean of Students (for students) (734) 764-7420; Office for Institutional Equity (for students, faculty and staff); SAPAC (for students, faculty and staff).

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

Legal Assistance
- Student Legal Services
- Legal Services of South Central Michigan (LSSCM)

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

Family Law Project
(734) 998-9454

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

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

Private and confidential information about visa and immigration status is available from the International Center (IC) for both the primary status holder as well as any individuals in a dependent immigration status, such as H-4, J-2, or F-2, who are sponsored by the University of Michigan.

You should feel free to involve an advocate, such as SAPAC (734) 936-3333, when contacting the IC, to ensure the IC has all of the information necessary to provide an accurate response. The IC may have to refer you to external immigration counsel for certain questions.

Student Financial Aid
Students may have concerns about financial aid matters, such as how their financial aid might be affected by a reduction in course load.

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

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

- Office of Financial Aid
finaid.umich.edu
2500 Student Activities Building
515 E. Jefferson Street
(734) 763-6600
financial.aid@umich.edu
Prevention and Education for Domestic and Dating Violence, Sexual Assault and Stalking

The University of Michigan provides comprehensive prevention and awareness education to all incoming students, staff and faculty on domestic violence, dating violence, sexual assault and stalking. These primary prevention programs include bystander education information, information on consent, applicable state and local laws and campus policies, and risk reduction strategies for individuals and communities.

Prior to arrival on campus, students complete Community Matters, an online educational requirement for all incoming undergraduate students that addresses alcohol and sexual assault issues, dating violence, domestic violence and stalking.

For more information on this program, visit http://studentlife.umich.edu/communitymatters/course.html

First-year undergraduate students also receive a peer-delivered, interactive primary sexual violence prevention workshop in the first semester on campus. This workshop is designed to promote healthy relationships and building students’ skills in communicating about interests, needs, and desires in sexual or intimate relationships. Additionally incoming first year students receive a bystander education program in their first semester that reinforces bystander intervention skills introduced in their online educational course.

Incoming faculty, staff, and graduate and professional students complete an online educational course that includes:

- primary prevention information addressing sexual assault, dating violence, domestic violence, and stalking
- bystander intervention education
- sexual harassment information, including workplace harassment
- definition of consent for University of Michigan and relevant information on consent in the state of Michigan
- State law pertaining to dating and domestic violence, sexual assault, and stalking
- information on risk reduction
- information on resources available on campus to address these issues
- information on campus expectations and values

Ongoing Education and Awareness Programs

Throughout the year, SAPAC’s professional staff provide culturally relevant professional training and educational programming to faculty, professional staff, and student staff on a variety of issues related to sexual assault, intimate partner violence, sexual harassment, and stalking. SAPAC’s student volunteer groups and SAPAC professional staff deliver a wide range of culturally relevant educational programming and skills-training workshops for the entire campus community. Programming available include: bystander intervention training, sexual assault response training, men’s only programming, workshops for athletic teams, workshops for Greek organizations, ally training, and many others. For more information or to request a workshop, please visit https://sapac.umich.edu

University of Michigan Wolverine Wellness program, Sexperteam, offers programs, training and primary prevention workshops to University of Michigan students on healthy sexuality and healthy relationships.

The Office for Institutional Equity provides ongoing training and education to University of Michigan faculty, professional staff and student staff on issues related to sexual misconduct and stalking, and staff reporting responsibilities.

The Abuse Hurts Initiative provides training on dating violence, domestic violence and stalking to faculty and staff members at University of Michigan. The program also distributes campus-wide promotional materials such as posters, bus signs, and wallet cards that provide information on institutional resources for support and assistance. The Abuse Hurts Initiative also supports speakers and educational programming to inform the campus community on issues related to sexual assault, intimate partner violence, and stalking. For more information, please visit http://hr.umich.edu/stopabuse/

For more information about U-M’s comprehensive approach, see chart on page 17.
<table>
<thead>
<tr>
<th>Level 1: Strengthen individual knowledge and skills</th>
<th>Level 2: Promote community education</th>
<th>Level 3: Educate Providers</th>
<th>Level 4: Foster coalitions and networks</th>
<th>Level 5: Change Organizational Practices</th>
<th>Level 6: Influence policy and legislation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strengthens individual's capability to prevent violence and promote safety</td>
<td>Enhance groups of people with information and resources to prevent violence and promote safety</td>
<td>Inform providers who will transmit skills and knowledge to others and model positive norms</td>
<td>Bring together groups and individuals for broader goals and greater impact</td>
<td>Adopt regulations and shape norms to prevent violence and improve safety</td>
<td>Enact laws and policies that support healthy community norms and a violence-free society</td>
</tr>
<tr>
<td>• For-credit courses in sexual violence prevention (LSA, Nursing, Kinesiology): Winter semester</td>
<td>• Online training for incoming undergraduate students, August</td>
<td>• SAPAC’s Relationship Remix in-person training offered in 125+ workshops to all incoming students Fall semester</td>
<td>• Change it Up! bystander intervention program: offered to all incoming undergraduate students graduate in-person and select graduate programs Fall semester</td>
<td>• Remix in-person training for housing students Fall semester</td>
<td>• Op-eds in local newspaper</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• Sexual Misconduct Case Management meetings</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• Sober Monitors at IFC events</td>
<td>• Robust survivor supports in place including:</td>
<td>• Sexual Misconduct annual report</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• SAPAC Ally training offered to faculty, staff and students once a semester</td>
<td>• SAPAC individual advocacy</td>
<td>• Ann Arbor Human Rights Commission Sexual Harassment policy</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Sober mentor training delivered to all fraternity sober monitors in fall semester</td>
<td></td>
<td>• Crisis line advocacy</td>
<td>• Alcohol amnesty policy</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• New student/parent orientation sessions offered in June-August</td>
<td></td>
<td>• Advocate Chat program</td>
<td>• SAPAC/U-M participation in state and national policy and legislative efforts</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Other bystander intervention trainings offered by Human Resources to staff member year round. 2-3 per semester</td>
<td></td>
<td>• CAPS short-term counseling</td>
<td>• SAPAC participation in statewide Sexual Violence Prevention planning committee</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Online training for incoming graduate and professional students, offered fall semester</td>
<td></td>
<td>• SANE program</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Online training for staff and faculty offered on a rolling basis for all new employees</td>
<td></td>
<td>• FASAP and UMHS-EAP</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• International student training</td>
<td></td>
<td>• President’s Advisory Council on Women’s Issues meetings once monthly</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Safety app</td>
<td></td>
<td>• Clery Act reporting</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Impact class</td>
<td></td>
<td>• OSCR sanctioning</td>
<td></td>
</tr>
</tbody>
</table>

**Items in italics are currently under development**

Categories adapted from Sexual Violence and the Spectrum of Prevention: Towards a Community Solution
EMERGENCY NOTIFICATION AND RESPONSE

UM Emergency Alert System

UM Emergency Alert is a mass, urgent notification system, comprised of a variety of methods by which the University, without undue delay, will notify students, faculty and staff of an active, major campus emergency:

- Text messages (SMS) to cell phones
- Voice messages to telephones
- Emails
- Website posting (www.umich.edu)
- Twitter feed (@umichdpss)
- Some campus digital signs

When the U-M DPSS commanders confirm there is a significant active emergency or dangerous situation impacting the public safety of the campus, an urgent notification will be sent without undue delay through the UM Emergency Alert system. Initial confirmation by DPSS may occur by observation of a police or security officer, multiple witness telephone calls, alarms activating in the DPSS Communications Center or a confirmed report from another emergency responding agency (such as the National Weather Service, the fire department, ambulance, hazardous materials response team, FBI, County Public Health, etc.).

Examples of activations may include:

- When a person actively shooting a weapon is threatening campus
- When a tornado warning is issued for the county
- When a major hazardous material spill is impacting a large portion of campus.
- Police tactical response to a suspected armed person
- When U-M administration declares an Emergency Reduction in operations.

Localized incidents within a building (such as a small fire, hazardous material spill in a lab or non-confirmed bomb threat) probably will not require a mass notification.

The emergency message content will contain pre-scripted brief messages or tailored content developed in consultation with the U-M DPSS Commander. The message will be sent by the DPSS Communications Center or division personnel. This information will be shared to help the public take action for their safety, unless, in the professional judgment of DPSS commanders, issuing a notification will compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. Follow-up information, including an “all-clear” message, will be disseminated as appropriate, except for an expired weather warning.

As a large multi-campus system, we require more than a single mode of notification in an emergency. UM Emergency Alert adds to the array of communication methods used during campus emergencies, such as building alarms and public address announcements. However, the UM Emergency Alerts are issued campus-wide, not to smaller segments of the community.

In order to receive urgent notification alert messages, faculty, staff and students may register (via Wolverine Access) telephone or cell phone numbers and a device to receive text messages. Additionally, the University automatically will register all faculty, staff and student umich email addresses.

Timely Warnings

When a crime is reported to law enforcement or a Campus Security Authority, either on or off campus, that in the judgement of the commanders of U-M DPSS constitutes an ongoing or continuing threat to the University community, a campus-wide “Crime Alert” will be issued to serve as a timely warning and to aid in the prevention of similar crimes. The UMPD Chief or designee and Public Information Officer will develop the content of the warning. Victim’s names will never be disclosed in the alerts or to media. Crime alerts likely will not be issued when the release of such information would compromise an investigation or when the report is made after considerable delay, such as seven or more days.

A copy of the crime alert will be posted on the DPSS website (www.dpss.umich.edu) and emailed to all students, faculty and staff. Fliers will available online to schools, colleges and departments at the University for posting. The DPSS website is accessible via computer by all faculty, staff and students as well as the public. Anyone with information warranting a timely warning should report the circumstances to DPSS by telephone (734) 763-1131 or in person at the Campus Safety Services Building at 1239 Kipke Dr., east of Crisler Arena.

Other Communication Methods

In addition to the UM Emergency Alert system and crime alerts, DPSS may employ a variety of communication methods to inform building occupants or a larger portion of campus about imminent safety threats. Communication methods will be employed based on a number of factors that will be evaluated for each incident, such as the nature and extent of the threat, the technology available in that building or area, the time of day, etc. Other communication methods may include use of the city’s outdoor warning sirens, public address systems, fire alarm systems, digital signage, handheld or vehicle-mounted bullhorns, portable radios, mass media, door-to-door notification and social media. Usually a summary of an incident will be posted on the DPSS website as well (www.dpss.umich.edu).

Emergency Operations Plan

Emergency procedures, including evacuation and shelter-in-place instructions, are posted on the DPSS Emergency Management website at www.dpss.umich.edu/emergency-management/. Flipcharts containing these procedures are posted in laboratories. Emergency Procedure posters with basic instructions also are posted in classrooms, employee lounges, hallways and other high traffic areas around campus. Building-specific evacuation maps are posted in strategic locations in occupied campus buildings.

Students, faculty and staff with questions about emergency procedures in their building should check with their facility manager or contact DPSS Emergency Management at (734) 763-8391.

Emergency preparedness plans are exercised at minimum each year. These exercises could be announced or unannounced drills or tabletop, functional or full-scale exercises.

The following exercises were conducted in 2014:

- Michigan Stadium full-scale – July
- Kelsey Museum of Archaeology tabletop – August
- Executive leadership tabletop – October

A minimum of one fire drill per academic year is conducted in each residence hall. The UM Emergency Alert system is tested once each semester. Additionally, emergency response training presentations by DPSS staff are available for staff and faculty meetings.
Missing Student Notification protocol

During student move-in, on-campus residents are required to fill out their emergency information cards. These cards also provide residents with the ability to provide a confidential contact (a person to be called if they are believed to be missing). The information on the card also informs the residents that if they are under the age of 18 and are missing, police will contact their parent or legal guardian, unless they are deemed an emancipated minor. The information is maintained at the building level and available to professional Housing staff and police, for purposes of pursuing a missing persons investigation.

If someone has concern that a student resident is missing, this concern should be reported to a University Housing professional staff member. Housing Security in collaboration with Residence Education and other Housing partners will conduct a preliminary investigation in order to verify the situation, and will obtain information around circumstances that relate to the student in question. If preliminary investigations are unsuccessful in locating the student and/or show cause for concern, Housing Security immediately will engage the U-M Police Department for assistance and formal reporting. UMPD will make notification to the confidential contact designated by the student, if the student is deemed missing through investigative efforts. That contact will be made within 24 hours of that determination.

HATE CRIME

A hate crime, generally, refers to a crime committed not out of animosity toward a victim as an individual, but out of hostility toward the group to which the victim belongs. Hate crime is the violence of intolerance and bigotry, intended to hurt and intimidate someone because of their race, ethnicity, national origin, religion, sexual orientation, gender identity, or disability.

Reporting Bias Incidents

The University of Michigan is committed to the success of all our students, staff and faculty. By working to create an environment that values and celebrates our diverse community and fosters respect for every individual, you can help ensure that all persons can perform up to their full potential.

If you witness or experience conduct that discriminates, stereotypes, excludes, harasses or harms anyone in our community based on their identity (such as race, color, ethnicity, national origin, sex, gender identity or expression, sexual orientation, disability, age or religion) please report it to the University by calling (734) 615-BIAS (2427) or online at www.urespect.umich.edu.

If you believe you have experienced a hate crime, you may report it directly to the U-M DPSS (on-campus) at (734) 763-1131 or the Ann Arbor Police (off-campus) at (734) 994-2911.

If you are not sure you have experienced a hate crime and would like to discuss the incident, please call (734) 615-BIAS (2427).

INDECENT EXPOSURE

Indecent exposure is a form of sexual exploitation and is a serious offense. Often the assailant is someone who perpetrates repeatedly in the same location.

RISK REDUCTION TECHNIQUES

Indecent Exposure

- If you witness this type of behavior, yell loudly to alert others around you and run away if you are fearful of attack.
- Call 9-1-1 for police assistance, or use an emergency blue light phone.
- Call SAPAC (734) 936-3333 for support and assistance.

MEDICAL EMERGENCIES

Call 9-1-1 for emergency response. Emergency health care providers on campus include the following:

Providers

U-M Health System Emergency Room
1500 East Medical Center Drive
(734) 936-6666
www.med.umich.edu/em/
UMHS ER provides emergency care 24 hours/day, 7 days/week. It is a nationally recognized trauma center, equipped to deal with all urgent and emergency problems for persons of all ages.

U-M Psychiatric Emergency Service
1500 East Medical Center Drive
(734) 996-4747
www.med.umich.edu/psych
U-M Psychiatric ER provides psychiatric emergency care 24 hours/day, 7 days/week, including emergency walk-in consultation and phone service for persons of all ages.

University Health Service (UHS)
207 Fletcher Street
Ann Arbor, MI 48109-1050
(734) 764-8320 General Information, appointments and advice
(866) 204-1082 After-hours advice (for urgent concerns) www.uhs.umich.edu
UHS is a comprehensive health and wellness resource, all in one building on central campus. UHS can handle minor emergencies but is not equipped to handle major medical emergencies. Nurse advice is available, day or night, which may prevent a trip to UHS or the ER. UHS provides wellness services.

For more information on UHS, see page 37.

Handling Alcohol Emergencies

Alcohol or other drug overdoses can result in bizarre behavior, unconsciousness and death. Know the signs of an alcohol emergency and know what to do.

What you need to do:

Don't assume a person will sleep it off! People may pass out before all the alcohol or other drugs reach the brain. The heart and lungs can slow to the point of stopping. Do not use cold water or caffeine to attempt to wake the person up. Do not force food or exercise on him/her.
**Stay with the person.** Turn and keep the person on his/her side to prevent choking on vomit.

**Call 911 immediately if the person:**
- Is unconscious or semi-conscious (does not respond when you shake, shout at, pinch or prod him/her)
- Has skin that is pale, bluish (especially around the lips and fingernails), cold or clammy
- Has slow, irregular or shallow breathing (8 or fewer breaths/minute)
- Used alcohol with other drugs (especially depressants like Oxycontin or Xanax)
- *When in doubt, call 911.*

**Medical Amnesty**

Medical amnesty helps ensure that minors at medical risk as a result of alcohol intoxication will receive prompt and appropriate medical attention. It removes perceived barriers to seeking help.

Michigan law continues to prohibit a minor from purchasing, consuming, or possessing, or attempting to purchase, consume, or possess, alcoholic liquor and from having any bodily alcohol content.

A minor (under the age of 21) will be exempt from prosecution as follows:
- A minor who, after consuming alcohol, voluntarily presented himself or herself to a health facility or agency for treatment or observation, including medical examination and treatment for any condition as a result of sexual assault (as defined in Michigan law).
- Any minor who accompanied another minor who, after consuming alcohol, voluntarily presented himself or herself to a health facility or agency for treatment or observation, including medical examination and treatment for any condition as a result of sexual assault (as defined in Michigan law).

Any minor who initiated contact with law enforcement or emergency medical services personnel for the purpose of obtaining medical assistance in connection with a legitimate health care concern.

For more information on alcohol and other drugs, visit www.uhs.umich.edu/aod

**Handling Hazardous Material Emergencies**

**Chemical, Radioactive, and Biohazard Materials**

The most important thing you can do to help in a hazardous material emergency is be prepared. As part of your routine operation, you should know the hazards associated with the materials that you work with and what immediate steps to take if you or a co-worker are exposed. You also should know the locations of fire extinguishers, first aid kits, emergency eye wash stations and showers.

The most important thing to do in an emergency is call 9-1-1 as soon as possible and provide the communications officer with as much information as you can.
- Exact location of the incident and its surroundings (i.e., storm drains).
- Name of the material spilled and the amount.
- Report any injuries.
- Report any noticeable release into the environment.
- Provide a safe location where you can meet with emergency crews.

For small spills in your work area, perform cleanup if:
- You have received appropriate training for the materials involved.
- You have access to the necessary personal protective equipment.
- You have access to the necessary equipment to clean up the materials.

If you have been contaminated, remain at your location if it is safe to do so. Minimize your movement to avoid spreading contamination.

For additional information consult U-M's Hazardous Materials Management group in Occupational Safety and Environmental Health at (734) 763-4568. By being prepared and knowing what actions to take in an emergency, you can make your work area a safer place!

**PROPERTY SAFETY**

**Laptop Computer & Bicycle Registration**

Laptops, other portable electronic devices and bicycles are easy targets for theft. In addition to the cost of replacement, they often have personal information and intellectual property that can be difficult or impossible to recover and protect. The University of Michigan Division of Public Safety and Security offers a free Laptop, Personal Electronic, and Bicycle Registration Program to members of the campus community to deter theft and avoid the consequences or assist in the recovery of stolen property.

Once you register your information, you’ll receive two stickers to place on your property. These stickers will help serve as a theft deterrent. Additionally, if your property is found or recovered, the registration record will help police return your property to you. The program is intended for the University community. Visit the U-M DPSS website (www.dpss.umich.edu) for more details.

**TRANSPORTATION OPTIONS**

For updated campus transportation information, visit www.pts.umich.edu

**University Buses**

University buses, in general, run seven days per week year round, except for six official holidays. Specific routes may vary by day and time of year. Visit www.pts.umich.edu for specific routes and schedules, including the “magic bus” map to show current bus locations.

**Ann Arbor Area Buses**

The Ann Arbor Area Transportation Authority (The Ride) operates the local public transit system for greater Ann Arbor and Ypsilanti. Patrons with a valid MCard may ride for free. Visit www.theride.org for details and bus routes.

**SafeRide**

SafeRide is a free late-night service that transports students, faculty, and staff to their residence or vehicle in their off-campus neighborhood. Riders may use this service once per evening and must present a valid U-M ID.

Upon calling SafeRide, users will be presented with two ride options based on their pick-up location and time:
1. From any U-M building between 10pm and 2am (fall and winter semesters only).
2. From Shapiro Undergraduate Library, the Duderstadt Center, or the Cancer Center between 2am and 7am.

To request a ride, call (734) 647-8000.
**WORKPLACE VIOLENCE AND THREATS**

The University is committed to maintaining an environment that is safe and free from violence and will not tolerate violent and threatening behavior. All University community members share this responsibility and are expected to maintain a safe and secure climate through behavior that does not involve acts of violence, threats or aggression as outlined in the U-M Standard Practice Guide (spg.umich.edu/policy/601.18).

Acts of violence and aggression include verbal or physical actions that create fear or apprehension of bodily harm or threaten the safety of a supervisor, co-worker, faculty member, student, patient, member of the general public or the University community at large. Examples of such behavior include on or off duty or off premises acts that adversely affect the University:

- Any act which is physically assaulting
- Behavior or actions that would be interpreted by a reasonable person as carrying a potential for violence and/or acts of aggression
- Any act that threatens harm to another person or damage to property
- Domestic violence
- Stalking (including electronic stalking)

Acts of violence cannot be predicted with absolute certainty, although we can minimize the risk to everyone when behaviors that are observed are reported to appropriate authorities. Often threats or acts of aggression escalate to a level of violence when there is poor communication with a person and that person cannot cope under the stress of confrontation.

When interacting with a potentially aggressive or violent person, be aware of your reactions, report all behaviors to others, and follow these suggested guidelines:

- Remain calm, speak in a low voice... don’t argue or agree with distortions.
- Let them know of consequences... “I’ll call the police if you don’t sit down and stop yelling... I can’t help you if you don’t calm down.”
- Avoid invasion of “personal space;” keep a safe distance of 3-6 feet; place barriers between you and the subject.
- Treat people with respect regardless of their behavior and avoid being judgmental.
- Do not make promises that you cannot fulfill.
- If the person has an appeal to a higher authority, then so inform them.
- Report all behaviors to appropriate authorities or UMPD at “9-1-1.”

If the behavior reaches the point of violence then:

- Remain calm. Dealing with the person calmly and confidently will help reduce further communication problems.
- Call “9-1-1.” If you cannot call yourself, have someone else call for you.
- Do not try to physically force a person to leave. Do not touch the person.
- If violent behavior is occurring, escape, hide if not already seen, or cover up.
- Position yourself, if possible, so that an exit route is readily accessible.
- Never attempt to disarm or accept a weapon from the person in question.
- Don’t argue, threaten, or block their exit.

Any member of the University community, contractor, or visitor can report a violation and seek assistance. In addition, employees in positions of authority (including deans, directors, chairs, supervisors, faculty, graduate student instructors, coaches or others who oversee employees or students) have an obligation to contact the appropriate resources if they see or are informed of violence or threats of violence. Resources include:

- The U-M Division of Public Safety and Security provides consultation and preventive services as well as an immediate law enforcement response.
- The Office of Student Conflict Resolution (OSCR) addresses violence or threats of violence perpetrated by students. Members of the University community, contractors and visitors concerned about such violence should contact OSCR and/or the appropriate dean or department chair.
- Academic and Staff HR Services addresses violence or threats of violence that involves a faculty or staff member. Members of the University community, contractors and visitors concerned about such violence should report to the appropriate manager and/or to Academic and Staff HR Services. Supervisors receiving such reports should contact Academic and Staff HR Services.

**Seeking Confidential Counseling**

Faculty and staff may contact the Faculty and Staff Assistance Program (FASAP) for any personal concerns related to violence or aggressive behavior.

Students may seek services from Student Life Counseling and Psychological Services (CAPS).

Faculty, staff and students may contact the Sexual Assault and Prevention Awareness Program (SAPAC) in cases of sexual assault, domestic or dating violence or stalking.
### Safety and Risk Reduction Techniques

The following prevention tips are offered to help ensure personal safety and the safety of one’s belongings.

#### ACTIVE SHOOTER RESPONSE

**Call 911**

**Run**
- Evacuate via a safe route and remove yourself from the threat.
- Encourage others to leave but don’t slow down to escape.
- Prevent others from walking into the danger zone.

**Hide - if not safe to run**
- Seek a safe location
- Secure area by locking or barricading door.
- Turn off the lights and silence electronic devices.

**Fight - as a last resort**
- Distract, disorient and disarm the shooter.
- Use improvised weapons.
- Fight to survive.

### AUTOMATED TELLER MACHINE (ATM) SAFETY

ATMs are conveniently located all around Ann Arbor and some areas of the campus. You can help to protect yourself and your property by following these easy tips:

- Choose a well-lit ATM and have someone with you when using the machine at night.
- Be ready. Have your card handy, but not necessarily in plain view.
- Stand directly in front of the machine so that no one can see you enter your Personal Identification Number (PIN).
- Cancel your transaction and return later if anything seems suspicious.
- Pocket your cash immediately and count it later.
- If you lose your ATM card, report it immediately to your financial institution.

### BICYCLE SAFETY

To cycle safely, remember to:

- Ride with the traffic or use bike paths whenever possible.
- Follow same driving laws as motor vehicles.
- Use reflectors, reflective tape, or other similar devices on bikes or on your clothing.
- Lights are required at night.
- Bicycles are attractive targets for thieves and vandals. The following simple but effective tips can make your bike a less attractive target for crime:
  - Lock it up: Use a heavy-duty bike lock (a U-bar lock is recommended).  
  - Lock your bike to a bike rack, preferably in a public place.

For your own personal use, record the identifying characteristics and the serial number of your bike, and keep the information in a safe place. Register your bicycle with the U-M DPSS [www.dpss.umich.edu](http://www.dpss.umich.edu).

### COMPUTER AND IDENTITY INFORMATION SAFETY

Protect your computer and mobile devices:

- Register your electronics with the U-M DPSS [www.dpss.umich.edu](http://www.dpss.umich.edu) to deter theft and assist in tracking lost or stolen devices.
- Use a password or PIN to lock portable devices.
- Never leave them unattended. They are very easy to steal.

**Protect yourself and your information online:**

- Use up-to-date anti-virus and anti-spyware software available at no cost to the U-M community at [www.safecomputing.umich.edu/antivirus](http://www.safecomputing.umich.edu/antivirus).
- Use passwords wisely.
  - Never use your UMICH Kerberos password (the one you use for Wolverine Access) for non-U-M accounts.
  - Use a different strong password for each online account.
  - Never share your password with others.
  - Never use another person’s password.
- Be wary of peer-to-peer file sharing, which can open your computer to infection. It also can make you vulnerable to costly legal problems. Find out more at [www.safecomputing.umich.edu/copyright](http://www.safecomputing.umich.edu/copyright).
- Never respond to an e-mail request for private personal information such as your social security number, password, or credit card number; no legitimate company will request information in this way.
- Lock your screen or log out before you walk away from any publicly accessible computer.
- Call the U-M DPSS at (734) 763-1131 immediately if you receive a threatening e-mail or if your device is stolen.

For more tips and information, see [www.safecomputing.umich.edu](http://www.safecomputing.umich.edu).

### DRIVE AND VEHICLE SAFETY

Effective safety tips include:

- Have your keys in hand before you reach your vehicle.
- Check the interior of your vehicle before entering it.
- If you have a flat tire in a questionable area, drive on it until you reach a safe, well-lit area.
- When parking your vehicle at night, select a spot that is well lit.
- Always keep car doors locked.

#### FIRE SAFETY

- If you see smoke or fire, activate the fire alarm and call 911 from a safe location.
- Familiarize yourself with locations of fire alarm pull stations, fire extinguishers, stairways and emergency exits in your building(s). Always identify two means of egress from your location.
- If the building’s fire alarm sounds, immediately evacuate via the nearest exit, encouraging those around you to evacuate as well.
- Fire alarm activations require “full” evacuation of all affected buildings.
- Evacuate through the nearest available exit.
- Use stairs, not elevators.
- Assist those with disabilities or special needs.
- Stay clear of building exits and fire lanes.
- Meet at designated assembly areas.
- Re-enter only when directed by authorities.

#### HOME SAFETY

**University Residence Halls:**

- Make a habit of keeping your doors locked.
- Lock your room door when sleeping, when leaving a roommate asleep inside, and when leaving your room.
- Do not leave valuables in open view. Take valuables home during vacation.
- Never prop open doors to residence halls.
- Do not allow door to door salespeople to enter your room. Report them to the U-M DPSS.
- Require identification and authorization from maintenance staff requesting access to your room.
- Report to the residence hall staff all doors, locks, and windows that are in need of repair.
- Be suspicious of unknown persons loitering or checking doors in your hall and call the U-M DPSS to report them.
- Backpacks, purses, book bags, etc., should never be left unattended.

**If you live in the City of Ann Arbor:**

- The Ann Arbor Police Department provides Operation Identification. This program allows residents to borrow an engraving tool to mark their valuables.
- The Ann Arbor Police Department coordinates a Neighborhood Watch Program which encompasses the entire city of Ann Arbor. It is recommended that residents know the name of their neighborhood Block Captain.
OBSCENE PHONE CALLS
- Make a police report. Traps can be put on your phone after a police report has been made.
- Change your phone number.
- If they leave an obscene message on your phone answering machine, save the tape so the police can make a copy.
- Tell the caller that the police have been notified and that a tracer is on your phone.

OFFICE, CLASS-ROOM, OR LABORATORY SAFETY
- Avoid working or studying alone in a building at night. If you must work late, let somebody you trust know where you are and when you will be done.
- Avoid using stairs in remote sections of a building.
- Keep your purse in a locked cabinet or drawer. Never leave it in, on top of, or underneath a desk.
- While in class, the library, or the lab, keep personal belongings in view.

OUTDOOR SAFETY
- Learn the locations of all campus blue light emergency phones.
- Take advantage of nighttime transportation services—see page 20.
- Walk on designated walkways that are well lit and well traveled.
- Walk confidently and assertively. Be alert and aware of your surroundings.
- Purses should be carried close to the body and secured under one arm. Backpacks should be carried over one shoulder and secured with one arm.
- Do not run or jog alone, especially at night.
- Do not ever hitchhike.
- Avoid shortcuts through parks, vacant lots, and other deserted places.
- If you are followed by someone in a car, turn around and walk in the opposite direction.

CRIME PREVENTION
If you have any questions regarding campus safety or crime prevention, please call the U-M DPSS at (734) 763-8391.

ROBBERY
The most important thing you can do during a robbery is to prevent, if possible, any violence. Always assume that the robber is armed, even if you can’t see a weapon, and act accordingly:
- Get it over with quickly. If you try to stall, the robber may be more prone to violence.
- Do what the robber asks, but don’t volunteer to do anything more.
- Don’t fight or try any impulsive heroics; the risk is great if the robber is armed.
- Don’t chase the robber.
- Call 9-1-1 immediately.

SUSPICIOUS ACTIVITY
Since safety is everyone’s responsibility, it is important for people to be aware of types of behavior and actions which may signal criminal activities. In the University setting, these may include:
- A person who seems to be wandering in the hallways or lurking about the building.
- Any unusual or suspicious noise that you can’t explain, such as breaking glass or pounding.
- Vehicles moving slowly without lights or to no apparent destination.
- A stranger sitting in a vehicle for an extended period of time for no apparent reason.
- A person hanging around residence hall windows or parking lots.
- Persons removing property from a building late at night.

STALKING
- Report all incidents to police.
- Explain how you were frightened, terrorized, distressed, or threatened.
- Call SAPAC (734) 936-3333 for support and assistance.
- See the “Stalking Laws” on page 31 of this book.
- Tell friends and family what is happening.
- Keep a log of stalker contacts or incidents.
- Consider the option of a personal protection order.

Remember, if you are in doubt, contact the police. They will be able to assist you in determining whether or not there is cause for alarm and if it is necessary to respond.

The U-M DPSS staff suggest the following approach to reporting suspicious activity on campus. A copy of this information, available in a pamphlet entitled “What is Suspicious?” can be obtained from the U-M DPSS.
- Remain calm. Keep away from the suspicious person(s) or activity. Call 9-1-1 or pick up a campus blue light emergency phone or a carport phone.
- Tell the police whether the crime is in progress or has already been committed. If you see a crime in progress, report it IMMEDIATELY.
Buildings and property labeled on this map, except public parking structures, are considered as “on campus” property for Clery-reporting purposes. See page 6 for Clery geography explanations.
UNIVERSITY POLICIES

Student Sexual Misconduct Policy

In 2013, the University approved and implemented a new Student Sexual Misconduct Policy and reporting mechanism. Currently it is undergoing a review and a revised version is anticipated to be implemented in early 2016. The Policy includes process, expectations and rights, and many resources for addressing perceived sexual misconduct. The Policy also encourages anyone who believes they have been sexually assaulted to contact UMPD or if off-campus, contact local law enforcement.

Visit www.studentsexualmisconductpolicy.umich.edu to view the policy and resources or to file a report.

Overview

The University of Michigan (University or U-M) values civility, dignity, diversity, education, equality, freedom, honesty, and safety, as described in the Statement of Student Rights and Responsibilities, and is firmly committed to maintaining a campus environment free from sexual harassment, and sexual assault, collectively referred to in this policy as sexual misconduct.

Sexual misconduct jeopardizes the mental, physical, and emotional welfare of our students, as well as the safety of our community. Sexual misconduct diminishes students’ individual dignity and impedes their access to educational, social, and employment opportunities. It can permanently impact students’ lives and may cause lasting physical and psychological harm. Sexual misconduct violates our institutional values and its presence in the community presents a barrier to fulfilling the University’s scholarly, research, educational, patient care, and service missions. Sexual misconduct, therefore, will not be tolerated at the University of Michigan and is expressly prohibited.

This policy provides information regarding the University’s prevention and education efforts related to sexual misconduct by students, as well as how the University will proceed once it is made aware of student sexual misconduct in keeping with our institutional values and to meet our legal obligations under Title IX and other relevant law.

Policy Summary

Respect

This policy applies to all students and all students engaging this policy can expect to be treated with respect as the University seeks to provide an appropriate, private, timely and fair response to reports of sexual misconduct by students. Retaliation will not be tolerated. For more information about student rights, go to the Student Expectations and Rights section of this policy.

Report

The University strongly encourages the reporting of sexual misconduct. The University will respond to any report of sexual misconduct made to a non-confidential University employee. All reports to non-confidential employees will be reported to the U-M Title IX Coordinator in the Office for Institutional Equity. To access confidential assistance, students may contact a confidential reporting location. The University strongly encourages anyone who believes they experienced a sexual assault (or any other crime) to make a report to the University of Michigan Police Department.

Respond

The University will respond to reports of student sexual misconduct with support and resources and proceed in a way that seeks to honor the rights of the students affected by the report. To this end, if a Complainant requests confidentiality and/or decides not to participate in the response process, the University will consider this request and proceed in a way that takes into account the safety and wellness of the community (including that of the Complainant). For more information, go to the Decision to Proceed with Investigation section of this policy.

Review

A report of sexual misconduct will be reviewed, and if deemed appropriate, investigated by the Title IX Coordinator or designee. In the interest of privacy, investigations will not involve a hearing or require that participants meet together. If the evidence supports (based on “a more likely than not” standard) a finding of responsibility, the matter will proceed to the sanctioning process. Sanctions will be determined either by agreement (with input from all parties) or by a Resolution Officer (if parties are not in agreement regarding the appropriate sanctions). Either party may appeal the outcome of the matter based on the specific grounds outlined in this policy. For more information, go to the Review of the Decision section of this policy.

Policy Content

The policy, which can be viewed at the website listed above, includes the following sections:

• Building a Safe and Just Educational Environment Free from Sexual Misconduct
• Policy Coverage
• Reporting Sexual Misconduct
• The University’s Response Procedure
• Sanctioning
• Review of the Decision
• Informal Resolution Options
• Student Expectations and Rights
• Definitions
• Related Information
• Offices and Roles
• Annual Reporting

Reports to Law Enforcement

The University also encourages anyone who believes they experienced a sexual assault (or any other crime) to make a report to the University of Michigan Police Department (UMPD), if the assault occurred on campus, or to local law enforcement, for assaults occurring off campus. Collection and preservation of evidence relating to the reported sexual assault is essential for law enforcement investigations, so prompt reporting of the incident to law enforcement is especially critical. Designated University staff will, upon request, assist an individual in making a report to law enforcement. For assaults occurring in the
residence halls or at the University Health System, Housing Security or Hospital Security, respectively, can assist in making a report to UMPD. For reports relating to off-campus assaults, UMPD can assist in identifying the appropriate law enforcement agency to which to make the report. Individuals also may choose not to notify law enforcement.

In addition, upon being notified of a potential sexual assault or other form of sexual misconduct that may also constitute a crime, the Title IX Coordinator will notify U-M DPSS to ensure appropriate distribution of University-wide warnings, if needed, and maintenance of accurate statistics.

Policy highlights
An array of action steps, resources and noteworthy highlights of the policy include:

- Survivors may report sexual assaults to the U-M Police Department (911 or use the emergency “blue light” phones on campus grounds), to the Ann Arbor Police or other local law enforcement for incidents that occurred off-campus, to the Sexual Assault Prevention and Awareness Center ((734) 998-9368 or 936-3333 24-hour Crisis Line), to the Office of the Dean of Students ((734) 764-7420), or to the Office of Student Conflict Resolution ((734) 936-6308). Staff will assist students, if the student requests, in notifying police.
- All University personnel are encouraged to immediately refer sexual assault survivors to the SAPAC Office or Dean of Students.
- Survivors and persons receiving reports of sexual assault are reminded of the importance of preserving evidence that may be necessary to the proof of criminal sexual assault or for use in University disciplinary proceedings or in obtaining a protection order.
- Student survivors may choose to change University housing and academic arrangements, if such changes are reasonably available, without academic penalty, regardless whether a police report is made.
- The University will provide written notification to survivors about options for, and available assistance in, changing academic, living, transportation and working situations.
- The University’s written determination will be provided simultaneously to the participating Complainant and Respondent, or to the next of kin, if the Complainant has died.
- Potential sanctions or interventions may include: formal reprimand, disciplinary probation, restitution, restriction from employment at the University, class/workshop/training/program attendance, educational project, University Housing transfer or removal, professional assessment, removal from specific courses or activities, no contact, suspension, expulsion.
- No one associated with the University may retaliate, intimidate, threaten, coerce or otherwise discriminate against anyone for exercising his/her rights or responsibilities under this process.
- The University will provide statistics of reported sexual assaults as required and defined by the Clery Act and the Student Right-to-Know Act.

Potential sanctions or interventions may include: formal reprimand, disciplinary probation, restitution, restriction from employment at the University, class/workshop/training/program attendance, professional assessment, removal from specific activities, no contact, suspension, expulsion.

University of Michigan Alcohol and Other Drugs (AOD) Policy for Students, Faculty and Staff
The U-M Alcohol and Other Drugs Policy for Students, Faculty and Staff was revised in September 2014 in compliance with the Drug Free Workplace Act and the Drug Free Schools and Communities Act. The AOD Policy introduction, policy statement, prevention strategies overview and details pertaining to alcohol and marijuana laws as well as medical amnesty are included here. The complete policy, including counseling and treatment program resources as well as penalties and sanctions, can be viewed at www.alcohol-drug-policy.umich.edu.

Introduction
The University of Michigan-Ann Arbor is committed to providing a safe, healthy learning community for all its members. The University recognizes that the improper and excessive use of alcohol and other drugs may interfere with the University’s mission by negatively affecting the health and safety of students, faculty and staff. Problems such as vandalism, assault, harassment, sexual misconduct, and disruption of sleep and study space increase in relation to misuse. It is due to the harm caused by excessive and illegal use that the University has a vested interest in establishing polices to prohibit unlawful behavior and sanctions to address policy violations by members of the U-M community.

Under the Drug Free Workplace Act and the Drug Free Schools and Communities Act, the University is required to have an alcohol and other drug policy and distribute this policy annually to all employees and students. This policy must outline the University’s prevention, education and intervention efforts, and consequences that may be applied by both the University and external authorities for policy violations. The law also requires that individuals be notified of possible health risks associated with the use and abuse of alcohol and other drugs, and sources of assistance for problems that may arise as a result of use.

U-M Alcohol and Other Drugs Policy
For the purpose of this Policy, the term “drug” includes:

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

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

Michigan law prohibits the dispensing, selling or supplying of drugs or alcoholic beverages to a person under 21 years old. Employees, students, faculty and campus visitors may not unlawfully manufacture, consume, possess, sell, distribute, transfer or be under the influence of alcohol, illicit drugs or...
controlled substances on University property, while driving a University vehicle or while otherwise engaged in University business. The only exception to this Policy is that individuals of legal age may consume alcohol on University property in a manner consistent with University policy and State of Michigan law. University property, as defined in this Policy, includes all buildings and land owned, leased, or used by the University, and motor vehicles operated by employees, including personal motor vehicles, when used in connection with work performed for or on behalf of the University.

If alcohol is to be served at any event/meeting outside one of the licensed facilities on campus (Michigan League, Michigan Union, Pierpont Commons, Oxford Conference Center, Business Executive Residence), the General Counsel's frequently asked questions web page should be referenced for proper handling: www.ogc.umich.edu/faq_alcohol.html

Any person taking prescription drugs or over-the-counter medication is personally responsible for ensuring that while taking such drugs or medications, he or she is not a safety risk to themselves and others while on University property, while driving a University or privately owned vehicle, or while otherwise engaged in University business. It is illegal to misuse prescription medication, i.e. continue to use medication when the prescription is no longer valid, use prescribed drugs contrary to the prescription, and give or sell prescribed drugs to another person. Misusing prescription drugs can result in conviction with jail time.

The University of Michigan is a smoke-free campus. Please refer to www.hr.umich.edu/smokefree/ for more information.

U-M Alcohol and Other Drug Prevention Strategies
The University of Michigan uses evidenced-based strategic interventions, collaboration, innovation and the incorporation of the wellness dimensions to reduce harmful consequences of alcohol and other drug use.

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

For more detailed information on the U-M alcohol and other drug prevention strategies contact the Director of Wolverine Wellness at (734) 763-1320.

Alcohol: Under Michigan law, it is illegal for anyone under the age of 21 to purchase, consume or possess, or have any bodily content of alcohol. A first-time conviction may result in a fine, substance abuse education and treatment, community service and court-ordered drug screenings. There also is a provision for possible imprisonment or probation for a second or subsequent offense. Use of false identification by minors in obtaining alcohol is punishable with a fine, loss of driver’s license, probation and community service.

Individuals can be arrested and/or convicted of operating a vehicle while intoxicated with a blood alcohol concentration (BAC) level at .08 or higher. If a student is under 21, there is a “zero tolerance” law in the state of Michigan and any blood alcohol level of .01 or higher can lead to a minor in possession (MIP) citation as well as being cited for operating a vehicle while intoxicated, if applicable. This is in addition to suspension of driving privileges in the state of Michigan.

Medical Amnesty: To better ensure that minors at medical risk as a result of alcohol intoxication will receive prompt and proper medical attention, the State of Michigan provides for medical amnesty to remove perceived barriers to calling for or seeking help.

Michigan law continues to prohibit a minor from purchasing, consuming, or possessing, or attempting to purchase, consume, or possess, alcoholic liquor and from having any bodily alcohol content. The medical amnesty law provides an exemption from prosecution for the following:

- A minor (under the age of 21) who, after consuming alcohol, voluntarily presents himself or herself to a health facility or agency for treatment or observation, including medical examination and treatment for any condition as a result of sexual assault (as defined in Michigan law).
- Any minor (under the age of 21) who accompanied a minor (under the age of 21) who, after consuming alcohol, voluntarily presented himself or herself to a health facility or agency for treatment or observation, including medical examination and treatment for any condition as a result of sexual assault (as defined in Michigan law).
- Any minor (under the age of 21) who initiated contact with law enforcement or emergency medical services personnel for the purpose of obtaining medical assistance in connection with a legitimate health care concern.

The University of Michigan maintains the discretion to refer the individual for appropriate educational intervention(s).

Marijuana: The laws regarding marijuana possession on campus differ from those in the city of Ann Arbor. The property occupied by the University of Michigan is under the jurisdiction of the laws of the state of Michigan. Under these laws, possession of marijuana on U-M property is a misdemeanor, punishable by a fine up to $2,000 and/or imprisonment of up to one year. Persons convicted of possession of marijuana off U-M property but in the city limits of Ann Arbor will be charged with a civil infraction and required to pay a fine.

Michigan Law Governing Marijuana: The Michigan Medical Marijuana Act (MMMA) conflicts with federal criminal laws governing controlled substances, as well as federal laws requiring institutions receiving federal funds, by grant or contract, to maintain drug-free campuses and workplaces. The University of Michigan receives federal funding that would be in jeopardy if those federal laws did not take precedence over state law. Thus the use, possession or cultivation of marijuana in any form and for any purpose continues to violate the UM Alcohol and Other Drug Policy and is prohibited at the University of Michigan.
Statement of Student Rights and Responsibilities

The Statement of Student Rights and Responsibilities was revised in July 2013. It outlines 20 violations of University values. Currently it is undergoing a triennial review. The revised version is anticipated to be implemented in early 2016. The complete Statement can be found at https://oscr.umich.edu/statement

I. Introduction

The University of Michigan-Ann Arbor (the University) is dedicated to supporting and maintaining a scholarly community. As its central purpose, this community promotes intellectual inquiry through vigorous discourse. Values which undergird this purpose include civility, dignity, diversity, education, equality, freedom, honesty, and safety.

When students choose to accept admission to the University, they accept the rights and responsibilities of membership in the University’s academic and social community. As members of the University community, students are expected to uphold its previously stated values by maintaining a high standard of conduct. Because the University establishes high standards for membership, its standards of conduct, while falling within the limits of the law, may exceed federal, state, or local requirements.

Within the University, entities (such as schools and colleges; campus, professional, and student organizations) have developed policies that outline standards of conduct governing their constituents and that sometimes provide procedures for sanctioning violations of those standards. This Statement of Student Rights and Responsibilities (the Statement) does not replace those standards; nor does it constrain the procedures or sanctions provided by those policies. This Statement describes possible behaviors which are inconsistent with the values of the University community; it outlines procedures to respond to such behaviors; and it suggests possible sanctions/interventions which are intended to educate and to safeguard members of the University community.

The remaining sections of the Statement include:

I. Introduction
II. Student Rights
III. Student Responsibilities
IV. Violations
V. Scope of the Violations
VI. Procedures
   o Stage 1: Initiating the Resolution Process
   o Stage 2: Resolution Process
      A. Acceptance of Responsibility and Entering into an Agreement
      B. Adaptable Conflict Resolution (including Mediation)
      C. Hearing
   o Stage 3: Appealing the Resolution Process
VII. Sanctions/Interventions
VIII. Related Procedures
      A. Emergency Suspension
      B. Procedural and Interpretive Questions
      C. Selection of Mediators, Student Panelists, and Resolution Officers
      D. Records of Resolution Actions
      E. Student Access to Records
      F. Reports of Actions
      G. Concurrent Legal and Statement Proceedings

Access Control

Residence halls are secured 24 hours a day; all other campus facilities have scheduled open hours which may vary at different times of the year. Open hours are developed by the school, college or department responsible for the facility. Notifications of changes in these hours of operation must be forwarded to the U-M DPSS by the person identified as being responsible for the building.

During scheduled business hours, public areas of the University are open to students, parents, employees, contractors, guests and invitees. During non-business hours, access is permissible by authorized persons possessing University identification and legally issued keys or access cards. Persons not in possession of a key or access card will not be allowed to remain unless accompanied by an authorized person or written authorization from the appropriate dean, director, or department head.

Keys and/or access-control cards are issued to individuals to allow them to gain general access to their assigned areas. To safeguard and protect the community, keys and access-control cards should be kept on your person at all times or secured in a locked container, drawer, etc. Never lend them out, and check them daily to assure none are missing. Never duplicate a key. Failure to follow these guidelines places the community at risk.

Residence Hall Access Control

University Housing is a residential community safeguarded, in part, by an access-control system that restricts entry to the buildings and assigned space. The following provides an overview of protocols, guidelines and understandings related to access-control.

Housing staff requiring infrequent and non-recurring access may contact the Building Facilities Manager, Housing Security or Northwood Apartments (for apartments and rental properties only) to provide entry to building rooms and selected areas. Housing staff requiring frequent and/or recurring access to a building may request assigned keys or an access-control card for those rooms or areas. This may relate to: (1) a permanent requirement; or (2) a temporary requirement for projects and special assignments. In such cases, arrangements can be made through Housing Security for keys/rings, and unit management is responsible for assuring that they are handled according to the guidelines and protocols outlined herein.

Non-Housing staff requiring infrequent and non-recurring access may contact the Building Facilities Manager, Housing Security or Northwood Apartments (for apartments and rental properties only) to provide entry to rooms and selected areas. Non-Housing staff requiring frequent and/or recurring access to a building (varying from high frequency for a short period of time, such as once per day for five days, to relatively low frequency for a long period of time, such as once a week for several months) may request keys or an access-control card for those rooms and areas. Examples include members of other University departments (such as Plant Operations and ITS), contractors working on a project, and blanket-order service vendors. The vendor or contractor will be accompanied by a security officer or other regular Housing staff member when accessing occupied student rooms or apartments in residence halls and Northwood Apartments.
Two sections of the Ordinance – Weapons (Article X) and Fire-setting and False Alarms (Article XII Disorderly Conduct) – are listed below.

Fire Setting and False Alarms

The University prohibits setting “any fire upon University property or University buildings except in approved stoves or grills or as otherwise permitted by University officials by a prior writing.” In addition, it is violation of state law to knowingly or willfully commit any one of the following actions:

- to raise a false alarm of fire at any gathering or any public place; or by telephone or in person,
- to ring any bell or operate any mechanical apparatus, electrical apparatus, or combination thereof, for the purpose of creating a false fire alarm.

Violation of the state law shall be regarded as a misdemeanor and may result in imprisonment for not more than one year and a fine in the amount of $500.00 or less.

In addition, these actions are a violation of the Statement of Student Rights and Responsibilities.

Information about fire safety systems and rules in the residence halls can be viewed at www.housing.umich.edu/services/security/firesafety.html.

STATE LAWS

State of Michigan laws can be found in the Michigan Compiled Laws (MCL) and viewed at www.legislature.mi.gov

The following excerpts can be compared with the federal definitions on page 10:

Sexual Assault – Criminal Sexual Conduct – MCL - § 750.520

“Sexual contact” includes the intentional touching of the victim’s or actor’s intimate parts or the intentional touching of the clothing covering the immediate area of the victim’s or actor’s intimate parts, if that intentional touching can reasonably be construed as being for the purpose of sexual arousal or gratification, done for a sexual purpose, or in a sexual manner for:

- Revenge.
- To inflict humiliation.
- Out of anger.

“Sexual penetration” means sexual intercourse, cunnilingus, fellatio, anal intercourse, or any other intrusion, however slight, of any part of a person’s body or of any object into the genital or anal openings of another person’s body, but emission of semen is not required.

- First Degree – MCL § 750.520b: felony punishable by imprisonment for life.
- Second Degree – MCL § 750.520c: felony punishable by imprisonment for not more than 15 years.
- Third Degree – MCL § 750.520d: felony punishable by imprisonment for not more than 15 years.
- Fourth Degree – MCL § 750.520e: misdemeanor punishable by imprisonment for not more than two years and/or $500 fine.

Consent

In Michigan, consent is not an element of criminal sexual conduct that prosecutors are required to disprove beyond a reasonable doubt. Rather, consent is an affirmative defense available for defendants who are charged with committing criminal sexual conduct under some of the provided-for circumstances. For example, consent may be used to negate the elements of ‘force or coercion’ under MCL 750.520b(1)(d)(ii); however, it is not
available for criminal sexual conduct occurring “under circumstances involving the commission of any other felony” as provided in MCL 750.520b(1)(c). Michigan’s standard criminal standard criminal jury instructions state that:

(a) person consents to a sexual act by agreeing to it freely and willingly, without being forced or coerced. It is not necessary to show that the complainant resisted the defendant to prove that this crime was committed. Nor is it necessary to show that the complainant did anything to lessen the damage to him/herself.

Therefore, consent is likely to be defined as a free and willing agreement to engage in a sexual act, provided without force or coercion, between individuals who are of sufficient age and are not mentally incapable, mentally disabled, mentally incapacitated or physically helpless.

**Domestic Violence (includes dating violence) – MCL & 750.81**

Domestic Violence = assault or assault and battery of:
- spouse or former spouse,
- an individual whom he or she has or has had a dating relationship,
- an individual with whom he or she has had a child in common, or
- a resident or former resident of his or her household.

“Dating relationship” means frequent, intimate associations primarily characterized by the expectation of affectional involvement. This term does not include a casual relationship or an ordinary fraternization between 2 individuals in a business or social context.

Misdemeanor punishable by jail for not more than 93 days and/or a $500 fine.

**Aggravated Domestic Violence** is same as above and inflicts serious or aggravated injury. Misdemeanor punishable by imprisonment for not more than 1 year and/or a $1,000 fine.

**Stalking – MCL § 750.411h:** A misdemeanor punishable by up to one year in the county jail and $1,000.00 fine. This is defined as two or more separate incidents of non-consenting contact between stalker and victim. The acts must be done willfully, be such as would cause a reasonable person to suffer emotional distress, and to feel terrorized, frightened, intimidated, threatened, harassed, or molested.

**Aggravated Stalking:** A felony punishable by a sentence of up to five years in prison and/or a $10,000.00 fine. Aggravated Stalking is defined as a violation of a Personal Protection Order, bail, probation condition, or a second offense. Stalking also is a violation of the Statement of Student Rights and Responsibilities.

---

**Sex Offender Registry**

In accordance with State laws, the U-M Police Department maintains a list of registered convicted sex offenders who reside on campus.

A non-permanent resident of Michigan who is required to register shall report her or his status within ten days in person to the U-M Police Department, if any of the following occur:
- The individual is or becomes an employee, contractual provider, employee of a contractual provider or volunteer with the University of Michigan and her/his position will require that s/he be present on the campus for 14 or more consecutive days or 30 or more total days in a calendar year.
- The status described above is discontinued.
- The individual is or enrolls as a student with the University or the individual discontinues that enrollment.

If the individual is a permanent resident of Michigan, s/he shall report her or his status in person at the local law enforcement agency having jurisdiction where her or his new residence is located. If the individual resides on campus (student residence halls and family housing units), then s/he must report her/his status to UMPD. Persons residing on University property outside of the Ann Arbor campus will be directed to the local police agency that has overall jurisdiction.

The Sex Offender list is available for public view at the UMPD (1239 Kipke Dr.). In addition, the public can access the State of Michigan Public Sex Offender Registry file via the Internet at http://www.mipsor.state.mi.us.
The Division of Public Safety and Security (DPSS) is responsible for all police and security functions related to the University’s Ann Arbor campus, including the University of Michigan Police Department, the Hospitals and Health Centers Security Services, the Housing Security and Safety Services, the University Security Services, and other campus-wide security functions.

DPSS was created in October 2012 to unify security functions that previously were embedded and reporting within different University vice presidential areas. The unification provides a more integrated approach to safety and security, improves efficacy and consistency in incident response protocols and procedures, and builds partnerships that support campus safety across the institution.

DPSS maintains a 9-1-1 Emergency Communication Center to monitor intrusion, robbery, fire, elevator, temperature, and maintenance alarms for University buildings. Appropriate response is determined and necessary action is taken. The Communications Center is operated 24 hours a day, seven days a week. The communications officers monitor radio communications from a variety of University departments as well as other public safety agencies, and dispatch resources as appropriate.

DPSS police officers have full arrest and enforcement authority on campus and in Washtenaw County as described in the UMPD section below. Non-sworn DPSS public safety and security officers, including DPSS student employees, have “citizen/private person” arrest and enforcement authority for felonies committed in the employee’s presence.

The DPSS Emergency Management assists U-M units with preparing for emergency situations that may impact the campus including planning, coordination and exercises to test readiness.

A U-M environmental safety design review committee, including a DPSS representative, meets regularly to develop short- and long-term standards and recommendations for existing buildings, landscaping, maintenance, and similar security issues, as well as new facility design criteria to improve the safety of the campus environment. Grounds crews routinely inspect shrubbery and lighting. Lighting maintenance is a responsibility jointly shared by the University and the City of Ann Arbor. Each light pole bears a number to facilitate immediate reporting of faulty lighting to U-M DPSS.

On a requested basis, DPSS officers make presentations designed to inform students and employees about safety and security procedures and practices that aid in the prevention of crime, with a focus on individual and community responsibility for personal and property security and the security of others. One presentation trains students and employees in active shooter response. Overview safety presentations are made to each session of new student and parent orientations. Contact DPSS to schedule a presentation.

For more information about our safety and security services and programs, please visit our website at www.dpss.umich.edu or email us at dpss-safety-security@umich.edu.

University Police Department
1239 Kipke Drive (just east of Crisler Center)
Ann Arbor, MI 48109-2036
www.police.umich.edu

Hours of operation: 24 hours a day, 7 days a week

Police, Fire and Medical Emergencies . . . . . . . . . . . .9-1-1
Text emergencies to: . . . . . . . . . . . . . . . .377911 (DPS911)
For non-emergencies . . . . . . . . . . . . . . . .(734) 763-1131
Administration offices . . . . . . . . . . . . . . . .(734) 763-3434

Neighborhood locations:
North Campus Research Complex . . . . . . . . . .(734) 647-3919
Palmer Commons . . . . . . . . . . . . . . . . . . . .(734) 763-9395
Pierpont Commons . . . . . . . . . . . . . . . . . . .(734) 647-4068
Wolverine Tower . . . . . . . . . . . . . . . . . . . . .(734) 615-1596

For an emergency, dial 9-1-1 from any University phone or send a text to 377911, or lift the receiver or press the button on an emergency blue light campus phone, elevator phone or carport phone in a University-owned parking structure.

The University of Michigan Police Department (UMPD) is a full service law enforcement agency. Police officers are licensed by the Michigan Commission on Law Enforcement Standards (MCOLES), and have the authority to investigate, search, arrest and use reasonable force as necessary to protect persons and property and to enforce the laws of the State of Michigan and the Ordinance of the Regents of the University of Michigan on property owned or leased by the University of Michigan. Additionally, U-M Police Officers maintain special county deputy status to take enforcement action as necessary throughout Washtenaw County.

University Police Officers patrol all campus buildings and grounds including campus streets and sidewalks. These patrols are designed to prevent and detect crimes and property loss from crime, fire and floods. Patrols are conducted 24 hours a day,
seven days a week. Patrols are performed by officers on foot, in motor vehicles, and on motorcycles and bicycles. Specialized police services provided by officers include: criminal investigations, accident investigations, evidence technicians, mountain bike patrol, motorcycle, tactical team, K9 teams, computer forensics, special victims unit and community outreach team.

The University Police Department has a cooperative relationship and works very closely with the Ann Arbor Police Department and the other local, state and federal law enforcement agencies in matters of mutual concern. The Washtenaw County Law Enforcement Mutual Aid Agreement assures that each police agency in Washtenaw County agrees to aid other agencies in need of law enforcement assistance, and is just one example of the cooperation between area police agencies. The University also contracts with other Michigan law enforcement agencies for athletic events and other special events.

UMPD has officers assigned to districts throughout the campus. These officers work together with University community members to reduce the fear of crime and the conditions that contribute to crime, and to increase the community’s involvement in resolving these issues. Officers are encouraged to establish and maintain long-term working relationships with community members. Rather than solely reacting to events, district teams will take a preventive approach to eliminating problems that cause crime or allow it to occur. Problem Oriented Policing principles are used as a means to attack the conditions that allow or contribute to crime, as well as other elements that detract from the quality of life.

Additionally, police officers are partnering with student organizations to provide safety and legal information, particularly pertaining to reducing harmful alcohol consumption. This outreach has extended off-campus, particularly through the Beyond the Diag program (a program coordinated by the Dean of Students office to provide programming and safety information to students living in nearby, off-campus locations).

Housing Security and Safety Services

The primary responsibility of Housing Security is to ensure the safety of residents, staff and guests utilizing University Housing owned or controlled properties. This includes security patrols, crime prevention initiatives, fire safety, access control, emergency preparedness, security technologies, and regular interaction with our Housing colleagues and other campus partners. Officers patrol Housing properties to deter crime, identify safety hazards, potential threats, and security concerns in the community. They also have responsibility for community building with staff and residents, in order to promote a culture of safety, approachability and reporting. Officers are responsible for responding to and evaluating requests for emergency assistance and coordinating appropriate police, fire and medical responses, as needed. Officers are responsible for conducting non-criminal investigations, as well as preliminary investigations into criminal activity, in close collaboration with the U-M Police Department (for criminal matters). Housing Security Officers prepare incident reports for general assistance, student behavior, and criminal complaints, and are required to participate in the criminal justice process as well as the student conduct processes. In addition, Housing Security leadership has responsibility for student crisis management in Housing and at the institutional level, as well as the coordination of emergency preparedness efforts for the Division of Student Life.

Other Emergency Responders

Ann Arbor Police Department

301 E. Huron
Ann Arbor, MI 48104

For an emergency off-campus, dial 9-1-1. The Ann Arbor Police Department will be the responding agency if you are using a non-University phone.

- Non-Emergency .............................................. (734) 994-2911
- Police Desk .................................................. (734) 794-6920
- Police Tip Line................................................ (734) 794-6939
- Crime Prevention.............................................. (734) 794-6000

Hours of operation:
- 24 hours a day, 7 days a week

The Ann Arbor Police Department is a full service agency offering Crime Prevention and Crime Notification Programs. The programs include Neighborhood Watch, Code Red and Crime Mapping.com. The Department also offers various crime prevention programs such as the Citizen’s Police Academy, the Community Emergency Response Teams and other educational presentations.

The Neighborhood Watch program relies on over 300 volunteer Block Captains who act as liaison between the neighborhood and the police department, relaying neighborhood concerns and suspicions. It fosters a strong cohesive partnership with citizens and the police department to prevent crime and enhance quality of life issues in Ann Arbor.

The Crime Prevention Programs offered educate the public in a variety of topics to include personal safety, emergency

Hospitals and Health Centers Security Services

(734) 763-5511- Security Administration (during normal business hours)
(734) 936-7890 - Facilities Control Center (24/7)
Dial 911 for all emergencies
www.dpss.umich.edu

Security for the Hospitals and Health Centers is provided by the HHC Security Services Department. Hospital Security is part of the Division of Public Safety & Security and provides a very comprehensive security service program that delivers optimal customer service to our patients, families, visitors and employees.

Some of the services provided include security patrols and escorts, assisting patients and visitors, access control, visitor screening, way-finding, loss prevention and CCTV monitoring. Another primary role is to support patients, families and visitors who are sometimes facing very difficult and traumatic challenges in their lives. Hospital Security also assists medical staff with specific patient care needs often needed in very stressful and difficult conditions.
preparedness and the ins and outs of Emergency Services within the City of Ann Arbor.

For more information on these programs and other city services, please visit our website at www.a2gov.org.

Ann Arbor Fire Department
115 N. Fifth Avenue
Ann Arbor, MI 48104
(734) 794-6961 Non-emergency
9-1-1 Emergency

The City of Ann Arbor Fire Department provides a broad range of emergency services to the community including fire suppression, vehicle accident and extrication, medical assistance, water and ice rescue, as well as playing a large part in the Washtenaw County Hazardous Material and Technical Rescue teams. The department also includes fire prevention services dedicated in keeping the City safer or conducting fire safety inspections, overseeing insurance of fire related permits, and investigating fires. The department responds to emergency and non-emergency requests for service out of five stations strategically located throughout the City.

Occupational Safety and Environmental Health (OSEH)
1239 Kipke Drive
Ann Arbor, MI 48109-1010
www.oseh.umich.edu

(734) 763-6973 Administration
(734) 647-1142 Biological Safety
(734) 763-6973 Environmental Protection & Permitting
(734) 615-6764 Fire Safety Service
(734) 763-4568 Hazardous Materials Management
(734) 647-1142 Research Health and Safety
(734) 647-1142 Operational Health and Safety
(734) 764-6200 Radiation Safety Service
(734) 647-1142 Scientific Diving Safety
(734) 615-7025 Office of Campus Sustainability

Hours of operation:
- Monday-Friday 7:30 am - 4:30 pm
- After hours and weekends, contact the U-M DPSS at (734) 763-1131

Recognized as a national leader for more than 40 years, the University of Michigan’s Occupational Safety and Environmental Health (OSEH) Department is a vital link in the enhancement of a healthy and safe University environment where individuals pursue research and education, and enjoy the benefits the University has to offer.

OSEH’s nine specialized program areas lead the University and support the surrounding community through partnership, guidance, and education to promote health, safety, protection of the environment, and compliance with local, state and federal rules dealing with hazardous materials, operations, fire and life safety, and environmental protection.

The combined technology, training, and expertise within each program area serve the safety and health needs of the University community. Comments, observations, inquiries, recommendations, concerns, or complaints regarding occupational safety and environmental health at the University may be directed to any program area.

ON-CAMPUS SUPPORT SERVICES

Counseling and Psychological Services (CAPS)
3100 Michigan Union
Ann Arbor, MI 48109-1308
(734) 764-8312
www.caps.umich.edu
www.mitalk.umich.edu

Hours of operation:
- Monday-Thursday 8 am - 7 pm (during academic year)
- Friday 8 am - 5 pm (during academic year)
- Monday-Friday 8 am - 5 pm (spring/summer)
- Services free of charge for enrolled students

CAPS is committed to providing multicultural and multidisciplinary expert and caring therapeutic support at no charge for currently enrolled University of Michigan-Ann Arbor campus students. Clinical services include brief personal therapy for individuals, couples and groups and crisis intervention. CAPS also provides outreach and education through consultations, presentations, workshops and liaison relationships. CAPS has seven training programs for advanced graduate and medical students in the mental health fields. Common reasons students go to CAPS include, but are not limited to: depression, anxiety, self-esteem, academic role and relationship issues. The staff at CAPS includes professional therapists, psychiatric staff and interns from graduate programs in psychology and social work.

CAPS is also engaging the university community with “do something,” a large scale college student mental health awareness campaign which highlights both QPR (a well-received, ongoing, suicide prevention training program) and MiTalk (a University of Michigan student-focused interactive mental health website). do something was created to help increase college student mental health awareness as well as strengthen the University of Michigan’s community of caring. For more information about these programs, to request a QPR training session for your department or student group or to learn more about CAPS services, please visit both websites listed.

34 • ASR & AFSR • 2015-16
The UMHS Employee Assistance Program (EAP) is a short-term counseling, consultation and coaching service. Our services are confidential, at no cost, and available to all UMHS faculty, staff and their immediate families. Supports are provided for all faculty and staff whether they are struggling with the big issues of life, or are finding themselves overwhelmed by the demands of each day.

The EAP offers an array of personal and professional development services to help faculty and staff remain vital in all areas of their lives. These include individual, couples and group counseling, work and career coaching, return-to-work transition, leadership and workgroup consultation, and wellness promotion. Throughout our work, our overarching goal is to inspire and facilitate changes that enable our organization and the individuals within it to thrive.

The EAP staff is well-equipped to help faculty and staff navigate personal and workplace concerns, such as:

- Life transitions
- Mental health concerns
- Crisis response and prevention
- Marital, family and partner issues
- Grief and loss
- Financial concerns
- Substance use concerns
- Work relationships
- Unit or department reorganization and change
- Job stress

Faculty and Staff Assistance Program (FASAP)
2076 Administrative Services Building
1099 Greene St.
Ann Arbor, MI 48109-1432
(734) 936-8660
www.fasap.umich.edu

Hours of operation:
- Monday 8 am - 6 pm
- Tuesday-Friday 8 am - 5 pm
- Call for an appointment

FASAP is a resource for University of Michigan faculty and staff. FASAP's purpose is to provide confidential assessment, brief counseling services and referral recommendations, when needed, to individuals with personal concerns or problems in areas of interpersonal or marital/partner relations, family problems, and emotional difficulties, such as depression or anxiety.

These services are fully paid by the University, at no charge to faculty and staff. FASAP offers a variety of educational Brown Bags on emotional health topics, which can be held in University departments or units upon request. Also educational series on such topics as, managing anger, stress management, and parenting of teens, are offered.

IT User Advocate
Arbor Lakes Building 3
4251 Plymouth Road
Ann Arbor, MI 48105-3640
4help@umich.edu or (734) 764-HELP

The Information Technology User Advocate, a department of Information and Technology Services, investigates reports of violations of the responsible use of computing resources at the university and works within the university community to ensure that certain information technology policies are followed. Users should contact the User Advocate if they suspect abuse of university computing sources including the following:

- Harassing messages
- Spam sent using a umich.edu email address
- Digital copyright infringement
- Misappropriation of computing resources for commercial use

Policies regarding the proper use of information technology at the University of Michigan are available at www.cio.umich.edu/policy/.

Information and Infrastructure Assurance (IIA)
Arbor Lakes Building 3
4251 Plymouth Road
Ann Arbor, MI 48105-3640
4help@umich.edu or (734) 764-HELP for general inquiries of IIA and to report suspected IT security incidents
www.safecomputing.umich.edu

Universities frequently are the targets of attempts to disrupt computing operations and/or to gain unauthorized access to institutional information. Information and Infrastructure Assurance (IIA), a department of Information and Technology Services, collaborates to respond to IT security incidents effectively and consistently, and to mitigate their negative impact.

Reporting IT security incidents:
Users of university information resources can assist in these efforts by promptly reporting any IT security incidents, including the following:

- Unauthorized exposure of private personal information (which may lead to identity theft or misrepresentation)
- Computer break-ins and other unauthorized use of U-M systems or data
- Theft or loss of equipment, including portable equipment such as laptops and flash drives
- Interference with the intended use of IT resources

Users should report IT security incidents to 4help@umich.edu or (734) 764-HELP.
International Center
1500 Student Activities Building
515 East Jefferson Street
(734) 764-9310
internationalcenter.umich.edu
icenter@umich.edu (for students, scholars and their dependents)
lfacultystaff@umich.edu (for faculty, staff and their dependents)

Hours of operation:
- Monday - Friday 8 am - 5 pm

The U-M International Center provides a variety of services to assist international students, scholars, faculty and staff at the University of Michigan, as well as U-M American students seeking opportunities to study, work, or travel abroad.

Mediation Services for Faculty & Staff (MSFS)
2072 Administrative Services Building
1009 Greene St.
Ann Arbor, MI 48109-1432
(734) 615-4789
www.umich.edu/~mediate
mediation.services@umich.edu

Hours of operation:
- Monday-Friday 8 am - 5 pm
- Appointments may be scheduled before and after regular hours when needed
- Call or email for an appointment

Mediation Services for Faculty and Staff provides confidential consultation and mediation to help address and resolve workplace problems. These services are available to U-M faculty and staff free of charge.

Please visit www.umich.edu/~mediate for more information.

Ombuds Office
6015 Fleming Administration Building
Ann Arbor, Michigan 48109-1340
(734) 763-3545
www.ombuds.umich.edu
umstudentombuds.umich.edu

Hours of operation:
- Monday-Friday 8 am - 5 pm
- Walk-in consultations are available
- Call to schedule appointments

Contact the Ombuds Office if you are having a serious dispute with some part of the University over academic, administrative or other issues.

The Ombuds Office provides confidential and informal dispute resolution services and helps students develop and evaluate options to resolve disputes. With student permission, it may also discuss the situation with other parties to the dispute, such as faculty and staff, and help those parties consider resolution options. Referrals and other resources are available. The Office operates independently within the University and is an advocate for fairness in the resolution of problems. It is not an advocate for either side.

Finally, the Office helps the University identify policies, procedures and patterns of treatment that can be improved and seeks to facilitate those improvements.

Sexual Assault Prevention and Awareness Center (SAPAC)
G509 Michigan Union
530 S. State Street
Ann Arbor, MI 48109-1308
(734) 764-7771
(734) 936-3333 (24-hour crisis line)
www.sapac.umich.edu

Hours of operation:
- Monday-Friday 9 am - 5 pm
- 24-hour crisis line

SAPAC is the designated office at the University of Michigan to provide services around issues of sexual assault, interpersonal violence, stalking and sexual harassment. Services include: educational programs; professional training; advocacy for survivors; 24-hour crisis line and in-person outreach services, assistance in dealing with the criminal justice, medical and/or university systems; and professional consultation for individuals working with survivors in particular University contexts. SAPAC’s services are confidential and free of charge.

Spectrum Center
3200 Michigan Union
Ann Arbor, MI 48109-1308
(734) 763-4186
spectrumcenter@umich.edu
www.spectrumcenter.umich.edu

Hours of operation:
- Monday-Friday 9 am - 5 pm

With sexual orientation, gender identity and gender expression as our framework, the Spectrum Center is committed to enriching the campus experience and developing students as individuals and as members of communities. Our work is accomplished through student-centered education, outreach, advocacy and support.

Core Work:
- **Education & Training:** We offer custom workshops, panels of speakers, and 6-hour Ally Development Trainings that are focused on social justice education through an LGBTQ lens. Our educational programs are free of charge to UM-affiliated groups.
- **Community Engagement:** We organize and implement annual signature events (National Coming Out Week, Transgender Day of Remembrance, Spring Pride, Lavender Graduation, and more) as well as co-sponsor events with other units, schools, colleges, and student organizations. We also coordinate an LGBTQ student organization roundtable.
- **Communications and Alumni Relations:** We publish a newsletter, blog, website, and social media and videos promoting our programs and documenting LGBTQ students’ experiences.
- **Leadership Development:** Volunteer base of about 100 students.
- **Support Programming:** We administer a program called “Guidance, Perspective, Support” (GPS), which pairs students with peer mentors. Additionally, the Spectrum Center is a bias incident reporting site.
Student Legal Services
715 North University Ave., Suite 202
(734) 763-9920
studentlegalservices.umich.edu

Hours of operation:
• By appointment only

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

University Health Service (UHS)
207 Fletcher Street
Ann Arbor, MI 48109-1050
(734) 764-8320 General information
(866) 204-1082 After-hours advice (for urgent concerns)
www.uhs.umich.edu

UHS is a comprehensive health and wellness resource, all in one building on central campus. UHS can handle minor emergencies but is not equipped to handle major medical emergencies. Nurse advice is available, day or night, which may prevent a trip to UHS or the ER. UHS provides wellness services.

- 8 am - 5:30 pm M,T,W
- 9 am - 5:30 pm Th
- 8 am - 4:30 pm F
- 9 am - noon Sat

Hours are reduced during spring/summer terms, semester breaks and holidays. Department hours may vary from UHS building hours.

The following are eligible to use UHS:
• U-M students from all campuses
• U-M alumni
• U-M faculty, staff and retirees
• Spouses, domestic partners, dependents (10 years and older), and guests of the above

Currently enrolled students pay a health service fee as part of tuition, which covers most services at UHS. Therefore, students have few expenses at UHS.

Health insurance is highly recommended but not required to receive care at UHS. Students should have health insurance to pay for costs not covered by the health service fee (e.g., medication, emergency room visits, hospitalization, ambulance or services outside UHS). Fees for these services are the student’s responsibility. When appropriate, UHS will bill health insurance.

Patients are seen at UHS by appointment, but for urgent problems, UHS offers options including nurse advice by phone, day or night.

The U-M DPSS (734) 763-1131 can provide transportation from campus locations to UHS in non-emergencies.

OFF-CAMPUS SUPPORT SERVICES

International Institute of Metropolitan Detroit
111 East Kirby, Detroit, MI 48202
(313) 871-8600
www.iimd.org/

The International Institute is a non-profit organization that offers a variety of legal and educational services and programs to assist immigrants become productive and patriotic U.S. citizens, while preserving the language, culture, food, music, dance, costumes, and heritage of their native countries from around the world.

Legal Services of South Central Michigan
LSSCM: Washtenaw County Office
420 N. Fourth Avenue, Ann Arbor, MI 48104
(734) 665-6181
www.lsscm.org/

Hours of operation:
• Monday-Friday 9 am - 5 pm

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

The Family Law Project [(734) 998-9454] assists survivors of domestic violence only in Washtenaw County.

SafeHouse Center
4100 Clark Road, Ann Arbor, MI 48105
(734) 973-0242 - Business Office
(734) 995-5444 24-hour help line

Hours of operation:
• Monday-Friday 9 am - 5 pm
• 24-hour shelter and help line

SafeHouse Center is a private, non-profit organization working to end domestic violence and sexual assault in Washtenaw County. This program offers emergency shelter (open 24 hours), legal advocacy, crisis intervention, advocacy, residential and non-residential counseling, drop-in support groups, children’s programs, and follow-up services.

Services are free to those who live or work in Washtenaw County.
SOS Community Services Housing Crisis Center
114 North River Street
Ypsilanti, MI 48198
www.soscs.org

Business Office —
101 South Huron Street, Ypsilanti, MI 48197
(734) 485-8730
9 am - 5 pm, Monday-Friday

Hours of operation:
Walk in hours: Wednesday: 1 pm - 5 pm
Thursdays: 9 am - 5 pm

Food Pantry Walk-In hours
10 am - 6:30 pm Tuesday

SOS Community Services is a non-profit organization dedicated to preventing and ending homelessness in Washtenaw County. Our services include shelter, transitional and rigid rehousing, employability and educational assistance, parenting programs, and after-school children’s programs. To learn more about SOS, visit www.soscs.org.

William Monroe Trotter Multicultural Center
1443 Washtenaw Ave.
Ann Arbor, MI 48104-3120
(734) 763-3670
www.mesa.umich.edu/trotter

Hours of operation:
Monday-Friday 9 am - 10 pm (fall/winter terms)
Saturday-Sunday 9 am - 10 pm (fall/winter terms)
Monday-Friday 9 am - 5 pm (spring/summer terms)
(After hours events can be scheduled through reservations until 1:30 am).

The Trotter Multicultural Center has a twofold purpose:
• To promote a campus and community environment in which all students can prosper academically and socially.
• To promote and provide services to build a supportive environment in which all students can develop a better understanding and appreciation for the Multicultural diversity represented at the University.

What We Offer
• Free, reservable meeting and event space for registered student organizations
• Opportunities for students orgs to host retreats
• Student organization office space
• Audio/visual equipment for rental
• Open seven days a week during the academic year

The TMC is a vibrant hub that welcomes and serves all members of our community from U of M students, faculty, staff, parents, alumni, community members and other campus visitors. The TMC provides our visitors with a home away from home and a wealth of educational opportunities.

UNIVERSITY PROGRAMS

Police Department Oversight Committee
2005 Wolverine Tower
Ann Arbor, MI 48109-1281
(734) 647-7292
www.hr.umich.edu/umpd

The function of this independently elected Committee, as provided by Michigan Public Act 120 of 1990, is to receive and address grievances and complaints by persons against U-M police officers or the U-M Police Department. The Committee may make recommendations concerning such grievances to the Executive Director of the Division of Public Safety and Security, including recommendations for disciplinary action.

To get information or to file a complaint, call (734) 647-7292, email pdoversight@umich.edu or stop by the Wolverine Tower office.

Office of Multi-Ethnic Student Affairs (MESA)
530 S. State Street
2202 Michigan Union
Ann Arbor, MI 48109-1308
(734) 763-9044
www.mesa.umich.edu

Hours of operation:
Monday-Friday 9 am - 5 pm

The mission in the Office of Multi-Ethnic Student Affairs (MESA) is "To promote student development and empower the campus community around issues of diversity and social justice through the lens of race and ethnicity". We aim to meet the needs of all students via community engagement, social justice education and leadership development. Our work is grounded in theory and strives to grow the knowledge, skills and awareness of our students to manifest them into action.

The Office for Institutional Equity
2072 Administrative Services
1009 Greene St.
Ann Arbor, MI 48109-1432
(734) 763-0235
(734) 647-1388 TTY
www.hr.umich.edu/oie

Hours of operation:
• 8 am - 5 pm Monday-Friday
• After hours by appointment only

The Office for Institutional Equity (OIE) provides the delivery of programming and services for faculty, staff and students. OIE’s mission is to provide leadership and support on matters relating to equity, diversity, respect and inclusiveness for all members of the University of Michigan community. OIE staff provides guidance, support and delivery of programming services and educational initiatives to University faculty, staff, and students to support diversity, inclusiveness, equal access, equitable treatment, cultural understanding and the prevention of prohibited discrimination and harassment.

OIE oversees, facilitates and supports the University’s efforts to ensure equal opportunity for all persons regardless of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status in employment, educational program and activities, and admissions.
To fulfill our mission, the Office for Institutional Equity provides:

- Information, consultation, training and resources to the University community with regard to diversity, harassment, and discrimination prevention, affirmative action, equal opportunity and disability matters;
- Individual consultation with University managers, supervisors, staff, faculty, students, and administrators;
- A mechanism for responding to complaints of harassment and discrimination;
- Oversight of and support for the University’s compliance efforts in the areas of equal opportunity, affirmative action, harassment and discrimination prevention, and compliance with all applicable State and Federal civil rights laws.

Office of Student Conflict Resolution (OSCR)

100 Student Activities Building
Ann Arbor, MI 48109-1316
(734) 936-6308
www.oscr.umich.edu

Hours of operation:
- Monday-Friday 8 am - 5 pm
- Call for an appointment or stop by the office

OSCR provides a variety of programs and services designed to support a safe, just and peaceful community, and to help Michigan students learn how to manage and resolve conflict peacefully. OSCR offers a full-spectrum of conflict resolution pathways. These include Facilitated Dialogue, Restorative Justice Circles, Shuttle Negotiation, Social Justice Mediation, as well as the Formal Conflict Resolution process as described in the Statement of Student Rights and Responsibilities: www.oscr.umich.edu/statement/. The statement is a community-owned expression of Michigan’s values that outlines both the rights that U-M students enjoy as well as responsibilities they accept as members of this community. OSCR staff members are available to consult with faculty regarding conflict resolution programs and services. Please call to speak with a staff member or to make an appointment.

Risk Management Services

Argus II Building
400 South Fourth Street
Ann Arbor, Michigan 48103-4816
(734) 764-2200 - Office
1-800-863-1355 Anonymous Tip Line
(to report fraud, personal injury, theft, and arson)
www.umich.edu/~riskmgmt

Hours of Operation:
- Monday-Friday 8 am - 5 pm

The mission of Risk Management Services is to minimize the adverse affects of loss due to accidents or other unforeseen events that may be inflicted upon the physical and human assets of the University.

Risk Management Services:
- identifies and analyzes risk and assesses loss potential
- develops/implements loss funding and risk financing mechanisms (insurance coverage)
- eliminates/reduces risk through the loss prevention and safety programs
- handles claim control and litigation management

Work Connections

Argus II Building
400 South Fourth Street
Ann Arbor, MI 48103-4816
(734) 615-0643
(877) 869-5266 Toll Free
(734) 936-1913 Fax
work.connections@umich.edu
www.workconnections.umich.edu

Hours of Operation:
- 8 am - 5 pm Monday-Friday

Work Connections is an integrated disability management program developed by the University of Michigan to assist and support faculty and staff who have had an illness or injury that prevents them from working. The program will provide assistance through recovery and help facilitate a successful return to work.

Illness or Injury Reporting Standard
- Report all work-related injuries and illnesses to Work Connections within 24 hours. Illness/Injury Report forms are available online: (http://www.workconnections.umich.edu) and can be faxed to (734) 936-1913. Verbal reports can be taken by calling (734) 615-0643.
The Regents of the University of Michigan:
Michael J. Behm, Grand Blanc; Mark J. Bernstein, Ann Arbor; Laurence B. Deitch, Bloomfield Hills;
Shauna Ryder Diggs, Grosse Pointe; Denise Ilitch, Bingham Farms; Andrea Fischer Newman, Ann Arbor;
Andrew C. Richner, Grosse Pointe Park; Katherine E. White, Ann Arbor; Mark S. Schlissel, ex officio.

The University of Michigan, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding nondiscrimination and affirmative action. The University of Michigan is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status in employment, educational programs and activities, and admissions. Inquiries or complaints may be addressed to the Senior Director for Institutional Equity, and Title IX/Section 504/ADA Coordinator, Office for Institutional Equity, 2072 Administrative Services Building, Ann Arbor, Michigan 48109-1432, 734-763-0235, TTY 734-647-1388, institutional.equity@umich.edu. For other University of Michigan information call 734-764-1817.

© 2015 by the Regents of the University of Michigan