ANNUAL SECURITY REPORT & ANNUAL FIRE SAFETY REPORT

2019
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, the Code of Student Conduct, the Faculty Handbook and the Staff Handbook 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 acknowledge Executive Sergeant Heather Bromley (McDonald) for her continued exceptional performance as the University of Michigan-Flint Clery Compliance Officer. In late 2018, Executive Sergeant Bromley led our department’s successful efforts to become the first State of Michigan campus police or public safety department to obtain State of Michigan Law Enforcement Accreditation. With the approval of the Michigan Law Enforcement Accreditation Commission, our department achieved accreditation – an accomplishment only possible because of Executive Sergeant Bromley’s leadership skills and a dedicated and professional DPS team.

The DPS is a professional, full-service public safety agency with the responsibility to provide police and security services to our campus community 24 hours a day and 365 days a year. We are committed to establishing a partnership with our community to address safety concerns, reduce crime and improve quality-of-life. This report is evidence of our on-going effort to inform you of the safety programs and services available, 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 Rape Aggression Defense training (RAD), alcohol awareness sessions, active attacker and lock down 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 Read with a Cop/Little Free Library. 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 an informed, 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@umich.edu | umflint.edu/safety | (810) 762-3333
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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, 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) maintains documentation and 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 and specifically at [www.umflint.edu/safetyreport](http://www.umflint.edu/safetyreport). This report, compiled by the UM-Flint Clery Compliance Coordinator in DPS, is prepared in cooperation with campus partners, 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 Human Resources, the Intuitional Equity Specialist and units in the Office of the Vice Chancellor for Division of Student Affairs.

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 by October 1, 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) 762-3330. 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/safetyreport](http://www.umflint.edu/safetyreport).

The University of Michigan – Flint is comprised 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 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/safetyreport](http://www.umflint.edu/safetyreport).
Emergency Services

Fire or Medical Emergencies
Dial 9-1-1

Alternatively, 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.

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

All students, faculty, and staff are encouraged to promptly and accurately report all suspicious activity and crime to the UM-Flint Department of Public Safety and/or other appropriate authority.

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

Mental Health, Counseling & Support / Advocacy

UM-Flint Counseling & Psychological Services (CAPS) (serving students) (810) 762-3456
264 University Center; 8am – 5pm, Mon-Fri
*After hours, please contact DPS at (810) 762-3333 to be connected with on-duty counseling staff.
Genesee Health System Crisis Services
24 hrs/day, 7 days/wk (810) 257-3740
TYY (810) 232-6310
Toll-Free (877) 346-3648
Y.W.C.A. of Greater Flint / Safe Center 24 hrs/day, (helpline) (810) 238-SAFE(7233)
801S. Saginaw, Flint, MI
UM-Flint Faculty and Staff Counseling and Consultation Office (FASCCO) 8am – 6pm, M, until 5pm, Tu-Fri (734) 936-8660
National Domestic Violence Hotline 24 hrs/day (800) 799-7233
National Suicide Prevention Lifeline www.rainn.org (800) 656-4673 (800) 237-TALK(8255)
UM-Flint Office of the Ombuds (serving students) (810) 762-0022
237 University Pavilion, by appointment
UM-Flint Center for Gender and Sexuality (CGS) (serving all community members) (810) 237-6648
213 University Center; 8am – 5pm, Mon-Fri

Substance Abuse & Physical Health

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
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:

<table>
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<tr>
<th>Official to Receive Crime Reports</th>
<th>Campus Address</th>
<th>Telephone Number</th>
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<tr>
<td>Department of Public Safety (DPS)</td>
<td>Mill St Parking Deck, Visitor Entrance Hubbard Building – 602 Mill Street</td>
<td>Dispatch: (810) 762-3333</td>
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</table>

Campus “professional counselors” in Counseling and Psychological Services (CAPS) staff have Clery Act-designated confidential privilege and are not required to report crimes for inclusion into the Annual Security Report. However, as a matter of policy, they are encouraged to inform persons being counseled of the procedures to report crimes on a voluntary, confidential basis for inclusion into the annual crime statistics. Center for Gender and Sexuality staff are confidential; however, CGS staff are designated Campus Security Authorities and report Clery Act designated crimes without disclosure of personally identifying information.

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 keeps a daily crime log in compliance with the Jeanne Clery Disclosure and Campus Security Policy and Crime Statistic Act. This log is available for inspection at the DPS Communications Office located in the Mill Street Parking Ramp located at 402 Mill Street; Flint MI 48502.
## Criminal Offenses – UM-Flint Campus

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<th>Year</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.

* The reports for domestic violence and dating violence also may be included in a sexual assault or aggravated assault category.
### Criminal Offenses – UM-Flint Campus - continued

<table>
<thead>
<tr>
<th>Offense</th>
<th>Year</th>
<th>On-Campus Crimes Unfounded</th>
<th>Non-Campus Crimes Unfounded</th>
<th>Residence Halls† Crimes Unfounded</th>
<th>Total: On-Campus, Non-Campus, Public Property Crimes Unfounded</th>
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</tbody>
</table>

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

### Unfounded Clery crime reports:
Total number of Clery-reportable crime reports that were determined by the Department of Public Safety to be unfounded:
- 2018, zero (0)
- 2017, zero (0)
- 2016, one (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 2018 the following crimes that manifest 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/vandalism, multiple race bias.
- One DPS report, on-campus, malicious destruction of property/vandalism, gender bias

In 2017 there were no crimes that manifested evidence of prejudice based on race, religion, sexual orientation, gender, gender identity, disability, national origin, or ethnicity reported.

In 2016 the following crimes that manifest 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/vandalism, race bias.
The Clery Act Reporting Boundary Map may be viewed and downloaded at [https://www.umflint.edu/sites/default/files/groups/Public_Safety/Clery/Maps/clery_8.16.19_2_.jpg](https://www.umflint.edu/sites/default/files/groups/Public_Safety/Clery/Maps/clery_8.16.19_2_.jpg)
### Criminal Offenses – University of Michigan - Flint
at the University Center of Lansing Community College, Downtown Campus

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<thead>
<tr>
<th>Offense</th>
<th>Year</th>
<th>On-Campus Crimes</th>
<th>Crimes Unfounded</th>
<th>Offense</th>
<th>Year</th>
<th>On-Campus Crimes</th>
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</tbody>
</table>

* The reports for domestic violence and dating violence also may be included in a sexual assault or aggravated assault category.

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

Statistics reported in the chart upon this page include all reported offenses and attempted offenses provided by the Lansing Community College Police and Public Safety Department for the University Center. The LCC Annual Security Report may be viewed by selecting the Annual Security Report tab located on the Campus Safety website at [https://www.lcc.edu/campuslife/safety/](https://www.lcc.edu/campuslife/safety/). A direct link to the 2019 report is available at [https://www.lcc.edu/campuslife/documents/annual_security_report_2019.pdf](https://www.lcc.edu/campuslife/documents/annual_security_report_2019.pdf).

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 are available directly at [https://lcc.edu/campuslife/safety/safety-info.html](https://lcc.edu/campuslife/safety/safety-info.html).

**Bias Crime**

In 2018, 2017 and 2016 there were no crimes that manifested evidence of prejudice based on race, religion, sexual orientation, gender, gender identity, disability, national origin, or ethnicity reported.
Criminal Offenses – University of Michigan - Flint at the University Center of Lansing Community College, Downtown Campus

Interactive Map available at: https://internal.lcc.edu/maps/main/
A printable campus map is available at: https://internal.lcc.edu/parking/pdf/LCC-Campus-Map-Flat-2017.pdf
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 Law 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, benzedrine).

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 intemperate 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.

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

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 imminent 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.

Sexual 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 directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.

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

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

• Any incident meeting this definition is considered a crime for the purposes of 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 Statistics Act.
3. SAFETY ON CAMPUS

REPORTING AND RESOURCES

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 to aid in providing timely warning notices to the campus community, when appropriate. 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. DPS Communication 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 Communication 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 both on- and off-campus. 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.

Voluntary, Confidential Reporting

The purpose of a voluntary, confidential report is to comply with the victim’s choice to keep their personally identifiable information 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 victims, 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 in a timely manner.

DPS encourages anyone who is the victim of, or witness to, any crime to promptly report the incident to police. Because police reports are public records under state law, DPS cannot hold reports of crime in confidence. Release of personally identifying information associated with DPS reports is governed by the Michigan Freedom of Information Act, the Family Education Rights Privacy Act and the Crime Victims Rights Act.

All 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. Confidential reports withholding personally identifiable information for inclusion in the annual disclosure of crime statistics can be made to DPS or other UM-Flint campus security authorities including staff of the Center for Gender and Sexuality (CGS) and the Office of the Ombuds. The UM-Flint Campus Security Authority (CSA) Reporting Form is available for on-line completion and submission at: https://www.umflint.edu/safety/campus-security-authority-csa-reporting-form.

DPS will, to the extent allowed by the law, protect personally identifying information of individuals wishing to withhold that information and remain anonymous. Information on criminal activity or tips 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.
Campus Security Authorities

Certain University employees are considered Campus Security Authorities (CSAs) by the University and/or the US Department of Education. These include staff within the Division of Student Affairs, University Residential Life and Housing staff, Student Conduct Officers, Dean of Students, advisors/officers in recognized student organizations, club sport directors/coaches/officers, Center for Gender and Sexuality staff members, human resource directors & staff HR services, Institutional Equity Specialist, 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 be 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. Personally identifying information of the victims and/or survivors will not be published or disclosed.

Campus “professional counselors” in Counseling and Psychological Services (CAPS) staff have Clery Act-designated confidential privilege and are not required to report crimes for inclusion into the Annual Security Report. However, as a matter of policy, they are encouraged to inform persons being counseled of the procedures to report crimes on a voluntary, confidential basis for inclusion into the annual crime statistics. Center for Gender and Sexuality staff are confidential; however, CGS staff are designated Campus Security Authority’s and report Clery Act designated crimes confidentially without disclosure of personally identifying information.

The UM-Flint Campus Security Authority (CSA) Reporting Form is available for on-line completion and submission at: https://www.umflint.edu/safety/campus-security-authority-csa-reporting-form.

Reporting Crime Off Campus

The Division of Student Affairs 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.

Campus Safety Information and Resources

The University of Michigan-Flint is committed to providing a working and learning environment for students, faculty, staff and campus visitors. UM-Flint celebrates, recognizes and values diversity. Information identified below, available directly at https://www.umflint.edu/campus-safety-information-and-resources, is intended to provide resources for all individuals affiliated with, or that chose to visit, the Flint campus.

The information provided below is pursuant to P.A. 265 of 2018, Section 245A, subsections identified below:

- Emergency Contact Resources – Public Safety, Police, Fire and Medical (HERE)
- Campus Department of Public Safety and Title IX Office Location Information (HERE)
- Safety and Security Services Provided by UM-Flint (HERE)
- Children (Minors) on Campus Policy (HERE)
- Resources for Survivors of Sexual Assault or Sexual Abuse (HERE)
- Reporting Options for Sexual Misconduct and Assault (HERE)
- Resource Handbook for Campus Sexual Assault Survivors, Friends and Family and Our Community Matters Resource Guide (HERE)
- Campus Security Policies and Crime Statistics (HERE)

The biennial University of Michigan – Flint Student Sexual Misconduct Report July 2016-June 2018 may be found at: https://www.umflint.edu/sites/default/files/groups/Human_Resources/final_flint_ssm_2016-2018_report.pdf.

The current publication may be found at https://www.umflint.edu/hr/policies-procedures in the right column menu.
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.

This map is available on the DPS website at https://www.umflint.edu/sites/default/files/groups/Public_Safety/Clery/blue_light_phone_map_09072018.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, Intimate Partner Violence, Sexual Misconduct 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, intimate partner violence (dating violence / domestic violence), sexual misconduct 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 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 law enforcement or university processes. When reporting to DPS you will be provided with a DPS Rights and Resources pamphlet. You will be directed to the University publication, Our Community Matters or the Resource Handbook for Campus Sexual Assault Survivors, Friends and Family. 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 proved, 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 law enforcement or university processes if you do not wish to do so.

Options for Reporting

Reporting to Law Enforcement

- The University encourages anyone who believes they have experienced any crime (including sexual assault, domestic violence, dating violence and stalking) to make a report to law enforcement. DPS will investigate all crimes reported to the department and assist with criminal prosecution.
- If the incident occurred on campus, contact the UM-Flint 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, provide resources and assist you in making a report to law enforcement. Staff from the Center for Gender and Sexuality (CGS) (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 students report a matter to law enforcement.

Reporting to the University

The University also provides many avenues for non-criminal reporting. In all cases, the most direct mechanism for non-criminal reporting to the University of Michigan-Flint is to contact the Institutional Equity Specialist: (810) 237-6517 or for more information visit: https://www.umflint.edu/hr/institutional-equity-and-title-ix. Another avenue is to file a student sexual misconduct complaint with the Institutional Equity Specialist available on-line at: https://www.umflint.edu/hr/discrimination-discriminatory-harassment-and-sexual-misconduct-reporting-form.

You can find information about the University’s compliance hotline and other compliance-related information on the Ethics, Integrity and Compliance website. https://compliance.umich.edu/, To speak to a compliance specialist call (866) 990-0111 or via on-line directly at https://compliance.umich.edu/report-a-concern/. The compliance hotline information is available at https://secure.ethicspoint.com/domain/media/en/gui/55302/index.html.

Additional Resources

- For advocacy, contact the Center for Gender and Sexuality (CGS) at (810) 237-6648
- For concerns involving students, contact the Office of Student and Conduct Community Standards (OSCCS) at (810) 762-5728
- For concerns involving campus faculty or staff, contact the Office of Human Resources at (810) 762-3150
- For law enforcement, contact the Department of Public Safety (DPS) at (810) 762-3333

UM-Flint features a specific webpage to find all information, education, resources and reporting options around sexual violence and sexual misconduct: https://www.umflint.edu/sexualmisconduct.
University Review of Reports

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

In all cases, the University’s policies and procedures seek to provide a prompt, fair, and impartial resolution of the concern reported. To that end, the Institutional Equity Specialist who is responsible for handling sexual violence, intimate partner violence and staling investigations, sanctioning, and appeals receives annual training on how to properly conduct their investigations of these concerns in a way that promotes accountability as well as the safety of the individuals involved, and of the University Community as a whole. The University investigation processes for reviewing sexual misconduct and violence, intimate partner violence and stalking use a preponderance of the evidence standard. In addition, these processes permit the claimant, respondent, or witness to have an adviser of their choice to provide support and guidance throughout the process. The adviser may assist with all written submissions made by a claimant or a respondent and attend any meeting throughout the process. During any meeting, the adviser is present to observe and provide support and counsel to the participant. The adviser may not testify or obstruct the meeting. The University’s processes also provide that the claimant and respondent will receive simultaneous written notification of the outcome of any disciplinary proceeding relating to the reported concern, as well as of any opportunities to appeal the results of that proceeding, any changes to the results before they are finalized, and an update when the results become final.

The University also recognizes the importance of maintaining, to the greatest extent possible, the confidentiality of both the complainant 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 accommodations or interim 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 log.

*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. The Title IX Coordinator will determine if the reported conduct meets these criteria. 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</td>
<td>Complaint of sexual misconduct and sexual harassment (including sexual violence) against university employees.</td>
<td>spg.umich.edu/policy/201.89-0 (*&quot;Corrective Action&quot; section)</td>
</tr>
<tr>
<td>Interim Student Sexual Misconduct Policy; A UM-Flint Policy and Procedure on Student Sexual and Gender-based Misconduct and other Forms of Interpersonal Violence</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/Human_Resources/flintfinalssmp_01.07.2019_0.pdf">https://www.umflint.edu/sites/default/files/groups/Human_Resources/flintfinalssmp_01.07.2019_0.pdf</a></td>
</tr>
<tr>
<td>UM-Flint Student Code of Conduct</td>
<td>Complaints alleging violation(s) of community values and expectations.</td>
<td><a href="https://www.umflint.edu/sites/default/files/groups/Student_Conduct_and_Community_Standards/code_of_student_conduct_2017-2018_finalv2.pdf">https://www.umflint.edu/sites/default/files/groups/Student_Conduct_and_Community_Standards/code_of_student_conduct_2017-2018_finalv2.pdf</a></td>
</tr>
<tr>
<td>Violence in the University Community; SPG 601.18</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>
<tr>
<td>Responsible Use of Information Resources; SPG 601.07</td>
<td>Complaints of cyber stalking against University faculty and staff</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 (MCL 333.21527), to have a free 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 no-cost forensic exam will be administered by a registered nurse who has received advanced training to provide care and treatment to sexual assault victims. Information on preparing for this exam and process is available at: https://www.michigan.gov/voices4/0,9249,7-378-87516_87597---,00.html.

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 Name</th>
<th>Address</th>
<th>Phone Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>SAFE Center of YWCA of Greater Flint</td>
<td>810 S. Saginaw (Phoenix Building)</td>
<td>(810) 238-7233</td>
</tr>
<tr>
<td>SAFE Center is available 24 hours a day, seven days a week to provide comprehensive medical forensic examinations to both male and female survivors of sexual assault. With patient consent, evidence is collected and documented by specially trained, forensic nurse examiners (SANE) in a safe, secure and supportive environment. Advocates are available to offer support, information and connection to additional resources.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hurley Medical Center</td>
<td>(810) 262-9000 / (800) 336-8999</td>
<td>*Must request a SANE nurse</td>
</tr>
<tr>
<td>McLaren-Flint Health Services</td>
<td>(810) 342-2308</td>
<td>*Must request a SANE nurse</td>
</tr>
<tr>
<td>Ascension Genesys Health System</td>
<td>(810) 606-5710</td>
<td>*Must request a SANE nurse</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 maintain the kit for at least one year. In accordance with MCL 752.931-935 when a kit is turned over to law enforcement, you will be provided with a serial number/sign in associated to your collection kit. You may easily and discreetly track the location and status of your individual kit: https://mi.track-kit.us/login.

An advocate from the YWCA of Greater Flint can be available at the medical facility to provide information and support for University of Michigan-Flint 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 (Listed above, see Quick Reference for contact information)

Confidential University Services

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

*Designated Campus Security Authority for Clery Act crime reporting, anonymity through no disclosure of personally identifiable information.

- Center for Gender and Sexuality (CGS, serving students, faculty and staff)
- Office of the Ombuds (serving students)

The university offers a variety of free confidential licensed counseling resources to help you understand your rights and options so that you may seek the help that you need and want.

- Counseling and Psychological Services (CAPS; serving students)
- Faculty and Staff Counseling and Consultation Office (FASCCO; serving faculty and staff)

Confidential assistance in the local community includes the following resources:

- YWCA of Greater Flint SAFE Center
- National Domestic Violence Hotline and National Sexual Assault Hotline
Academic, Housing, Transportation, Employment, & Other Protective and Supportive Measures
The university also has resources to help those who have experienced sexual assault, intimate partner violence, or stalking obtain reasonably available protective and supportive measures (collectively known as interim measures). These measures are available, in some form, regardless of whether the person who requests them files a complaint with the university or through the criminal justice system.

Supportive and Protective Measures (collectively known as Interim Measures)
Supportive measures are typically implemented for individual students, and are designed to address the student’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 to 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 implement supportive measures for Claimants, 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 / No Contact 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 the CGS (810) 237-6648 or DPS (810) 762-3333 for assistance. CGS and DPS can also assist with safety planning. Additionally, YWCA of Greater Flint can assist with order processes and safety planning (810) 238-7621. If you obtain a court-ordered personal protection order, please let DPS know and provide them with a copy. The university will uphold lawfully issued orders and enforce them through DPS.

Other Interim Measures
Situationally, a wide variety of other interim measures may be available, including:
- Academic support services and accommodations, including the ability to reschedule exams and assignments, transfer course sections, or withdraw from courses without penalty;
- An escort to ensure safe movement between classes and activities;
- On-campus counseling services and/or assistance in connecting to community-based counseling services;
- On-campus medical services and/or assistance in connecting to community-based medical services;
- Housing assignment or contract modifications (for University Housing) or assistance with residence modification if living off-campus;
- Work schedule or job assignment modifications (for University employment);
- No contact directives (to instruct an individual to stop all attempts at communication or other interaction with another individual);
- Assistance with obtaining personal protective orders; or
- A combination of any of these measures.

The following offices can help arrange interim 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; Center for Gender and Sexuality (for students, faculty and staff) (810) 237-6648.

In addition, faculty and staff who are experiencing intimate partner violence may also speak with CGS, 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://michiganlegalhelp.org/ provides on-line legal education and resources
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, people who have been victims of certain crimes may qualify for immigration relief such as a U-Visa or be eligible to file an immigration visa petition under the VAWA provisions of the Immigration and Nationality Act.

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 CGS (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 CGS (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 Awareness Education Programs for: Sexual Assault, Intimate Partner Violence, Sexual Misconduct and Stalking

The University of Michigan - Flint provides comprehensive prevention and awareness education to all incoming students, staff and faculty on sexual assault, intimate partner violence, sexual misconduct 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 an Everfi sexual assault education module, an online educational requirement for all incoming first-year and transfer students that addresses relationship violence, sexual and gender-based misconduct, 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.

Beginning in Fall 2018, first year and transfer students also receive a peer-delivered, interactive sexual violence prevention (including bystander education) workshop in the first semester on campus. This workshop is designed to promote healthy relationships and building students’ skills in communicating about interests, needs and desires in sexual or intimate relationships.

A new online module for faculty and staff provides information about maintaining a respectful, inclusive and equitable working and learning environment free from sexual harassment and misconduct. “Cultivating a Culture of Respect: Sexual Harassment and Misconduct Awareness” is mandatory for all UM-Flint new and current employees.

[https://maislinc.umich.edu/maislinc/app/management/LMS_ActDetails.aspx?UserMode=0&ActivityId=46215]

Faculty and staff of the UM-Flint campus are encouraged to complete the online Haven for Faculty and Staff program. [https://shib.everfi.net/login/default.aspx?id=umichfacstaff] The training provides information about how the university responds to, and how we can help prevent, sexual assault, intimate partner violence, sexual misconduct and stalking.
Ongoing Education and Awareness Programs
Throughout the year, CGS’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. CGS’s volunteer groups and professional staff deliver a wide range of culturally relevant educational programming and skills-training workshops for the entire campus community. Programming available includes, in part, Bystander Intervention Education, Sexual Violence Certificate Program, Leadership and Healthy Masculinity Certificate Program, Peer Education Series, Women Crush Wednesdays, Queer Thursdays, The Clothesline Project, Family Fun Events, etc. A full event calendar is available by visiting CGS event listings at https://www.umflint.edu/cgs/events.

For more information about the University’s comprehensive educational programming, see the chart on the next page.

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

The Abuse Hurts Initiative provides training on dating violence, domestic violence and stalking to faculty and staff members at 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 CGS at (810) 237-6648 or visit www.umflint.edu/cgs or www.hr.umich.edu/stopabuse. Regional resources are available at http://stopabuse.umich.edu/resources/county.html.

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

<table>
<thead>
<tr>
<th>2018 DPS Programming</th>
<th>Date / Time</th>
<th>Location</th>
<th># of Participants</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>RAD Training</td>
<td>For Men/Women:</td>
<td>Cummings Elementary WSW; Tuscola Room WSW; Tuscola Room</td>
<td>0-25</td>
<td>Students, Faculty/Staff, Community</td>
</tr>
<tr>
<td></td>
<td>March 7-28</td>
<td></td>
<td>0-25</td>
<td></td>
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<tr>
<td></td>
<td>Sept 18, 20, 25, 27</td>
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<td>0-25</td>
<td></td>
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<tr>
<td></td>
<td>October 16, 18, 23, 25</td>
<td></td>
<td>0-25</td>
<td></td>
</tr>
<tr>
<td>Alcohol/Drug Education &amp; Awareness</td>
<td>Party Smart</td>
<td>UCEN 3rd Floor</td>
<td>0-35</td>
<td>Students, Faculty/Staff</td>
</tr>
<tr>
<td></td>
<td>September 18</td>
<td></td>
<td>0-35</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Nat’l Take Back Day</td>
<td>Ice Rink</td>
<td>0-35</td>
<td></td>
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<tr>
<td></td>
<td>Oct 25</td>
<td></td>
<td>0-35</td>
<td></td>
</tr>
<tr>
<td>M-Gagement Fair</td>
<td>September 10</td>
<td>UCEN, U-Drive</td>
<td>0-100</td>
<td>Students</td>
</tr>
<tr>
<td>DPS &amp; Block Club Safety Awareness March</td>
<td>October 19</td>
<td>UCEN, Happenings</td>
<td>0-35</td>
<td>Students, Faculty/Staff</td>
</tr>
<tr>
<td>Community Conversations:</td>
<td>March 6-20</td>
<td>DPS Hubbard Building</td>
<td>0-15</td>
<td>Students, Faculty/Staff</td>
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<tr>
<td>Campus Lockdown</td>
<td></td>
<td></td>
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<tr>
<td>Pop With A Cop</td>
<td>Wednesdays, Winter/Fall Semesters</td>
<td>University Center, 3rd Floor WSW, Lobby</td>
<td>0-25</td>
<td>Students, Faculty/Staff Community</td>
</tr>
<tr>
<td>Upstander Training</td>
<td>Feb 20, 22, 27</td>
<td>UCEN, Michigan Room A</td>
<td>0-5</td>
<td>Students, Faculty/Staff Community</td>
</tr>
</tbody>
</table>

Bystander Intervention – Safe and Positive Options
There are five stages of Bystander Intervention: 1) Notice the Event, 2) Interpret the event as an emergency or problematic, 3) Accept responsibility for intervening, 4) Know how to intervene or help, and 5) Implement intervention strategies.

Be aware of the bystander effect: Individuals are less likely to act/offer help when other people are present. Here are some intervention methods individuals: DIRECT: You directly tell the person being inappropriate that what they are doing is wrong. DELEGATE: You delegate the intervention to someone you think is better able to handle the situation. DISTRACT: You become a distraction by thinking up creative ways to engage.

For more strategies and methods on safe and positive bystander intervention please contact the UM-Flint Center for Gender and Sexuality (CGS) at (810) 237-6648. Programming and workshops are available.
For more information on education and awareness programs provided by the UM-Flint Center for Gender and Sexuality (CGS), or to request a program or workshop, please visit: [https://www.umflint.edu/cgs/events](https://www.umflint.edu/cgs/events).

<table>
<thead>
<tr>
<th>2018 CGS Programming</th>
<th>Date / Time</th>
<th>Location</th>
<th># of Participants</th>
<th>Participants</th>
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<tbody>
<tr>
<td>Scholarship Workshops</td>
<td>Jan 11/17; 2-3pm and 3-4pm</td>
<td>213 UCEN</td>
<td>20</td>
<td>Students</td>
</tr>
<tr>
<td>Family Skate</td>
<td>Jan 20; 2-4pm</td>
<td>Ice Rink</td>
<td>73</td>
<td>Students, Faculty/Staff, Community</td>
</tr>
<tr>
<td>The Vagina Monologues</td>
<td>Feb 8; 5-8pm</td>
<td>Theatre</td>
<td>333</td>
<td>Students</td>
</tr>
<tr>
<td>Love Your Body Day</td>
<td>Feb 14; 11am-3pm</td>
<td>2nd Floor UCEN</td>
<td>19</td>
<td>Students</td>
</tr>
<tr>
<td>Swim &amp; Gym</td>
<td>Feb 23; 5-8pm</td>
<td>Rec</td>
<td>5</td>
<td>Students, Faculty/Staff, Community</td>
</tr>
<tr>
<td>National Nap Day</td>
<td>March 12; 10am-4pm</td>
<td>Not available</td>
<td>3</td>
<td>Students</td>
</tr>
<tr>
<td>WHM: Brown Bag Series</td>
<td>March 14/19/28; 12-1pm</td>
<td>ICC</td>
<td>18</td>
<td>Students, Faculty/Staff, Community</td>
</tr>
<tr>
<td>Javanese Dance Workshop</td>
<td>March 13; 5:30-8pm</td>
<td>111 FH</td>
<td>27</td>
<td>Students, Faculty/Staff, Community</td>
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<tr>
<td>Take Back the Night</td>
<td>April 12; 5-8pm</td>
<td>Happenings UCEN</td>
<td>80</td>
<td>Students, Faculty/Staff, Community</td>
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<tr>
<td>Bystander Intervention Workshop</td>
<td>Feb 19; 4pm</td>
<td>335 FH</td>
<td>264</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Feb 19; 5pm</td>
<td>130 FH</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Feb 20; 12:30pm</td>
<td>130 FH</td>
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<td></td>
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<tr>
<td></td>
<td>Feb 22; 12:30pm</td>
<td>130 FH</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>March 12; 6pm</td>
<td>350 FH</td>
<td></td>
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<td></td>
<td>March 15; 7pm</td>
<td>Riverfront</td>
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<tr>
<td></td>
<td>March 16; 5:30</td>
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<tr>
<td>RA Trainings</td>
<td>Aug 28</td>
<td>RFRH</td>
<td>20</td>
<td>Students, Faculty/Staff</td>
</tr>
<tr>
<td>Sex Signals</td>
<td>Sept 3; 10am</td>
<td>MI Rooms UCEN</td>
<td>65</td>
<td>Students, Faculty/Staff</td>
</tr>
<tr>
<td>Party Smart</td>
<td>Sept 18; 3pm</td>
<td>2nd Floor UCEN</td>
<td>29</td>
<td>Students</td>
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<tr>
<td>WEC/LGBTQ (CGS) Open Forum</td>
<td>Sept 19; 5pm</td>
<td>Happenings UCEN</td>
<td>5</td>
<td>Students, Faculty/Staff, Community</td>
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<tr>
<td></td>
<td>Oct 4; 12pm</td>
<td>CGS</td>
<td></td>
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<tr>
<td></td>
<td>Nov 7; 4:30pm</td>
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<tr>
<td>Survivor Art Night</td>
<td>Sept 19; 5:30pm</td>
<td>CGS Office</td>
<td>4</td>
<td>Students, Faculty/Staff</td>
</tr>
<tr>
<td></td>
<td>Oct 17; 5:30</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Nov 14; 5:30pm</td>
<td></td>
<td></td>
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<tr>
<td>Trivia – Let’s Do It</td>
<td>Sept 24; 11:30am</td>
<td>Kiva UCEN</td>
<td>5</td>
<td>Students</td>
</tr>
<tr>
<td>Documentary Film Series: RBG</td>
<td>Sept 27; 5:30pm</td>
<td>Kiva UCEN</td>
<td>73</td>
<td>Students, Faculty/Staff, Community</td>
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<tr>
<td>Documentary Film Series: The Laramie Project</td>
<td>Oct 2; 5pm</td>
<td>Kiva UCEN</td>
<td>10</td>
<td>Students, Faculty/Staff, Community</td>
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<tr>
<td>Coming Out Monologues</td>
<td>Oct 10; 7pm</td>
<td>Kiva UCEN</td>
<td>64</td>
<td>Students, Faculty/Staff, Community</td>
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<tr>
<td>How to be a Good Ally</td>
<td>Oct 11; 12pm</td>
<td>Tuscola WSW</td>
<td>21</td>
<td>Students, Faculty/Staff, Community</td>
</tr>
<tr>
<td>New Greek Bystander Intervention Workshop</td>
<td>Oct 12; 1pm</td>
<td>MI Rooms UCEN</td>
<td>32</td>
<td>Students</td>
</tr>
<tr>
<td>Professional Development: Safe Space and Bystander Intervention</td>
<td>Oct 18; 8:30am</td>
<td>Happenings UCEN</td>
<td>Not Available</td>
<td>Not Available</td>
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<tr>
<td>National Take Back the Night</td>
<td>Oct 25; 6pm</td>
<td>Ice Rink, Downtown, Happenings UCEN</td>
<td>144</td>
<td>Students, Faculty/Staff, Community</td>
</tr>
<tr>
<td>Documentary Film Series: Paris is Burning</td>
<td>Nov 1; 5pm</td>
<td>Kiva UCEN</td>
<td>15</td>
<td>Students, Community</td>
</tr>
<tr>
<td>Poetry Slam</td>
<td>Nov 12; 5pm</td>
<td>Kiva UCEN</td>
<td>15</td>
<td>Students</td>
</tr>
<tr>
<td>PH Lecture: Sex and Gender</td>
<td>Nov 15; 4pm</td>
<td>WSW</td>
<td>13</td>
<td>Students, Faculty/Staff</td>
</tr>
<tr>
<td>Transgender Day of Remembrance</td>
<td>Nov 20; 4pm</td>
<td>MI Rooms UCEN</td>
<td>21</td>
<td>Students, Faculty/Staff, Community</td>
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<tr>
<td>Alcohol and Bystander Intervention</td>
<td>Nov 26; 1:30pm</td>
<td>Happenings UCEN</td>
<td>28</td>
<td>Students</td>
</tr>
<tr>
<td>Consent Event</td>
<td>Nov 29; 5pm</td>
<td>Riverfront</td>
<td>17</td>
<td>Students, Faculty/Staff</td>
</tr>
<tr>
<td>Sexual Misconduct Presentations</td>
<td>Multiple Dates</td>
<td>Kiva UCEN, Tuscola WSW</td>
<td>Incoming Students</td>
<td>Incoming Students</td>
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<tr>
<td>HAVEN Online Training Module</td>
<td>Apr 1 – Sep 4</td>
<td>Online</td>
<td>Incoming Students</td>
<td>Incoming Students</td>
</tr>
</tbody>
</table>
Safety and Risk Reduction Techniques-including: warning signs of abusive behavior and future attacks

No victim is EVER to blame for being assaulted or abused. Below are some tips to help reduce your risk, to recognize warnings signs of abusive behavior and how to reduce the risk of a potential attack.

Warning Signs of Abusive Behavior
Intimate partner abuse (domestic and dating abuse) often escalates from threats and verbal abuse to violence. And, while physical injury may be the most obvious danger, the emotional and psychological consequences of domestic and dating violence are also severe. Warning signs of dating and domestic violence include:

1. Being afraid of your partner;
2. Constantly watching what you say to avoid a “blow up;”
3. Feelings of low self-worth and helplessness about your relationship;
4. Feeling isolated from family or friends because of your relationship;
5. Hiding bruises or other injuries from family or friends;
6. Being prevented from working, studying, going home, and/or using technology (including your cell phone);
7. Being monitored by your partner at home, work or school; and
8. Being forced to do things you don’t want to do.

Help Reduce Your Risk and Avoid Potential Attacks
If you are being abused or suspect that someone you know is being abused, speak up or intervene.

1. Get help by contacting the UM-Flint Center for Gender and Sexuality (CGS) for support services
2. Learn how to look for “red flags” in relationships so you can learn to avoid some of those characteristics in future partners
3. Consider making a report with University Police and/or the Title IX Coordinator and ask for a “no contact” directive from the University to prevent future contact
4. Consider getting a personal protection order or no contact order from your district court. CGS can assist with this.
5. Learn more about what behaviors constitute dating and domestic violence, understand it is not your fault, and talk with friends and family members about ways you can be supported
6. Trust your instincts—if something doesn’t feel right in a relationship, speak up or end it

Sexual Assault Prevention (From RAINN)
• Be aware of rape drugs
• Only drink from un-opened containers or from drinks you have watched being made and poured
• Avoid group drinks like punch bowls
• Cover your drink. It is easy to slip in a small pill even while you are holding your drink. Hold a cup with your hand over the top, or choose drinks that are contained in a bottle and keep your thumb over the nozzle
• If you feel extremely tired or drunk for no apparent reason, you may have been drugged. Find your friends and ask them to leave with you as soon as possible
• If you suspect you have been drugged, go to a hospital and ask to be tested
• Keep track of how many drinks you have had
• Try to come and leave with a group of people you trust
• Avoid giving out your personal information (phone number, where you live, etc.). If someone asks for your number, take theirs instead of giving out yours

213 University Center
Phone: 810 237-6648
umflint.edu/cgs
Sara Devitt; CGS Advocate

The University will provide written notification to students and employees about existing services for victims (counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services available) both within the institution and in the community.
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 Communications, or designee. The message will be sent by University Communications (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, more than a single mode of notification in an emergency may be required. 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 telephone or cell phone numbers and a device to receive text messages. Additionally, UM-Flint automatically will register all student, faculty and staff @umich email addresses.

Visit the Campus Emergency Information Center at https://www.umflint.edu/emergency where you can sign up for Alerts and read more about the UM Flint Campus Emergency Alert system. To sign up for alert messages, students may visit: https://sis.umflint.edu/. Faculty and Staff may visit https://wolverineaccess.umich.edu/f/u24I1s13/normal/render.uP to sign up for alert messages.
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 Communications, or designee, develop the content of the warning. The message will be sent by University Communications (primary), or designee, Public Safety Director, or designee. 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. Timely warning information may be shared via social media and person-to-person. Anyone with information warranting a timely warning should report the circumstances without delay to DPS by telephone at (810) 762-3333 or in person at DPS Communication 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:

<table>
<thead>
<tr>
<th>Drill Type</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>First St./Riverfront Residence Hall Fire Drills</td>
<td>January</td>
</tr>
<tr>
<td>ECDC/GEC Fire Drill</td>
<td>January</td>
</tr>
<tr>
<td>GEC Secure/Lockdown Drill</td>
<td>January</td>
</tr>
<tr>
<td>GEC/ECDC Secure/Lockdown Drill</td>
<td>February</td>
</tr>
<tr>
<td>Select Campus Bldg. Severe Weather/Tornado Drills</td>
<td>March</td>
</tr>
<tr>
<td>GEC Fire Drill</td>
<td>March</td>
</tr>
<tr>
<td>ECDC Lockdown Drill</td>
<td>March</td>
</tr>
<tr>
<td>Campus Active Aggressor Drill</td>
<td>April</td>
</tr>
<tr>
<td>Campus-Wide/State-Wide Severe Weather Awareness</td>
<td>April</td>
</tr>
<tr>
<td>ECDC Fire Drill</td>
<td>April</td>
</tr>
<tr>
<td>Residence Halls Staff Emergency Prep Training</td>
<td>May</td>
</tr>
<tr>
<td>ECDC/GEC/Cummings Fire Drill</td>
<td>May</td>
</tr>
<tr>
<td>Riverfront Residence Hall Fire Drill</td>
<td>May</td>
</tr>
<tr>
<td>GEC/Cummings Fire Drills</td>
<td>May</td>
</tr>
<tr>
<td>ECDC/Cummings Tornado Drill</td>
<td>June</td>
</tr>
<tr>
<td>First St./Riverfront Residence Hall Fire &amp; Tornado Drills</td>
<td>July</td>
</tr>
<tr>
<td>Cummings Fire Drill</td>
<td>July</td>
</tr>
<tr>
<td>Residence Halls Staff Emergency Prep Training</td>
<td>August</td>
</tr>
<tr>
<td>ECDC/Cummings Tornado Drill</td>
<td>August</td>
</tr>
<tr>
<td>First St./Riverfront Residence Halls Fire Drill</td>
<td>September</td>
</tr>
<tr>
<td>ECDC/Cummings/GEF Fire Drill</td>
<td>September &amp; October</td>
</tr>
<tr>
<td>First St Residence Hall Tornado Drill</td>
<td>October</td>
</tr>
<tr>
<td>Multiple Campus Bldg. Fire Drills</td>
<td>October</td>
</tr>
<tr>
<td>Multiple Campus Bldg/Res Hall Lockdown Drills</td>
<td>November</td>
</tr>
</tbody>
</table>
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 once each calendar year. EHS will publicize University emergency response and evacuation procedures in conjunction with at least one test per calendar 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, regardless of age) 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 confidential and only available 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 (or has been missing for 24 hours), this concern must 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.

**BIAS/HATE INCIDENTS**

A bias/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/Hate 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) you may non-criminally report it to the university by calling the UM-Flint Institutional Equity Specialist or the Office of the Dean of Students.

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 visit the on-line reporting portal via Institutional Equity (IE) at [https://www.umflint.edu/hr/discrimination-discriminatory-harassment-and-sexual-misconduct-reporting-form](https://www.umflint.edu/hr/discrimination-discriminatory-harassment-and-sexual-misconduct-reporting-form).

If you believe you have experienced a hate crime on-campus, you may criminally report it directly to law enforcement. DPS can be reached at (810) 762-3333. DPS will investigate all crimes reported to the department and assist with criminal prosecution. DPS can assist you with reporting to the Institutional Equity Specialist and off-campus incidents.
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 Techniques</th>
</tr>
</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 CGS 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

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

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 Medical Need Providers**

Student health resources can be found on-line at 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/users/etrout/1campushealthresource-trifold2019-proofk.pdf.

The Student Resource Guide, Personal Well-being is available at: https://www.umflint.edu/sites/default/files/groups/Recreation_Center/Student_Health/smwresource-trifold2018-v2-proofa.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 someone.

Stay with the person. Turn and keep the person on their 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 them)
- 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 themselves 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 themselves 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.

Safe Ride

Safe Ride, operated by Public Safety Student Patrol Officers, is a free transportation service that operates within specific campus geographic boundaries. Rides across campus are requested on demand using the Tap Ride app available for download at the Apple Store or Google Play Store. For more information and to view the service boundary map visit DPS at www.umflint.edu/saferide.
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 University Services:**

- Faculty and staff may contact the Faculty and Staff Counseling and Consultation Office (FASCCO), in part, 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 Center for Gender and Sexuality (CGS) for advocacy and support 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 ensure personal safety and the safety of one’s belongings.**

#### Home Safety

**University Residence Halls**

- Make a habit of keeping your doors locked. Lock your room door when sleeping, when leaving a roommate asleep inside, and when leaving your room.
- Do not leave valuables in open view. Take valuables home during vacation.
- Never prop open doors to residence halls.
- Do not allow door to door salespeople to enter your room. Report them to DPS.
- 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.
- Backpacks, purses, book bags, laptops, etc., should never be left unattended.

**If you live in the City of Flint:**

- 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.
- It is recommended that residents know their local neighborhood watch group and the name of their neighborhood block captain.

#### Fire Safety

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

#### Pedestrian Safety

- 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.

#### 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.

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**UM-Flint DPS**

(810) 762-3333

umflint.edu/safety
### Safety and Risk Reduction Techniques (continued)

#### Active Aggressor 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 aggressor.
  - Use improvised weapons.
  - Fight to survive.

#### 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 CGS (810) 237-6648 for support and assistance.**
- See the “Stalking Laws” contained herein.
- **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 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: [https://safecomputing.umich.edu/protect-yourself?nav](https://safecomputing.umich.edu/protect-yourself?nav).
- **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 e-mail or if your device is stolen.**

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

#### Outdoor Safety

- **Learn the locations of all campus blue light emergency phones.**
- **Take advantage of campus transportation services — Safe Ride, page 29.**
- **Walk on designated walkways that are well lit and well traveled.**
- **Avoid shortcuts through unlit areas.**
- **Walk confidently and assertively.** Be alert and be aware of your surroundings.
- **Valuables should be carried close to the body.**
- **If you are followed by someone, call 9-1-1 or if safe to do so, call DPS at (810) 762-3333 or use the nearest blue light phone, and head to a populated area.**

The map of Emergency Blue Light Phones can be found on page 15.
UNIVERSITY POLICIES

UM-Flint Interim Policy and Procedures on Student Sexual and Gender-Based Misconduct and Other Forms of Interpersonal Violence

Effective September 12, 2013 the University of Michigan – Flint implemented a policy to address response to student sexual misconduct and violence as well as rights, options, and resources for those individuals who wish to report incidents and those who are accused. Effective January 7, 2019 the University adopted the Interim Policy and Procedures on Student Sexual and Gender-Based Misconduct and Other Forms of Interpersonal Violence. Some highlights of the policy are below. Resource options can be found earlier in this Report. The full policy and procedures can be accessed at https://www.umflint.edu/sites/default/files/groups/Human_Resources/flintfinalssmp_01.07.2019_0.pdf

Policy Statement

The University of Michigan-Flint (University) supports its educational mission by fostering a community based on civility, dignity, diversity, inclusivity, education, equality, freedom, honesty, and safety. Consistent with these values, the University is committed to providing a safe and non-discriminatory learning, living, and working environment for all members of the University community. The University does not discriminate on the basis of sex or gender in any of its education or employment programs and activities.

The University prohibits sexual assault, sexual and gender-based harassment, intimate partner violence, stalking, retaliation, and violation of interim measures (collectively Prohibited Conduct). Prohibited Conduct is expressly forbidden and will not be tolerated at the University. It may also violate federal and state law.

The University adopts this Interim Policy and Procedures on Student Sexual and Gender-Based Misconduct and Other Forms of Interpersonal Violence (Policy or Policy and Procedures) with a commitment to: (1) eliminating, preventing, and addressing the effects of Prohibited Conduct; (2) fostering an environment where all individuals are well-informed and supported in reporting Prohibited Conduct; (3) providing a fair and impartial process for all parties; and (4) identifying the standards by which violations of this Policy will be evaluated and disciplinary action may be imposed. University students who violate this Policy may face disciplinary action up to and including expulsion.

The Policy and Procedures set forth how the University will proceed once it is made aware of possible Prohibited Conduct in keeping with our institutional values and to meet our legal obligations under Title IX of the Education Amendments of 1972 (Title IX); the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), as amended by the Violence Against Women Reauthorization Act of 2013 (VAWA); and other applicable law.

To Whom This Policy and Procedures Apply

The Policy and Procedures apply to concerns of Prohibited Conduct involving one or more University students. For purposes of this Policy and throughout this document, “student” refers to a University student as defined by the Code of Student Conduct or a participant in any non-employment or volunteer-related University-related program or activity.

For purposes of this Policy, the individual who is reported to have experienced Prohibited Conduct, regardless of whether that individual makes a report or participates in the review of that report by the University, and regardless of whether that individual is a student is referred to as the Claimant. The individual who is reported to have committed Prohibited Conduct is referred to as the Respondent.

The University has jurisdiction over a Respondent whenever the Prohibited Conduct occurs:

- On University-controlled property; or
- Off campus, including online or electronic conduct, if the conduct:
  - Occurs in connection with a University-related program or activity, including University-sponsored study abroad, research or internship programs;
  - May pose a serious threat of harm to any member(s) of the University community, including where the reported conduct was not directed at any member(s) of the University community, but by its nature creates a risk that may pose a serious threat of harm to any member(s) of the University community; or
  - May have the effect of creating a hostile environment for any member(s) of the University community.

The specific procedures for reporting, investigating, and resolving Prohibited Conduct are based upon the nature of the Respondent’s relationship to the University (student, employee, or third party). Where the Respondent is a student, the procedures are detailed in Sections VIII-XV of the Policy and Procedures.
The University encourages every student who may have experienced harm to get the support and information they need, regardless of whether they would like to move forward with a report of potential policy violations or criminal conduct to campus officials or to law enforcement. The University offers a wide range of resources to provide support and guidance in response to any incident of Prohibited Conduct.

**Reporting Options**

Any individual (including a student, employee, visitor, guest, or other third party) not just the Claimant may make a report under this Policy. An individual may choose to report to law enforcement, the University, to both, or not at all. Support and resources are always available regardless of the chosen reporting option. Any individual may make a report of Prohibited Conduct to the University, and if preferred, may do so without disclosing one’s name at [http://studentsexualmisconductpolicy.umich.edu/reportan-incident](http://studentsexualmisconductpolicy.umich.edu/reportan-incident).

**Supportive and Protective Measures (Also Collectively Known as Interim Measures)**

Interim measures may be both supportive and protective in nature. Supportive and protective measures are those services, accommodations, and other assistance the University puts in place after receiving notice of Prohibited Conduct, but before any final outcomes (investigatory, disciplinary, or remedial) have been determined.

During the initial intake meetings with the parties, witnesses, or other impacted community members, the Institutional Equity Specialist (IES) will discuss interim measures. If an individual is interested in interim measures, the IES will determine what interim measures are possible and brings a recommendation to the Title IX or Deputy Title IX Coordinator for approval. Once the interim measures are approved, the IES coordinates and notifies the parties or affected individuals in writing of the interim measure(s). There may be some interim measures, such as a no contact order, that the IES informs the Dean of Students (DOS) of the interim measure(s) for implementation.

**Supportive Measures**

Supportive measures are typically implemented for individual students, and are designed to address the student’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 to 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 implement supportive measures for Claimants, 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.

Supportive measures may, among other things, include:

- Academic support services and accommodations, including the ability to reschedule exams and assignments, transfer course sections, or withdraw from courses without penalty;
- An escort to ensure safe movement between classes and activities;
- On-campus counseling services and/or assistance in connecting to community-based counseling services;
- On-campus medical services and/or assistance in connecting to community-based medical services;
- Housing assignment or contract modifications (for University Housing) or assistance with residence modification if living off-campus;
- Work schedule or job assignment modifications (for University employment);
- No contact directives (to instruct an individual to stop all attempts at communication or other interaction with another individual);
- Assistance with obtaining personal protective orders; or
- A combination of any of these measures.

**Protective Measures**

Protective measures are measures that typically involve action by the University involving a Respondent. Failure to comply with these measures may result in a separate violation under this Policy. Protective measures are only available following the initiation of a University investigation. The nature of the protective measures is based upon the facts reasonably available at the time of the decision to implement the protective measures.

Protective measures may include:

- No contact directives (to instruct an individual to stop all attempts at communication or other interaction with another individual);
- Limiting an individual's access to certain University facilities or activities;
- Academic schedule modifications (typically to separate Claimant and Respondent);
Work schedule or job assignment modifications including suspending employment with or without pay (for University positions);
- Placing a hold on transcripts, meaning that the University may prevent a student from registering for classes or receiving a copy of their transcript or diploma;
- Withholding or delaying the conferral of a degree;
- Imposing an interim suspension; or
- A combination of any of these measures.

Protective measures may also be appropriate for witnesses and other members of the University community, following the initiation of an investigation. Implementation of supportive or protective measures should not be taken to suggest that the University has made any decision about the merits of the report.

Protective measures are not imposed mechanically, and are instead selected based on an individualized inquiry of the facts and circumstances of each individual case and student. They are designed to balance the protection of the parties with minimizing the impact on each student’s ability to access the University’s programs and activities.

The University will keep private any supportive or protective measures provided under this Policy to the extent practicable, and will promptly address any violation of protective measures under this Policy and Procedures.

Claimants or others should report information concerning a violation of protective measures to the Institutional Equity Specialist as soon as possible, and should dial 911 in situations of immediate health or safety concern.

**Prohibited Conduct**

Conduct under this Policy is prohibited regardless of the sex, sexual orientation and/or gender identity or expression of the Claimant or Respondent. Prohibited Conduct includes the following specifically defined forms of behavior: sexual or gender-based harassment, sexual assault, intimate partner violence, stalking, retaliation, and violation of interim measures.

Sexual harassment is any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise, when the conditions outlined in Section VIII(A)(2)(a) and/or (b) are present.

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

Sexual assault is touching of a sexual nature, including: vaginal or anal intercourse; anal, oral or vaginal penetration with an object; oral-genital contact; or other sexual contact that occurs without consent. Sexual contact includes: (a) intentional touching of the breasts, buttocks, groin, or genitals, whether clothed or unclothed, or intentionally touching another with any of these 16 body parts; or (b) making an individual touch another person or themselves with or on any of these body parts.

Consent is a clear and unambiguous agreement, expressed outwardly through mutually understandable words or actions, to engage in a particular activity. Consent must be voluntarily given and cannot be obtained through coercion or force. For purposes of this Policy, in evaluating whether consent was freely sought and given, the issue is whether the Respondent knew, or reasonably should have known, that the activity in question was not consensual or that the Claimant was unable to consent due to incapacitation.

Stalking occurs when a person engages in a course of conduct toward another person under circumstances that would cause a reasonable person to fear bodily injury to themselves or to others, or experience substantial emotional distress. Stalking often involves individuals who are 18 known to one another or who have a current or previous relationship, but may also involve individuals who are strangers.

Intimate partner violence, also referred to as dating violence, domestic violence, or relationship violence, is any act of violence or pattern of emotionally or financially abusive behavior that one person uses against a current or former partner in a sexual, dating, spousal, domestic, or other intimate relationship, to gain or maintain power and control over another.

**University Resolution**

As set forth in more detail in the Policy, the University uses two processes to resolve reports of Prohibited Conduct under this Policy: (1) investigative resolution, which involves an investigation, a hearing, and, if applicable, sanctions, and an appeal; and (2) adaptable resolution, which includes restorative options for resolving reports of Prohibited Conduct.
The University will strive to complete resolution of any matter, meaning the period from commencement of an investigation, which begins with the determination that an investigation will be opened, through the completion of the investigation, and hearing and sanction, if any, within ninety (90) calendar days. This time frame may be extended for good cause. If one or both of the parties pursue an appeal, the University will strive to complete resolution, meaning the period from commencement of an investigation through completion of the appeal, within one hundred twenty (120) calendar days. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness, fairness, and promptness.

Detailed information regarding investigative resolution involving a hearing to determine, by preponderance of the evidence, if there has been a Policy violation, adaptable resolution, and additional remedies is set forth in Policy Sections XIII, XIV, and XV, respectively.

Sanctions
The Office of Student Conduct and Community Standards (OSCCS) will facilitate the sanctioning process outlined in this Policy upon receipt of the Investigation Report and will make a sanctioning determination within ten (10) calendar days after the Claimant and the Respondent are notified of the hearing outcome.

The list of potential sanctions or interventions includes one or more of the following:

- Formal Reprimand
- Disciplinary Warning
- Disciplinary Probation
- Restitution
- Restriction from Employment at the University
- Class/Workshop/Training/Program Attendance
- Educational Project
- Service
- University Housing Transfer or Removal
- Removal from Specific Courses or Activities
- No Contact
- Suspension
- Expulsion
- Transcript notation, hold, and/or notification to other institutions
- Withholding, delaying, or revoking the conferral of the degree

Student-employees who are reported to have engaged in Prohibited Conduct in their employment capacity will continue to be subject to review under the University's Sexual Harassment Policy (SPG 201.89-0) rather than under this Policy. If a student-employee is found to have engaged in Prohibited Conduct, the student-employee may be subject to sanctions both in connection with their employment and in connection with their student status (as listed here), as appropriate under applicable processes.

OSCCS will provide the written notice of the sanction(s) and intervention(s) to the Claimant and Respondent simultaneously. The notice will include the sanction(s) and intervention(s), a summary of the assigned OSCCS staff member’s rationale in support of the sanction(s) and intervention(s), and the appeal process.

Appeals of Findings or Sanctions
Both a Claimant and Respondent may generally appeal the hearing outcome, the sanctions and interventions, or both, subject to the groups for appeal set forth below. If the Respondent accepted responsibility for the allegation, either party may appeal the sanction determination, but not the Policy violation. The appeal will be conducted in an impartial manner and equivalent rights will be provided to both parties throughout the process.

To appeal the hearing outcome or the sanctions, a party must submit a written request to the Dean of Students within seven (7) calendar days of the date of the notice of hearing outcome or sanctions, whichever is relevant.
Adaptable Resolution

The University recognizes that it is important to take into account the needs of students, some of whom may prefer not to go through investigative resolution. Adaptable Resolution is a voluntary, remedies-based, structured interaction between or among affected parties that balances support and accountability without formal disciplinary action against a Respondent.

Adaptable resolution is generally designed to allow a Respondent to acknowledge harm and accept responsibility for repairing harm (to the extent possible) experienced by Claimant and/or the University community. Adaptable Resolution is designed to eliminate the Prohibited Conduct, prevent its recurrence, and remedy its effects in a manner that meets the needs of the Claimant while maintaining the safety of the campus community. Additional detail is available in Section XIV of the Policy.

The Interim Policy and Procedures on Student Sexual and Gender-Based Misconduct and Other Forms of Interpersonal Violence is available in its entirety to view and/or download at: https://www.umflint.edu/sites/default/files/groups/Human_Resources/flintfinalssmp_01.07.2019_0.pdf or visit: https://www.umflint.edu/hr/institutional-equity-and-title-ix#accordion-policies-and-standard-practice-guides-related-to-institutional-equity.

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 http://spg.umich.edu/policy/201.89-0.

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

Below are excerpts from the revised policy effective September 2018. The complete policy can be found at https://www.umflint.edu/sites/default/files/groups/Human_Resources/aod_policy_2018-2020.pdf.

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

UM-Flint Alcohol and Other Drugs Policy

For the purpose of this Policy, the term "drug" includes:

- controlled substances, as defined in 21 USC 802, which cannot be legally obtained
- legally obtainable controlled substances which were not legally obtained, including:
  - Prescribed drugs when prescription is no longer valid (e.g. use of medication after a course of treatment is completed);
  - Prescribed drugs used contrary to the prescription;
  - Prescribed drugs issued to another person.
All members of the campus community also are governed by laws, regulations and ordinances established by the state and local municipalities, and will be held accountable by law enforcement representatives of the entities for any illegal activity. It is the responsibility of all campus members to be aware of these laws.

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

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://ogc.umich.edu/frequently-asked-questions/.

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. Electronic cigarettes, e-cigarettes, electronic nicotine delivery systems or any other lit smoking devices (a) are expressly prohibited (i) on the premises of the Recreation Center, (ii) in University Housing facilities as set forth in the Community Living Standards at UM-Flint guidelines, (iii) in classrooms as requested by the presiding faculty, and (ix) in laboratories that also prohibit food and drink. Please refer to https://www.umflint.edu/node/7910 and for more information on UM-Flint’s smoke-free campus.

Alcohol and Other Drug Prevention Strategies
UM-Flint uses best practice interventions, collaboration, and innovation to reduce harmful consequences of alcohol and other drug use.

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

A full list of alcohol and other drug prevention programming can be found in the 2016-2018 UM-Flint DFSCA Biennial Report found here: https://www.umflint.edu/sites/default/files/groups/Public_Safety/2016_2018_biennial_report.pdf.

The current Alcohol and Other Drugs (AOD) Policy and the DFSCA Biennial Review and Executive reports are available at: https://www.umflint.edu/safety/personalsafety/alcohol.

Parent-Family Communication Program
The Family Education Rights and Privacy Act (FERPA) governs the release of and access to student education records. Section 952 of the 1998 Amendments to the Higher Education Act of 1965 clarified that institutions of higher education are allowed (but not required) to notify parents if a student under the age of 21 at the times of the notification commits a disciplinary violation involving alcohol or a controlled substance.
Because of the health and safety risk inherent in alcohol and other drug misuse, UM-Flint will notify parents/family of any students under the age of 21:

1. If a student has committed an AOD violation accompanied by other sections behavior such as needing medical attention, significant property damage or driving under the influence.
2. If a student has an AOD incident that resulted in a transport to the hospital or jail.
3. If a student has had more than one AOD-related violation of the UM-Flint Alcohol and Other Drug Policy.

Please contact the Office of the Dean of Students for more information.

Alcohol and Other Drug Prevention
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 (810-762-3456) or Recreational 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 community has established expectations for non-academic student conduct under the Code of Student Conduct. The Code specifically addresses the illicit use of alcohol and other drugs.

The following behaviors contradict the values of the University community and are subject to disciplinary action under the AOD Policy:

- “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/Division_of_Student_Affairs/code_of_student_conduct_2017-2018_finalv.2.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 Dean of Students. Information pertaining to the judicial process can be found at the following website: https://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 http://spg.umich.edu/policy/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
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.

Drugs: A full description of federal sanctions for drug felonies can be found at: https://www.dea.gov/drug-information. This section is not intended as legal advice; consult with an attorney regarding you specific legal issues. For more information on referrals to local legal services, contact the Office of the Dean of Students.

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

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

Additional sections of the Policy (https://www.umflint.edu/sites/default/files/groups/Human_Resources/aod_policy_2018-2020.pdf) include:

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

For More Information concerning this policy, contact the Office of the Vice Chancellor for Division of Student Affairs at 810-762-3434 or email to assist-me@umich.edu.
Code of Student Conduct

The original 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/Division_of_Student_Affairs/code_of_student_conduct_2017-2018_finalv.2.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 and regulations please review: http://catalog.umflint.edu/content.php?catoid=26&navoid=2860.

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

The University will, upon written request, disclose to an alleged victim of a crime of violence or non-forcible sexual assault the outcome of the conduct process in writing. Written request is not required, however, from an alleged victim of, domestic violence, dating violence, sexual assault, or stalking. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as an alleged victim for purposes of this paragraph.

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 Officers on a routine basis. Residence Hall staff enforces policy and security measures in residence halls 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 https://www.umflint.edu/safety/personalsafety/weapons. The Department of Public Safety enforces federal, state, local laws and Regent’s 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](http://www.legislature.mi.gov).

The following excerpts can be compared with the federal definitions above.

**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 their 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 their position will require that they 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, they shall report their status in person at the local law enforcement agency having jurisdiction where their new residence is located. If the individual resides on campus (student residence halls), then they must report their 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).
6. SAFETY AND HEALTH-RELATED RESOURCES, COUNSELING AND SUPPORT SERVICES, AND UNIVERSITY PROGRAMS

SAFETY AND HEALTH RELATED RESOURCES

UM-Flint Department of Public Safety (DPS)

<table>
<thead>
<tr>
<th>DPS Administrative Offices</th>
<th>DPS Communications Center</th>
</tr>
</thead>
<tbody>
<tr>
<td>602 Mill Street, 103 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, elevator or parking structure phone.

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 an 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 DPS Communications Center is operated 24 hours a day, seven days a week. The communication 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 over 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 aggressor 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, and 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. 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.

For more information on the Flint Police Department and other city services, please visit www.cityofflint.com/public-safety/police-department/.

**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.

**UM-Flint Environmental, Health and Safety (EHS)**
801 Northbank Center; (810) 766-6763; 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

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.

“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.

Faculty and Staff Counseling and Consultation Office (FASCCO)
(810) 936-8660;
https://hr.umich.edu/benefits-wellness/health-well-being/mental-health-counseling-consultation-services/faculty-staff-counseling-consultation-office-fascco

FASCCO 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.

Center for Gender and Sexuality (CAPS) ~formally called, WEC- EB LGBT Center
213 University Center (UCEN); (810) 237-6648
https://www.umflint.edu/cgs

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

The Center provides confidential services around issues of sexual assault, interpersonal violence, stalking, and sexual harassment. Services include; educational programs, professional training, support and advocacy for survivors, in person outreach services, assistance in working with the criminal justice system, medical, and/or university systems. The Center’s support and advocacy services are free of charge to all members of the UM-Flint community. Center for Gender and Sexuality staff are designated Campus Security Authority’s and report Clery Act designated crimes confidentially without disclosure of personally identifying information.

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.

Office of the Dean of Students (DOS)
375 University Center (UCEN); (810) 762-5728
https://www.umflint.edu/deanofstudents

The Dean of Students Office provides a wide variety of student centered services to include services around student conduct and community standards, crisis and emergency services, and student sexual misconduct services.
Office of the Ombuds
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 a student 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 of the University develop and evaluate options to resolve conflicts, disputes, or other complaints. The Ombuds staff are designated Campus Security Authority’s and may report Clery Act designated crimes confidentially without disclosure of personally identifying information. 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 from acting on their own behalf.

Compliance Resource Center
(866) 990-0111
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. On-line reports may be filed at: https://secure.ethicspoint.com/domain/media/en/gui/55302/index.html.

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 http://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@umich.edu.

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.

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.ywcaflint.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, MI 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) Oversight 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 the Department of Public Safety (DPS) or UM-Flint police officers. 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 grievance, 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 and Title IX Services
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/Title IX Investigator provides Institutional Equity services:
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

The UM-Flint Institutional Equity Specialist/Title IX Investigator provides Title IX services:
Monitors the University’s compliance with Title IX; in conjunction with the Title IX Coordinator, ensures appropriate education and training for students and employees; coordinates the University’s investigation, response and resolution of all reports under
policy; and ensures appropriate actions to eliminate Prohibited Conduct, assists in preventing its recurrence and remedies its effects.

The University encourages every student who may have experienced harm to get the support and information they need, regardless of whether they would like to move forward with a report of potential policy violations or criminal conduct to campus officials or to law enforcement. The University offers a wide range of resources to provide support and guidance in response to any incident of Prohibited Conduct.

For comprehensive information on accessing University and community resources, including emergency and ongoing assistance; health, mental health, and advocacy services; options for reporting Prohibited Conduct to the University and/or law enforcement; and available support with academics, housing, and employment, University students, faculty, and staff should contact the Office for Institutional Equity and may refer to the Our Community Matters Resource Guide, Resource Handbook Campus Sexual Assault Survivors, Friends and Family. Third parties should contact the Institutional Equity Specialist/Title IX Investigator to discuss available University and/or community resources and reasonable available assistance.

<table>
<thead>
<tr>
<th>Kirstie Stroble</th>
<th>Other inquiries or complaints may be addressed to:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Institutional Equity Specialist and Title IX Investigator</td>
<td>Senior Director for Institutional Equity</td>
</tr>
<tr>
<td>Human Resources</td>
<td>Title IX/Section 504 Coordinator</td>
</tr>
<tr>
<td>213 UPAV</td>
<td>Office for Institutional Equity</td>
</tr>
<tr>
<td>Phone: (810) 237–6517</td>
<td>2072 Administrative Services Building</td>
</tr>
<tr>
<td>Email: <a href="mailto:stroblek@umflint.edu">stroblek@umflint.edu</a></td>
<td>Ann Arbor, Michigan 48109-1432</td>
</tr>
<tr>
<td>Email: <a href="mailto:umfinstitutionalequity@umflint.edu">umfinstitutionalequity@umflint.edu</a></td>
<td>Phone: 734-763-0235, TTY 734-647-1388</td>
</tr>
</tbody>
</table>

UM-Flint features a specific webpage to find all information, education, resources and reporting options around sexual violence and sexual misconduct: [https://www.umflint.edu/sexualmisconduct](https://www.umflint.edu/sexualmisconduct).

### Office of Student Conduct and Community Standards (OSCCS)

375 University Center (UCEN)

(810) 762-5728


**Hours of operation:**

- Monday – Friday 8 am-5 pm

The Office of Student Conduct and Community Standards (OSCCS) 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](https://www.umflint.edu/osccr/student-conduct-and-community-standards). 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, OSCCS services and resources can provide you with valuable skills to resolve current and future disputes. To this end, OSCCS 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 2018. Activating a false fire alarm is a violation of state law. See Fire Setting and False Alarms. 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 posted in conspicuous locations including common areas and near entry/exits.

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>2018 Fire Drills</th>
<th>Reported Fires: Date / Time</th>
<th>Nature / Cause</th>
<th>Injuries Related to Fire</th>
<th>Deaths Related to Fire</th>
<th>Value of Damage Caused By Fire</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Street Residence Hall</td>
<td>3</td>
<td>2018 – 09/25/18 2:07 pm</td>
<td>Unintentional Fire-Cooking</td>
<td>0</td>
<td>0</td>
<td>$0-$99</td>
</tr>
<tr>
<td>301 E. First St.; Flint, MI 48503</td>
<td></td>
<td>2017 – No Reported Fires</td>
<td>Not Applicable</td>
<td>0</td>
<td>0</td>
<td>$0</td>
</tr>
<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>
<tr>
<td>Riverfront Residence Hall</td>
<td>4</td>
<td>2018 – 10/09/18 9:55 pm</td>
<td>Unintentional Fire-Cooking</td>
<td>0</td>
<td>0</td>
<td>$0-$99</td>
</tr>
<tr>
<td>101 Riverfront; Flint, MI 48502</td>
<td></td>
<td>2018 – 10/11/19 11:25 pm</td>
<td>Unintentional Fire-Cooking</td>
<td>0</td>
<td>0</td>
<td>$0-$99</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2017 – No Reported Fires</td>
<td>Not Applicable</td>
<td>0</td>
<td>0</td>
<td>$0</td>
</tr>
<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>

DPS keeps a fire log in compliance of the Jeanne Clery Disclosure and Campus Security Policy Crime Statistic Act. This log is available for inspection at the DPS Communications Office located in the Mill Street Parking Ramp at 402 Mill Street.
The Regents of the University of Michigan:
Jordan B. Acker, Huntington Woods; Michael J. Behm, Grand Blanc; Mark J. Bernstein, Ann Arbor; Paul W. Brown, northern Michigan; Shauna Ryder Diggs, Grosse Pointe; Denise Illitch, Bingham Farms; Ron Weiser, Ann Arbor; Katherine E. White, Ann Arbor; Mark S. Schlissel, ex officio.

University of Michigan-Flint, Chancellor
Debasish Dutta

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

For other University of Michigan information call 734-764-1817.

This publication, as well as any other document produced by the University of Michigan-Flint, can be made available in alternate formats.

To request a copy of this handbook in enlarged print or Braille, or in another adaptive format, contact Disability and Accessibility Support Services, 264 University Center, (810) 762-3456 or dassflint@umich.edu.

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