IT’S THE LAW.

Title IX states: No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance. You have a right to education and employment free from sexual violence and harassment. If your rights are violated, you are entitled to accommodations, a thorough investigation, a timely response and protection from retaliation.

WHAT BEHAVIORS ARE COVERED BY WMU’S SEXUAL MISCONDUCT POLICY?

Sexual and gender-based harassment, sexual assault, non-consensual sexual contact, sexual exploitation, harm to others, stalking, intimate partner violence and retaliation are among the prohibited behaviors.

WHO IS COVERED UNDER THE WMU POLICY?

WMU students, WMU faculty, staff and administrators, members of the WMU Board of Trustees, consultants, vendors and others engaged to do business with the University, guests and visitors, and other third parties specified in the policy.

WHAT LOCATIONS ARE COVERED BY WMU POLICY?

WMU policy covers conduct on campus, off campus when any person involved is a member of the campus community, in settings where WMU-sponsored events or programs take place and online.

INVESTIGATION PROCESS

A trained, neutral Title IX Investigator will explain the report/ investigation process to the person bringing forth the report. The investigator will then discuss the title IX report with all parties involved. There will be an opportunity for the person to provide written statements and for the investigator to ask questions. The person will be given an opportunity to review and request changes to the written statement. The investigator will then review the written statements and all other information and materials to determine if the conduct described in the report falls within the accepted conduct for investigation. Information gathered may be shared with other trained staff. The investigator’s investigation is ongoing and will be shared with the Title IX Coordinator.

CONFIDENTIALITY VS. PRIVACY

All employees are expected to uphold privacy. Information shared can be kept secret. Only a small number of employees, such as trained counselors and medical staff, providing treatment may offer confidentiality (assistance without responsibility for reporting).

If someone confides a sexual misconduct incident to a University employee or designee, that employee will need to assure the person that their privacy will be maintained and will not be shared with others unless the employee determines that the person’s privacy will be protected, but the incident must be reported. The University is required by law to investigate and take appropriate action when a responsible employee has knowledge of an incident. The person may decide not to proceed with a criminal report or may elect not to participate in a University investigation, but the University will still be obligated to investigate and take necessary actions to keep the campus community safe and free from sexual violence and discrimination.

Concerns about confidentiality should be discussed with WMU’s Title IX Coordinator when reporting an incident.

Why report? Reporting allows the University to take steps to prevent the violation from happening again.

WHY IS IT IMPORTANT TO REPORT?

Avoiding sexual misconduct is everyone’s responsibility. By reporting, you are helping to ensure that the University is aware of incidents and can take action to prevent future incidents. This in turn creates a safe and respectful environment for everyone.

WHO IS RESPONSIBLE FOR REPORTING?

WMU’s Title IX Coordinator, Felicia Crawford (wmich.edu/equity/). If you are made aware of an incident, report it to the Title IX Coordinator, Felicia Crawford (felicia.crawford@wmich.edu, (269) 387-5555). If anyone is in immediate danger, dial 911 or the City of Kalamazoo Police Department, (269) 337-6100. If you are unable to report in person, call the University’s Title IX Coordinator.

WHAT TO REPORT

If someone confides a sexual misconduct incident to a University employee or designee, that employee will need to assure the person that their privacy will be maintained and will not be shared with others unless the employee determines that the person’s privacy will be protected. If you are not sure whether an act is prohibited, you should report it.

The University expects employees to report all known violations of the University’s Sexual Misconduct Policy. Any person may report a violation of the University’s Sexual Misconduct Policy.

WHAT SHOULD I DO IF I WITNESS OR HEAR OF A VIOLATION OF THE SEXUAL MISCONDUCT POLICY?

If anyone is in immediate danger, dial 911 or the WMU Police Department (269-387-1212) or contact an appropriate law enforcement authority. If you are unable to report in person, call the University’s Title IX Coordinator.

WHAT TO REPORT

If anyone is in immediate danger, dial 911 or the WMU Police Department (269-387-1212) or contact an appropriate law enforcement authority.

INVESTIGATION PROCESS

The University expects all community members to help create a safe, welcoming and respectful environment on campus. In 2015, WMU implemented the Sexual and Gender-Based Harassment and Violence, Intimate Partner Violence, and Stalking Policy and Procedures. This effort affirms the University community’s commitment to the values of transparency, timely communication, and accountable and responsible behavior within an ethical, compassionate, diverse and respectful environment.

How to Report

There are several ways to report sexual misconduct. You can use the WMU Title IX Coordinator’s email or phone number to report an incident. Alternatively, you can use the information provided by the Department of Public Safety or the Kalamazoo County Sheriff’s Office.

TITLE IX COORDINATOR

Felicia Crawford
felicia.crawford@wmich.edu
Office of Institutional Equity
1222 Tower Building
(269) 387-6121

WMU DEPARTMENT OF PUBLIC SAFETY

1222 Tower Building
(269) 387-3535

LOCAL OFF-CAMPUS LAW ENFORCEMENT

Call 911 or the City of Kalamazoo Department of Public Safety
(269) 337-6100

Kalamazoo County Sheriff’s Office
Sheriff’s Office
(269) 383-4001

Tompkins Township of Kalamazoo Police Department
(269) 343-2015

www.wmich.edu/sexualmisconduct