



At Western Michigan University, building a safe environment for you is a campuswide commitment.

The University expects all community members to help create a safe, welcoming and respectful environment on campus. In January 2021, Western updated the

Code of Conduct

in response to regulatory changes and a campuswide program review. 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.

This guide is to help students, faculty, staff and administrators understand the University's commitment to a safe campus and to alert all campus community members to their responsibilities in reporting and preventing sexual and gender-based misconduct. All forms of unwanted sexual behavior are prohibited in educational settings by the 1972 federal law known as Title IX.

wmich.edu/sexualmisconduct

Know your Title IX Rights

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 support, supportive measures, a grievance process, a timely response and protection from retaliation.

What behaviors are covered by the policy?

Sexual and gender-based harassment, non-consensual sexual intercourse (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 policy?

Western students, 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 the policy?

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



Questions

Why report?

Reporting allows the University to take steps to help and to prevent future harm.

What should I do if I witness or hear of a violation of the policy?

If anyone is in immediate danger, **dial 911** or call WMU Public Safety (269) 387-5555. If you are made aware of an incident, report it to Title IX Coordinator Felicia Crawford at (269) 387-6316 or felicia.crawford@wmich.edu.

Who is required to report?

Under Title IX, certain classifications of employees are obligated to privately report information to the Title IX Coordinator. Western refers to these employees as Designated Officials (DO) and includes the president, members of the Board of Trustees and President's Cabinet, deans, supervisors, academic advisors and administrators and certain staff in Intercollegiate Athletics, Human Resources, Residence Life, Office of Student Conduct, Public Safety and Institutional Equity.

What if I'm not a "Designated Official"?

Anyone aware of an assault or other violation of the University's Sexual and Gender-Based Misconduct Policy should report the incident.

The University expects you to report criminal wrongdoing under its Duty to Report Criminal Acts Policy found at wmich.edu/policies/criminal.

Report the Incident

There are several ways to report sexual and gender-based misconduct. Use more than one option for reporting or you can select the one with which you are most comfortable, but it's important to report what you've experienced, witnessed or heard.

How to report

If you are a victim/survivor, a witness or have learned of a violation secondhand, report the incident to one or more of these places.

Title IX Coordinator
Felicia Crawford
felicia.crawford@wmich.edu

Institutional Equity
1220 Trimpe Building
(269) 387-6316

Online reporting of
sexual misconduct
(may be completed
anonymously) at
wmich.edu/
sexualmisconduct.

WMU Department of
Public Safety
Emergency: call 911
511 Monroe Street



Western is committed to the prevention of sexual and gender-based harassment, sexual violence, stalking and intimate partner violence through education and awareness programs.

The Office of Health Promo Td(a)1o2 F TJ0 -1.333 Td(r)13 (esolutio