



Annual Report:
Institutional Response to
Sexual and Gender-Based Misconduct
July 1, 2021 - June 30, 2022

Equity, Civil Rights and Title IX Office
November 4, 2022



EQUITY, CIVIL RIGHTS AND TITLE IX OFFICE

UNIVERSITY OF MICHIGAN-DEARBORN

November 4, 2022

To Members of the University of Michigan-Dearborn Community:

The Equity, Civil Rights and Title IX Office (ECRT) continues to offer transparency in its work in preventing and addressing sexual and gender-based misconduct, including issuing this annual report, which is now in its fourth year. This document outlines the number of reports of sexual and gender-based misconduct brought to the University's attention over the past year and how those reports were addressed. ECRT shares this information because it is important to acknowledge that these behaviors occur within our community and describe how the University responds to sexual and gender-based misconduct.

The information in this report represents the collaborative effort of many campus partners working together to effectively address reports of sexual and gender-based misconduct. Reports were addressed consistent with the [University of Michigan Policy on Sexual and Gender-Based Misconduct](#) and related procedures.

This year, sexual misconduct reports returned to pre-pandemic levels, perhaps due to the return to more in-person working and learning modalities. The University continues to encourage every member of our community with concerns about sexual or gender-based misconduct to reach out, whether by contacting a [confidential resource](#) for support and other services, the [Equity, Civil Rights and Title IX Office](#) for information about resources and options available under the University's policies and processes, the [Department of Public Safety](#) for a response from the criminal justice system, or a combination of these options.

This document is intended to provide insight into how reports of sexual misconduct have been handled. Information is shared in a manner that balances the educational benefit of sharing as much information as is appropriate about these matters while at the same time respecting the privacy of those involved.

Thank you for reading this report and for your attention to this important issue.

Sincerely,

A handwritten signature in blue ink that reads 'Pamela Heatlie'.

Pamela Heatlie
Director, Equity, Civil Rights and Title IX Office and
Title IX Coordinator

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Executive Summary

This fourth annual report details action taken by the Equity, Civil Rights and Title IX Office (ECRT) in response to the 38 reports of sexual and gender-based misconduct by students, faculty, staff and third parties that were made between July 1, 2021 and June 30, 2022. Of the 38 reports, 10 were reports about faculty and staff, 17 were reports about students, and 11 were reports about a third party. Each report was carefully assessed to determine an appropriate response and every complainant whose identity was known was provided with information about resources, options and the availability of supportive measures.

With respect to the 10 reports about faculty and staff:

- Seven were closed because the University could not proceed further
- One proceeded to investigation and the employee was found to have violated the Policy. The employee resigned before corrective action could be imposed
- One was addressed through the staff grievance process
- One was referred to Human Resources, since the reported behavior would not violate the Policy, but warranted further review by the University

With respect to the 17 reports about students:

- Seven were closed pending more information that would allow the University to move forward, or because the complainant requested not to move forward and the University could honor that request
- Six proceeded to investigative resolution. One matter was dismissed at the hearing stage. In the five cases that proceeded to hearing, the hearing officers found that the respondent violated the policy. One case was appealed, and the external reviewer upheld the finding and sanctions. The sanctions imposed are discussed later in this report
- Four matters were either referred to another office that could more appropriately respond to the underlying concern or ECRT resolved the matter through a different response. For example, at the complainant's request, ECRT spoke with the respondent to raise their awareness of the complaint and the reported impact

Regarding the 11 reports about third parties:

- ECRT could not move forward in six matters, either because the respondent was not identified or at the complainant's request which could be honored
- Two were referred to other offices which could more appropriately follow up on the reported behavior
- Three involved situations in which the Policy did not apply, in that the respondent had no affiliation with the University and was not participating in a University program or activity

ECRT and campus partners also offered educational programming on sexual misconduct issues during the past year.

Applicable Policies and Title IX Coordinator

Reports of sexual and gender-based misconduct by employees, students and third parties were addressed under appropriate University policies. The University's Interim Policy on Sexual and Gender-Based Misconduct was in effect until October 1, 2021, when the [Policy on Sexual and Gender-Based Misconduct](#) (the Policy) and related [student](#) and [employee/third party](#) procedures were implemented.

In addition, the [Violence in the University Community](#) policy (SPG 601.18) applies to reports of stalking by faculty, staff and third parties that are not covered by the Policy (i.e., have no basis in romantic or sexual interest).

ECRT addresses matters arising under the Policy, while Human Resources ("HR") is generally responsible for addressing matters arising under the Violence in the University Community policy. When reported behavior implicates both policies, ECRT and HR work collaboratively to resolve the concerns.

The Equity, Civil Rights and Title IX Office houses the Title IX Coordinator, Pamela Heatlie. All members of the University community are encouraged to reach out to Pam with any questions or concerns they may have:

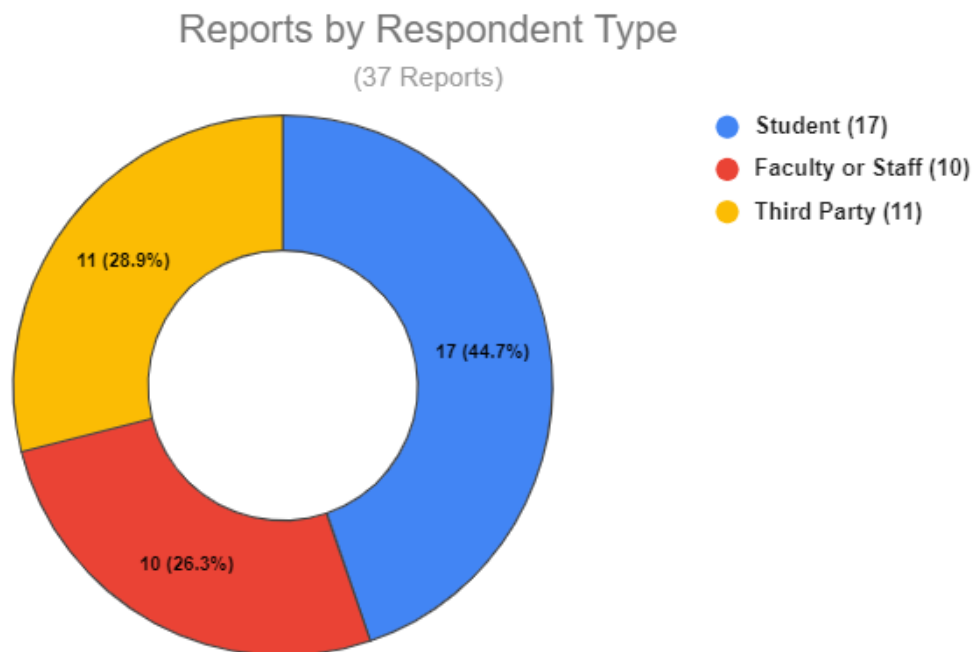
Pamela Heatlie
Director, Equity, Civil Rights and Title IX Office and Title IX Coordinator
1114 Administration Building
4901 Evergreen Road Dearborn, MI 48128
(313) 436-9194
ECRT-Dearborn@umich.edu

Number and Type of Reports Received

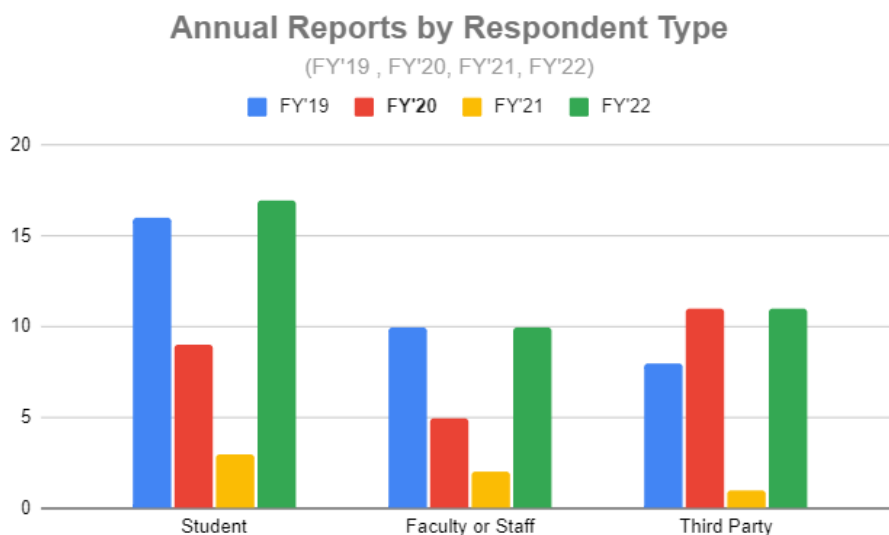
This year, ECRT received 38 reports of possible sexual and gender-based misconduct by faculty, staff, third parties and students, compared to 6 received the previous year.¹

¹ This report identifies the total number of sexual misconduct concerns that were reported during the past fiscal year, and is likely to differ from statistics provided in the University's [Annual Security Report and Annual Fire Safety Report](#). As required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), the Annual Security Report contains the reported number of certain types of crimes, as defined by the FBI Uniform Crime Reporting (UCR) Program, that occurred in particular geographic locations during the calendar year. Some of the incidents referenced in this annual ECRT report, while falling under the definitions contained in the Policy, do not fall within the federal definitions used for the purposes of reporting in the Annual Security Report, which results in a disparity between the data reported in this annual report and the Annual Security Report. Further, the numbers will differ because the two reports

Reporting dropped precipitously during the pandemic. While it may appear that reports this year have increased significantly, the overall number of reports received is relatively consistent with pre-pandemic reporting levels (e.g., 38 reports this year compared to 34 reports in the 2018-2019 academic/fiscal year).



The above chart shows the number of reports broken down by respondent type. The chart immediately below shows the number of reports received annually regarding students, employees and third parties since the 2018-2019 academic/fiscal year.



contain information from different time periods (i.e., this document reports data by the University's fiscal/academic year, while the Annual Security Report reports data by calendar year).

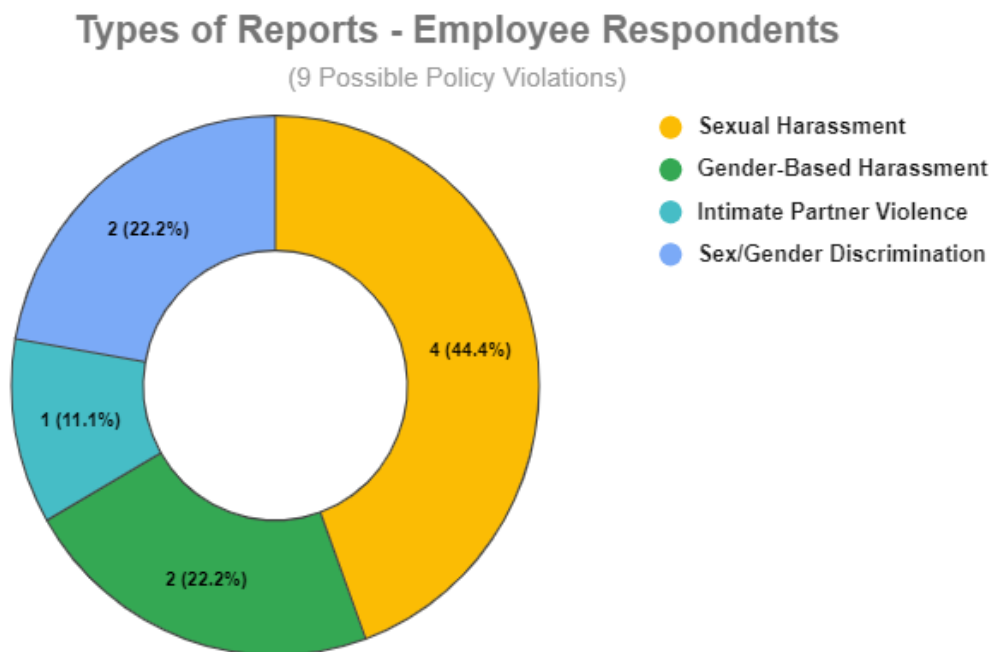
The University encourages every member of our campus community to report sexual and gender-based misconduct. A report may be made by a person who has experienced, witnessed, heard about or otherwise has knowledge of the behavior. We encourage reporting because it allows the University to provide for the safety and well-being of both individual community members and the overall campus community. It also allows us to provide resources and support for those impacted by the reported misconduct, even when the behavior at issue does not fall within the University's policies. There are a variety of ways to report concerns about sexual and gender-based misconduct, including [online](#) or by contacting ECRT/Title IX Coordinator at (313) 436-9194 or ECRT-Dearborn@umich.edu.

a. Reports with Faculty or Staff Respondents

Of the 38 reports received this past fiscal year, 10 raised concerns about faculty or staff members and collectively represented 9 possible policy violations. In one instance, the matter as reported would not constitute a violation of the Sexual and Gender-Based Misconduct Policy. In a second case, insufficient information was provided to allow ECRT to determine what

type of policy violation was being reported. A third case reported two types of possible misconduct. The 9 possible policy violations that were reported, are:

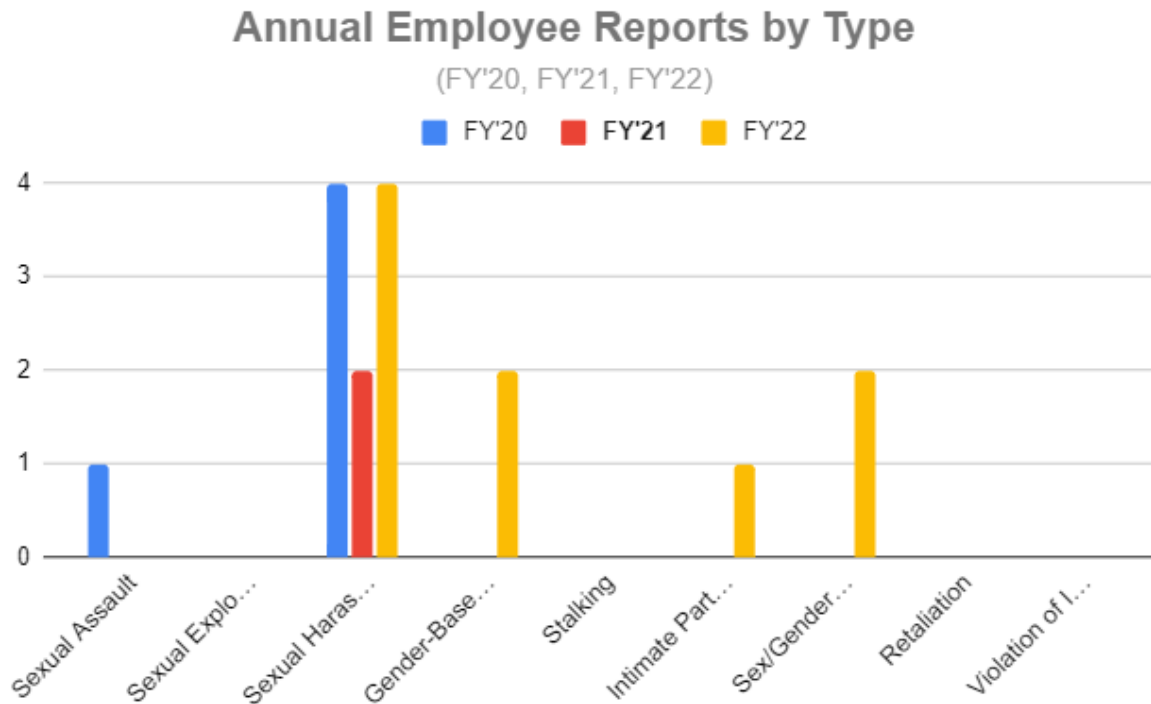
- 0 reports of sexual assault
- 0 reports of sexual exploitation
- 4 reports of sexual harassment
- 2 report of gender-based harassment
- 0 reports of stalking
- 1 report of intimate partner violence



- 2 report of sex and gender-based discrimination
- 0 reports of retaliation
- 0 reports of violation of interim measures

This year, as was the case last year, the University did not receive any reports of stalking behaviors that potentially fell under the [Violence in the University Community](#) policy.

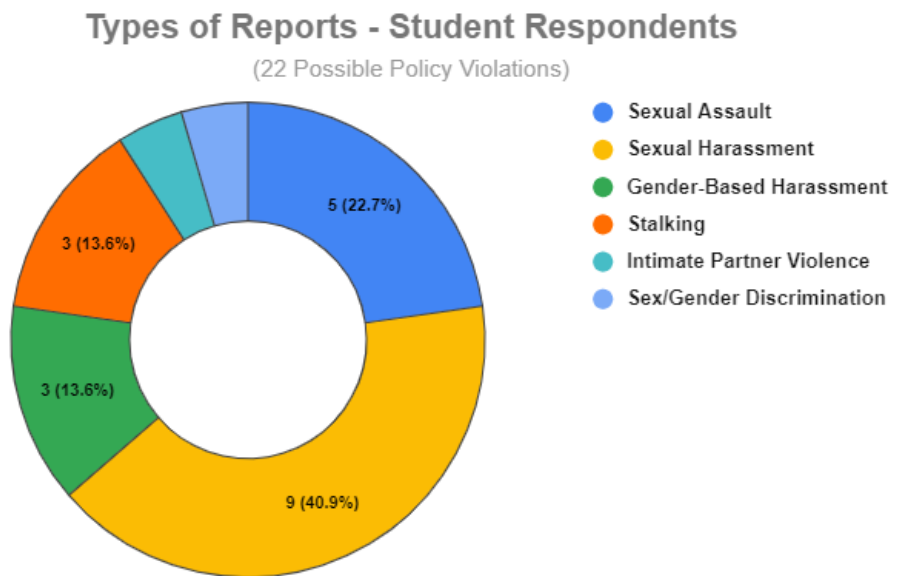
ECRT has been collecting data about reporting and producing this report for four years. The following chart represents reporting trends involving faculty and staff respondents over the past three years.²



² In academic/fiscal year 2018-2019, there were 10 reports of potential violations of the University's Sexual Harassment policy (former SPG 201.89) by faculty and staff. Due to the different definitions in that SPG versus the Policy currently in use, comparative data is not available and, as such, 2018-2019 data does not appear on the above chart.

b. Reports with Student Respondents

ECRT received 17 reports of possible sexual misconduct by students. Some of the reports concerned behavior that could represent more than one type of misconduct, such as a report of stalking that also described behavior that could constitute sexual harassment. For this reason, although there were 17 reports, ECRT addressed 22 possible policy violations as listed below and shown in the chart to the right:

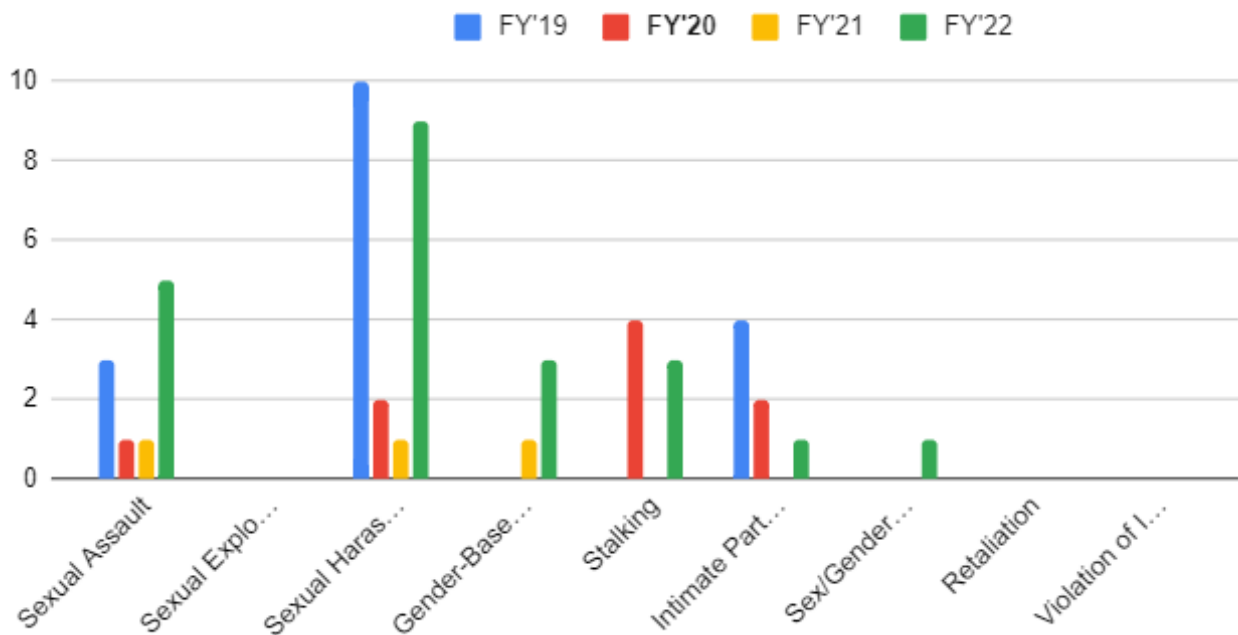


- 5 reports of sexual assault
- 0 reports of sexual exploitation
- 9 reports of sexual harassment
- 3 reports of gender-based harassment
- 3 reports of stalking
- 1 report of intimate partner violence
- 1 report of sex and gender-based discrimination
- 0 reports of retaliation
- 0 reports of violation of interim measures

The chart on following page shows reporting trends for student matters over the past four years. As noted elsewhere in this report, reporting was exceptionally low during the pandemic, but is returning to levels more consistent with those seen before March 2020.

Annual Student Reports by Type

(FY'19, FY'20, FY'21, FY'22)



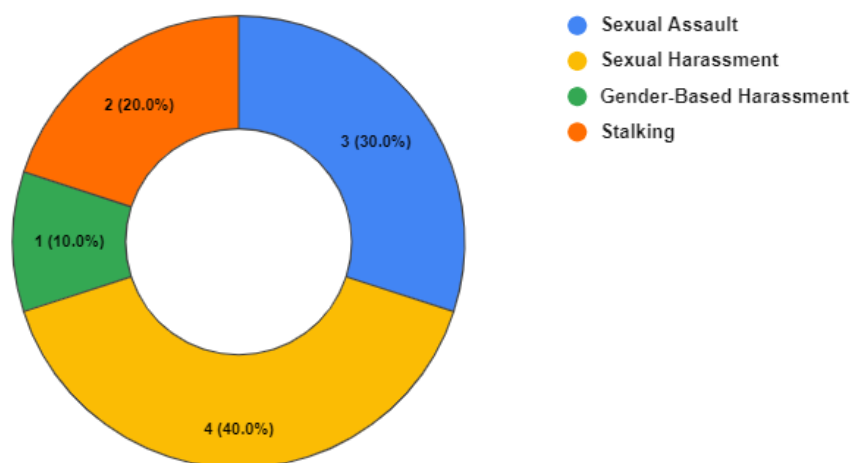
c. Reports with Third Party Respondents ³

ECRT received 11 reports this past academic/fiscal year involving third parties.

A third party may be a visitor to campus, a vendor on campus, or somebody who has no connection to the University (e.g., a student reporting concerns about an experience they had off campus with a person who has never attended or been employed by the University).

Types of Reports - Third Party Respondents

(10 Possible Policy Violations)

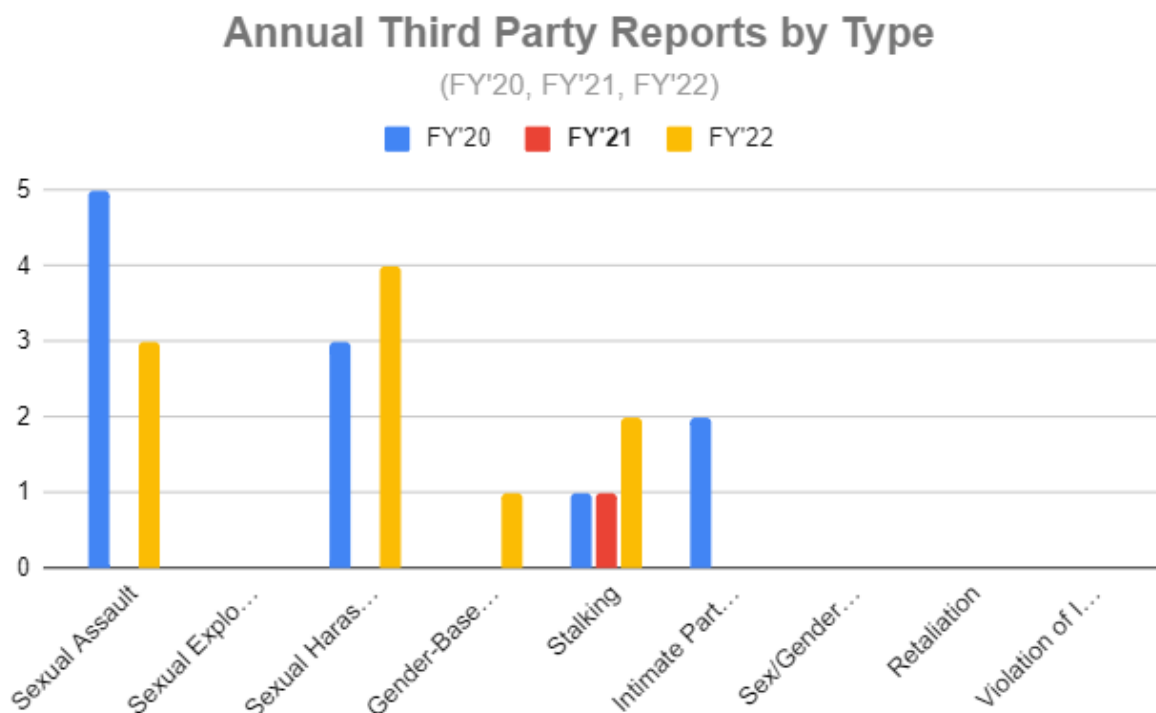


³ When ECRT is unable to determine the identity of the respondent and whether that person had any connection to the University or a University program or activity, the matter is categorized as a report against a third party.

Although 11 reports were received, in two instances ECRT did not have sufficient information to determine specifically what type of sexual or gender-based misconduct was at issue, while one of the 11 reports involved two different types of possible misconduct. For this reason, the below list and above chart identifies 10 possible policy violations:

- 3 reports of sexual assault
- 0 reports of sexual exploitation
- 4 reports of sexual harassment
- 1 report of gender-based harassment
- 2 reports of stalking
- 0 reports of intimate partner violence
- 0 reports of sex and gender-based discrimination
- 0 reports of retaliation
- 0 reports of violation of interim measures

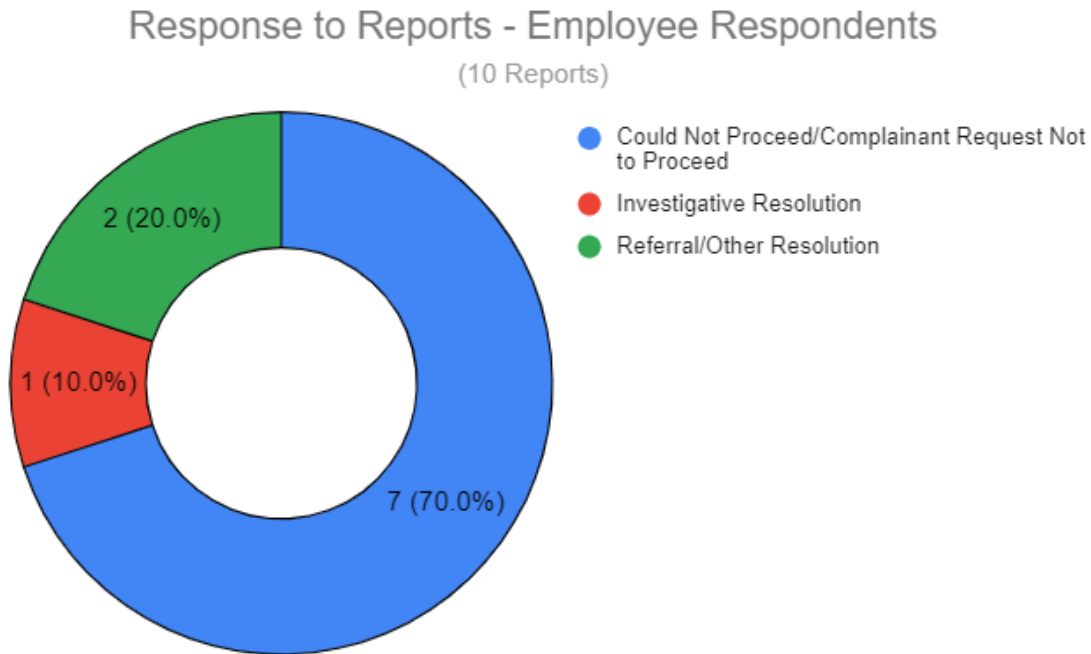
The following chart shows annual reporting trends as it relates to third parties over the past three years: ⁴



⁴ In fiscal/academic year 2018-2019, there were 8 reports of potential violations of the University's Sexual Harassment policy (former SPG 201.89) by third parties. Due to the different definitions in that SPG versus the Policy, comparative data is not available and, as such, 2018-2019 data does not appear on the above chart.

Handling of Reports with Faculty and Staff Respondents

During the past year, ECRT received 10 reports of possible sexual or gender-based misconduct by employees. This section outlines the University's response to those reports.



a. Initial Response and Supportive Measures

One of the first steps ECRT takes when a sexual or gender-based misconduct concern is raised is to offer the complainant and respondent resources and support, including [information about confidential resources and other support](#). The [Department of Public Safety](#) ("DPS") is also informed of sexual and gender-based misconduct reports that are criminal in nature.

As part of its response, the University also offers supportive measures, regardless of whether the individual participates in a University process to address the reported misconduct. Supportive measures are designed to restore or preserve equal access to the University's programs and activities, protect the safety of all parties and the educational environment, and/or deter sexual and gender-based misconduct, without being punitive or disciplinary in nature or unreasonably burdening the other party. Supportive measures can include a variety of actions taken by numerous offices on campus. When supportive measures are arranged, no assumptions are made as to whether the respondent violated the Policy.

This year, ECRT arranged a mutual no contact directive in one case and in a second case, supportive academic accommodations were recommended.⁵

b. Matters Closed Because the University Could Not Proceed Further

Seven of the ten reports about faculty or staff matters were closed, for various.

One matter, upon review, was determined not to fall within the Policy, although other resources and supportive measures were identified for the complainant. In another matter, the reporting party withdrew the complaint as inaccurate.⁶ Two matters were closed pending more information from the reporting party or complainant. In one of these instances, ECRT had sufficient information to engage in an educational conversation with the respondent.

In one matter, the University ended its employment relationship with the respondent as ECRT was receiving information about a possible violation of the Policy. The end of the employment relationship was based on a variety of factors and not solely the report of potential misconduct to ECRT. In another matter, the complainant was not identified, but ECRT has sufficient information to engage in an educational conversation with the respondent to raise their awareness about the University's policies and expectations.

A final report raised concerns that the Policy may be violated through future actions. Resources and support were provided to the complainant, as well as encouragement to contact ECRT if they believe the Policy is being or has been violated.

c. Pre-Investigation Reviews

There were no pre-investigation reviews conducted this year. Pre-investigation reviews are undertaken when the information available to the University is insufficient to determine an appropriate response. For example, sometimes more information is needed to understand if the behavior at issue could constitute a policy violation. If the pre-investigation review indicates that relevant evidence of a possible policy violation is likely available to the investigator, the matter generally proceeds to investigation. If that does not occur, a different action may be taken or the matter may be closed pending receipt of additional information.

⁵ Confidential resources may also arrange for supportive measures. This report does not account for those supportive measures unless the party elected to inform ECRT of the arrangements.

⁶ When reports were withdrawn, ECRT seeks to ensure that the withdrawal is fully voluntary.

d. Investigations, Hearings Findings and Corrective Action

One of the nine reports involving employees resulted in an investigation or hearing, with a finding that the Policy had been violated. The employee resigned before corrective action could be imposed.

Regarding investigations and hearings in general, under the *Policy*, reports about employees are either addressed as Sexual and Gender-Based Misconduct or Title IX Misconduct. In the case of Sexual and Gender-Based Misconduct, an investigation occurs and the finding is made by the investigator. In the case of Title IX Misconduct, an investigation occurs, and the investigation report is provided to a hearing officer who holds a hearing and makes a finding. The possible findings are:

- A policy violation
- A finding of inappropriate behavior – unwelcome conduct of a sexual nature occurred and was inappropriate, but did not meet the elements necessary to constitute a policy violation
- No policy violation – Either there was insufficient evidence to conclude the behavior occurred, the behavior was not sexual in nature or the behavior was not otherwise inappropriate when looking at the totality of the circumstances
- The behavior did not occur as reported

In making a finding, the investigator or hearing officer uses the “preponderance of the evidence” standard. Under this standard, individuals are presumed not to have engaged in the alleged conduct unless a preponderance of the evidence supports a finding that the conduct occurred. The preponderance of the evidence standard requires that the evidence supporting each finding be greater than the evidence obtained in opposition to it.

See [Appendix A](#) for a flowchart of the investigation process for Sexual and Gender-Based Misconduct⁷ and [Appendix B](#) for a flowchart of the investigation/hearing process for Title IX Misconduct.

e. Referrals/Other Resolution

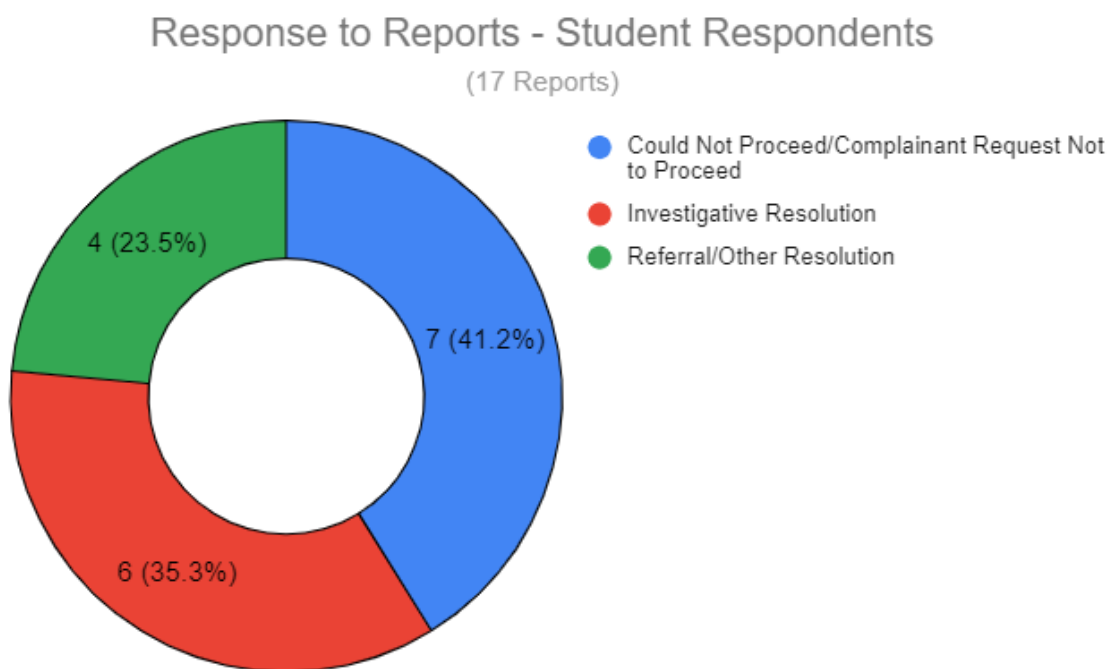
One report about an employee was referred to Human Resources for follow up, since the matter at issue did not rise to a violation of the Policy.

⁷ Note that appeals, although represented in this flowchart, were not part of the process for matters occurring before October 1, 2021.

A second matter involved reported behavior that included allegations that the Policy had been violated as well as other reported inappropriate actions. The matter was addressed through the Staff Grievance Process, which allowed all of the complainant's concerns to be addressed through one process.

Handling of Reports with Student Respondents

During the past year, ECRT received 17 reports of possible sexual or gender-based misconduct by students. This section outlines the University's response to those reports.



a. Initial Response and Supportive Measures

The University's initial response when a report is received about a student is the same as when a report is received about an employee or third party: to offer the complainant and respondent resources and support, including [information about confidential resources and other support](#). The [Department of Public Safety](#) ("DPS") is also informed of sexual and gender-based misconduct reports that are criminal in nature.

As part of its response, the University also offers "supportive measures," regardless of whether the individual participates in a University process to address the reported misconduct. Supportive Measures are designed to restore or preserve equal access to the

University's programs and activities, protect the safety of all parties and the University's educational environment, and/or deter sexual and gender-based misconduct, without being punitive or disciplinary in nature or unreasonably burdening the other party. Supportive measures can include a variety of actions taken by numerous offices on campus. When supportive measures are arranged, no assumptions are made as to whether the respondent engaged in sexual misconduct.

This year, four Mutual No Contact Directives were put in place and academic supportive measures were recommended in two matters.⁸

b. Matters Closed Because the University Could Not Proceed Further or Upon Complainant's Request

This year, 7 of the 17 reports against students were closed pending additional information or further request by the complainant. Cases can be closed pending such information or request because, for example, ECRT did not have necessary relevant information (e.g., the respondent's identity, what behavior occurred, etc.), the complainant requested that the University not take further action, or the behavior did not occur in connection with a University program or activity, or otherwise have a connection to the University community.

The University recognizes that individuals have varied reasons for choosing whether and how to pursue resolution of their concerns. The University seeks to honor and respect the wishes of each individual complainant, while still meeting its obligations to the campus community as a whole. In those instances in which the complainant requests that the University not take further action, ECRT, in consultation with the Dean of Students and the Department of Police & Public Safety, assesses the request by balancing it against campus community safety and other appropriate considerations.

Even in those instances in which the ultimate decision is not to proceed to investigative or adaptable resolution, the University may take other action, such as providing resources, supportive measures, education and training to the respondent or a particular organization, as noted below in the "Referral or Other Response" section. In addition, investigative or adaptable resolution may occur at a later date if more information becomes available or the complainant subsequently decides to participate in such a resolution. Finally, even if no investigative or adaptable resolution ensues, alleged conduct that could be criminal in nature is reported to DPS.

⁸ Confidential resources may also arrange for supportive measures. This report does not account for those supportive measures unless the party elected to inform ECRT of the arrangements.

c. Investigative Resolution

This year, six matters proceeded to investigative resolution. For more information about this process, see the flowchart enclosed as [Appendix C](#).

In one case, the complaint was dismissed when neither the complainant nor the respondent appeared for the hearing and the complainant otherwise ceased communicating with the University regarding the matter.

In the remaining five cases, the hearing officer determined that the respondent had violated the Policy. Student Affairs subsequently determined appropriate sanctions and remedies in four of the cases, and is in the process of determining the sanctions and remedies for the fifth case.

With regard to the four cases where a finding was made and sanctions and remedies determined, the parties were offered the opportunity to appeal. One of the four cases was appealed, and the external reviewer upheld the finding and sanctions/remedies.

The sanctions imposed in the four cases are as follows:

- In all 4 cases, respondent was directed to have no contact with complainant as long as respondent and complainant are members of the University community
- In all 4 cases, respondent was placed on disciplinary probation
- In all 4 cases, respondent was suspended from student leadership roles
- In all 4 cases, respondent was directed to participate in educational programming
- In one case, the respondent was suspended from fraternity membership
- In one case, the respondent was restricted from a specific function at the University

The remedies provided in the four cases are as follows:

- In one case, the University required sexual harassment training for a Greek life organization
- In 3 cases, the complainant was offered safety planning through the Department of Public Safety

d. Adaptable Resolution

No matters proceeded to adaptable resolution this year.

Under the *Policy*, the parties have the option to request adaptable resolution. Adaptable resolution allows the respondent to accept responsibility for their actions and for repairing the harm caused, to the extent possible. Adaptable resolution does not result in formal disciplinary action against the respondent and must be approved as a voluntary resolution option by the Title IX Coordinator. When the parties reach a tentative agreement during the adaptable resolution process, the agreement must be approved by the Title IX Coordinator. The parties may withdraw from the adaptable resolution process and proceed to an investigative resolution at any time before an adaptable resolution agreement is approved.

e. Referral or Other Response

This year, four matters were either referred to another office or addressed through other form of resolution. For example, a matter may be reported to ECRT, but involve a student from a different campus. That matter would be referred to that campus' ECRT office. Sometimes a matter is reported and is determined not to violate the Policy, yet may violate a policy that is handled by another office. That matter would be referred to that other office for follow up.

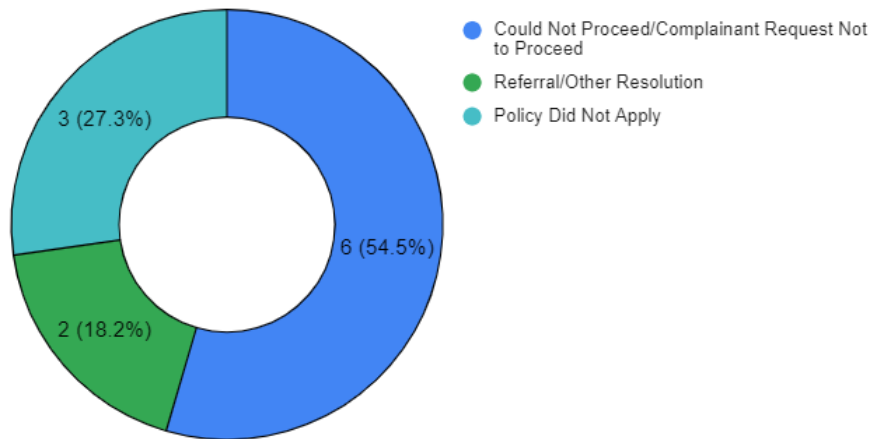
In addition, sometimes a complainant does not wish to file a complaint against the respondent and ECRT is able to honor that request, but the complainant still wishes for the respondent to understand their concerns. In those instances, the University may be able to inform the respondent of the report and, as appropriate, engage in an educational conversation with them.

Handling of Reports with Third Party Respondents

During the past year, ECRT received 11 reports of possible sexual or gender-based misconduct by third parties or unknown individuals. This section outlines the University's response to those reports.

Response to Reports - Third Party Respondents

(11 Reports)



a. Initial Response and Supportive Measures

As with reports involving employees and students, one of the first steps ECRT takes when a sexual or gender-based misconduct concern is raised regarding a third party is to offer resources and support, including [information about confidential resources and other support](#). The [Department of Public Safety](#) (“DPS”) is also informed of sexual or gender-based misconduct reports that are criminal in nature.

As part of its response, the University also offers supportive measures, regardless of whether the individual participates in a University process to address the reported misconduct. Supportive measures are designed to restore or preserve equal access to the University’s programs and activities, protect the safety of all parties and the educational environment, and/or deter sexual and gender-based misconduct, without being punitive or disciplinary in nature or unreasonably burdening the other party. Supportive measures can include a variety of actions taken by numerous offices on campus. When supportive measures are arranged, no assumptions are made as to whether the respondent violated the *Policy*.

This year, supportive measures of an academic nature were provided in three matters involving reports about third parties.⁹

b. Matters Closed Because the University Could Not Proceed Further or Upon Complainant’s Request

In six matters, ECRT was either unable to identify the respondent or the Complainant requested that ECRT not follow up and that request could be honored. In such cases, if the respondent is

⁹ Confidential resources may also arrange for supportive measures. This report does not account for those supportive measures unless the party elected to inform ECRT of the arrangements.

identified at a later date or complainant requests follow up, ECRT will respond consistent with the University's policies and procedures.

c. Pre-Investigation Reviews

There were no reports resulting in pre-investigation reviews of third parties this year. Such reviews are the same as the reviews that may be undertaken for employment matters, as described above.

d. Investigations, Hearings, Findings and Responsive Action

This year, no reports against third parties led to an investigation. The investigation/hearing processes for reports about third parties are the same as those involving employees, as described above. See [Appendix A](#) and [Appendix B](#) for flowcharts of the processes.

e. Referrals/Other Measures

Some reports may be addressed appropriately without a pre-investigation review or an investigation, by referral to other offices for an appropriate response. There were two referrals of reports about third parties this year. One matter that was reported to ECRT was referred to the ECRT office at another campus since the allegation involved a member of their community and not the UM-Dearborn community. A second matter did not involve an act against an individual member of the community and the respondent's identity was unknown. The matter was referred to DPS for follow up, as appropriate.

f. Policy Did Not Apply

Three reports involved matters where the Policy did not apply. Specifically, the respondent had no affiliation with the University or any University program or activity. In those instances, support and resources were offered to the complainant, including referrals to law enforcement, as appropriate.

Education and Prevention Measures

In addition to the University's commitment to respond promptly and appropriately to reports of sexual and gender-based misconduct, the University continues to focus on educational measures intended to prevent sexual and gender-based misconduct and ensure that those who are experiencing it have information about resources and reporting options.

Over the past five years, ECRT and Student Affairs have partnered to provide sexual violence prevention education to all incoming first year and transfer students. This year, the University

was able to return to providing this training in person. In addition, all undergraduate and graduate students participate in a comprehensive online educational program on this issue.

Since 2019, all employees have been required to take the online program entitled *Cultivating a Culture of Respect: Sexual Harassment and Misconduct Awareness*. New faculty and staff are also offered the opportunity to participate in *Building Supportive Communities: Clery Act and Title IX*, which is a comprehensive online educational program regarding sexual and gender-based misconduct and reporting. ECRT also offers and promotes a short online module entitled [Reporting Sexual and Gender-Based Misconduct at Michigan](#) that helps individuals understand whether they have reporting obligations around sexual and gender-based misconduct, as well as how to handle a disclosure and how the University responds to reports and provides resources and support to complainants and respondents.

In 2021, the Center for Social Justice and Inclusion added staff to create [Violence Prevention and Response Initiatives](#). That office offers prevention education, primarily for students, and serves as a confidential resource for students, faculty and staff.

ECRT, working with campus partners, is engaged in ongoing efforts to increase education and awareness programs for our community and create additional helpful resources, such as the [Our Community Matters](#) resource guide, which provides crucial information to individuals in our community who have experienced sexual misconduct.

Conclusion

Sexual and gender-based misconduct happens in every community, including our community. ECRT and other offices across the University are engaged in continued efforts to prevent sexual and gender-based misconduct and respond in a prompt and appropriate manner when it is reported. Additional information about the University policies, procedures and resources is available on [ECRT's website](#).

ECRT welcomes feedback on how it might make this document more helpful, easier to understand, or otherwise improve its content. Please provide any feedback to the Equity, Civil Rights and Title IX Office:

Equity, Civil Rights and Title IX Office
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ECRT-Dearborn@umich.edu

Equity, Civil Rights, and Title IX Office

SGBM (Non-Title IX) Misconduct Investigation Process: Employee Procedures



Equity, Civil Rights, and Title IX Office

Title IX Misconduct Investigation Process: Employee Procedures



1 Complainant meets with ECRT for an interview

- Complainant shares information about their experience with Investigator, and investigator asks questions.
- Complainant will have three calendar days to review statement summary
- Complainant can provide evidence at or following this interview.

4 ECRT interviews witnesses + gathers additional information

- Timing ranges from approximately 1 week to 6 weeks
- Each Witness has two business days to respond to statement summary

7 Hearing

- Hearings occur over Zoom
- The Hearing Officer and each party's advisor may ask questions of Complainant, Respondent, and/or Witnesses
- Complainants and Respondents never speak directly to one another

2 Complainant or Title IX Coordinator files a Formal Complaint requesting Investigative Resolution

- Title IX Coordinator reviews within one business day
- Respondent is notified immediately upon receipt of a Formal Complaint and next step.

5 Preliminary Report Review

- Parties have 10 calendar days to respond
- ECRT provides Complainant and Respondent with preliminary report, which includes all relevant information gathered by the Investigator
- Investigator reviews new information provided by parties and incorporates as appropriate

8 Hearing Outcome

- Communicated simultaneously to Complainant and Respondent ideally within 30 days of hearing
- Potential outcomes -
 - Evidence supports that Respondent violated Policy
 - Sanctions are included in hearing outcome.
 - Evidence does not support that Respondent violated policy

3 ECRT Meets with Respondent

- Respondent shares information about their experience with Investigator, and Investigator asks questions.
- Respondent will have three calendar days to review statement summary

6 Pre-Hearing Meeting

- Occurs approximately 1-2 weeks after final report completion
- Complainant and Respondent meet separately with Hearing Officer to discuss the final report, logistics of the hearing, and remainder of process

9 Appeal

- Either party may (but is not required) appeal the finding within 14 calendar days of receipt of Final Report
- Non-appealing party has 14 business days to respond
- External reviewer makes determination

Equity, Civil Rights, and Title IX Office

SGBM/Title IX Investigation Process: Student Respondent



EQUITY, CIVIL RIGHTS
AND TITLE IX OFFICE

1 Complainant meets with ECRT for an interview

- Complainant shares information about their experience with Investigator, and Investigator asks questions
- Complainant will have three calendar days to review statement summary

4 ECRT interviews witnesses + gathers additional information

- Timing ranges from 1 week to 6 weeks
- Each Witness has two business days to respond to statement summary

7 Hearing

- Hearings occur over Zoom
- The Hearing Officer and each party's advisor may ask questions of Complainant, Respondent, and/or Witnesses
- Complainants and Respondents never speak directly to one another

2 Complainant or Title IX Coordinator files a Formal Complaint requesting Investigative Resolution

- Title IX Coordinator reviews within one business day
- Respondent is notified immediately upon receipt of a Formal Complaint and next steps

5 Preliminary Report & Evidence File Review

- ECRT provides Complainant and Respondent with preliminary report, which includes all relevant information gathered by the Investigator
- Parties have 10 calendar days to respond
- Investigator reviews new information provided by parties and incorporates as appropriate

8 Hearing Outcome

- Communicated simultaneously to Complainant and Respondent ideally within 30 days of hearing
- Potential outcomes -
 - Evidence supports that Respondent violated Policy
 - Sanctions are included in hearing outcome.
 - Evidence does not support that Respondent violated policy

3 ECRT Meets with Respondent

- Respondent shares information about their experience with Investigator, and Investigator asks questions
- Respondent will have three calendar days to review statement summary

6 Pre-Hearing Meeting

- Occurs approximately 1-2 weeks after final report completion
- Complainant and Respondent meet separately with ECRT staff member & Hearing Officer to discuss the final report, logistics of the hearing, and remainder of process.

9 Appeal

- Either party may (but is not required to) submit an appeal within 14 calendar days of receipt of Hearing Outcome
- Non-appealing party has 14 business days to respond
- External reviewer makes determination, to be approved by the Dean of Students