

UMSN Guidance for Reporting Sexual and Gender-Based Misconduct in the Learning Environment

7.5.2023

The University of Michigan School of Nursing (UMSN) is committed to creating and maintaining a safe and non-discriminatory community for learning and working that is free from Sexual and Gender-Based Misconduct and that enables all to participate fully in the scholarly, research, educational, patient care, and service missions of the School and University. It is the responsibility of every member of the UMSN and University Community to foster an environment free of prohibited conduct and all members are encouraged to take reasonable and prudent actions to prevent or stop such behavior.

The University of Michigan Policy on Sexual and Gender-Based Misconduct prohibits the following types of conduct:

- Sexual and Gender-Based Misconduct (i.e., Sexual Assault; Sexual Exploitation; Sexual Harassment; Gender-Based Harassment; Sex and/or Gender-Based Stalking; Intimate Partner Violence; Sex and Gender-Based Discrimination; Retaliation and Violation of supportive measures)
- Title IX Misconduct (i.e., Quid Pro Quo Sexual Harassment; Severe, Pervasive and Objectively Offensive Sexual Harassment; Sexual Assault; Intimate Partner Violence and Sex and Gender-based Stalking; as defined by and within the scope of Title IX).

All members of the UMSN and University community are encouraged to share details they receive about possible Sexual and Gender Misconduct with the Equity, Civil Rights, and Title IX Office (ECRT), whether or not they have an obligation to share such information under [the University Sexual and Gender Misconduct Policy](#). Examples of Sexual and Gender-Based Misconduct may include, but are not limited to, the following:

- Pressure for a dating, romantic, or intimate relationship
- Unwanted touching or sexual advances
- Pressure to engage in sexual activity
- Inappropriate references to sexualized parts of the body
- Harassing conduct about a person's gender, gender identity, gender expression, or sexual orientation
- Sexually suggestive comments, jokes, or innuendos
- Obscene gestures reasonably understood to be sexual in nature
- Stalking or cyberbullying in the context of a current, former, or potential intimate relationship
- Email, texting, "sexting," and internet use that violates this policy
- Intimate partner (including dating and domestic) violence
- Sexual assault (nonconsensual touching involving breasts, buttocks, and/or genitals)

REPORTING TO THE UNIVERSITY

You are strongly encouraged to report prohibited conduct to the University. You may also report to law enforcement or to both. Reports filed with U-M and/or Ann Arbor police are criminal complaints and not University complaints. Information shared with confidential resources is also not a University complaint. To make a complaint to the University, contact ECRT using the information below.

All UM and UMSN employees who learn about misconduct shared by a student should connect students with the support services and resources below. Individuals with Reporting Obligations (IRO) are required also to report any details they receive about prohibited conduct directly with ECRT. All employees are highly encouraged to share their reporting obligations with students up front, so students can make an informed choice about what is shared. For more information about who is an IRO and mandatory reporting please see [the University Sexual and Gender Misconduct Policy](#).

- Equity, Civil Rights, and Title IX Office (ECRT) can be contacted by telephone or in person by appointment during regular office hours (Monday – Friday: 8:00 a.m. – 5:00 p.m.), or by email 24 hours a day, 7 days a week. Online reporting is also available on a 24/7 basis. Contact information is as follows:

Equity, Civil Rights and Title IX Office (ECRT)

2072 Administrative Services Building

1009 Greene Street

Ann Arbor, Michigan 48109

(734) 763-0235 (telephone)

(734) 647-1388 (TTY)

ecrtoffice@umich.edu

Follow hyperlink to: [Online Discrimination, Discriminatory Harassment, and Sexual Misconduct Reporting Form](#)

- U-M Public Safety & Security (DPSS) 734-763-1131 (non-emergency) 911 (emergency)
- Ann Arbor Police Department 734-994-2911

ANONYMOUS REPORTING

You may, if you prefer, make reports of prohibited conduct to ECRT without disclosing your name, by using the online reporting form listed in the above, or on a 24/7 basis, by accessing the UM Compliance Hotline and/or online reporting form below. Depending on the level of information available about the incident and the individuals involved, the University's ability to respond to an anonymous report may be limited. The University will, however, take whatever steps it deems appropriate and in the best interests of the overall University community, consistent with the information available.

- UM Compliance Hotline
866-990-0111
Follow hyperlink to: [UM Compliance Online Reporting Form](#)

CONFIDENTIAL RESOURCES

Supportive resources are available at the University to provide assistance, support and information. We encourage you to access these resources whether or not you choose to report.

- [The Sexual Assault Prevention & Awareness Center](#) (SAPAC) provides direct support including crisis intervention; advocacy; assistance in navigating academic, personal, medical, and community impact; and referrals to campus and community resources. sapac@umich.edu, 4130 Michigan Union, 530 South State Street (business hours), 734-936-3333 (24 hours)
- [CAPS Counseling & Psychological Services for Students](#), caps.umich.edu, 4079 Michigan Union, 530 South State Street (business hours), 734-764-8312 (24 hours)
- [Office of the Ombuds](#), ombuds.umich.edu, 3100 Michigan Union, 530 South State Street, 734-763-3545 (business hours)
- [Sexual Assault Services at University Health Service](#), 734-764-8320
- Additional information about these and other resources can be found in the UM Ann Arbor [Our Community Matters Resource Guide](#).