



SEXUAL VIOLENCE AND SEXUAL HARASSMENT POLICY

No: S-78

Date: February 2018

Authority: Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq.
Violence Against Women Reauthorization Act of 2013 (Reauthorizes Violence Against Women Act of 1994), 42 U.S.C. § 13701, et seq.
Titles VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq.
Wisconsin Fair Employment Act, Wis. Stat. §111.31 et seq.
Wis. Stat. §§ 36.11(22), 36.12
Wis. Stat. § 125.07(4)
UW System Board of Regents Policy 14-2: Sexual Violence and Sexual Harassment
UW System Board of Regents Policy 14-3: Equal Opportunities in Education
UW System Board of Regents Policy 14-6: Discrimination, Harassment, and Retaliation
UW System Board of Regents Policy 14-7: Implementation of Statute on Discrimination Against Students
UW System Board of Regents Policy 14-8: Consensual Relationships

Initiator: Chancellor

Responsible Party: Title IX Coordinator

I. PURPOSE OF POLICY

This policy prohibits acts of sexual violence (which, as defined below, includes sexual assault, stalking, dating violence, and domestic violence) and sexual harassment on university property, at university-sanctioned or university-affiliated events, and where off-campus conduct affects a member of the university community. The university is committed to educating its community and to promptly and effectively responding to and redressing conduct that violates this policy. This policy provides UWM with information and resources to identify, report, and respond to sexual violence. These efforts support the overall missions of UWM and the UW System.

II. SCOPE OF POLICY

This policy applies to all university students, employees, contractors, affiliated individuals and visitors.

III. POLICY STATEMENT

The mission of UWM is to provide a teaching, learning and working environment in which faculty, staff, and students can discover, examine critically, preserve, and transmit the knowledge, wisdom, and values that will improve quality of life for all. To promote these institutional values, UWM is committed to creating and maintaining a community environment that is free from sexual violence and sexual harassment.

IV. TITLE IX STATEMENT

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq., prohibits discrimination on the basis of sex in any educational program or activity receiving federal financial assistance.

V. DEFINITIONS

For a list of definitions of terms used in this policy, see Appendix A.

VI. REPORTING AN INCIDENT OF SEXUAL VIOLENCE OR SEXUAL HARASSMENT

Those who have been subjected to an incident of sexual violence or sexual harassment, or who have received a report of or witnessed an incident of sexual violence or sexual harassment, have several options relating to the incident:

- A. The individual may elect not to report (unless the individual is an employee who has information about a sexual assault as described in IX.C. below).
- B. Anyone who has been subjected to an incident of sexual violence or harassment or sexual harassment can access available confidential resources for assistance and support including medical care, mental health counseling, victim advocacy, and access to accommodations and protective measures (https://issuu.com/uwmnews/docs/uwm_sexualassault_brochure_issuu). These resources are available regardless of whether the person chooses to report the violation to the university, law enforcement, or any other agency.

The individual may report information to the following confidential resources:

UWM Victim Advocate (Norris Health Center Survivor Support and Victim Advocacy)
NWQ, Bldg B, 5th Floor
414-229-4582
victimadvocacy@uwm.edu

University Counseling Services
NWQ, Bldg B, 5th Floor
414-229-4716

Norris Health Center Medical Services
Norris Health Center Building
3351 N. Downer Avenue
414-229-4716

- C. The individual may report information to the campus Title IX Coordinator:

UWM Title IX Coordinator
Chapman Hall, Room 355
414-229-7012
titleix@uwm.edu

- D. The individual may report information to campus law enforcement:

UWM Police Department
3410 N. Maryland Ave.
414-229-4627 (non-emergency)

- E. The individual may report information to local law enforcement. The applicable local law enforcement agency will be based on the jurisdiction in which the incident occurred. For assistance in determining the jurisdiction or appropriate law enforcement agency, individuals may contact the UWM Police Department.

- F. When a report is made to more than one of the UWM offices noted above, the offices will endeavor to cooperate as they are able. Attempts will be made to limit the number of times a complainant or respondent is required to repeat information about the allegations.

- G. The individual may report information to a community resource in order to receive medical, counseling, victim advocacy, or other support services. Community resources are listed in Appendix D. UWM is not notified of such reports unless an individual requests that UWM be notified.

- H. Individuals also have the option to file a complaint with the U.S. Department of Education Office for Civil Rights:
<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>.

VII. RIGHTS AND RESPONSIBILITIES FOR REPORTING INDIVIDUALS

- A. Accommodations

The university will work with individuals involved in alleged incidents of sexual violence and sexual harassment to undertake appropriate measures to assist in their safety and wellbeing. These may include: no-contact directives, academic or work modifications, and relocation of living or working space.

B. Amnesty for Students

UWM will exempt students from disciplinary action or UWM Police citations for underage alcohol and/or other drug use violations when students are seeking help for themselves or others and the following conditions are met:

1. The student seeks police/rescue assistance or assistance from UWM staff for someone who is overly intoxicated and/or impaired due to drugs and/or alcohol, or is the victim of sexual violence, and
2. The student seeking such assistance remains on scene and cooperates with emergency personnel and/or UWM staff. This includes providing any requested information to the extent the student is capable of doing so, and
3. The student who is the subject of any request for assistance cooperates with emergency personnel to the extent the student is capable of doing so.

C. Confidentiality

Individuals, including victims, who report to any of the offices or individuals noted above, or to any other university employee, except those noted as a confidential employee above, cannot be assured absolute confidentiality. However, information provided in the report and in any subsequent, related proceeding will be maintained in a confidential manner; only those individuals who have a need to know to fulfill obligations consistent with university policies or laws will be privy to information relating to the report.

D. Prompt and Equitable Resolution

The offices and individuals responding to a report of sexual harassment or sexual violence pursuant to this policy will endeavor to resolve the matter in a prompt and equitable manner in accordance with the applicable procedures, taking into consideration the nature and complexity of the report and procedural due process requirements. The complainant and the respondent will be advised of any delays that occur during the process.

E. Potential Sanctions

The procedures identified below provide for disciplinary action against anyone found responsible for violating this policy. The nature of the disciplinary action will be based on the preponderance of the evidence presented during the disciplinary process, and will take into account several factors, including the nature and severity of the incident, the affiliation of the respondent with the university, and any past disciplinary history of the respondent. For students, sanctions may include, but are not limited to, restrictions on a course or program, probation, suspension, or expulsion. (Section UWS 17.10 provides a more comprehensive list of potential sanctions against students.) For employees, sanctions may range from training requirements to dismissal from employment.

F. Notice of Outcome

Both the complainant and the respondent will be provided with written notice of the outcome of each stage of the applicable disciplinary process and of the final resolution of the alleged violation.

G. Prohibition Against Retaliation

This policy prohibits retaliation against an individual who reports, assists an individual in reporting, or participates in proceedings involving an allegation of sexual harassment or sexual violence. Anyone who believes they have been subjected to such retaliation may report the retaliation to the Title IX Coordinator.

H. Intentionally False Information

Any person who makes intentionally false statements or provides intentionally false information when reporting an alleged violation of this policy or during the course of any disciplinary proceeding pursuant to this policy is subject to disciplinary action. The fact that a complaint did not result in a finding of wrongdoing will not by itself be a basis for determining that this provision has been violated. Alleged violations of this provision should be reported to the Title IX Coordinator.

VIII. TITLE IX ROLES AND DUTIES

A. Title IX Coordinator

The duties of the UWM Title IX Coordinator are described in the institutional position description. Those duties include: receiving reports of sexual violence and sexual harassment; maintaining appropriate records; providing or supporting the provision of appropriate education and training; maintaining ongoing communication with any Deputy Title IX Coordinators and the Title IX Working Group; ensuring that applicable policies, resources, and other information is up-to-date and properly disseminated. The duties of the Title IX Coordinator will be guided by principles of trauma-informed care.

B. Deputy Title IX Coordinators (also “Title IX Deputies”)

The Title IX Coordinator has designated several Title IX Deputies to assist their work. These staff are trained on Title IX policy, procedures, and can provide information and answer questions about Title IX: <http://uwm.edu/titleix/title-ix-coordinator-title-ix-deputies/>.

C. Title IX Working Group

The Title IX Working Group at UWM meets monthly to discuss policy implementation and revision; to assess the effectiveness of trainings and educational programming; to address campus climate issues; and to provide

support to the Title IX Coordinator. The following are offices represented in this group: Dean of Students Office, Office of Equity/Diversity Services, UWM Police Department, Athletics, Norris Health Center, University Housing, Inclusive Excellence Center, Legal Affairs, and other offices as necessary to the topics being discussed.

D. Victim Advocate

UWM provides confidential victim advocacy services to survivors of sexual violence. These services are provided by a full-time victim advocate within Norris Health Center's Health Promotion and Wellness Department by contacting victimadvocacy@uwm.edu or 414-229-4582.

Disclosing information to a Victim Advocate will not lead to a Title IX investigation, unless a complainant so requests. A Victim Advocate will not report personally identifiable information concerning a disclosure of sexual harassment or sexual violence received by that individual in their professional capacity unless with the consent of the disclosing individual or required by law. Under Wisconsin law, communications between a victim and a victim advocate providing services to victims of sexual assault, interspousal battery, and domestic abuse are subject to an advocate-victim privilege and will be treated as such at UWM. Communications concerning other violations of this policy will be treated as confidential by UWM but may not be fully protected from disclosure in external legal proceedings.

E. Title IX Investigators

Staff within two offices investigate sexual violence allegations. For allegations involving student respondents, the Dean of Students Office investigates these allegations. For situations involving allegations against employees, affiliated individuals, and visitors, the Office of Equity/Diversity Services investigates these allegations. These offices may investigate jointly for allegations against student employees.

F. Hearing Officers/Committee

For allegations against students, a hearing officer or hearing committee may ultimately conduct a hearing pursuant to Wis. Admin. Code. Ch. UWS 17. A hearing officer is a UWM employee who has been trained to conduct student nonacademic misconduct hearings and is also trained specifically in cases involving sexual violence. A hearing committee is comprised of UWM staff and students who have been trained to conduct student nonacademic misconduct hearings and are also trained specifically in cases involving sexual violence.

Employee disciplinary cases are conducted according to the procedures applicable to the respondent's employee category as specified in section X.B.

IX. REPORTING RESPONSIBILITIES OF UWM EMPLOYEES

A. Title IX Responsible Employees

UWM has designated individuals as “Responsible Employees” under this policy. These individuals have a duty to report to the Title IX Coordinator any information that suggests a violation of this policy has occurred or is occurring. Such individuals may not keep such information confidential or otherwise choose not to report such information. These employees are required to:

1. Be familiar with definitions of sexual violence and sexual harassment.
2. Be familiar with this and other related policies.
3. Be prepared to respond should an individual report an incident of sexual violence or sexual harassment.
4. Be familiar with resources on campus to which to refer a reporting individual.

A list of employees UWM has designated as Responsible Employees is attached as Appendix B.

B. Campus Security Authorities (CSA) (applies to certain campus crimes, including all forms of sexual violence)

CSAs are responsible for reporting to the University certain campus crimes that are reported to them, including all forms of sexual violence. They are not allowed to keep information reported to them suggesting a campus crime has occurred confidential. CSAs are trained annually to identify which crimes they are responsible for reporting and how to report those crimes to the University.

A list of employees UWM has designated as Campus Security Authorities is attached as Appendix C.

C. All Employees

1. Wisconsin Statute § 36.11(22) (applies to sexual assault)

In accordance with § 36.11(22), Wis. Stats., employees who witness an act of sexual assault, or who receive a first-hand report of sexual assault from an enrolled student, must report that information to the Office of the Dean of Students for the purposes of reporting sexual assault statistics. Confidential employees are only required to report the occurrence of the sexual assault.

2. Executive Order 54 (applies to child abuse and neglect)

All employees must also comply with Executive Order 54 which requires that university employees report incidents of child abuse and neglect which they observe or witness in the course of their employment. Such

reports must be personally and immediately made to law enforcement or the county department of social services or human services. For additional information on Executive Order 54, see:

<http://uwm.edu/hr/home/resources/toolkits/executive-order-54-toolkit/>.

X. INVESTIGATION AND DISCIPLINARY PROCEDURES

A. Investigation Procedures

1. **Employees, affiliated individuals, or visitors.** When a report is made to the Title IX Coordinator alleging that an employee, affiliated individual, or visitor has engaged in an act of sexual violence or sexual harassment, the procedures linked here apply:
https://www4.uwm.edu/secu/docs/other/S_47_Discrimina_duct_Policy.pdf.
2. **Students.** When a report is made to the Title IX Coordinator alleging that a student has engaged in an act of sexual violence or sexual harassment, the procedures linked here apply:
https://docs.legis.wisconsin.gov/code/admin_code/uws/17.pdf. If a student is also a student employee, there may be a joint investigation pursuant to UWM's Discriminatory Conduct Policy and Chapter UWS 17.
3. **Report to UWMPD.** When a report is made to campus law enforcement alleging that an individual has engaged in an act of sexual violence or sexual harassment, UWMPD procedures apply.
[<http://uwm.edu/police/>].

B. Disciplinary Procedures

If an investigation based on a report of an act of sexual violence or sexual harassment concludes with a finding that a violation of this policy has occurred, the following disciplinary procedures apply:

1. **Students.** When a finding is made that a student has engaged in an act of sexual violence or sexual harassment, the procedures linked here apply:
https://docs.legis.wisconsin.gov/code/admin_code/uws/17.pdf.
2. **Faculty.** When a finding is made to that a faculty member has engaged in an act of sexual violence or sexual harassment, the procedures linked here apply: http://docs.legis.wisconsin.gov/code/admin_code/uws/4.pdf;
http://docs.legis.wisconsin.gov/code/admin_code/uws/7.pdf;
<http://uwm.edu/secu/wp-content/uploads/sites/122/2014/06/PP-Chapter5.pdf>.
3. **Academic Staff.** When a finding is made that an academic staff member has engaged in an act of sexual violence or sexual harassment, the procedures linked here apply:

https://docs.legis.wisconsin.gov/code/admin_code/uws/11;
<http://uwm.edu/secu/wp-content/uploads/sites/122/2014/07/109-1.pdf>.

4. **University Staff.** When a finding is made that a university staff member has engaged in an act of sexual violence or sexual harassment, the procedures linked here apply: <http://uwm.edu/hr/home/managers-and-hr-partners/guidelines-and-policies/university-staff-grievance-procedure/>.
5. **Affiliated Individuals and Visitors.** When a finding is made that an affiliated individual or visitor has engaged in an act of sexual violence or sexual harassment, the policies and procedures that granted access to the individual apply as well as [Wis. Admin. Code Ch. UWS 18](#).

XI. RESOURCES

UWM offers a variety of resources that are available to individuals involved in incidents of sexual violence or sexual harassment, which are described here: <https://uwm.edu/sexual-assault/>.

XII. EDUCATION AND TRAINING

The Title IX Coordinator will be primarily responsible for facilitating the training and educational programs to the campus community. At a minimum, all students and employees will be required to complete the campus-supported online training covering issues of sexual violence and sexual harassment.

The Title IX Coordinator will also identify and offer more in-depth training for employees who are executives, supervisors, managers, directors, department heads, responsible employees, and those connected with the disciplinary process.

XIII. RECORD KEEPING AND DATA COLLECTION

As noted above, the Title IX Coordinator will maintain records of reports of sexual violence and sexual harassment consistent with the institutional records-retention policy. In addition, the Title IX Coordinator will track compliance with mandatory training programs, and maintain a list of training and education offered on campus.

The Dean of Students Office, in conjunction with other university offices/units, will collect and maintain crime data, including data related to sexual violence, and submit the Annual Security Report, consistent with the Clery Act.

The Dean of Students Office will collect appropriate data and compile the state report required under § 36.11(22), Wis. Stats.

XIV. ASSESSMENT

The Title IX Coordinator will conduct a study that seeks to gather data and information concerning sexual violence and harassment on or near campus. Efforts will be made to conduct such a study once every 3 years. All students and employees are encouraged to participate. The Title IX Coordinator will also work to design methods for effectively evaluating the outcomes of campus training and educational programming.

Appendix A: Definitions

Affiliated Individuals. Affiliated individuals include, but are not limited to, volunteers, vendors, contractors, and research/community collaborators.

Campus Medical or Counseling Professional. Any employee or student who is a licensed medical or mental health professional, working under the supervision of such a professional, or providing administrative support services in a confidential setting, when acting in that role in the provision of clinical services to a patient or client who is a university student or employee. A Campus Medical or Counseling Professional will not report specific information concerning a disclosure of sexual harassment or sexual violence received by the Campus Medical or Counseling Professional in their professional capacity unless with the consent of the disclosing individual or unless required by the Campus Medical or Counseling Professional's license or by law.

Clear and Convincing Evidence. Information that would persuade a reasonable person to have a firm belief that a proposition is more likely true than not true. It is a higher standard of proof than "preponderance of the evidence."

Complainant. Any person who is reported to have been subjected to sexual violence or sexual harassment as defined in this policy.

Confidential Resources. As used in this policy, Confidential Resources collectively refers to Campus Medical or Counseling Professionals, Non-Campus Medical or Counseling Professionals, and Victim Advocates.

Consent. Words or overt actions by a person who is competent to give informed consent, indicating a freely given agreement to have sexual intercourse or sexual contact. A person is unable to give consent if the person is incapacitated because of drugs, alcohol, physical or intellectual disability, or unconsciousness [§. 940.225(4), Wis. Stats.].

Dating Violence. Violence committed in a "dating relationship," which is defined as a romantic or intimate social relationship between two adult individuals; "dating relationship" does not include a casual relationship or an ordinary fraternization between two individuals in a business or social context. A court shall determine if a dating relationship existed by considering the length of the relationship, the type of the relationship, and the frequency of the interaction between the adult individuals involved in the relationship [§ 813.12(1)(ag), Wis. Stats.].

Domestic Violence. Any of the following engaged in by an adult family member or adult household member against another adult family member or adult household member, by an adult caregiver against an adult who is under the caregiver's care, by an adult against his or her adult former spouse, by an adult against an adult with whom the individual has or had a dating relationship, or by an adult against an adult with whom the person has a child in common [§§ 813.12 (1)(am) and 968.075, Wis. Stats.]:

1. Intentional infliction of physical pain, physical injury, or illness.
2. Intentional impairment of physical condition.

3. A violation of the state statute regarding sexual assault [§ 940.225(1), (2) or (3), Wis. Stats.].
4. A violation of the state statute regarding stalking [§ 940.32, Wis. Stats.].
5. A violation of the state statute regarding damage to property [§ 943.01, Wis. Stats.], involving property that belongs to the individual.
6. A threat to engage in any of the conduct under 1 through 5 listed above [§§ 813.12 (1)(am) and 968.075, Wis. Stats.].

Employee. Any individual who holds a faculty, academic staff, university staff, limited, student employment, employee-in-training, temporary, or project appointment.

Executive Order 54. Executive Order issued by Governor Walker in 2011 requiring that university employees report incidents of child abuse and neglect which they observe or witness in the course of their employment. Such reports must be personally and immediately made to law enforcement or the county department of social services or human services. (https://docs.legis.wisconsin.gov/code/executive_orders/2011_scott_walker/2011-54.pdf)

Hostile Environment. A hostile environment is created when one engages in sexual harassment and that conduct has the purpose or effect of 1) creating an intimidating, hostile, or offensive working, academic, or program-related environment, **or** 2) substantially interfering with an individual's work or academic performance, or their participation in a University program or activity **and** 3) that a reasonable person under the same circumstances as the individual would consider the conduct sufficiently severe or pervasive to do the same. [*See, e.g., § 111.36(1)(b), Wis. Stats.*]

Incapacitation. As it applies to this policy, the state of being unable to physically and/or mentally make informed rational judgments and effectively communicate, and may include unconsciousness, sleep, or blackouts, and may result from the use of alcohol or other drugs. Where alcohol or other drugs are involved, evaluation of incapacitation requires an assessment of how the consumption of alcohol and/or drugs affects a person's decision-making ability; awareness of consequences; ability to make informed, rational judgments; capacity to appreciate the nature and quality of the act; or level of consciousness. The assessment is based on objectively and reasonably apparent indications of incapacitation when viewed from the perspective of a sober, reasonable person.

Intimate Parts. The breast, buttock, anus, groin, scrotum, penis, vagina or pubic mound of a human being. [§ 939.22(19), Wis. Stats.]

Office for Civil Rights. The U.S. Department of Education office that is responsible for enforcing Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and other education-based discrimination acts. <http://www2.ed.gov/about/offices/list/ocr/complaints-how.html>

Preponderance of the Evidence. Information that would persuade a reasonable person that a proposition is more probably true than not true. It is a lower standard of proof than "clear and convincing evidence" and is the minimum standard for a finding of responsibility. [Sections UWS 17.02(13), UWS 11.015(7), UWS 4.015(7), and UWS 7.015(5), Wis. Admin. Code]

Respondent. Any person who is accused of violating this policy.

Responsible Employee. Any employee (other than a “Confidential Resource”):

1. Who has the authority to take action to redress sexual misconduct;
2. Who has been given the duty of reporting incidents of sexual misconduct by students or employees to the Title IX coordinator or other appropriate school designee; or
3. Who a student could reasonably believe has this authority or duty.

Retaliation. As it applies to this policy, an adverse action taken against an individual in response to, motivated by, or in connection with an individual’s complaint of sexual violence or sexual harassment, participation in an investigation of such complaint, and/or opposition of sexual violence or sexual harassment in the educational or workplace setting.

Sexual Assault. Sexual contact or sexual intercourse with another person without the consent of that person.

1. **FIRST DEGREE SEXUAL ASSAULT.** Engaging in any of the following constitutes First Degree Sexual Assault:

- a. Sexual contact or sexual intercourse with another person without consent of that person and that causes pregnancy or great bodily harm to that person.
- b. Sexual contact or sexual intercourse with another person without consent of that person by use or threat of use of a dangerous weapon or any article used or fashioned in a manner to lead the victim reasonably to believe it to be a dangerous weapon.
- c. Sexual contact or sexual intercourse with another person without the consent of that person by use or threat of force or violence, aided or abetted by one or more persons.

2. **SECOND DEGREE SEXUAL ASSAULT.** Engaging in any of the following constitutes Second Degree Sexual Assault:

- a. Sexual contact or sexual intercourse with another person without consent of that person by use or threat of force or violence.
- b. Sexual contact or sexual intercourse with another person without consent of that person causing injury, illness, disease or impairment of a sexual or reproductive organ, or mental anguish requiring psychiatric care for the victim.
- c. Sexual contact or sexual intercourse with a person who suffers from a mental illness or deficiency which renders that person temporarily or permanently incapable of appraising the person’s conduct, and the respondent knows of such condition.
- d. Sexual contact or sexual intercourse with a person who is under the influence of an intoxicant to a degree which renders that person incapable of giving consent if the respondent has actual knowledge that the person is incapable of giving consent and the respondent has the purpose to have sexual contact or sexual intercourse with the person while the person is incapable of giving consent.

e. Sexual contact or sexual intercourse with a person who the respondent knows is unconscious.

f. Sexual contact or sexual intercourse with another person without the consent of that person, aided or abetted by one or more other persons.

3. **THIRD DEGREE SEXUAL ASSAULT.** Sexual intercourse with a person without the consent of that person.

4. **FOURTH DEGREE SEXUAL ASSAULT.** Sexual contact with a person without the consent of that person. [§ 940.225, Wis. Stats.]

Sexual Contact. Intentional touching, whether direct or through clothing, if that intentional touching is for the purpose of sexually degrading or sexually humiliating the complainant or sexually arousing or gratifying the defendant or if the touching contains the elements of actual or attempted battery under § 940.19(1) or § 940.225(5)(b)(1), Wis. Stats.

Sexual Harassment. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or educational experience, (2) submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such an individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or learning environment. [Adapted from 29 C.F.R. § 1604.11 (1980).]

Sexual Intercourse. Penetration, as well as cunnilingus, fellatio or anal intercourse between persons or any other intrusion, however slight, of any part of a person's body or of any object into the genital or anal opening either by the respondent or upon the respondent's instruction [§ 940.225(5)(c), Wis. Stats.].

Sexual Violence. The phrase, as used in this policy, refers to incidents involving sexual assault, stalking, dating violence, and domestic violence.

Stalking. Intentionally engaging in a course of conduct that would cause a reasonable person under the same circumstances to suffer serious emotional distress or to fear bodily injury to or the death of himself or herself or a member of his or her family or household [§. 940.32, Wis. Stats.].

Student. Any person who is registered for study in a University of Wisconsin System institution for the academic period in which the alleged act of sexual violence or sexual harassment occurred, or between academic periods for continuing students. [See Chapter UWS 17.02(14), Wis. Admin. Code.]

Title IX. Title IX of the Education Amendments of 1972 (20 U.S.C. sec. 1681 et seq.; 34 C.F.R. Part 106)(as amended) is a federal law that states, "[n]o person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance." 20 U.S.C. § 1681(a).

Title IX Coordinator (and Deputies). An employee designated to coordinate compliance with Title IX, who plays an important role in an institution's efforts to ensure equitable opportunity for all students and employees, and who works with school officials to remind the school community that students and employees must have equal access to all programs.

Trauma-Informed Care. Trauma-informed care reflects an understanding of trauma and emphasizes creating services and programs that are sensitive and directly responsive to the trauma that many victims and survivors experience following a violent crime. Trauma-informed care programs identify and limit potential triggers to reduce their re-traumatization and protect their mental and emotional health. <https://www.justice.gov/ovw/blog/importance-understanding->

trauma-informed-care-and-self-care-victim-service-providers. Trauma-informed care is an organizational structure and treatment framework that involves understanding, recognizing, and responding to the effects of all types of trauma. Trauma-informed care also emphasizes physical, psychological and emotional safety for both consumers and providers, and helps survivors rebuild a sense of control and empowerment. *See also:*
<http://www.traumainformedcareproject.org/resources/SAMHSA%20TIC.pdf>; and
http://www.nsvrc.org/sites/default/files/publications_nsvrc_guides_building_cultures-of-care.pdf

Appendix B: UWM Responsible Employees

As defined in Appendix A, a “Responsible Employee” is any employee (other than a “confidential resource”):

1. Who has the authority to take action to redress sexual misconduct;
2. Who has been given the duty of reporting incidents of sexual misconduct by students or employees to the Title IX coordinator or other appropriate school designee; or
3. Who a student could reasonably believe has this authority or duty.

At UWM, the following employees are Responsible Employees:

- Chancellor;
- Vice Chancellors (including Associate and Assistant Vice Chancellors);
- Deans (including Associate and Assistant Deans);
- Department Chairs;
- Directors (including Associate and Assistant Directors) and all Limited Appointees;¹
- Supervisors and lead workers;
- Human Resources Representatives;
- Athletic Department Coaches and Administrative Staff;
- Student Services Staff (employees whose duties require them to have regular or daily contact with students. This includes employees who are responsible for directly providing services to undergraduate and graduate students and to student organizations);
- Police Department Staff, including dispatchers and security and civilian staff;
- Housing Director and Associate Director; Residence Life Coordinators; Area Coordinators; Resident Assistants; Security and Desk Staff;
- Title IX Coordinator and Deputy Title IX Coordinators;
- Dean of Students Office and Office of Equity/Diversity Services Investigators;
- Hearing Officers, Hearing Panel Members and Disciplinary Decision Makers;
- Appeals Officers

¹ Except for: (1) Director of Legal Affairs, if the reported information is precluded from disclosure by the attorney-client privilege or applicable ethical rules; and (2) Norris Health Center Executive Director, Director of Clinical Services, and Counseling Director, if the reported information is precluded from disclosure by the applicable patient-clinician privilege or applicable ethical rules.

Appendix C: Campus Security Authorities

“**Campus security authority**” is a Clery Act-specific term that encompasses four groups of individuals and organizations associated with an institution.

1. A campus police department or a campus security department of an institution.
2. Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department (e.g., an individual who is responsible for monitoring the entrance into institutional property).
3. Any individual or organization specified in an institution’s statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
4. 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 any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.

At UWM, the following employees are Campus Security Authorities:

- Senior Student Affairs Officer;
- Title IX Coordinator and Deputy Title IX Coordinators;
- Norris Health Center Director;
- Victim Advocate;
- Dean of Students Office and Office of Equity/Diversity Services staff;
- Police Department Staff, including dispatchers and security and civilian staff;
- Housing Director and Associate Director; Residence Life Coordinators; Area Coordinators; Resident Assistants; Security and Desk Staff;
- Athletic Department Coaches and Administrative Staff;
- University Recreation Administrative Staff and Staff responsible for security of facilities and events;
- Student Organization Advisors;
- Center for International Education Study Abroad administrators and staff, including staff traveling abroad with students;
- Student Services Staff who have significant responsibility for student and campus activities including ROTC Administrators; Neighborhood Housing Staff, Student Association Professional Staff, Student Life Center Directors and Assistant Directors, and Assistant Dean of Graduate Education;
- Union Administrative and Security Staff;
- Individuals who have responsible for monitoring the entrance into Zilber School of Public Health and Freshwater Science Building

Appendix D: Community Resources

Sexual Assault Treatment Center of Greater Milwaukee

(414) 219-5555 (24 hours/day)

<https://ahc.aurorahealthcare.org/services/sexual-assault/satc.asp>

The Healing Center of Milwaukee

(414) 671-HEAL (4325)

www.thehealingcenter.org/

The Milwaukee LGBT Community Center

(414) 271-2656

<http://www.mkelgbt.org/>

Sojourner Family Peace Center

(414) 933-2722-24 hours/day

<http://familypeacecenter.org/>