ANNUAL SECURITY REPORT &
ANNUAL FIRE SAFETY REPORT
INTRODUCTION

The Department of Public Safety (DPS) is responsible for maintaining a safe environment on the properties of the University of Michigan – Flint. The department’s primary goals are:

- To deter, detect, and respond to criminal activity on campus and near campus;
- To assist students, faculty, staff, and visitors to the campus with security related problems.

These goals are attained through selective hiring, intensive training, quality respectful service, and enforcing the policies of the university and all local, state, and federal laws. DPS is dedicated to the highest professional and ethical standards, which are upheld through a commitment to safety, courtesy, and excellence.

Because safety is everyone’s responsibility, we need your cooperation and assistance to enhance safety on and near campus. Please be aware of your surroundings and follow your instincts. Report all suspicious persons or activities to the department, no matter how minor you perceive the situation. If you are a victim of a crime, immediately contact the DPS at (810) 762-3333 or 911 to report the incident. The department is available to assist you 24-hours-a-day, 7-days-a-week.

Visit DPS at umflint.edu/safety.

This handbook details the many services available to you and provides a reference to issues of campus safety and security. There are several other resources, including the University of Michigan Standard Practice Guide and the Code of Student Conduct, which discuss various issues pertaining to students, faculty and staff.

Welcome to the University of Michigan – Flint and Go Blue!
Dear Campus Community Members,

I want to take the time to thank and acknowledge Executive Sergeant Heather McDonald for her continued exceptional performance as the University of Michigan-Flint Clery Compliance Officer. Sergeant McDonald's attention to detail and commitment to quality is evident throughout this report.

The DPS is a professional, full-service law enforcement agency with the responsibility to provide police services to our campus community 24 hours a day and 365 days a year. We are committed to establishing a partnership with the community to address safety concerns, reduce crime, and improve quality-of-life. This report is part of our on-going effort to inform you of the safety programs and services available to the University of Michigan-Flint 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.

The DPS takes the commission of crimes against our students, faculty, staff, and visitors seriously and aggressively responds to, and investigates, reported crimes. We collaborate with other law enforcement agencies and campus groups to reduce crime on campus. We offer free educational opportunities such as Upstander training, Rape Aggression Defense training (RAD), alcohol prevention and awareness sessions, active shooter and lockdown educational sessions, and bicycle/pedestrian safety classes. We are also committed to engaging the greater Flint community. DPS has taken a leadership role in the Urban Safety Corps project and sponsoring and organizing events such as Touch-A-Truck and a three-on-three "Stop the Silence" basketball tournament. Our community engagement efforts are constructed with the desired outcome of building trust and mutual respect between law-enforcement and those who they serve. We welcome you to visit our department website and consider participating in one of our personal safety sessions or community events.

Our goal is to develop and maintain a responsible, vigilant, and caring population of involved people who report suspicious and unlawful behavior immediately to the DPS. Join the effort to help keep our campus safe and report criminal activity and suspicious behavior. Safety is everyone's responsibility!

Go Blue!

Raymond D. Hall | Chief of Police/Director of Public Safety
raydhall@umflint.edu | umflint.edu/safety | (810) 762-3333
TABLE OF CONTENTS

1. QUICK REFERENCE 5

2. CRIME STATISTICS 6-11
   UM-Flint Campus Crime Statistics for 2016-2014 7-8
   • Map 9
   UM-Flint @ Lansing Community College Crime Statistics for 2016-2014 10
   • Map 11
   Definitions 12

3. SAFETY ON CAMPUS 13-22
   CRIMINAL ACTIVITY 13-15
   • Reporting Crime On Campus 13
   • Confidential Reporting 13
   • Campus Security Authorities 13
   • Reporting Crime Off Campus 14
   • Campus Emergency Blue Light Phones (map) 15
   • Campus Exterior Lighting (map) 15
   UNIVERSITY AND POLICE RESPONSE TO SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE AND STALKING 16-22

4. EMERGENCY NOTIFICATION AND RESPONSE 23-31
   • UM-Flint Emergency Alert System 23
   • Timely Warnings 24
   • Emergency Operations Plan 24
   • Missing Student Notification Protocol 25
   HATE CRIME 25
   • Reporting Bias Incidents 25
   INDECENT EXPOSURE 26
   MEDICAL EMERGENCIES 26
   • Providers 26
   • Handling Alcohol Emergencies 26
   • Medical Amnesty 27
   • Handling Hazardous Material Emergencies 27
   PERSONAL AND PROPERTY SAFETY 28
   TRANSPORTATION OPTIONS 28-29
   WORKPLACE VIOLENCE AND THREATS 29
   SAFETY AND RISK REDUCTION TECHNIQUES 30-31

5. UNIVERSITY OF MICHIGAN – FLINT POLICIES AND STATE LAW 32-42
   UM-Flint Student Sexual Misconduct Policy 32-35
   Sexual Harassment by Faculty or Staff 35
   Alcohol and Other Drugs (AOD) policy 35-37
   Code of Student Conduct 38-39
   Access Control 39
   UNIVERSITY REGULATIONS 40
   • Fire Setting and False Alarms 40
   • Weapons 40
   STATE LAWS 41-42
   • State of Michigan Laws 41
   • Sex Offender Registry 42

6. SAFETY AND HEALTH RELATED RESOURCES, COUNSELING, AND SUPPORT SERVICES AND UNIVERSITY PROGRAMS 42-49
   SAFETY AND HEALTH RELATED RESOURCES 42-43
   • Department of Public Safety 42
   • Other Emergency Responders 43
   ON-CAMPUS SUPPORT SERVICES 45-47
   OFF-CAMPUS SUPPORT SERVICES 47-48
   UNIVERSITY PROGRAMS 48-49

Annual Fire Safety Report & Fire Statistics 50
ANNUAL SECURITY REPORT

This Annual Security Report (ASR), compiled and published by the University of Michigan – Flint Department of Public Safety (DPS), is a safety and security resource for university students, faculty, staff, visitors, and prospective students and employees. 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 phone numbers for safety, security, and medical; counseling; health, mental health, substance abuse; and UM-Flint resources.
- The **Crime Statistics** section lists statistics of crimes reported on and near campus in the past three calendar years.
- The **Campus Safety** section details safety on campus, offers some risk reduction techniques, and describes services available on- and off-campus.
- The **Emergency Notification and Response** section describes the University's timely warning notification system and response.
- 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/key 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.
- 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.

**Compiling the ASR/AFSR**

The UM-Flint Department of Public Safety (DPS) prepares this report to comply with the Jeanne Clery Disclosure and Campus Security Policy and Crime Statistic Act. The full text of this report (available for viewing and/or download) can be located on the DPS website at [www.umflint.edu/safetyreport](http://www.umflint.edu/safetyreport). This report, which is compiled by the UM-Flint Clery Compliance Coordinator in DPS, is prepared in cooperation with local and state law enforcement agencies surrounding the Flint campus and outlying areas as well as those with police jurisdiction for other UM-Flint owned or controlled properties.

Additionally, each of the resources listed in the report contribute to its compilation, especially key stakeholders such as the Intiuitional Equity Specialist and units in the Office of the Vice Chancellor for Campus Inclusion and 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 DPS administrative office located in the Hubbard Building at 602 Mill Street or by calling (810) 762-3335. All prospective students and employees are informed in application and/or orientation communications of the report’s existence and the website address where it can be found.

The complete ASR/AFSR can be viewed and/or downloaded at [www.umflint.edu/safety](http://www.umflint.edu/safety).

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The University of Michigan – Flint is made up of thousands of people – students, faculty, staff, and visitors. Moreover, its property in the City of Flint covers more than 70 acres and includes many buildings. By the very nature of its size and composition, the UM-Flint community and environs are susceptible to crime.

Safety ultimately is the responsibility of the individual and his/her/their cooperation is essential to improve safety for everyone.

The official Annual Security Report and Annual Fire Safety Report can be viewed at [www.umflint.edu/safety](http://www.umflint.edu/safety).
### Emergency Services

#### Fire

**Police or Medical Emergencies**
- **Dial 9-1-1**
  - or pick up an emergency blue light phone or a parking structure emergency phone located in University-owned parking structures. There is no need to dial; simply lifting the receiver or pushing the button alerts DPS.
  - Dialing 9-1-1 from a University phone, you will be connected with DPS.

  Note: phones that are connected to the university’s central telephone network will go directly to DPS. University phones do not require the dialing of the first two digits for calls made within the university, and do not require dialing “9” prior to making a call to a location outside of the university.

  Dialing 9-1-1 from a non-University phone or cell phone, you will be connected with the Genesee County Central Dispatch.

#### Counseling & Support

**UM-Flint Counseling and Psychological Services**
- (for students) (810) 762-3456
- 264 University Center; 8am – 5pm, Mon-Fri
- *After hours, please contact DPS to be connected with on-duty counseling staff.

**Genesee Health System Crisis Services**
- 24 hrs/day, 7 days/wk (810) 238-SAFE(7233)
- 801 S. Saginaw, Flint, MI

**UM-Flint Faculty and Staff Assistance Program**
- 8am – 6pm, M, until 5pm, Tu-Fri (734) 936-8660

### Police, Fire, Medical

**UM-Flint Department of Public Safety (DPS)**
- 24 hrs/day, 7 days/wk (on-campus)
- Emergency 9-1-1 (campus phone)
- Non-emergency DPS (810) 762-3333

**Genesee County Central Dispatch**
- for Medical, Police and Fire emergencies 9-1-1

**Flint Police Department**
- Main Desk (non-emergency) (810) 237-6800

**Flint Fire Department**
- Administration (non-emergency) (810) 762-7336

**Hurley Medical Center**
- Patient information (810) 262-9000

**McLaren Hospital of Flint**
- Patient information (810) 342-2000

### Health, Mental Health, Substance Abuse

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

**National Center on Drug Abuse Hotline**
- 24 hrs/day, 7 days/wk (800) 662-HELP(4357)

**M-Healthy Alcohol Management Program**
- (734) 998-2017

**Genesee Health System**
- www.genhs.org
- (810) 257-3705
- Toll Free: (866) 211-5455
- 420 W. Fifth Ave; Flint, MI; 8am – 5pm, Mon-Fri

### TO REPORT A CRIME or EMERGENCY:

**On-Campus**
- UM-Flint DPS
- Dial 911 if it is an emergency or Dispatch at (810) 762-3333

**Off-Campus**
- Flint Police Department
- Dial 911 if it is an emergency or Main Desk at (810) 237-6800
2. CRIME STATISTICS

Campus crime, arrest, and referral statistics include those incidents reported to the Department of Public Safety (DPS), other law enforcement agencies, and designated campus officials considered to be “Campus Security Authorities” (CSAs). These incident reports are also reviewed by the Director of Public Safety for consideration of timely warning publications.

While UM-Flint encourages all campus community members to promptly report all crimes and other emergencies directly to the Department of Public Safety at 810-762-3333, we also recognize that some may prefer to report to other individuals or University offices. The Clery Act recognizes certain University officials and offices as “Campus Security Authorities” (CSAs). The Act defines these individuals, among other individuals, as “An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings. An official is defined as a person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.” While UM-Flint has identified many CSAs at our campus, we officially designate the following office as the place where campus community members should report all crimes:

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<thead>
<tr>
<th>Official</th>
<th>Campus Address</th>
<th>Phone Number</th>
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<tr>
<td>Department of Public Safety (DPS)</td>
<td>Mill St Parking Desk, Visitor Entrance</td>
<td>(810) 762-3333</td>
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<td></td>
<td>Hubbard Building – 602 Mill Street</td>
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Campus “Professional Counselors” in Counseling and Psychological Services (CAPS) 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 10 are those required to be disclosed by the Clery Act.

- “On-campus property” includes all property in and around Flint that is owned or managed by the University, frequently used by students. See page 9 and 11 for associated maps.
- “Non-campus property” includes those UM-Flint owned, managed, or controlled-through-lease locations outside of Flint as well as those properties owned or managed by recognized student organizations, such as fraternities and sororities.
- “Public property” includes the streets and sidewalks contiguous to the UM-Flint on-campus property.

DPS maintains a daily crime log for purposes of this report. This log is available for inspection at the DPS Communications Office located in the Mill Street Parking Ramp located at 402 Mill Street.
## Criminal Offenses – UM-Flint Campus

<table>
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<th>Offense</th>
<th>Year</th>
<th>On-Campus</th>
<th>Crimes Unfounded</th>
<th>Residential Halls†</th>
<th>Non-Campus</th>
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† Residential Facilities: These statistics are included in the On-Campus statistics; they include only incidents which occurred in residence halls.

* 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.

Page 8 of 52

Criminal Offenses – UM-Flint Campus - continued

<table>
<thead>
<tr>
<th>Offense</th>
<th>Year</th>
<th>On-Campus</th>
<th>Crimes Unfounded</th>
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† Residential Facilities: These statistics are included in the On-Campus statistics; they include only incidents which occurred in residence halls.

Total number of 2016 Clery-reportable crime reports that were determined by the Department of Public Safety to be unfounded was 1.

All statistics reported in the charts upon these pages include all reported offenses and attempted offenses requested from area law enforcement agencies such as the Michigan State Police, Genesee County Sheriff Department, and City of Flint Police Department.

Bias Crime:
In 2016 the following crimes that manifested evidence of prejudice based on race, religion, sexual orientation, gender, gender identity, disability, national origin, or ethnicity were reported:

- One DPS report, on-campus, malicious destruction of property, race bias.

In 2015 and 2014 there were no crimes that manifested evidence of prejudice based on race, religion, sexual orientation, gender, gender identity, disability, national origin, or ethnicity reported.
The Clery Act Reporting Boundary Map may be viewed and downloaded at https://www.umflint.edu/sites/default/files/groups/Public_Safety/Clery/2017.09.15-clerymap.pdf.
### Criminal Offenses – University of Michigan - Flint

At the University Center of Lansing Community College

<table>
<thead>
<tr>
<th>Offense</th>
<th>Year</th>
<th>On-Campus</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
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<td>Murder &amp; Non-Negligent Manslaughter</td>
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</tr>
<tr>
<td></td>
<td>2015</td>
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<td></td>
<td>2014</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Manslaughter by Negligence</td>
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<td>0</td>
</tr>
<tr>
<td></td>
<td>2015</td>
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</tr>
<tr>
<td></td>
<td>2014</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Rape</td>
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<td>0</td>
</tr>
<tr>
<td></td>
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<td>0</td>
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<td>Statutory Rape</td>
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<td>2015</td>
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<td>2014</td>
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</tr>
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<tr>
<td></td>
<td>2014</td>
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</tr>
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</tr>
</tbody>
</table>

* 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.

### Arrests, Citations, Summons

<table>
<thead>
<tr>
<th>Offense</th>
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<th>On-Campus</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
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<td>0</td>
<td>NR</td>
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</tr>
<tr>
<td>Drug Abuse Violation</td>
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<td>0</td>
</tr>
<tr>
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### Disciplinary Referrals

<table>
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<tbody>
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<tr>
<td></td>
<td>2014</td>
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<td>NR</td>
<td>0</td>
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</tbody>
</table>

*Note: UM-Flint does not maintain residential facilities on the Lansing Community College (LCC) campus.

NR – Not Reported

All statistics reported in the charts upon these pages include all reported offenses and attempted offenses requested from the Lansing Community College Police and Public Safety Department for the University Center.

Registered sexual offender information is available through the Michigan State Police website at [www.mipsor.state.mi.us/](http://www.mipsor.state.mi.us/).

University of Michigan – Flint students, faculty, and staff on the Lansing Community College campus are to comply with emergency policy and procedures for the LCC campus while on the LCC campus. These policies may be viewed on the LCC Campus Safety Department website at [www.lcc.edu/police/campus_safety](http://www.lcc.edu/police/campus_safety).

### Bias Crime

In 2016, 2015, and 2014 there were no crimes that manifested evidence of prejudice based on race, religion, sexual orientation, gender, gender identity, disability, national origin, or ethnicity reported.
Interactive Map available at: [www.lcc.edu/maps/main/](http://www.lcc.edu/maps/main/).
Definitions for the Clery Statistics Charts

**Aggravated Assault** – An unlawful attack by one person 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. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of the relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition, dating violence includes, but is not limited to sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence. Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

**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 cohabitated 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; 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 Violation** – 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 and/or against that 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 purpose 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 Violation** – 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 intertemporal 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.)

**Manslaughter by Negligence** – The killing of another person through negligence.

**Motor Vehicle Theft** – The theft of a motor vehicle.

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

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

**On-Campus Property** – The property UM-Flint owns or manages within the City of Flint.

**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 and/or against that 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 purposes of this definition:
  - **Course of conduct** means two or more acts, including, but not limited to, acts in which the stalker directs, 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 Clery 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 Statistic Act.
3. SAFETY ON CAMPUS

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 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 UM-Flint Institutional Equity Specialist.

To report a crime or an emergency, call 9-1-1. The call will be answered by the Department of Public Safety (DPS) Communications Center if on-campus, or by the Flint Police Department or other appropriate law enforcement agency via Genesee County 911 off-campus. Calls from on-campus blue-light emergency telephones directly access DPS. Communications officers are available 24 hours a day to answer your call. The DPS Communications Center can be reached at (810) 762-3333.

If assistance is required from the Flint Fire Department, local ambulance provider, Flint Police Department, or other law enforcement agency, DPS Communications Center will contact the appropriate agency. If a sexual assault is reported, staff on the scene, including DPS, will inform the survivor of a wide variety of services. The YWCA of Greater Flint 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 UM-Flint community with specific information about the resources available in the event that they become victims of crime. The information about resources is not provided to infer that those resources are reporting entities for the UM-Flint. Crimes should be reported to DPS 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 of Michigan’s Anonymous Tip Line at (800) 863-1355. Crime Stoppers of Flint has a police tip line available at (800) 422-5245.

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

Confidential Reporting

Persons who are victims of 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 Director of the Department of Public Safety, 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 (CSAs) by the University and/or the US Department of Education. These include University Housing staff, Dean of Students, Institutional Equity Specialist, University deans, directors & department heads, student judicial affairs, senior human resource directors & staff HR services, advisors to recognized student organizations, coaches, Women’s Education Center / Ellen Bommarito LGBTQ Center staff members, Northbank Center security staff members, as well as employees of the Department of Public Safety (DPS). Reports of crime disclosed to these employees will be reported to the University’s Clery Act Compliance Coordinator in DPS to evaluated for
inclusion into the annual Clery Act crime statistics. Further, these crimes will be evaluated by the Director of DPS for issuance of a timely warning. Identifying information of the victims and/or survivors will not be published or disclosed.

Campus “Professional Counselors” in Counseling and Psychological Services (CAPS) 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.

Reporting Crime Off Campus

The Office for Campus Inclusion and Student Life maintains contact with recognized fraternity and sorority organizations through Fraternity and Sorority Life. Criminal activity at recognized fraternity and sorority residences as well as other off-campus properties should be reported to the Flint Police Department. The close working relationship between DPS and Flint Police Department allows for staff to record and publish criminal activity near the campus as non-campus locations housing recognized student organizations.

When a UM-Flint student is involved in an off-campus offense, police officers may assist with the investigation in cooperation with local, state, or federal law enforcement. Flint Police Department routinely works and communicates with DPS on any serious incidents occurring on campus or in the immediate neighborhood and business area surrounding campus.
Emergency Blue Light Phones

The University has installed more than 100 emergency phones throughout the UM-Flint campus. Phones are located in public areas of buildings including parking decks, elevators, residence halls, administration buildings, and numerous outdoor locations. Emergency phones provide direct voice communications to the Department of Public Safety Communications Center.

When the telephone receiver is removed from the cradle or the button is pushed, the DPS 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. The map to the left indicates Emergency Blue Light Phone locations throughout the UM-Flint campus.

This map is available on the DPS website at https://www.umflint.edu/sites/default/files/groups/Public_Safety/Clery/campus_blue_light_phones.pdf.

UM-Flint Campus Exterior Lighting

Outside lighting on campus is designed for pedestrian safety and security. Sidewalks are designed to provide well-traveled, lighted routes from parking areas to buildings and from building to building. Landscape/grounds personnel trim shrubs from sidewalks, walkways, and building entrances to enhance lighting and visibility.

This map is available on the DPS website at https://www.umflint.edu/sites/default/files/groups/Public_Safety/Clery/2017.09.15-campus_exterior_lights.pdf.
University and Police Response to
Sexual Assault, Domestic Violence, Dating Violence and Stalking

The University of Michigan – Flint 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 of Michigan – Flint, 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. 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 experience intimate partner violence, sexual assault, or stalking to make a report to law enforcement.
- If the incident occurred on campus, contact the Department of Public Safety (DPS).
- If the incident occurred in Flint, contact the Flint Police Department.
- If you are uncertain where the incident occurred or which agency to contact, DPS is available to help you determine which agency has jurisdiction and will help you report the matter to that agency if you wish. Contact DPS at (810) 762-3333.
- In addition, the university has staff who will, upon request, assist you making a report to law enforcement. Staff from the Women’s Education Center (WEC) (810) 238-6648, the Dean of Students (810) 762-5728, Institutional Equity Specialist (810) 237-6517 / (810) 762-3150, and the Office of the Ombuds (810) 762-0002 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 Institutional Equity Specialist: (810) 237-6517 for all concerns relating to a student respondent, faculty member or staff member. The Institutional Equity Specialist will also receive all reports of sexual misconduct and/or harassment.

Another option in any case of sexual assault is to file a complaint with the Office for Institutional Equity in Ann Arbor at (734) 763-0235, www.hr.umich.edu/oie or via telephone or on-line with the Ann Arbor campus Compliance Office through the Compliance Hotline: www.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, faculty, and staff, contact the Institutional Equity Specialist: (810) 237-6517
- For concerns involving campus staff or faculty, contact the Office of Human Resources: (810) 762-3150
University Review of Reports

Whenever the university receives a report of sexual assault, intimate partner 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. The university investigation processes for reviewing sexual violence, intimate partner violence, and stalking* use a preponderance of the evidence standard. In addition, these processes permit the complainant, respondent, or witness to have an advisor of their choice to provide support and guidance throughout the process. The advisor may assist them with all written submissions made by a complainant or a respondent and attend any meeting throughout the process. During any meeting, the advisor is present to observe and provide support and counsel to the participant. The advisor may not testify or obstruct the meeting. 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 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 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 supportive 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.

*Stalking behavior generally addressed under this Policy typically includes one or more of the following elements: is sexual or romantic in nature; is committed by a claimant's current or former partner of an intimate, romantic or sexual relationship; or is related to the claimant exhibiting what is perceived as stereotypical characteristic for one's sex, or for failing to conform to stereotypical notions of masculinity and femininity, regardless of the actual or perceived sex, gender, sexual orientation, gender identity, or gender expression of the claimant. Stalking behavior not addressed under this Policy may be addressed under the Code of Student Conduct as harassment using a preponderance of the evidence standard.

<table>
<thead>
<tr>
<th>UNIVERSITY POLICY/URL</th>
<th>SCOPE</th>
<th>AVAILABLE SANCTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Harassment SPG 201.89-0 <a href="http://spg.umich.edu/policy/201.89-0">spg.umich.edu/policy/201.89-0</a></td>
<td>Complaint of sexual harassment (including sexual violence) against university employees.</td>
<td><a href="http://spg.umich.edu/policy/201.89-0">spg.umich.edu/policy/201.89-0</a> (“Corrective Action” section)</td>
</tr>
<tr>
<td>Student Sexual Misconduct Policy A UM-Flint Policy and Procedure on Student Sexual and Gender-based Misconduct and other Forms of Interpersonal Violence [<a href="https://www.umflint.edu/sites/default/files/groups/Division">https://www.umflint.edu/sites/default/files/groups/Division</a> of Student Affairs/student_sexual_misconduct_policy_fall_2014.pdf](<a href="https://www.umflint.edu/sites/default/files/groups/Division">https://www.umflint.edu/sites/default/files/groups/Division</a> of Student Affairs/student_sexual_misconduct_policy_fall_2014.pdf)</td>
<td>Complaints of sexual assault (domestic violence, dating violence) and stalking against university students.</td>
<td>[<a href="https://www.umflint.edu/sites/default/files/groups/Division">https://www.umflint.edu/sites/default/files/groups/Division</a> of Student Affairs/student_sexual_misconduct_policy_fall_2014.pdf](<a href="https://www.umflint.edu/sites/default/files/groups/Division">https://www.umflint.edu/sites/default/files/groups/Division</a> of Student Affairs/student_sexual_misconduct_policy_fall_2014.pdf) See University Response Protocol, Section C. Sanctions</td>
</tr>
<tr>
<td>Violence in the University Community SPG 601.18 <a href="http://spg.umich.edu/policy/601.18">spg.umich.edu/policy/601.18</a></td>
<td>Complaints of violence, including domestic violence and stalking, against university students, faculty, or employees.</td>
<td>Sanctions as available under other policies applicable to the relevant category of individuals, such as SPG 201.12 (employees) employee misconduct, Regent's Bylaw 5.09 (faculty), Code of Student Conduct (students)</td>
</tr>
</tbody>
</table>
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 free forensic exam and evidence kit at any of these facilities:

<table>
<thead>
<tr>
<th>Facility</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hurley Medical Center</td>
<td>(810) 262-9000 / (800) 336-8999</td>
</tr>
<tr>
<td>McLaren-Flint Health Services</td>
<td>(810) 342-2308</td>
</tr>
<tr>
<td>Genesys Health System</td>
<td>(810) 606-5710</td>
</tr>
<tr>
<td>YWCA of Greater Flint</td>
<td>(810) 238-SAFE 801 S. Saginaw, Flint</td>
</tr>
</tbody>
</table>

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 turn it over to the local police agency for retention.

An advocate from the YWCA of Greater Flint can be available at the medical facility to provide information and support for University of Michigan students, staff, faculty or for anyone, whether or not a member of the UM-Flint community, who requests one. You do not have to speak with an advocate.

Intimate Partner 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.

- Counseling and Psychological Services for Students (CAPS) (810) 762-3456
- Office of the Ombuds (for students) (810) 762-0002
- Faculty and Staff Assistance Program for (FASAP; for Campus faculty and staff) (734) 936-8660

Confidential Community Resources

Confidential assistance in the local community includes the following resources:

- YWCA of Greater Flint SafeHouse Center (810) 238-SAFE [7233]
- National Domestic Violence Hotline (800) 799-7233
- National Sexual Assault Hotline (800) 656-4673
Academic, Housing, Transportation, Employment, & Other Protective Measures
The university also has resources to help those who have experienced sexual assault, intimate partner 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.

Supportive Measures
Supportive measures are typically implemented for claimants and are designed to address a claimant’s safety, well-being, and continued access to educational opportunities. Supportive measures are available regardless of whether the person who requests a measure makes a report to the university or law enforcement, whether the person participates in any investigation, or whether the university or law enforcement investigates a report that has been submitted. The university may also implement supportive measures for respondents, witnesses, and other members of the university community. Supportive measures are voluntary and may be modified or discontinued at any time at the request of the individual.

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 WEC (810) 237-6648 or DPS (810) 762-3333 for assistance. WEC and DPS can also assist with safety planning. If you obtain a court-ordered personal protection order, please let DPS (810) 762-3333 know and provide them with a copy. The university will uphold such lawfully issued orders and enforce them through DPS.

Other Supportive 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, under the direction of the Institutional Equity Specialist, can help arrange protective measures:

DPS—Department of Public Safety (for all individuals) (810) 762-3333; Dean of Students (for students) (810) 762-5728; Institutional Equity Specialist (for students, faculty and staff) (810) 762-3150; WEC (for students, faculty and staff) (810) 237-6648.

In addition, faculty and staff who are experiencing intimate partner violence may also speak with WEC, their direct supervisors and DPS to create a safety plan, or contact Human Resources.

Legal Assistance
- YWCA of Greater Flint; 801 S. Saginaw Street; Flint, MI 48501; (810) 238-7621 (advocacy/assistance/referrals)
- Legal Services of Eastern Michigan (LSEM); 436 Saginaw Street, #101; Flint, MI 48502; (800) 322-4512
- Additionally, https://mi.freelegalanswers.org provides free on-line legal answers for qualified registrants
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-Flint.

You should feel free to involve an advocate, such as WEC (810) 237-6648, 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 WEC (810) 237-6648 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
  - www.umflint.edu/finaid/office-financial-aid
  - 277 University Pavilion
  - 303 S. Saginaw Street
  - (810) 762-3444
  - financialaid@umflint.edu

Prevention and Education for Domestic and Dating Violence, Sexual Assault, and Stalking

The University of Michigan - Flint provides 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 Haven, Understanding Sexual Assault, an online educational requirement for all incoming undergraduate students that addresses relationship violence, sexual harassment, sexual assault, and stalking. For more information on this program visit the Sexual Assault Prevention Module at https://www.umflint.edu/osccr/student-conduct-and-community-standards.

Ongoing Education and Awareness Programs

Throughout the year, WEC's professional staff make available and provide culturally relevant professional training and educational and awareness programming to faculty, professional staff, and student staff, and students on a variety of issues related to sexual assault, intimate partner violence, sexual harassment, and stalking. WEC's volunteer groups and WEC professional staff deliver a wide range of culturally relevant educational programming and skills-training workshops for the entire campus community. Programming available includes Bystander Intervention, Consent 101, Healthy Relationships, Introduction to Masculinity & Masculinity 2.0, Sexual Harassment, Sexual Violence 101, Stalking, and Supporting a Survivor.
For more information, or to request a program or workshop, please visit [www.umflint.edu/wec/demand-workshops-and-presentations](http://www.umflint.edu/wec/demand-workshops-and-presentations).

<table>
<thead>
<tr>
<th>2016 WEC Program</th>
<th>Date / Time</th>
<th>Location</th>
<th># of Participants</th>
<th>Audience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bystander Intervention</td>
<td>Feb 12 11:00AM</td>
<td>Michigan Rooms</td>
<td>20</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Mar 23 – 7:00PM</td>
<td>French Hall</td>
<td>20</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Mar 23 – 7:00PM</td>
<td>French Hall</td>
<td>25</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Apr 3 – 5:00PM</td>
<td>WEC – 213 UCEN</td>
<td>7</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Apr 13 – 6:00PM</td>
<td>Rec Center</td>
<td>30</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Aug 26 –2:00PM</td>
<td>1st St Res Hall</td>
<td>13</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Sep 4 –10:00AM</td>
<td>KIVA</td>
<td>100</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Sep 9 – 4:00PM</td>
<td>French Hall</td>
<td>6</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Sep 16 –1:00PM</td>
<td>Michigan B</td>
<td>11</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Sep 19 –5:00PM</td>
<td>Michigan D</td>
<td>2</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Sep 20 –7:00PM</td>
<td>KIVA</td>
<td>32</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Sep 21 –5:00PM</td>
<td>KIVA</td>
<td>34</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Sep 23 11:30AM</td>
<td>French Hall</td>
<td>23</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Oct 3 – 5:30PM</td>
<td>Intercultural Center</td>
<td>10</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Oct 14 – 2:00PM</td>
<td>Michigan Rooms</td>
<td>55</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Oct 21 11:00AM</td>
<td>Intercultural Center</td>
<td>8</td>
<td>Students</td>
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<tr>
<td></td>
<td>Oct 26 – 6:00PM</td>
<td>Michigan Rooms</td>
<td>18</td>
<td>Students</td>
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<tr>
<td></td>
<td>Oct 27 11:00AM</td>
<td>French Hall</td>
<td>5</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Nov 14 –4:00PM</td>
<td>Intercultural Center</td>
<td>10</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Nov 16 –1:30PM</td>
<td>Michigan B</td>
<td>3</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Nov 17 11:00AM</td>
<td>Alumni</td>
<td>10</td>
<td>Students</td>
</tr>
<tr>
<td>Healthy Relationships</td>
<td>Feb 9 – 5:00 PM</td>
<td>Michigan A</td>
<td>10</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Oct 3 – 1:30 PM</td>
<td>WEC – 213 UCEN</td>
<td>3</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Oct 10 – 7:30PM</td>
<td>WEC – 213 UCEN</td>
<td>16</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Oct 24 – 1:00PM</td>
<td>White Bldg Classroom</td>
<td>55</td>
<td>Students</td>
</tr>
<tr>
<td>Intro to Masculinity</td>
<td>Feb 23 – 5:00PM</td>
<td>Happenings</td>
<td>16</td>
<td>All UM-Flint</td>
</tr>
<tr>
<td>Masculinity 2.0</td>
<td>Mar 8 – 5:30PM</td>
<td>French Hall</td>
<td>25</td>
<td>Students</td>
</tr>
<tr>
<td>Supporting a Survivor</td>
<td>April 4 – 6:30PM</td>
<td>Happenings</td>
<td>11-13</td>
<td>All UM-Flint</td>
</tr>
<tr>
<td></td>
<td>Aug 26 –1:00PM</td>
<td>1st St Res Hall</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Peer Educator Training</td>
<td>Jan 15 – 17; all day</td>
<td>WEC – 213 UCEN</td>
<td>15</td>
<td>Peer Educators</td>
</tr>
<tr>
<td>Sexual Assault Awareness Weeks Kick-Off</td>
<td>Mar 28 – 1:30PM</td>
<td>Intercultural Center</td>
<td>33</td>
<td>All UM-Flint</td>
</tr>
<tr>
<td>Hunting Ground Screening &amp; Discussion</td>
<td>Mar 29 – 6:00PM</td>
<td>KIVA</td>
<td>41</td>
<td>All UM-Flint</td>
</tr>
<tr>
<td>Got Consent? (Improv Theatre Workshop)</td>
<td>Mar 30 – 6:00PM</td>
<td>KIVA</td>
<td>20</td>
<td>Students</td>
</tr>
<tr>
<td>Sexual Assault Speaout</td>
<td>Mar 31- 5:30PM</td>
<td>Mich A&amp;B</td>
<td>70</td>
<td>All UM-Flint</td>
</tr>
<tr>
<td>Human Trafficking Open Dialogue</td>
<td>Apr 5 – 5:30PM</td>
<td>Happenings</td>
<td>32</td>
<td>All UM-Flint</td>
</tr>
<tr>
<td>Self-Defense Class</td>
<td>Apr 6 – 6:00PM</td>
<td>Mich A&amp;B</td>
<td>12</td>
<td>Students</td>
</tr>
<tr>
<td>Take Back the Night</td>
<td>Apr 7 – 6:00PM</td>
<td>Mich A-C</td>
<td>65</td>
<td>All UM-Flint</td>
</tr>
<tr>
<td>Consent Weeks Kick-Off</td>
<td>Sept 19 -1:30PM</td>
<td>Happenings</td>
<td>16</td>
<td>Students</td>
</tr>
<tr>
<td>Alcohol &amp; Consent Fair</td>
<td>Sep 22 –1:00PM</td>
<td>UCEN Lobby &amp; Happenings</td>
<td>42</td>
<td>Students</td>
</tr>
<tr>
<td>What's Your Sex IQ?</td>
<td>Sep 26 –6:00PM</td>
<td>Michigan A</td>
<td>4</td>
<td>Students</td>
</tr>
<tr>
<td>DV Awareness Photo Booth</td>
<td>Nov 16 –3:00PM</td>
<td>3rd Floor UCEN</td>
<td>32</td>
<td>Students</td>
</tr>
<tr>
<td>Domestic Violence &amp; Islam Keynote</td>
<td>Nov 17 –5:00PM</td>
<td>French Hall</td>
<td>36</td>
<td>Students</td>
</tr>
</tbody>
</table>
The Abuse Hurts Initiative provides training on dating violence, domestic violence and stalking to faculty and staff members at the University of Michigan - Flint. 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, contact the WEC at (810) 237-6648 please visit www.umflint.edu/wec or www.hr.umich.edu/stopabuse.

The Department of Public Safety (DPS) contributes annually to ongoing education and awareness programs around alcohol, sexual assault, dating violence, domestic violence and stalking. For more information, or to request a program or workshop, please visit http://www.umflint.edu/safety/connecting_with_u or call DPS at (810) 762-3330.

<table>
<thead>
<tr>
<th>2016 Program</th>
<th>Date / Time</th>
<th>Location</th>
<th># of Participants</th>
<th>Audience</th>
</tr>
</thead>
<tbody>
<tr>
<td>RAD Training</td>
<td>For Men:</td>
<td>Classes held at the White Building and University Center</td>
<td>0-25</td>
<td>Students, Faculty, Staff, and Community</td>
</tr>
<tr>
<td></td>
<td>• Jan 12, 19, 26 &amp; Feb 2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Sept 27, 29, Oct 4, 6</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>For Women:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Feb 9, 16, 23, March 1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• March 15, 22, 29, April 5</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Oct 25, Nov 1, 8, 15</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alcohol/Drug Education &amp; Awareness</td>
<td>Summer in the City</td>
<td>First Street Res Hall</td>
<td>14, 12</td>
<td>Students, Faculty, and Staff</td>
</tr>
<tr>
<td></td>
<td>• July 11, 2016</td>
<td></td>
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<td>• July 19, 2016</td>
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<tr>
<td>DPS &amp; Block Club Safety March</td>
<td>October 2016</td>
<td>First Street Res Hall</td>
<td>35</td>
<td>Students, Faculty, and Staff</td>
</tr>
<tr>
<td>Connecting with You</td>
<td>October 2016</td>
<td>Hubbard Building, Conference Room</td>
<td>0</td>
<td>Students, Faculty, and Staff</td>
</tr>
<tr>
<td>Pop With A Cop</td>
<td>Wednesdays, Fall/Winter Semesters</td>
<td>University Center, 3rd Floor</td>
<td>25</td>
<td>Students, Faculty, Staff, and Community</td>
</tr>
</tbody>
</table>
4. EMERGENCY NOTIFICATION AND RESPONSE

UM Emergency Alert System

UM-Flint 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 message (SMS) to cell phones
- Voice message to cell or landline telephones
- Email
- Public Address / Fire Alarm Systems
- Social Media

When a DPS incident commander, or designee, 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-Flint Emergency Alert system. Initial confirmation by DPS may occur by observation of a police or security officer, multiple witness telephone calls, alarms activating in the DPS 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 bomb threat is confirmed.
- When a tornado warning is issued for the county.
- When a major hazardous material spill is impacting a large portion of campus.
- When UM-Flint administration declares an emergency reduction in operations or delay in opening.

The emergency message content will be developed by University Relations, or designee. The message will be sent by University Relations (primary), or designee, Public Safety Director, or designee, or other EAS authorized users. This information will be shared to help the public take action for their safety, unless, in the professional judgment of the Director of Public Safety, or designee, 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 robust, regional campus, we require more than a single mode of notification in an emergency. UM-Flint Emergency Alerts adds to the array of communication methods used during campus emergencies, such as building alarms and public address announcements. However, the UM-Flint Emergency Alerts are issued campus-wide, not to smaller segments of the community.

In order to receive urgent notification alert messages, UM-Flint students, faculty and staff may register (via Wolverine Access) telephone or cell phone numbers and a device to receive text messages. Additionally, UM-Flint automatically will register all student, faculty and staff umflint 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 judgment of the Public Safety Director, or designee, constitutes an ongoing or continuing threat to the community, a campus-wide “Crime Alert” will be issued to serve as a timely warning and to aid in the prevention of similar crimes. UM-Flint University Relations, or designee, 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.

A copy of the timely warning will be emailed to all students, faculty, and staff. Flyers will be available for public posting. Timely warning information may be shared via social media and person-to-person. Anyone with information warranting a timely warning should report the circumstances to DPS by telephone at (810) 762-3333 or in person at DPS Communications Center, Mill Street Ramp.

Other Communication Methods

In addition to the UM-Flint Emergency Alert System and crime alerts, DPS 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 public address systems, fire alarm systems, telephones, and person-to-person communication.

Emergency Operations Plan


- More information on creating a campus culture of preparedness is available through the EHS website at https://www.umflint.edu/ehs/emergency-preparedness-and-response.

The UM-Flint Emergency Preparedness and Response Guidelines Flip Chart is made available for posting 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 buildings should check with their department head or contact UM-Flint EHS at (810) 766-6763 for assistance.

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

- Residence Hall Tornado Drill – January
- ECDC/GEC Evacuation Drill – January
- GEC Secure/Lockdown Drill - January
- Residence Hall Active Shooter Drill – February
- GEC Secure/Lockdown Drill – February
- Individual Campus Buildings Tornado Drills - March
- Campus-Wide/State-Wide Tornado Drill – April
- ECDC Lockdown Drill – May
- Residence Hall Tornado Drill – July
- ECDC Lockdown Drill - July
- Residence Hall Assistants Emergency Preparedness Training – August
- ECDC Lockdown Drill – September
- Residence Halls Tornado Drill – October
- Campus-wide Lockdown Drill - November
A minimum of one fire drill per academic year is conducted in each residence hall. The UM-Flint Emergency Alert system is tested, or activated, minimally twice each academic year. Additionally, EHS is available to meet and assist in developing and delivering department-specific emergency preparedness planning, training, and exercises.

Missing Student Notification protocol

On-campus student residents can review and complete their emergency contact information in their SIS account at [http://sis.umflint.edu/](http://sis.umflint.edu/) and also have the option to complete a Missing Person Contact Form available at [https://formassembly.umflint.edu/1873](https://formassembly.umflint.edu/1873). These links and guidance are available through the Office of Housing and Residential Life at [https://www.umflint.edu/reslife/emergency-contact](https://www.umflint.edu/reslife/emergency-contact). The Missing Persons Contact Form 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 form also informs the residents that if they are under the age of 18 and are missing, police will contact their custodial parent or legal guardian, unless they are deemed an emancipated minor. The information is available only to authorized campus officials and law enforcement, for purposes of pursing a missing person investigation.

If someone has a concern that a student resident is missing, this concern should be immediately reported to the Department of Public Safety (DPS) at (810) 762-3333. DPS will generate a missing person report and initiate an investigation. DPS 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, color, ethnicity, national origin, religion, sexual orientation, gender identity, or disability.

Reporting Bias Incidents

The University of Michigan – Flint 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 the UM-Flint Institutional Equity Specialist or the Office of the Dean of Students.

If you believe you have experienced a hate crime on-campus, you may report it directly to DPS at (810) 762-3333. DPS also will assist you with reporting off-campus incidents.

If you are not sure you have experienced a hate crime and would like to discuss the incident, please call the Office of the Institutional Equity Specialist at (810) 237-6517 / (810) 762-3150 or the Office of the Dean of Students at (810) 762-5728.

Non-emergent on-line reporting is available for the UM-Flint community, contractors, and visitors for bias incidents allegedly perpetrated by students. The UM-Flint Office of Student Conduct and Community Standards (SCCS) will work with the Institutional Equity Specialist on all reported bias incidents. Visit the on-line reporting portal via (SCCS) at [https://umflint-advocate.symplicity.com/public_report/index.php/pid620575?](https://umflint-advocate.symplicity.com/public_report/index.php/pid620575?).
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.

<table>
<thead>
<tr>
<th>Risk Reduction Technique</th>
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</thead>
<tbody>
<tr>
<td><strong>Indecent Exposure</strong></td>
</tr>
<tr>
<td>• If you witness this type of behavior, yell loudly to alert others around you and run away if you are fearful of attack.</td>
</tr>
<tr>
<td>• Call 9-1-1, DPS at (810) 762-3333, or use an emergency blue light phone.</td>
</tr>
<tr>
<td>• Call WEC at (810) 237-6648 for support and assistance.</td>
</tr>
</tbody>
</table>

MEDICAL EMERGENCIES

Call 9-1-1 for emergency response. DPS is available for emergency response by calling 9-1-1 from a campus telephone or direct at (810) 762-3333. Emergency health care providers in the greater campus area include the following:

**Emergency Providers**

**Hurley Medical Center**
1 Hurley Plaza  
(810) 262-9000  
[www.hurleymc.com/services/emergent](http://www.hurleymc.com/services/emergent)

Hurley Medical Center provides emergency care 24 hours/day, 7 days/week. It is a recognized level 1 trauma center, equipped to deal with all emergency problems for persons of all ages.

**McLaren Hospital – Flint**
401 S. Ballenger Hwy  
(810) 342-2000  
[www.mclaren.org/flint/emergency-services.aspx](http://www.mclaren.org/flint/emergency-services.aspx)

McLaren-Flint provides emergency care 24 hours/day, 7 days/week. It provides trauma care and entire spectrum of emergent services for persons of all ages.

**Urgent/Non-Emergent Medial Need Providers**

Student health resources can be found on-line at [www.umflint.edu/reccenter/student-health-resources](http://www.umflint.edu/reccenter/student-health-resources). The UM-Flint provides a resource of Greater Downtown Flint Health Care Resources to address a variety of health care needs including medical, dental, vision, behavioral health, pediatric care, OB/GYN, and laboratory services.

This publication is available for view or download at [https://www.umflint.edu/sites/default/files/groups/Recreation_Center/healthcareresources_brochure_07-17.pdf](https://www.umflint.edu/sites/default/files/groups/Recreation_Center/healthcareresources_brochure_07-17.pdf).

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 9-1-1 or DPS at (810) 762-3333 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.
- A minor who voluntarily seeks medical assistance for themselves because of drug overdose or use of a prescription drug that is a controlled substance.
- Any minor who accompanies or procures medical assistance for another minor (under the age of 21) as a result of drug overdose or use of a prescription drug that is a controlled substance.

Handling Hazardous Material Emergencies

**Chemical, Radioactive, and Biohazard Materials**

The most important thing you can do to help in a hazardous material emergency is to 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 should also 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 or DPS at (810) 762-3333 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 UM-Flint's Department of Environment, Health and Safety at (810) 766-6763 or visit EHS at www.umflint.edu/ehs. By being prepared and knowing what actions to take in an emergency, you can make your work area a safer place.

PERSONAL SAFETY

RAD Program
The Rape Aggression Defense (RAD) System is a program of realistic, self-defense tactics and techniques. It is a comprehensive course for women and men that begins with awareness, prevention, risk reduction, and avoidance, while progressing on to the basics of hands-on defense training. RAD is not a martial arts program. DPS courses are taught by certified RAD instructors and provide you with a workbook/reference manual. The DPS RAD Program, taught by DPS personnel, is dedicated to teaching defensive concepts and techniques against various types of assault, by utilizing easy, effective and proven self-defense tactics. Our system of realistic defense will provide students with the knowledge to make an educated decision about resistance.

DPS offers this program at no cost. Call DPS at (810) 762-3330 to register. Sgt. Meoachy Proby is available to provide more program details, answer program questions, and facilitate class registration for individuals or groups. More information can be found on the DPS website at www.umflint.edu/safety/rad-training.

PROPERTY SAFETY

Bicycle Registration Program
Bicycles are easy targets for theft. The Department of Public Safety (DPS) offers a free 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 a sticker to place on your bicycle. This sticker will help serve as a theft deterrent. Additionally, if your bicycle is found or recovered, the registration record will help DPS return your bicycle to you. Call DPS at (810) 762-3333; Public Safety Officer Russell Taunt is available to provide more program details, answer program questions, and facilitate bicycle registration.

TRANSPORTATION OPTIONS

For updated campus transportation information, visit DPS, Parking & Transportation at www.umflint.edu/safety/services/parking.

Campus Shuttle
The Campus Shuttle, in general, runs Monday-Thursday 9:30am-10pm, except for six official holidays. A valid UM-Flint M-Card must be presented. Track the Campus Shuttle in real time with the locator app: http://shuttle.umflint.edu.

SafeRide
SafeRide is a free after-hours transportation service that operates within specific campus geographic boundaries when the Campus Shuttle is not available. DPS schedules rides on a first come, first served basis. A valid UM-Flint M-Card must be presented. For more information and to view the boundary map visit DPS at www.umflint.edu/saferride. To schedule a SafeRide contact DPS at (810) 762-3333.
Campus Shopper Shuttle Services
The UM-Flint Shopper Shuttle provides round trip transportation during the Fall and Winter semesters from campus residence halls to Target (Miller Road) and Walmart (Corunna Road). For specific dates and times please see the DPS website at https://www.umflint.edu/safety/services/parking.

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 UM-Flint 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 (www.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 safety of a supervisor, co-worker, faculty member, student, member of the general public, or the UM-Flint community at large. Examples of such behavior include during/after work hours or on/off University premises acts that adversely affect UM-Flint:

- 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.

While 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 cannot 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.
- Don't 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 DPS at (810) 762-3333.

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 DPS at (810) 762-3333. 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 UM-Flint 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 Department of Public Safety (DPS) provides consultation and preventive services as well as immediate law enforcement response. Telephone: (810) 762-3333
- The Office of Student Conduct and Community Standards (SCCS) addresses violence or threats of violence perpetrated by students. Members of the UM-Flint community, contractors, and visitors concerned about such violence should contact SCCS and their appropriate dean or department chair. SCCS telephone: (810) 762-5728; visit SCCS at https://www.umflint.edu/osccr/student-conduct-and-community-standards (non-emergent on-line reporting available).
- The Department of Human Resources (HR) addresses violence or threats of violence that involves a faculty or staff member. Members of the UM-Flint community, contractors, and visitors concerned about such violence should report to HR. Telephone: (810) 762-3150.

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. Telephone: (734) 936-8660.
- Students may seek services from Counseling and Psychological Services (CAPS). Telephone: (810) 762-3456.
- All faculty, staff, and students may contact the Women’s Education Center (WEC) for anonymous advocacy services in cases of sexual assault, domestic or dating violence, or stalking. Telephone: (810) 237-6648.

### Safety and Risk Reduction Techniques

**The following prevention tips are offered to help insure personal safety and the safety of one's belongings.**

<table>
<thead>
<tr>
<th>University Residence Halls</th>
<th>Fire Safety</th>
<th>Pedestrian Safety</th>
</tr>
</thead>
<tbody>
<tr>
<td>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.</td>
<td>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 &quot;full&quot; 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.</td>
<td>Learn the locations of all campus blue light emergency phones. Take advantage of nighttime escort services. 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.</td>
</tr>
<tr>
<td>Do not leave valuables in open view. Take valuables home during vacation.</td>
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<td></td>
</tr>
<tr>
<td>Never prop open doors to residence halls.</td>
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<tr>
<td>Do not allow door to door salespeople to enter your room. Report them to DPS.</td>
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<tr>
<td>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 DPS to report them.</td>
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<tr>
<td>Backpacks, purses, book bags, laptops, etc., should never be left unattended.</td>
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<tr>
<td><strong>If you live in the City of Flint:</strong></td>
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<tr>
<td>The Department of Public Safety offers Operation Identification. This program allows residents (and all community members) to visit DPS to borrow an engraving tool to mark their valuables.</td>
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<tr>
<td>It is recommended that residents know their local neighborhood watch group and the name of their neighborhood block captain.</td>
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</table>

**UM-Flint DPS**
(810) 762-3333

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**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.
### Active Shooter Response

**Call 9-1-1**

- 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 lights and silence electronic devices.

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

### Office, Classroom, or Lab Safety

- Avoid working or studying alone in a building at night. If you must work late, let someone 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.

### 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 UM-Flint 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.

Remember, if you are in doubt, contact the police. They will be able to assist you.

DPS staff suggests the following approach to reporting suspicious activity on campus:

- Remain calm. Keep away from the suspicious person(s) or activity. Call 9-1-1, DPS at (810) 762-3333, 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.

### 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.
- Call 9-1-1 immediately.

### Stalking

- Report all incidents to the police.
- Explain how you were frightened, terrorized, distressed, or threatened.
- Call WEC (810) 237-6648 for support and assistance.
- See the “Stalking Laws” on page 32 or 40-41 of this book.
- Tell friends and family what is happening.
- Consider the option of a personal protection order.

### Computer & Identity Information Safety

Protect your computer and mobile 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 UM-Flint community at [www.safecomputing.umich.edu/antivirus](http://www.safecomputing.umich.edu/antivirus).
- Use passwords wisely.
- Never use your UM-Flint umich password (the one you use for Wolverine Access) for non-UM-Flint 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. For more information on how to protect yourself: [www.safecomputing.umich.edu/main/phishing_alerts/spear-phish.php](http://www.safecomputing.umich.edu/main/phishing_alerts/spear-phish.php).
- Lock your screen or log out before you walk away from any publicly accessible computer.
- Call DPS at (810) 762-3333 immediately if you receive a threatening email or if your device is stolen.

For more tips and information, see [www.umflint.edu/its/services](http://www.umflint.edu/its/services).

### Automated Teller Machine (ATM) Safety

ATMs are conveniently located around Flint and some areas of campus. You can help 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 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.

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**Connecting with U**

If you have any questions regarding campus safety, or would like to schedule a safety presentation, please call UM-Flint DPS at (810) 762-3333.
5. UNIVERSITY POLICIES AND STATE LAWS

UNIVERSITY POLICIES

UM-Flint Student Sexual Misconduct Policy

Effective September 12, 2013 the University of Michigan – Flint implemented a policy to address response to misconduct and violence as well as rights, options, and resources for those individuals who wish to report incidents and those who are accused. Some highlights of the policy are below. Resource options can be found earlier in this Report on pages 17-23. The full policy and procedures can be accessed at https://www.umflint.edu/sites/default/files/groups/Division_of_Student_Affairs/student_sexual_misconduct_policy_fall_2014.pdf

Policy Statement

The University of Michigan-Flint ("University" or "UM-Flint") values civility, dignity, diversity, education, equality, freedom, honesty, and safety, as described in the Code of Student Conduct, and is firmly committed to maintaining a campus environment free from sexual harassment, sexual assault, and other forms of sex-based discrimination (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, and service missions. Sexual misconduct, therefore, will not be tolerated at the University of Michigan-Flint and is expressly prohibited. Anyone who is aware of sex-based misconduct by a University student should promptly report such misconduct to the University. Upon receiving a report, the University will promptly respond by taking the appropriate steps to reduce or eliminate the harassment, prevent its recurrence, and address its effects.

This policy provides information regarding the University's prevention and education efforts related to student sexual misconduct, as well as how the University will proceed once it is made aware of allegations of student sexual misconduct in keeping with our institutional values and to meet our legal obligations under Title IX and other relevant laws. The University community will be made aware of this policy through: publication on the University's Division of Student Affairs website, institutional equity website, and Department of Public Safety website; annual email notifications to faculty, staff and students; distribution at annual residence hall meeting, educational programs and workshops; and the Annual Campus Security Report.

Nothing in this policy will be interpreted to violate individual constitutional rights of expression, to infringe upon academic freedom, or to compromise the University's educational mission. Offensive speech alone is not legally sufficient to establish a violation of this policy. The expressive conduct must constitute sexual misconduct as defined within this policy for a violation to occur. Sexual misconduct, however, is not a legally protected expression or a proper exercise of academic freedom.

To Whom This Policy and Procedures Apply

For purposes of this policy, sexual misconduct encompasses a range of behaviors that create a hostile educational environment, including sexual assault and sexual harassment. Individuals who are concerned about inappropriate student behavior regardless of whether the actions may violate this policy should still report these incidents to the Assistant Vice Chancellor for Student Affairs, 359 University Center, 303 E. Kearsley St., Flint, MI 48502-1950. Phone: 810-237-6649. This policy applies to sexual misconduct that is committed by a University student or a participant in a University program whenever that sexual misconduct occurs:

- In the City of Flint;
- On University-controlled property;
- In connection with a University or University-recognized program or activity; or
• When the conduct occurs outside of the city of Flint or outside of University-controlled property and poses an obvious and serious threat of harm to any member(s) of the University community or creates a hostile environment for any member(s) of the University community.

Individuals subjected to sexual misconduct by third parties not affiliated with the University may still utilize University resources and the University will attempt to take prompt action to eliminate the harassment and prevent its recurrence; however, the University's response against the accused may be limited.

At the University's discretion, this policy and related processes may also apply to reported violations of other University policies if, in the University's judgment, those other allegations are directly related to the reported sexual misconduct.

Supportive and Protective Measures (Also Collectively Known as Interim Measures)
Once a report of sexual misconduct has been made to the University, information will be forwarded to the Department of Public Safety (DPS) to ensure appropriate distribution of university-wide warnings and maintenance of accurate statistics, the Institutional Equity Specialist, and the Assistant Vice Chancellor for Student Affairs. The University will also offer the appropriate support services and notification of institutional policies to the Complainant and the Respondent. The University will take the appropriate steps to prevent and/or address retaliatory conduct following a report.

The Division of Student Affairs may also implement interim measures, as needed to protect the students involved and the larger University community. Interim interventions may include separation of the parties' academic and living situations or other interventions the Assistant Vice Chancellor for Student Affairs and the Institutional Equity Specialist deem appropriate, in consultation with the University Title IX Coordinator. These measures may be kept in place until the end of any review or appeal process. Failure to abide by the interim interventions is a violation of this policy and may lead to additional disciplinary actions.

Prohibited Conduct
Sexual misconduct is the umbrella term used to encompass unwanted or unwelcome conduct of a sexual nature that is committed without valid consent, including sexual assault, sexual harassment (including stalking), and other forms of sex-based discrimination. Men or women can engage in sexual misconduct, and sexual misconduct can occur between people of the same or different sexes. Sexual misconduct can include both intentional conduct and conduct that results in negative effects. Sexual misconduct can also include retaliation in connection with the Complainant's allegations under this policy.

Sexual assault is unwanted or unwelcome touching of a sexual nature, including hugging, kissing, fondling, oral sex, anal or vaginal intercourse, or other physical sexual activity that occurs without valid consent.

Consent is clear, freely given, and unambiguous agreement to engage in a particular activity. Consent cannot be procured by the use of physical force, compelling threats, intimidating behavior or coercion. A person who is incapacitated or who is unable to give consent due to age or an intellectual and/or other disability cannot validly give consent.

University Resolution
Investigation Findings and Outcome Notification.
In most cases, when an investigation is conducted, the Investigator will prepare a written report at the conclusion of the investigation. Before the report is finalized, the participating Complainant and Respondent will be given an opportunity to review their own statement. The Investigator's written report will contain, at a minimum: 1) summary of the complaint; 2) investigator's findings; and 3) summary of the investigator's rationale in support of the findings.

The Investigator’s report and findings must be reviewed and approved by the University Title IX Coordinator. The University's written findings will then be made available to the Student Conduct Officer and then simultaneously to the participating Complainant and Respondent, in the manner and to the extent appropriate to honor due process and privacy considerations. The University neither encourages nor discourages the subsequent disclosure or sharing of the written notification by either party.
In cases where a Complainant and/or Respondent has chosen not to participate in the University's review of the sexual misconduct allegation but desires to be notified of the outcome, the University may notify the Complainant. If a Complainant has expressed a desire, in writing, not to be notified of the outcome, the University will honor that decision and will not send the notification.

Sanctions
If the Respondent is found to have committed the alleged sexual misconduct, the University will take further action to prevent the recurrence of that misconduct and remedy its effects.

The Assistant Vice Chancellor for Student Affairs or Student Conduct Officer will meet with the Respondent to discuss sanctions. The Assistant Vice Chancellor for Student Affairs will determine the appropriate sanctions and inform the Respondent in writing within fifteen (15) University business days.

The sanctions applied to students found responsible for sexual misconduct are designed to eliminate the misconduct, prevent its recurrence, and remedy its effects, while honoring the University's educational mission. Sanctions may also serve to promote safety or to deter students from future threatening or harmful behavior. Some behavior is so harmful to the University community or so deleterious to the educational process that it may require more serious sanctions, such as removal from University housing, specific courses or activities, suspension from the University or expulsion.

Dual Roles. When the Respondent holds a role within the University in addition to that of a student (e.g., student-employee), the sanctions may apply to all roles held by the student provided there is a sufficient nexus between the alleged conduct and the position held by the student. If the student's alleged sexual misconduct occurred in their employment capacity, the review and sanctioning process will be completed according to SPG 201.98-0. If the student-employee is found to have engaged in sexual misconduct after that review, the student-employee may be subject to sanctions both in connection with their employment and their student status, as appropriate, under applicable processes and in accordance with any procedures set forth in any applicable collective bargaining agreement.

Appeals of Findings or Sanctions
Both a Complainant and Respondent may appeal the sanctions imposed. Given the personal and sensitive nature of these circumstances, and out of the respect for the rights of all participants, a review of the matter will be efficient and narrowly tailored.

Grounds for Review. A party may only seek review of the sanctions on the following grounds:
   a) A material deviation from the procedures affected the outcome of the case;
   b) There is new and relevant information, with reasonable diligence and effort, that was unavailable at the time of the investigation and resolution that could reasonably affect the outcome; and/or
   c) The sanctions are not appropriate or proportionate to the determined violation(s).

To request a review, the party must submit a written appeal to the Assistant Vice Chancellor for Student Affairs within ten (10) University business days of the notification of decision regarding any sanctions. The Assistant Vice Chancellor for Student Affairs may modify the ten (10)-day limitation period when reasonable.

Both parties will be notified if either party submits an appeal and will be informed of the grounds of the appeal. A party may submit a short written response to the request for appeal within five (5) University business days of the notification.

Procedure. If the appeal satisfies the requirements listed above, the matter will be reviewed by the Faculty Student Concerns Committee as described within the Code of Student Conduct. In a closed session, the Faculty Student Concerns Committee will review the matter based on the relevant considerations identified in the request for appeal. The Faculty Student Concerns Committee may conclude that there are no relevant issues of concern and, therefore, recommend that the Student Conduct Officer affirm the sanctions.
If the Faculty Student Concerns Committee identifies issues of concern, the Committee will provide the Student Conduct Officer with one of the following recommended actions and any additional instructions or recommendations it deems appropriate under the circumstances:

- If there was a material deviation from procedure, remand the matter to the University Title IX Coordinator and/or Investigator with corrective instructions from the Faculty Student Concerns Committee;
- If newly-discovered information appears relevant, refer the matter to the University Title IX Coordinator and the original Investigator to determine whether any modifications may need to be made to the original investigative report; or
- If the sanctions appear inappropriate or disproportionate, alter the sanctions accordingly.

The Faculty Student Concerns Committee will prepare a written report in response to any appeal within ten (10) University business days of receiving the appeal. The Vice Chancellor for Student Affairs may accept or modify the recommendations made by the Faculty Student Concerns Committee. The Vice Chancellor for Student Affairs’ final decision will be made available to the participating parties simultaneously, to the extent appropriate to honor due process and privacy concerns within five (5) University business days of receiving the Faculty Student Concerns Committee's report.

**Sexual Harassment by Faculty or Staff**

The UM-Flint policy against sexual harassment by faculty or staff and the procedures to follow when filing a complaint of such activity may be found in the University’s Standard Practice guide (SPG) 201.89. The complete SPG can be found at [www.spg.umich.edu](http://www.spg.umich.edu).

Corrective action could include a requirement not to repeat or continue the harassing or retaliatory conduct, a reprimand, denial of a merit pay increase, reassignment, suspension, and termination.

**University of Michigan-Flint Alcohol and Other Drugs (AOD) Policy for Students, Faculty, and Staff**


**Introduction**

The University of Michigan-Flint is committed to providing a safe, healthy learning community for all 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 UM-Flint community.

Under the [Drug Free Workplace Act](https://www.umflint.edu/sites/default/files/groups/Human_Resources/aod_policy_2016-2017_final_7_25_16.pdf) and the [Drug Free Schools and Communities Act](https://www.umflint.edu/sites/default/files/groups/Human_Resources/aod_policy_2016-2017_final_7_25_16.pdf), 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.

**UM-Flint 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.
Michigan law prohibits manufacturing, using, dispensing, selling or supplying. Furthermore, the law prohibits the manufacturing, dispensing, selling or supplying 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 inside or outside of the licensed facility on campus, the General Counsel's frequently asked questions web page should be referenced for proper handling: [http://www.ogc.umich.edu/faq_alcohol.html](http://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-Flint is a smoke-free campus. Please refer to [https://www.umflint.edu/node/7910](https://www.umflint.edu/node/7910) for more information.

**Alcohol and Other Drugs Prevention Program**
Changing the community culture from one that is indifferent to, or tolerates, the harm caused by excessive and illegal use, requires participation by all members of the community. The University of Michigan-Flint actively promotes an environment that discourages and/or prevents the harmful abuse of alcohol and other drugs, and strives to prevent subsequent negative outcomes. Strategies that are utilized include: informing students about alcohol and other drug policies, and possible consequences for policy violations; educational media campaigns, promoting legal, moderate use; providing information to students’ parents about alcohol issues on campus during parent orientation; facilitating various education, skill building, and intervention programs to assist students in gaining knowledge and skills; and providing resources and support for students who seek treatment services. For more information, please contact Counseling and Psychological Services (CAPS, 810-762-3456) or Health & Wellness Services (810-762-3441).

**University Sanctions – UM-Flint Campus**
The use or abuse of alcohol and other drugs also increases the risks for behavioral and social problems such as negative effects on academic work performance; conflicts with co-workers, classmates, family, friends and others; conduct problems resulting in disciplinary action, including loss of employment or dismissal from an academic program; and legal problems resulting in ticketing, fines, and imprisonment.

The laws of the state of Michigan and University of Michigan's policies prohibit the consumption or possession for personal consumption of alcoholic beverages by persons under the age of 21 years. Further, Michigan laws and University policies prohibit the sale, service or giving of alcoholic beverages to persons under the age of 21. University of Michigan's policies, local ordinances and laws, state laws and federal laws also prohibit the unlawful possession, use and/or distribution of illicit drugs and alcohol.

Violation of University policies will be subject to campus disciplinary review and action, as follows:

- **Students:** The University has established expectations for non-academic student conduct under the Code of Student Conduct.

  The following illicit use of alcohol and other drugs is considered misconduct and subject to disciplinary action:
  - “Illegally possessing or using alcohol”
  - “Illegally distributing, manufacturing, or selling alcohol”
• “Illegally possessing or using drugs”
• “Illegally distributing, manufacturing, or selling drugs”

The Code of Student Conduct, including sanctions, can be found at https://www.umflint.edu/sites/default/files/groups/Student_Conduct_and_Community_Standards/code_of_student_conduct_2017-2018_final.pdf and is administered by the Division of Student Affairs (DSA). Sanctions cover a wide range of educational assignments and obligations, including but not limited to suspension and expulsion from the institution. The Associate Vice Chancellor & Dean of Students oversees conduct and hearing processes for students as outlined in the Code of Student Conduct.

Academic units of the university may also have written or implied policies concerning management of alcohol use and their response to the illicit use of alcohol and other drugs in the academic setting. Students are expected to know and understand these additional policies and abide by them.

**Student Organizations:** Policy violations by student organizations are handled through the Office of the Student Conduct and Community Standards (SCCS). Information pertaining to the judicial process can be found at the following website: www.umflint.edu/osccr.

**Staff and Faculty:** Sanctions for violations by faculty and staff are governed by policies within individual departments and any applicable guidelines set by university regulations (Standard Practice Guide 201.12), appropriate collective bargaining agreements, and other applicable policies or procedures. Appropriate sanctions may include: verbal or written warnings, a mandated rehabilitation program, probation, suspension, and termination. In each case there are likely to be different circumstances that are relevant for understanding the situation and determining the appropriate sanction.

**External Sanctions**
Federal laws impose significant criminal penalties for the unlawful possession, use, manufacture or distribution of alcohol and illicit drugs. These penalties include fines and/or imprisonment. Violations of laws and ordinances may result in misdemeanor or felony convictions accompanied by the imposition of legal sanctions, which include, but are not limited to, the following:

- Fines as determined under local, state, or federal laws;
- Imprisonment, including up to life imprisonment, for possession or trafficking in drugs such as heroin, cocaine, marijuana, and prescription drugs;
- Forfeiture of personal and real property;
- Denial of federal benefits such as grants, contracts and student loans;
- Loss of driving privileges;
- Required attendance at substance abuse education or treatment programs.

A full description of federal sanctions for drug felonies can be found at: http://www.justice.gov/dea/druginfo/ftp3.shtml. This section is not intended as legal advice; consult with an attorney regarding your specific legal issues.

Additional sections of the Policy (https://www.umflint.edu/sites/default/files/groups/Human_Resources/aod_policy_2016-2017_final_7_25_16.pdf) include:

- Health Risks
- Counseling and Treatment Programs
- Medical Amnesty
- Employee Reporting Requirement
- Marketing Standards
- Distribution Policy
- Review of University Prevention Program and Policy

**Alcohol and Other Drug Prevention Strategies**
A full list of alcohol and other drug prevention programming can be found in the 2014-2016 UM-Flint DFSCA Biennial Report found here: https://www.umflint.edu/sites/default/files/groups/Public_Safety/2014_2016_biennial_report.pdf
Code of Student Conduct

The current Code of Student Conduct was first implemented September 12, 2013 as the Statement of Student Rights and Responsibilities. The Code outlines 26 violations of UM-Flint values. The complete Code can be found at https://www.umflint.edu/sites/default/files/groups/Student_Conduct_and_Community_Standards/code_of_student_conduct_2017-2018_final.pdf.

I. Introduction

The primary purpose of the Code of Student Conduct (the Code) is to assist the University of Michigan-Flint (“University” or “UM-Flint”) in providing an environment that supports the educational process and the well-being and safety of the campus community. Free inquiry and free expression are essential attributes of the University community. As members of the community, students are encouraged to develop the capacity for critical judgment and to engage in a substantial independent search for truth. The freedom to learn depends upon the opportunities and conditions in the classroom, the campus, and in the larger community. The responsibility to secure and respect general conditions conducive to the freedom to learn should be shared by all members of the academic community. 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 values by maintaining a high standard of conduct. Such values include, but are not limited to, civility, dignity, diversity, education, equality, freedom, honesty, and safety. The Code is intended to define conduct expectations, to identify sanctions that may be imposed when misconduct occurs, and to ensure that students are treated with fundamental fairness and personal dignity. The Code is an articulation of the University’s commitment to recognize and support the rights of its students and to provide a guide for defining behaviors the University considers inappropriate. It is not, however, meant to be an exhaustive list of all rights supported by the University or of all actions which may be considered misconduct.

Within the University, academic units have developed policies that outline standards of conduct governing their constituents and that sometimes provide procedures for sanctioning violations of those standards. This Code of Student Conduct does not replace those standards; nor does it constrain the procedures or sanctions provided by those policies. This Code 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 which are intended to educate and to safeguard members of the University community.

For more information on academic policies please review http://catalog.umflint.edu/content.php?catoid=22&navoid=1959.

Students are accountable to both civil and criminal authorities and to the University for acts that violate the law or this Code. Disciplinary action at the University will normally proceed during the pendency of external civil or criminal proceedings and will not be subject to challenge on the grounds that external civil or criminal charges involving the same incident are pending or have been invoked, dismissed, or reduced.

Nothing in the Code should be construed so as to limit the Chancellor's authority to maintain health, diligence, and order among students under Regents' Bylaw 2.03.

The remaining sections of the Code include:

II. Definitions

III. Conduct Authority

IV. Scope of the Violations

V. Student Rights

VI. Student Responsibilities
   A. Offenses Against the Community
   B. Offenses Against Persons
   C. Offenses Against Property
   D. Offenses Disrupting Order or Disregarding Health and Safety
E. Violation of State, Federal, or Local Laws and University Policies
F. Interfering with the Conduct Process,
G. Shared Responsibility for Infractions
Organizational Responsibility

VII. Resolution Process
A. Purpose
B. Conduct Procedures
   1. Filing an Incident Report
   2. Investigation
   3. Administrative Disposition – Conduct Meeting
   4. Board Disposition – University Conduct Committee (UCC)
      1. Composition of the UCC
      2. UCC Hearing Procedures
   5. Standard of Proof
C. Sanctions
D. Appeals

VIII. Related Procedures
A. Emergency Suspension
B. Procedures for Handling Discrimination and Unlawful Harassment Complaints
C. Procedural and Interpretive Questions
D. Records of Resolution Actions
E. Time Limits
F. Reports of Actions
G. Concurrent Legal and Conduct Proceedings
H. Amending the Code of Student Conduct

Security and 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. The University of Michigan – Flint is a part of the City of Flint; and, therefore is open and accessible to members of the community including visitors and guests during scheduled business hours. The academic and administrative buildings are open to the public, at a minimum, during normal business hours. Access to some of these buildings are also controlled by key and/or card access after normal business hours, and all of these buildings have varied levels of access. During non-business hours, access is permissible by authorized persons possessing University identification and DPS issued keys or card access. All campus buildings are patrolled by DPS Public Safety Officers on a regular basis via foot, bike and cars.

For information about the access protocol for a specific building and/or to request key/card access, contact DPS IT Security Specialist at (810) 762-3330. More information and is available at www.umflint.edu/safety/security-technology-services.

Residence Hall Security and Access Control

University Housing & Residential Life is a residential community safeguarded, in part, by an access-control system that restricts entry to the buildings and assigned space. Residence Halls are patrolled by DPS Public Safety Officers on a routine basis. Residence Halls staff enforces security measures in residence hall in order to promote a safe and respectful community environment.
UNIVERSITY REGULATIONS

The Regents of the University maintain rules and regulations in an Ordinance to Regulate Parking and Traffic, and to Regulate the Use and Protection of Buildings and Property of the University of Michigan. These regulations include, among other topics, alcohol use and possession, fire setting and possession of weapons. The complete ordinance may be found at www.regents.umich.edu/ordinance.html. UM-Flint adoption of procedures and requirements specific to weapons can be found at www.umflint.edu/departments/safety/weapons.htm. The Department of Public Safety enforces federal, state, local and Regental laws and ordinances on the UM-Flint campus.

Two sections of the Ordinance – Weapons and Fire setting and False Alarms – 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 a violation of state law to knowingly or willfully commit any or one of the following actions:

- to raise a false alarm of fire at any gathering or any public place; 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 punishable by jail for not more than one year and a fine in the amount of $500 or less.

In addition, these actions are a violation of the Code of Student Conduct.

Information about fire safety systems and rules in the residence hall can be viewed in the Community Living Standards, A Resident’s Guide to Community Living at https://www.umflint.edu/reslife/resident-resources.

Weapons

The University prohibits the possession or discharge of any firearm or other dangerous weapon as defined under Michigan law, regardless of whether the individual has a concealed weapons permit. In addition, any knife, sword, or machete having a blade longer than four inches is prohibited. In the case of a knife with a locking mechanism to lock the blade in place when open, longer than three inches is also prohibited. This prohibition includes all of UM-Flint campus.

Exceptions to this Ordinance include:

- UM-Flint employees who are authorized to possess and/or use such a device pursuant to Standard Practice Guide 201.94;
- Law enforcement officers or legally established law enforcement agencies;
- When someone possess or uses such a device as part of a military or similar uniform or costume in connection with a public ceremony or parade or theatrical performance;
- When someone possess or uses such a device in connection with a regularly scheduled educational, recreation, or training program authorized by the University;
- A written waiver has been obtained from the Police Chief of the UM-Flint Department of Public Safety based on extraordinary circumstances. Any such waiver may include certain restrictions when the Chief determines that such restrictions are appropriate under the circumstances.

A person who violates the Ordinance is guilty of a misdemeanor, and upon conviction, punishable by jail for no less than 10 days and no more than 60 days, or by a fine of not more than $50, or both.
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 12.

**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 2 years and/or a $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 jury instructions state, in part, that:

(a) 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. (M Crim JI 20.27)

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 a child in common, or
- A resident or former resident of his or her household.

“Dating relationship” means frequent, intimate association primarily characterized by the expectation of affectional involvement. 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:** 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. Misdemeanor punishable by up to one year in jail and a $1,000 fine.

**Aggravated Stalking:** This is defined as a violation of a Personal Protection Order, bail, probation condition, or a second offense. Stalking also is a violation of the Code of Student Conduct. Felony punishable by imprisonment up to five years and/or a $10,000 fine.

**Sex Offender Registry**

In accordance with State laws, the UM-Flint Department of Public Safety (DPS) 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 DPS, 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 – Flint and her/his position will require that s/he be present on 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), then s/he must report her/his status to DPS. Persons residing on University property outside of the Flint campus will be directed to the local police agency that has overall jurisdiction.

The Sex Offender list is available for public access and viewing at the State of Michigan Public Sex Offender Registry file via the internet at [http://www.mipsor.state.mi.us](http://www.mipsor.state.mi.us).
SAFETY AND HEALTH-RELATED RESOURCES

UM-Flint Department of Public Safety (DPS)

<table>
<thead>
<tr>
<th>Administrative Offices</th>
<th>Communications Center</th>
</tr>
</thead>
<tbody>
<tr>
<td>602 Mill Street, 102 Hubbard Building; Flint, MI 48502</td>
<td>Mill Street Ramp</td>
</tr>
<tr>
<td>(810) 762-3330</td>
<td>Dial 911 for Police, Fire, or Medical Emergencies</td>
</tr>
<tr>
<td><a href="http://www.umflint.edu/safety">www.umflint.edu/safety</a></td>
<td>(810) 762-3333</td>
</tr>
</tbody>
</table>

For an emergency, dial 9-1-1 from any University phone, or lift the receiver or press the button on an emergency blue light campus phone, elevator phone or parking structure.

The Department of Public Safety (DPS) is responsible for all police and security functions related to the University's Flint campus. As such, DPS provides a streamlined approach to safety and security, improved efficacy and consistency in incident response protocols and procedures, while building partnerships that support campus safety across the institution.

DPS maintains a 9-1-1 Emergency Communications Center to monitor intrusion alarms, 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 traffic from a variety of university departments as well as other public safety agencies, and dispatch resources as appropriate. Further, the communications officers monitor radio communications from a variety of University departments as well as other public safety agencies, and dispatch resources as appropriate.

To deter crime and contribute to campus safety, DPS installs and monitors security cameras across campus. To date, there are almost 400 security cameras located throughout public areas of campus.

DPS 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, City of Flint, and the Ordinance of the Regents of the University of Michigan on property owned or leased by the University of Michigan - Flint and throughout Genesee County. Non-sworn DPS security officers, including DPS student employees, have “citizen/private person” arrest and enforcement authority for felonies committed in the employee's presence.

Fiscally, UM-Flint generates a comprehensive plan to include renewal/deferred campus maintenance. This document identifies 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. Additionally, DPS provides input on safety and security specific to lighting and landscaping. Lighting maintenance is a responsibility jointly shared by the University and the City of Flint. Any faulty lighting should be immediately reported to Facilities & Operations or DPS.

On a requested basis, DPS makes 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 of safety presentations are made to each session of new student and parent orientations. Contact DPS to schedule a presentation.

For more information about our safety and security services and programs, please visit the DPS website at www.umflint.edu/safety.
University police and security officers patrol all campus buildings and grounds including campus streets and sidewalks. These patrols are designed to deter, 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, on bicycle, and in motor vehicles. Specialized police services provided by officers include: criminal investigations, accident investigations, evidence technicians, bicycle patrol, special victims' services. DPS employees operate under, and are dedicated to, the community oriented policing philosophy as a way of delivering services to our campus community.

The Department of Public Safety (DPS) has a cooperative relationship and works closely with the Flint Police Department and other local, state, and federal law enforcement agencies in matters of mutual concern. UM-Flint has a written Memorandum of Understanding with the City of Flint in which both agencies agree to aid other agencies in need of law enforcement assistance, and is just one example of the cooperation between area police agencies.

Additionally, DPS partners with campus departments and organizations to provide free educational primary prevention and awareness programs with a focus on safety and legal information, particularly pertaining to RAD self-defense training courses (Rape Aggression Defense classes offered for men and women), Upstander training, and educational awareness and programming around reducing harmful alcohol consumption.

**Other Emergency Responders**

**Flint Police Department** – 210 E. 5th Street; Flint, MI
For an emergency off-campus, dial 9-1-1. If you are using a non-University phone, the Genesee County Communications Center will dispatch the Flint Police Department. The Flint Police Department is available 24 hours a day, 7 days a week. For non-emergency incidents occurring off-campus in the City of Flint where there is no suspect information available, the Flint Police Department offers Coplogic-on-line citizen police reporting. More information is available at [www.cityofflint.com/public-safety/police-department/coplogic](http://www.cityofflint.com/public-safety/police-department/coplogic). The main desk for non-emergency calls can be reached at (810) 237-6800.

The Flint Police Department uses community crime strategies throughout city neighborhoods. The strategy seeks the engagement of the community, including residents, faith-based organizations and other local government agencies to help address the factors that contribute to negative impacts upon communities. This strategy is just one approach to their community policing model.


**Flint Fire Department** – 310 E. 5th Street; Flint, MI
For an emergency, dial 9-1-1. For non-emergency calls, the Flint Fire Department may be contacted at (810) 762-7336.

The Flint Fire Department's mission is to serve and protect the people from loss of life and property from fire and other natural and man-made disasters, to provide emergency medical services that are responsive to the needs of the community, and to provide fire prevention and education activities to the citizens of the City of Flint. More information is available at [www.cityofflint.com/public-safety/fire-department](http://www.cityofflint.com/public-safety/fire-department).

**UM-Flint Environmental, Health and Safety (EHS)**
801 Northbank Center; (810) 766-6763; [www.umflint.edu/ehs](http://www.umflint.edu/ehs)

The University's Environmental, Health and Safety (EHS) 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.

EHS’s 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.
ON-CAMPUS SUPPORT SERVICES

Counseling and Psychological Services (CAPS)
264 University Center (UCEN); Flint, MI; (810) 762-3456; www.umflint.edu/caps/counseling-and-psychological-services-caps

“CAPS After Hours”: CAPS offers after hours support by a licensed mental health profession to any UM-Flint student or any person concerned about a UM-Flint student. CAPS is available evenings, weekends, and holidays and can be reached by calling the Department of Public Safety (DPS) at (810) 762-3333 to be connected with the professional on-duty.

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

CAPS provides confidential free services to enrolled students that help to maximize their academic and personal potential. Students are provided with counseling, therapy, and limited psychological testing. Common reasons students seek out CAPS service include, but are not limited to: anxiety, depression, self-esteem, academic role and relationship issues.

Faculty and Staff Assistance Program (FASAP)
(810) 936-8660; https://hr.umich.edu/benefits-wellness/health-well-being/mental-health-counseling-consultation-services/faculty-staff-assistance-program-fasap

FASAP offers a number of services to help with personal difficulties encountered at both work and home. All services are confidential and free of charge for faculty and staff (active and retired). Local services are coordinated by the Ann Arbor campus.

ITS User Advocate
Reporting Form: www.umflint.edu/its/user-advocate-form

The UM-Flint Information Technology User Advocate, a committee of campus partners, investigates non-criminal reports of violation of the responsible use of computing resources at the university and works with the UM-Flint community to ensure that certain information technology policies are followed. Users should complete the User Advocate on-line form if they suspect non-criminal abuse of university computing resources including the following:

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

Policies regarding the responsible use of information technology at the University of Michigan-Flint are available at www.cio.umich.edu/policy/. Additionally, UM-Flint users are subject to the policies and guidelines established by the Flint campus. These policies and guidelines can be found at www.umflint.edu/its/policies.

Reporting IT Security Incidents
Report Form: https://formassembly.umflint.edu/4213

If you suspect a potential IT security incident involving a computer system, software, or data – immediately fill out the report form to submit the details to the ITS Helpdesk (). Examples of IS Security Incidents include:

• Unauthorized exposure of private personal information (which may lead to identity theft or misrepresentation
• Computer break-ins and other unauthorized use of UM-Flint systems or data
• Theft or loss of equipment, including portable equipment such as laptops and flash drives used to store or work with university sensitive data.
• Interference with the intended use of ITS resources.

Users should report IT security incidents to 810-762-3123, option 1 or ITSHelpdesk@umflint.edu.
International Center (IC)
219 University Center (UCEN); +1 (810) 762-0867
https://www.umflint.edu/international/international-center-home

The International Center (IC) at UM-Flint is a dedicated resource for students, scholars, faculty, and visiting academics who come to our campus from around the world. Many of the staff members at the IC are former international students who have graduated from UM-Flint and are now dedicated to helping other students thrive on campus and reach their goals.

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

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

Ombuds Office
327 University Center (UCEN), (810) 762-0002
https://www.umflint.edu/ombuds

Hours of operation:
- Monday – Friday 8 am-5 pm
- Appointments may be scheduled by calling (810) 762-0002
- Email communications are not accepted due to privacy and confidentiality concerns

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

The Ombuds Office provides confidential and informal dispute resolution services and helps students and members of the University develop and evaluate options to resolve conflicts, disputes, or other complaints. 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 does not serve as a student or client advocate, act as an “office of notice” for those wishing to file a formal complaint, or relieve the student or staff member from acting on their own behalf.

Compliance Resource Center
http://compliance.umich.edu/

The University has many policies, procedures, handbooks, and guidelines that describe the various standards and responsibilities which the community agrees to uphold. This site collates and summarizes, at an institutional level, those guiding principles that are particularly relevant to compliance and ethics.

Women's Education Center (WEC)
213 University Center (UCEN); (810) 237-6648
https://www.umflint.edu/wec

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

WEC provides services around issues of sexual assault, interpersonal violence, stalking, and sexual harassment. Services include: educational programs, professional training, advocacy for survivors, in person outreach services, assistance in dealing with the criminal justice system, medical, and/or university systems. SAPACs services are anonymous and free of charge to all members of the UM-Flint community.
Ellen Bommarito LGBTQA+ Center
213 University Center (UCEN); (810) 766-6606
https://www.umflint.edu/lgbt

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

The Center is dedicated to creating and sustaining a safe and inclusive campus community by providing educational programs, social and educational events, resources, outreach and advocacy for all students, staff, and faculty regardless of their sexual orientation, gender identity, and gender expression.

OFF-CAMPUS SUPPORT SERVICES

Legal Services of Eastern Michigan
LSEM: Flint Office
436 S. Saginaw Street; Flint, MI 48502
Phone: (810) 234-2621
Toll Free: (800) 322-4512
http://www.lsem-mi.org

Hours of operation:
• Monday – Friday 8 am-5 pm
• Evening Hours:
  o 2nd & 4th Mondays of each month – 5 pm – 7pm

Legal Services of Eastern Michigan (LSEM) provides legal assistance to low-income and all senior citizen residents in 14 counties including Genesee County.

Additionally, https://mi.freelegalanswers.org provides free on-line legal answers for qualified registrants.

Y.W.C.A of Greater Flint
801 S. Saginaw Street; Flint, MI 48501
Phone: (810) 238-7621
Crisis Line: (810) 238-7322
http://www.ywc aflint.org

Hours of operation:
• Monday – Friday 8 am-5 pm
• 24-hour shelter and help line

YWCA of Greater Flint is an organization dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all. Further, the YWCA works to end domestic violence, and sexual assault in Genesee County. This program offers emergency shelter (open 24-hours), legal advocacy, crisis intervention, advocacy, residential and non-residential confidential counseling, drop-in support groups, and follow up services.

Services are confidential and free of charge.
One Stop Housing Resource Center
601 N. Saginaw Street; Flint, I 48502
Phone: (810) 600-4525
http://www.shelterofflint.org/onestophousing.html

Emergency Shelter/Services Inquiries
924 Cedar Street; Flint MI 48503; (810) 239-5433

Shelter of Flint's One Stop Housing Resource Center is a collaborative program among non-profit organizations that provide comprehensive housing placement services for people who are homeless, at risk of becoming homeless, or have special needs in Genesee County. One Stop strives to eliminate barriers for those we serve by providing services that meets the needs of the individual and family and enhances the community safety-net by placing homeless service providers in one, easily accessible location.

One Stop Housing Resource Center serves as the Housing Assessment & Resource Agency (HARA) for Genesee County. As the HARA, One Stop Genesee offers many different opportunities for individuals and families to receive vital services that meet their varying needs: central intake and assessment; referrals; screenings and inspections; Housing Choice Voucher assessments; and direct client assistance.

UNIVERSITY PROGRAMS

Police Department (DPS) Oversite Committee
213 University Pavilion (UPAV)
(810) 762-3150
https://www.umflint.edu/node/7213

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 UM-Flint police officers or the Department of Public Safety (DPS). The Committee may make recommendations concerning such grievances to the Director of DPS, including recommendations for disciplinary action.

To get information or to file a complaint, call (810) 762-3150, email the Committee at Flint-HRAA-Service@umflint.edu, or stop by Room 213 University Human Resources in the University Pavilion.

The Office for Institutional Equity
213 University Pavilion (UPAV)
(810) 762-3150
https://www.umflint.edu/hr/institutional-equity

Diversity is fundamental to our mission. The University of Michigan-Flint is committed to creating and maintaining a working and learning environment that embraces individual differences. We celebrate, recognize and value diversity. University Human Resources is committed to ensuring that all staff, faculty and students have equal access and opportunities, and receive the support needed to be successful. Additionally, we are committed to the principles of equal opportunity in all employment, educational and research programs, activities and events, as well as to the use of affirmative actions to cultivate and maintain an environment that fosters equal opportunity.
The UM-Flint Institutional Equity Specialist (IES) provides:
Information, consultation, training, and resources to the Campus community with regard to diversity, harassment and discrimination prevention, affirmative action, equal opportunity and disability matters; individual consultation with campus community managers, supervisors, staff, faculty, students, and administrators; neutral non-criminal investigation for all complaints of harassment and discrimination; support for the Campus’ 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.

Additional Services:
- Interpreting, communicating, and applying the University's policies and procedures
- Resolving workplace challenges, and developing appropriate goals and objectives
- Developing strategies to create high-performing teams
- Identifying training initiatives
- Addressing many other workplace needs including allegations of workplace harassment, or unfair treatment

Other inquiries or complaints may be addressed to:
Senior Director for Institutional Equity
Title IX/Section 504 Coordinator
Office for Institutional Equity
2072 Administrative Services Building
Ann Arbor, Michigan 48109-1432
Phone: 734-763-0235, TTY 734-647-1388

Office of Student Conduct and Community Standards (SCCS)
375 University Center (UCEN)
(810) 762-5728

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

The Office of Student Conduct and Community Standards (SCCS) promotes and supports a civil, healthy, and safe campus community through the establishment and administration of standards outlined in the Student Conduct and Community Standards-Code of Student Conduct.

When incidents occur, primarily on campus, and University of Michigan-Flint students are involved, the Office of Student Conduct and Community Standards is the main university entity that works with students to resolve disciplinary matters.

The Office of Student Conduct and Community Standards also provides conflict resolution services that assist students in examining personal values, goals, and behaviors, while resolving disputes in a fair and effective manner. If you find yourself in conflict with another student, SCCS services and resources can provide you with valuable skills to resolve current and future disputes. To this end, SCCS provides:
- Consultation services and conflict resolution through mediation and other informal problem solving practices
- Coordination of campus resources in resolution of behavioral issues
- Interpretation of campus policies and procedures
- Adjudication and resolution of formal student conduct incidents
7. ANNUAL FIRE SAFETY REPORT

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. University students, occupants, staff, and faculty may all contribute to identifying needs for future improvements in fire safety. The review of, and planning for, future fire safety improvements is an ongoing process.

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 & Residential Life 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 & Residential Life. All residence halls, including resident rooms, are smoke-free environments. All open flames are prohibited. All electrical appliances (including portable) with open flame or coil are prohibited. All other portable (including hair) appliances must have an auto shut off feature. For more information, including residence hall fire safety policies, guidelines, and prohibited items as well as additional fire safety tips, visit the University Housing & Residential Life website for the Resident’s Guide to Community Living at https://www.umflint.edu/reslife/resident-resources.

A minimum of one fire drill per academic year was conducted in each residence hall in 2016. Activating a false fire alarm is a violation of state law. See Fire Setting and False Alarms on page 41. All fires should be reported immediately to the Department of Public Safety (DPS) 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 DPS security personnel.

Both residence halls are protected by code compliant fire alarm systems that include smoke detectors and sounder-bases in each residential space.
- The fire alarm systems are comprised of the following initiating devices: manual pull stations and smoke/heat detectors.
- Audible/Visible devices, voice speaker annunciators, and visual xenon strobes are the indicating devices of the fire alarm systems.

Both residence halls are equipped with automatic, comprehensive fire suppression sprinkler systems. Each residence hall fire alarm system has backup power. All fire alarm systems report, upon activation, to the DPS Communications Center.

Both residence halls are equipped in each residential room and each residential corridor with one or more fire extinguishers. Evacuation maps are posed in conspicuous locations including common areas and near entry/exports.

Both EHS and DPS provide students and employees with fire safety education during new student/employee orientation and upon request, including: basic fire extinguisher training covering the types of extinguishers, safe use of an extinguisher, basic fire safety, limitations of extinguishers, and guidelines for response when confronted with fire.

FIRE STATISTICS

<table>
<thead>
<tr>
<th>Residential Facility</th>
<th>2016 Fire Drills</th>
<th>Reported Fires: Date / Time</th>
<th>Nature / Cause</th>
<th>Injuries</th>
<th>Deaths Related to Fire</th>
<th>Value of Damage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>2016 – No Reported Fires</td>
<td>Not Applicable</td>
<td>0</td>
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<td></td>
<td>2015 – No Reported Fires</td>
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<td></td>
<td>2014 – No Reported Fires</td>
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<tr>
<td></td>
<td></td>
<td>2016 – No Reported Fires</td>
<td>Not Applicable</td>
<td>0</td>
<td>0</td>
<td>$0</td>
</tr>
</tbody>
</table>

UM-Flint acquired Riverfront Residence Hall in early 2016. There is no data to report out for calendar years 2015/2014.

DPS maintains a fire log for purposes of this report.
This log is available for inspection at the DPS Communications Office located in the Mill Street Parking Ramp located at 402 Mill Street.