Eastern Michigan University

2019 Annual Security Report and
2019 Annual Fire Safety Report

October 1, 2019

Statistical Information for: 2016 – 2017 – 2018

This information is provided for
Eastern Michigan University’s Ypsilanti campus
Annual Security Report
and
Annual Fire Safety Report

Crime Statistics for 2016, 2017 and 2018 calendar years

Prepared September, 2019 by:
Eastern Michigan University
Department of Public Safety
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Ypsilanti, MI 48197
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The 2019 Eastern Michigan University Annual Security Report is provided to you as part of the University’s commitment to your safety on campus. The Annual Security Report is made available to EMU students, employees, prospective students and prospective employees as required by the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act.

While this handbook meets the requirements of the Clery Act, it should not be viewed as a contractual commitment by the University guaranteeing the safety of EMU students, staff and guests.

EMU Bike Rodeo: community engagement and safety education
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The primary mission of the Eastern Michigan University Police Department is to provide for the safety and security of all members; students, faculty, staff, and guests, of our great University.

All of us at the Eastern Michigan University Police Department, joined by our partners in University Housing and Residence Life/Residential Services, the Office of Wellness and Community Responsibility, Women’s Resource Center, Title IX Coordinator, Academic Affairs, Legal Affairs, Physical Plant Facilities, University Counseling and Psychological Services, Emergency Management, and Environmental Health & Safety are working hard to provide a safe and secure learning and working environment for everyone.

Your safety is our concern. It also must be your concern. At Eastern Michigan University we work hard to prevent crime, fire, accidents and illness, but nothing is as important as what you do and, in some cases, don’t do.

This publication and information provided on the Public Safety website located at EMU Public Safety contains valuable information about how you can help us keep you safe, on and off campus. Please pay special attention to the safety tips. Following them will reduce the chances that you’ll be the victim of crime, become injured or lose valuables. While we have sought to make this report a valuable resource of safety information, we invite you to contact any of the departments or programs listed for more information about resources or policies.

I hope that you take full advantage of the services we have in place for your safety, and always feel free to contact us for any assistance. If you have questions, concerns or suggestions about public safety at Eastern we would be very glad to hear from you.

I extend my best wishes to everyone for an enjoyable and safe experience at Eastern Michigan University.

Let’s work together to have a safe year.

Robert Heighes
Chief of Police
Eastern Michigan University
The EMU Police Department is a full-service community-oriented professional police department with full law enforcement capabilities. The Police Department is located at 1200 Oakwood Street and is open 24 hours a day, seven days a week, to serve the needs of the campus community. For 2019, the department is comprised of thirty-four (34) sworn police officers, eight (8) dispatchers, and two (2) administrative assistants.

All of our police officers are certified through the Michigan Commission on Law Enforcement Standards (MCOLES). Since March of 1992, officers have been sworn by the Eastern Michigan University Board of Regents pursuant to the Higher Education Police Powers & Authority, Act 120, Michigan Public Acts of 1990, which can be found in this Annual Security Report. Our officers are also sworn in by the City of Ypsilanti Police Department and Washtenaw County Sheriff’s Department, thereby allowing them to enforce city ordinances as well as state laws within Washtenaw County. As sworn officers, they are empowered to investigate crimes and make arrests or take other necessary action to address any criminal or other public infractions in the vicinity of the EMU campus.

EMU police officers work closely with all area police agencies, including the Ypsilanti Police Department, Pittsfield Township Police, Michigan State Police, and Washtenaw County Sheriff’s Department. The EMU Police Department is a member of the Washtenaw County Police Mutual Aid Agreement that includes the investigation of criminal incidents.

Department personnel are available to provide training classes or speak on a wide variety of topics including crime prevention, sexual assault prevention, domestic violence, intoxicated driving, racial profiling issues, and other safety related issues.

The EMU Police Department is committed to providing you with courteous and professional service. If serious crimes occur on or near campus the Police Department sends out email notices and posts information on our website to inform the University community. Please read this information and take appropriate precautions when information is given. While no police agency can promise you total isolation from crime, we promise to do everything within our resources to make our campus a safe place for students, staff, and visitors. Please remember to take common sense precautions such as locking your doors and please call us to report suspicious activity to help us achieve campus safety.

It is important that each of you take responsibility for your own safety. Please take time to read through this handbook and familiarize yourself with the programs and activities we offer. Educate yourself about what you can do personally to make your campus a safer place. For additional information please also visit our website at: EMU Public Safety

If you have any questions concerning your safety at EMU, please do not hesitate to call us at 734.487.0892. We are here to assist and protect you. Any email questions or comments intended for the Department of Public Safety may also be sent to: dps.questions@emich.edu. We look forward to working with you during the upcoming school year.
Police Authority and Jurisdiction

All of EMU’s police officers are certified through the Michigan Commission on Law Enforcement Standards (MCOLES). Since March of 1992, officers have been sworn by the Eastern Michigan University Board of Regents pursuant to Public Act 120 and also by the City of Ypsilanti Police Department and Washtenaw County Sheriff’s Department, thereby allowing them to enforce city ordinances as well as state laws within Washtenaw County. As sworn officers, they are empowered to investigate crimes and make arrests or take necessary action to address any criminal or other public infractions on and in the vicinity of the EMU campus. EMU’s police have the responsibility of being the primary policing agency for the main campus, including the College of Business (Owen Building), the Corporate Education Center and the Eagle Crest Golf Course.

The primary responsibility for policing the area surrounding EMU’s main campus is that of the City of Ypsilanti. The Washtenaw County Sheriff’s Department provides the primary police service for Ypsilanti Township which surrounds EMU’s Corporate Education Center and the Eagle Crest Golf Course. The Washtenaw County Sheriff’s Department also polices the Marriott Hotel at the Corporate Education Center. EMU’s Biology Sciences area on Golfside Road is surrounded on 3 sides, north, south and east, by Ypsilanti Township and Pittsfield Township to the west.
The following non-campus locations are policed by the local jurisdictions. Persons needing to make police reports for crimes committed at these locations should contact the respective agency listed:

Kresge Environmental Education Center . . . Lapeer County Sheriff Dept. . . . . . 810.667.0292

Parsons Center . . . . . . . . . . . . . . . . . . . . . . . . . Benzie County Sheriff Dept. . . . . . 231.882.4484

Anyone needing assistance in making a police report at any of these locations can contact the EMU Police Department and staff will assist in contacting the appropriate agency to file a report.

EMU’s police department radio system is part of the Washtenaw County 800 MHz radio Consortium. This system allows EMU’s police to monitor and communicate directly with area police and fire agencies. EMU’s police are connected to the State of Michigan Law Enforcement Information Network (LEIN) and to the national police computer networks (NCIC and NLETS), linking them with police agencies across the state and country.

Nitro, EMU’s first police dog
Emergency Services - Reporting a Crime

In the event of an emergency or to report a crime on the main EMU campus, including the College of Business and Corporate Education Center, members of the campus community should call the EMU Police Department at 734.487.1222 or 911 from a campus telephone. From a mobile phone dial 734.487.1222. EMU Police department encourages the accurate and prompt reporting of all crimes to the EMU PD or appropriate law enforcement agency, including when the victim elects to, or is unable to, make such a report. Prompt reporting allows EMU PD to take the appropriate action(s) in a timely manner. If a complainant files a report with EMU Police, the information may not be able to be kept confidential.

EMU Police Emergency….. Dial 911 or 734.487.1222 for fire, police or medical emergencies

EMU Police Department (non-emergency) .................................................................734.487.1222
Anonymous EMU Police Tip Line .................................................................7-4TIP….734.487.4847
Crime Stoppers .......................................................... (1-800-SPEAKUP) ….. 800.773.2587
EMU Police Investigations ..................................................................................734.487.1222
EMU Emergency Management ........................................................................734.487.0799
Student Eyes and Ears for University Safety ......................... (48-SEEUS) ….. 734.487.3387
Huron Valley Ambulance .....................................................................................734.994.4111
St. Joseph Mercy Hospital Emergency ...............................................................734.712.3000
University of Michigan Hospital Emergency .....................................................734.936.6666

Other Resources:
University Counseling and Psychological Services............................................734.487.1118
Domestic Violence Project/SAFE House .............................................................734.995.5444
Campus Emergency Telephones

Emergency telephones, also called blue-light phones, are located throughout the main campus and the College of Business. While there are several styles of emergency phone, they all can be identified by their blue light.

The telephones are simple to operate and may be used as either a direct line to the Police Department or to call on-campus numbers.

To operate in an emergency, simply press the red “emergency” button at the lower right corner of the panel. Simultaneously, a strobe light on top of the emergency phone unit will be activated. There is no need to dial a number. The call will ring directly to a dispatcher at the Police Department and will be taken as an emergency service request.

Response to Reports

Dispatchers are available 24 hours a day to answer your calls. EMU Police procedures require an immediate response to emergency calls. EMU Police works closely with the full range of city and county emergency resources to assure a complete and timely response to all emergency calls. Priority response is given to crimes against persons and personal injuries. In response to a non-emergency call, EMU Police will take the required action, either dispatching an officer or asking the victim to report to EMU Police to file an incident report.

Special services include experienced investigators as well as the availability of local, state, and federal law enforcement agencies in providing support and assistance. EMU Police incident reports are forwarded to the Washtenaw County Prosecutor’s Office, Office of the Ypsilanti Prosecuting Attorney, and the Office of Wellness and Community Responsibility for potential action, as appropriate.

Other Law Enforcement Department Contact Numbers

City of Ypsilanti ......................... Ypsilanti Police Dept. ............ 734.483.9510
Ypsilanti Township ...................... Washtenaw Co. Sheriff’s Dept. . . 734.971.8400
Pittsfield Township ...................... Pittsfield Twp. Police ............ 734.822.4911

Emergencies: dial 911
Emergency Assistance Stations

Emergency Assistance Stations (EAS) are devices that allow verbal communication directly with EMU’s 911 Dispatch Center. The system also allows the dispatcher to see the caller by way of a video camera that is in the area of the EAS devices.

EAS devices are located in Alexander, Best, Boone, Briggs, Bowen, Buell, Ceramics/Central Stores, College of Business, Coatings & Research, Convocation Center, Corporate Ed-Marriott, Downing, Fletcher, Ford, Halle, Hill, Honors College, Hover, Hoyt, King, Lake House, Mark Jefferson/Science Complex, Marshall, McKenny, Pease, Physical Plant, Pierce, Pittman, Porter, Practice Facility, Pray-Harrold, Psychology Clinic, Putnam, Quirk, Rackham, Rec IM, Roosevelt, Sculpture Studio, Sellers, Sherzer, Sill, Snow, Starkweather, Strong, Student Athletic Performance Center, Student Center, Terrestrial & Aquatic Research, University House, Village Commons, Warner, Welch, Welcome Center and Wise.

When these stations are activated they provide immediate visual and verbal contact with DPS. These stations allow DPS to visually assess the surrounding areas if and when there is an emergency or suspicious activity reported. Additional information is available on the Public Safety web site at: Emergency Phones.

Timely Warning Policy

A Campus Timely Warning or “Crime Alert” is provided to heighten safety awareness and to provide students, faculty and staff timely notification of crimes that are considered to represent a serious or continuing threat to the campus community. The warning will provide pertinent information related to the crime and suspect and will also seek information that may lead to arrest and conviction of the offender.

EMU Police issue Timely Warnings about crimes that potentially represent a serious or continuing threat to students, faculty, staff and guests. Timely Warnings involve an incident occurring within the Clery geographic boundaries. Such warnings are sent in accordance with the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, known as the “Clery Act.”

The guiding principle in issuing the alerts described above is keeping you properly informed, along with preserving the safety and security of the EMU community.

The Eastern Michigan University Police Department (DPS) is responsible for preparing and issuing Timely Warnings on the main campus and the College of Business. The EMU Police Chief, or on duty shift supervisor will make the decision of whether to issue a Timely Warning on a case-by-case basis considering the facts surrounding a crime, including factors such as the nature of the crime, the continuing danger to the campus community and the possible risk of compromising law enforcement efforts.
EMU’s Clery Act geographic boundaries includes all of campus, and non-campus buildings or property controlled by an officially recognized student organization, along with all public property that is immediately adjacent to and accessible from campus.

Timely Warnings are usually distributed for the following Uniformed Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) classifications: major incidents of arson, criminal homicide, robbery, motor vehicle thefts and burglaries. Cases of aggravated assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case and the information known by EMU DPS.

The EMU Police Chief or designee reviews all reports to determine if there is an on-going threat to the community and if the distribution of a Timely Warning is warranted. Warnings may also be posted for other crime classifications, as deemed necessary. For example, if an assault occurs between two students who have a disagreement, there may be no on-going threat to other EMU community members and a Timely Warning would not be distributed.

In cases involving sexual assault, they are often reported long after the incident occurred, thus there is no ability to distribute a “timely” warning notice to the community. Sex offenses will be considered on a case by case basis depending on when and where the incident occurred, when it was reported, and the amount information known by the EMU Police Department.

Information for Warnings may also come from other law enforcement agencies. Warnings will be issued to the campus community as soon as pertinent information about the crime is available, in a manner that withholds the names of victims as confidential, and with the goal of aiding in the prevention of similar occurrences.

Timely Warnings will be sent by e-mail and will appear on the EMU Police website at: EMU Timely Warning Notices.
Publication of the Annual Security Report

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act commonly referred to as the “Clery Act,” requires institutions of higher education receiving federal financial aid to report specified crimes statistics on college campuses and to provide other safety and crime information to members of the campus community. Campuses must publish an Annual Security Report detailing statistics regarding reported crimes committed on campus and at affiliated locations for the previous three calendar years, and describing specified policies, procedures and programs regarding safety and security. This requirement of the Clery Act is intended to provide students and their families, as higher education consumers, with accurate, complete and timely information about the safety of the campus so that they can make informed decisions.

The Clery Act requires the collection and reporting of annual crime statistics reflecting reports of specified crimes that occur on and adjacent to a University campus and properties owned or controlled by the University and used for educational purposes. The statistics are gathered from reports made to the EMU Police Department, Housing and Residence Life Office, the Office of Wellness and Community Responsibility, campus security authorities (CSAs) and local police agencies. The statistical compilation must be broken down by specified types of crimes and campus disciplinary referrals, and must indicate if a specified crime is a hate crime. Campuses must also provide a geographic breakdown of the crime statistics according to the following defined geographic areas: “on campus” (including further breakdown of the number of crimes that occurred in campus student residential facilities), “in or on a non-campus building or property” and “on public property.”

Policy for Reporting the Annual Disclosure of Crime Statistics

The Eastern Michigan University Police Department prepares an Annual Security Report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. This report is prepared in cooperation with the Housing and Residence Life Office and the Office of Wellness and Community Responsibility and other appropriate departments. Each entity provides updated information on their efforts and programs to comply with the Act.

Since August of 2011, EMU police officers enter all reports, and all crime incidents that are reported, directly into an automated case management software program called CLEMIS CLEAR. Prior to August 2011, reports were entered into a case management software program called CLEMIS NetRMS. Once an officer enters the report in the program, a department administrator reviews the report to ensure it is appropriately classified in the correct crime category. The department periodically examines the data to ensure that all crimes that have been reported are recorded in accordance with the crime definitions outlined in the FBI Uniform Crime Reporting (UCR) Handbook and the FBI National Incident Based Reporting System (NIBRS) Handbook.

The combined Annual Security Report and Annual Fire Safety Report is updated each year and is available at EMU Public Safety and clicking on Annual Security Report. The Annual Security Report and Annual Fire Safety Report may also be obtained at the EMU Police Department, located at 1200 Oakwood, or by calling 734.487.0892.
Daily Crime Log

A daily crime log is available for review 24 hours a day on the EMU DPS web site at: Daily Crime Log or at the Eastern Michigan University Police Department at 1200 Oakwood St. The purpose of the daily crime log is to record all criminal incidents that are reported to or identified by the EMU Police Department.

Criminal Activity at Non-campus Locations of Recognized Student Organizations

EMU has officially recognized student organizations that own or control housing facilities outside of the core campus. If local law enforcement is called by a citizen to respond to one of those locations, local law enforcement will typically notify EMUPD to respond with them or they will notify EMUPD after they have responded to inform EMU of the situation. However, local law enforcement does this out of courtesy and is not “required” to notify or involve EMUPD when they respond to a call involving private property.

Disclosure of Campus Safety Policies

The Annual Security Report must describe specified campus policies concerning:

- Reporting criminal activity or other emergencies on campus;
- Security of, maintenance of and access to campus facilities;
- Authority of campus law enforcement units;
- Monitoring and recording through local police agencies of off-campus criminal activities by students; and
- Alcohol and drug.

In addition, the report must describe:

- The type and frequency of campus programs to inform students and employees about campus security procedures and precautions and the prevention of crimes;
- Available drug and alcohol abuse prevention education programs;
- Campus programs to prevent sexual assaults, including procedures to be followed when such an assault occurs; and
- Where law enforcement agency information concerning registered sex offenders may be obtained.
Campus Security Authorities

Campus security authorities (CSAs), as defined by the Clery Act, have an obligation to report allegations of Clery Act-defined crimes that they conclude are made in good faith. These crime allegations should be reported to the EMU Police Department or to the local police. The Clery Act definition of a campus security authority includes EMU personnel beyond EMU police officers. An official of EMU who has significant responsibility for student and campus activities, including but not limited to, student housing, student discipline, coaches, student organization advisors and campus judicial proceedings, is a campus security authority. The intent of including non-law enforcement personnel as campus security authorities is to acknowledge that many individuals and students in particular are hesitant about reporting crimes to the police, but may be more inclined to report incidents to other campus-affiliated individuals. Although not encouraged, crimes may be reported confidentially to CSAs for inclusion in the annual security report.

Individuals should report crimes to the EMU Police Department and Campus Security Authorities (CSAs) for the purposes of having the incident assessed for a timely warning notice and for the purpose of annual statistical disclosure. In addition to the Police Department, CSAs include, but are not limited to, Housing & Residence Life staff, athletic coaches and trainers, Office of Wellness & Community Responsibility staff, EMU Title IX Coordinators, and student organization advisors.

Counselors Confidential Reporting

Campus pastoral counselors and campus professional counselors, when acting as such, are not considered to be campus security authorities and are not required to report crimes for inclusion into the annual security report. EMU Counseling and Psychological Services does not have written procedures regarding the reporting of crimes discovered by its counselors. The counselors determine on a case-by-case basis when and how to encourage patients to report crimes voluntarily to law enforcement for investigation and when and how to confidentially report crimes solely for inclusion in EMU’s annual security report. The Clery Act defines counselors as:

**Pastoral Counselor:** An employee of an institution, who is associated with a religious order or denomination, recognized by that denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

**Professional Counselor:** An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution’s community and who is functioning within the scope of his or her license or certification.
**Emergency Notifications (Emergency Alerts)**

Eastern Michigan University (EMU) maintains a multi-modal approach to all hazards emergency notification and alerting. The purpose of the emergency notification system is to provide timely notification and warning to all students, faculty, staff, and visitors at Eastern Michigan University of a threat, occurring or imminent, that poses an immediate threat to their health, safety, or general welfare while on the main campus.

In the event of an emergency, University officials authorized to send alerts will initiate and provide, without delay and taking into account the safety of the community, immediate notifications to the appropriate segment(s) of the University community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employee and visitors.

Emergency notifications at EMU are called emergency alerts. When EMU receives notice of an emergency or other dangerous situation occurring on or imminently threatening the campus, public safety and campus officials respond and assess each incident. The EMU Department of Public Safety (DPS) provides coordination of the University's emergency notification and alert system. DPS initiates notification for an immediate or imminent threat to the main campus community stemming from a threat of a natural, human-caused or technological hazard and disseminates an emergency alert.

The EMU Public Safety Communications Center is the 24 hour warning point for the university. The Communications Center serves as a centralized receiving point for information that may require emergency notification of all or portions of the campus community.

Emergency information is received from various agencies including local, state and federal law enforcement agencies, Washtenaw County Emergency Management, the National Weather Service, and the federal Department of Homeland Security. The EMU Department of Public Safety staff is responsible for confirming an emergency in conjunction with campus administrators, local and state first responders and/or the National Weather Service.

DPS and the EMU Division of Communications will collaborate to determine the content of the alert and will use some or all of the systems described below to communicate the threat to the EMU community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population. If it is a time sensitive situation and University Communications cannot be contacted, DPS staff will determine the content of the alert.

EMU will not immediately issue an alert for a confirmed emergency or dangerous situation if by doing so, in the professional judgment of public safety and campus officials; it will compromise efforts to assist a victim, to contain the emergency, to respond to the emergency, or to otherwise mitigate the emergency.

The Eastern Michigan University emergency notification system consists of various technologies intended to offer a tiered and redundant capability. A combination of methods may be utilized depending on the nature, duration and severity of the emergency. Some or all of these methods of communication may be activated in the event of an immediate threat to the campus community.
Key components of the emergency notification system are:

1. **EMU Outdoor Speaker Arrays**
   This seven (7) speaker array system operates as part of emergency notification system, transmitting voice intelligible emergency messages and alert tones to the outdoor campus environment. It is not designed to penetrate buildings, but will be audible above normal street noise.

2. **Voice over Fire Alarm Speakers (VoFA)**
   Upgrades in the EMU fire alarm platform allow for the use of voice audio communications in addition to the fire alarm indicators inside of buildings on campus over the existing fire alarm infrastructure backbone. Currently 15 buildings are on the system.

3. **Rave Mobile Alert**
   Rave Alert is a vendor provided broadcast alert interface that allows the University to quickly send multi-modal messages via text, email, and social media to members of the campus community that are subscribed to the service. This also includes vendors, contractors, and others that have requested receiving alerts via mobile phone or email. Rave Alert sends:
   - Email alerts to all currently enrolled students, faculty and staff with emich.edu accounts and other individuals that have enrolled.
   - Text alerts to subscribers that have voluntarily entered a mobile phone number.
   - Posts alerts to the university’s Facebook and Twitter accounts.

4. **Alertus**
   Alertus is a vendor provided emergency notification system that sends alerts across EMU’s existing infrastructure on the main campus. Alertus provides both audible and visible alerts to all university-networked VOIP phones and to desktop applications in some buildings (COB, Halle, Marshall, Porter, Pray-Harrold, campus wireless). It is integrated with the Rave Mobile platform to provide consistency in messaging and timeliness in activation.

5. **EMU Website**
   The EMU website can be used to provide information in support of an emergency alert. Messages can be posted to the official EMU website/homepage containing information that has been developed for that specific threat.

6. **Face-to-Face**
   In some situations, direct contact between emergency responders and members of the campus community can serve as another means of communicating information, particularly when other systems fail or are unavailable.
**Emergency Notification Modes and Authorities Chart**

<table>
<thead>
<tr>
<th>System</th>
<th>Primary Message Creator</th>
<th>Backup Message Creator</th>
<th>Authority for Approving &amp; Sending</th>
<th>Primary Sender/Distributor</th>
<th>Backup Sender/Distributor</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>RaveMobile</strong></td>
<td>EMU Department of Public Safety</td>
<td>EMU Division of Communications</td>
<td>Highest ranking EMU police supervisor</td>
<td>EMU Communications Officer</td>
<td>EMU Executive Director of Media Relation</td>
</tr>
<tr>
<td>- Text Alert</td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>- Email</td>
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<td>- Twitter</td>
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<tr>
<td>- Alertus</td>
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</tr>
<tr>
<td>- VOIP Phones</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>- Desktops</td>
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<td></td>
</tr>
<tr>
<td><strong>Public Address Speakers</strong></td>
<td>EMU Department of Public Safety</td>
<td>EMU Division of Communications</td>
<td>Highest ranking EMU police supervisor</td>
<td>EMU Communications Officer</td>
<td>None</td>
</tr>
<tr>
<td>(Outdoors and VoFA)</td>
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<td></td>
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<td></td>
</tr>
<tr>
<td><strong>EMU Website</strong></td>
<td>EMU Division of Communications</td>
<td>EMU Department of Public Safety</td>
<td>EMU Vice President of Communications &amp; Marketing or designee</td>
<td>EMU Division of Communications</td>
<td>EMU Integrated Content</td>
</tr>
</tbody>
</table>

The content of emergency notifications will vary depending on the situation. At a minimum, a notification will describe the emergency, provide basic instructions to the campus community and will direct them to additional information. The University will provide follow-up information as it becomes available and as appropriate. Follow-up information will be distributed using some or all of the identified communication systems.

The Executive Director of Media Relations develops and disseminates news about EMU to the campus community and the general public through mass media, e.g., newspapers, radio, television, internet, and broadcast operations. The local news media may be utilized to disseminate emergency information to members of the larger community, including neighbors, parents and other interested parties. The larger community can also access emergency information via the EMU homepage and/or social media.

**Emergency Response and Evacuation Procedures**

Eastern Michigan University provides emergency response and guidance for the main campus, including the College of Business, the Corporate Education Center and Eagle Crest Golf Course. The EMU Emergency Management Office assists departments with developing, maintaining, and implementing emergency plans and building partnerships with external response agencies.

Emergency response and evacuation procedures are identified in the EMU Comprehensive Emergency Management Plan annexes, in the Emergency Response Procedures (ERP) and in building emergency plans. The ERP outlines how the Eastern Michigan University community (students, faculty, staff and visitors) conducts emergency response actions for specific emergency situations. Procedures for emergency response can be found at: [Emergency Response Procedures](#).
EMU will respond to major emergencies using the Incident Command System (ICS). Eastern Michigan University’s emergency response organization uses a Crisis Management Team and an Emergency Response Team. The teams are comprised of designated university officials who are responsible for emergency operations on the campus. Actual team composition is flexible and scalable to the nature and size of the emergency.

EMU publicizes a summary of the emergency response and evacuation procedures via email at least once each year in conjunction with a test (exercise or drill) that meets all of the requirements of the Higher Education Opportunity Act.

**Evacuation**
Evacuation means moving all people from a threatened area to a safer place. In cases requiring the evacuation of one building, occupants should proceed to a designated meeting area as directed by the Department of Public Safety (DPS). When orders are given to evacuate multiple buildings or large areas of the campus, university students, faculty, staff and visitors should proceed to evacuate as directed by DPS. EMU emergency notification systems will be used to notify the campus community if a protective action for evacuation is required.

Emergency evacuation maps have been installed in most buildings on campus. These signs provide information to assist individuals in orienting themselves to their location in the building, the closest exits from the building, and the location of severe weather shelters. Evacuation placards, which are located on each residential room door, provide information on evacuation procedures.

- **Limited Evacuation**
  EMU policy requires immediate evacuation when any fire alarm sounds within a building. All students, faculty, staff and any other individuals within the building must immediately depart the building using available safe exit routes.

  Conditions for temporary evacuation of a building or area also include, but are not limited to, incidents of mechanical, electrical or other facility-related failures; health, safety and/or environmental issues such as hazardous spills; and other emergency conditions. EMU’s Department of Public Safety, in consultation with other campus offices, will decide if a limited evacuation is warranted.

- **Campus-wide Evacuation**
  For any event that significantly threatens Eastern Michigan University, EMU’s Department of Public Safety, in consultation with the University President will determine if a campus-wide evacuation is warranted.
Shelter in Place
Shelter in place means to seek immediate shelter and remain there during an emergency rather than evacuate the area. Taking shelter inside may be in response to an external hazard such as a chemical release from an industrial or transportation accident, hazardous weather, police, fire or public health emergencies, or acts of violence. Since each situation is unique, shelter in place techniques may vary based on the incident. The decision to shelter in place may be made by EMU’s Department of Public Safety or by the responding off-campus Fire Department. In certain situation, you may have to decide to shelter in place based on your assessment of the incident.

You must immediately seek shelter in the nearest facility or building (preferably in a room with no windows), if it is safe to do so, when you hear the outdoor warning sirens, or you are directed to do so by emergency personnel.

1. If you are “sheltering” due to a tornado warning, immediately go to a safe location in your building. General guidelines are:
   - Go to the lowest level of the building, preferably a basement. Position yourself in the safest area away from glass. Be prepared to kneel facing a wall and cover your head.
   - In high-rise (four stories or more) buildings, vacate the top floor and move to a lower floor or to the basement. Position yourself in an interior corridor away from glass. Be prepared to kneel facing the wall and cover your head.
   - If you encounter an individual with special needs, provide assistance if possible.
   - Try to obtain additional clarifying information by all possible means (e.g. text message, radio, e-mail, etc.)

2. If you are “sheltering” due to a hazardous materials (HAZMAT) situation, take the following actions:
   - Close all windows and doors.
   - Do not go outside or attempt to leave unless you are specifically instructed to evacuate.
   - If you encounter an individual with special needs, provide assistance if possible.
   - Try to obtain additional clarifying information by all possible means (e.g. text message, radio, e-mail, etc.).
   - Do not leave until instructed to do so by emergency personnel.

3. If you are “sheltering” due to an active assailant on campus, immediately go to a safe location in your building if you cannot safely exit the building.
   - If possible, take refuge in a room that can be locked. If unable to lock the door, secure and barricade it by any means possible.
   - The room should provide limited visibility to anyone that is outside of it.
   - Silence all phones, mobile devices, computers, etc.
   - After getting to a safe location and without jeopardizing your safety, try to obtain additional clarifying information by all possible means (e.g. text message, radio, e-mail, etc.).
Tests, Drills, and Exercises

Announced and/or unannounced drills are scheduled and executed annually to test evacuation and emergency procedures. Announced tests of the outdoor speaker and in-building speaker components of the emergency notification system are scheduled monthly. During the January and September tests, the University includes all systems in the test. In addition to the public address speakers, the test includes activation of the Rave Mobile alerting that includes text, email, and Facebook and Twitter notifications. These tests also include Alertus activation to the university networked Voice over Internet Phones (VOIP) and connected desktop applications.

All tests are announced to the campus community by email in advance of the test. The email notice provides information on the time and components to be tested. Additionally, it provides information on emergency response and evacuation procedures availability with a link to the documents on the university website.

In conjunction with other departments, the University conducts emergency response drills and exercises each year, such as a table top exercise, and tests of the emergency notification systems on campus. These tests, which may be announced or unannounced, are designed to assess and evaluate the emergency plans and capabilities of the institution.

Fire evacuation drills are conducted throughout the school year. The purpose of evacuation drills is to prepare residents for an organized evacuation in case of fire or other emergency. At EMU, evacuation drills are used as a way to educate and train occupants on fire safety and severe weather issues specific to their building. EMU Housing & Residence Life conducts numerous unannounced fire drills each year for the purpose of assessing occupant response.

During the drill, residents practice procedures and familiarize themselves with the location of exits and the sound of fire alarms. In addition to educating the residents of the building about evacuation procedures during the drill, the process also provides the University an opportunity to test the operation of fire alarm system components.

Each exercise is documented and includes a description of the exercise, the date and time of the exercise, and whether it was announced or unannounced. After-action reports are available by contacting the EMU Emergency Management Office at 734.487.0799 or email at: dps.questions@emich.edu.

Missing Student Notification

Reports of missing students who live on campus should be made immediately to the EMU Police Department. To make a report with a police officer, the 24-hour contact telephone number for the Police Department is 734.487.1222. All students living in an on-campus housing facility have the option annually to register a confidential contact person to be notified in case the student is determined to be missing. Only authorized campus officials and law enforcement officers in furtherance of a missing person investigation may have access to this information and may not be disclosed outside a missing person investigation.
Local law enforcement will be notified within 24 hours of the determination that the student is missing, unless the local law enforcement agency was the entity that made the determination that the student is missing, even if they have not registered a contact person, is above the age of 18, or is an emancipated minor. In the event a student under 18 years of age and not emancipated, EMU must notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student.

Official missing student reports must be referred immediately to the EMU Police Department. EMU Police will immediately initiate investigations of reports about missing students. There is no 24-hour waiting period required before filing reports about missing students.

When a student who resides in an on-campus student housing facility is determined to have been missing for 24 hours, the EMU Police will, if the student has a designated contact person, notify that contact person within 24 hours. If the student is under 18 years of age and is not emancipated, EMU Police will notify the student’s custodial parent or guardian and any other designated contact person within 24 hours. Regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated minor, EMU will inform local law enforcement having jurisdiction that the student is missing within 24 hours.

Kresge Center and Parsons Center Guests
Reports of a missing student from these locations should be made immediately with the Lapeer County Sheriff Department at 810.664.1801 (Kresge Center) or the Benzie County Sheriff Department at 231.882.4484 (Parsons Center).

Clery Act Geography (Location) Definitions

On-Campus
Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and any building or property within the same reasonably contiguous geographic area of the institution that is owned by the institution but controlled by another person, is frequently used by students and supporters for institutional purposes (such as food or other retail vendor).

Non-campus Building or Property
Any building or property owned or controlled by a student organization officially recognized by the institution; or any building or property (other than a branch campus) owned or controlled by an institution that is used in direct support of or relation to the institution’s educational purposes, is frequently used by students and is not within the same reasonably contiguous geographic area of the institution.

Public Property
All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.
Separate Campus
In broad terms, the Clery Act defines separate locations as other institution-owned or controlled locations that may include satellite, extension or similar types of non-contiguous sites that have an organized program of study and administrative personnel on-site.

Based on this definition, Eastern Michigan University does not have any separate campus locations.

Crime Statistics Summary Report

EMU is required under the Clery Act to provide the following Crime Statistics Summary Report related to its campus and other locations by calendar year. The EMU Crime Statistic Summary Report is sent annually to the U.S. Department of Education and can be viewed on the Office of Postsecondary Education-Department of Education’s website at: https://ope.ed.gov/campussafety/#/.

At the site, click “Get Data for One School” and search using “Eastern Michigan University.”
Definitions of Reportable Crimes

**Aggravated Assault:** is an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could, and probably would, result in serious personal injury if the crime were successfully completed.)

**Arson:** is any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

**Burglary:** is the unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

**Dating Violence:** The term ‘‘dating violence’’ means violence committed by a person:

1. who is or has been in a social relationship of a romantic or intimate nature with the victim and;

2. the existence of such a relationship shall be based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition—

(i) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

(ii) Dating violence does not include acts covered under the definition of domestic violence.

For the purposes of complying with the requirements of this section and section 668.41 Code of Federal Regulations, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

**Domestic Violence:** The term ‘‘domestic violence’’ means:

1. Felony or misdemeanor crimes of violence committed—
   (i) By a current or former spouse or intimate partner of the victim;
   (ii) By a person with whom the victim shares a child in common;
   (iii) By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;
   (iv) 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; or
   (v) 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.
2. For the purposes of complying with the requirements of this section and section 668.41 Code of Federal Regulations, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

**Drug Law Violation:** is defined as the violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. This includes arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs.

**Hate Crime:** is a criminal offense committed against a person or property which is motivated, in whole or in part, by the offender’s bias against a race, religion, disability, sexual orientation, ethnicity/national Origin or gender identity.

- **Race.** A preformed negative attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair; facial features, etc.) genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind (e.g., Asians, blacks, whites).

- **Gender Bias.** A performed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender. e.g., male or female.

- **Gender Identity Bias.** A performed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity. e.g., bias against transgender or gender non-conforming individuals.

- **Religion.** A performed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).

- **Sexual Orientation.** A performed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex (e.g., gays, lesbians, heterosexuals).

- **Ethnicity.** A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term “race” in that “race” refers to a grouping based mostly upon biological criteria, while “ethnicity” also encompasses additional cultural factors.

- **National Origin.** A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.
Disability. A performed negative opinion or attitude toward a group of persons based on their physical or mental impairments/challenges, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

Hierarchy Rule: A requirement in the FBI’s Uniform Crime Reporting (UCR) program that, for purposes of reporting crimes in that system, when more than one criminal offense was committed during a single incident, only the most serious offense be counted.

Illegal Weapons Possession: is defined as the violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature. Include in this classification: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; using, manufacturing, etc., of silencers; furnishing deadly weapons to minors; aliens possessing deadly weapons; and attempts to commit any of the above.

Intimidation: is to willfully place another person in reasonable fear of bodily harm through the use of threatening works and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Larceny-theft: is the unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

Liquor Law Violations: are defined as the violations of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness. Included in this classification is the furnishing, possessing, etc., of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating still; furnishing liquor to a minor or intemperate person; underage possession; using liquor to a minor or intemperate person; underage possession; using a vehicle for illegal transportation of liquor; drinking on train or public conveyance; and attempts to commit any of the above.

Motor Vehicle Theft: is the theft or attempted theft of a motor vehicle.

Murder and Non-Negligent Manslaughter: is defined as the willful (non-negligent) killing of one human being by another.

Manslaughter by Negligence: is defined as the killing of another person through gross negligence.

Robbery: is the taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Sexual Assault: “Sexual assault” means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting system. A sex offense is any act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.
- **Rape** is defined as 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** is defined as the touching of the private parts of another person for the purposes 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** is defined as non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

- **Statutory Rape** is defined as non-forcible sexual intercourse with a person who is under the statutory age of consent.

In Michigan the legal term used for sexual assault or rape is Criminal Sexual Conduct (CSC). The following information provides definitions of CSC.

- **Penetration** includes vaginal, anal or oral intercourse or putting a finger or other object into another person’s anal or genital opening. Emission of semen is not required.

- **Sexual Contact** is defined as the intentional touching of the victim’s or actor’s intimate parts or the clothing covering those intimate parts for the purpose of sexual arousal or gratification, done for a sexual purpose or in a sexual manner, or done in a sexual manner for revenge or to inflict humiliation or out of anger.

- **Mentally incapable** means a mental disease or defect makes the victim incapable of understanding the nature of his/her conduct.

- **Mentally incapacitated** means the victim is temporarily incapable of appraising or controlling his/her conduct due to the influence of a narcotic, anesthetic or other substance administered without consent or due to any other act committed upon the victim without consent.

- **Physically helpless** means the victim is unconscious, asleep, or for any other reason physically unable to communicate unwillingness to act.

A link to the current Michigan legal definitions relating to CSC may be found in the [Michigan Penal Code](https://www.michigan.gov/michiganpenalcode).

**Simple Assault**: is an unlawful physical attack by one person upon another where neither the offender displays a weapon, nor 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.
**Stalking:** The term “stalking” means:

1. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
   (i) Fear for the person’s safety or the safety of others; or
   (ii) Suffer substantial emotional distress.
   (iii) For the purposes of this definition “Course of Conduct” means two or more acts, including, but not limited to, acts 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, or interferes with a person’s property.
   (iv) “Substantial Emotional Distress” means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
   (v) “Reasonable Persons” means a reasonable person under similar circumstances and with similar identities to the victim.

2. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

In Michigan “Stalking” means a willful course of conduct involving repeated or continuing harassment of another individual that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested and that actually causes the victim to feel terrorized, frightened, intimidated, threatened, harassed, or molested.

**Vandalism:** is to willfully or maliciously destroy, injure, disfigure, or deface any public or private property, real or personal, without the consent of the owner or person having custody or control by cutting, tearing, breaking, marking, painting, drawing, covering with filth, or any other such means as may be specified by local law. Attempts are included.
### Eastern Michigan University Main Campus
#### 2016 - 2018 Crime Statistical Summary
**(Calendar year)**

<table>
<thead>
<tr>
<th>Crime</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non-negligent Manslaughter</td>
<td></td>
<td></td>
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</tr>
<tr>
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<td>*Residence Halls/Apartments</td>
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</tr>
<tr>
<td>Non-campus</td>
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</tr>
<tr>
<td>Public property</td>
<td>0</td>
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<td>0</td>
</tr>
<tr>
<td><strong>Negligent Manslaughter</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On campus</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>*Residence Halls/Apartments</td>
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</tr>
<tr>
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<td>0</td>
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</tr>
<tr>
<td><strong>Sex Offense: Rape</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On campus</td>
<td>13</td>
<td>9</td>
<td>12</td>
</tr>
<tr>
<td>*Residence Halls/Apartments</td>
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</tr>
<tr>
<td><strong>Sex Offense: Fondling</strong></td>
<td></td>
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<td></td>
</tr>
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<td>On campus</td>
<td>3</td>
<td>9</td>
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<tr>
<td>*Residence Halls/Apartments</td>
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<tr>
<td>Public property</td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Sex Offense: Incest</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>On campus</td>
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<td>0</td>
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</tr>
<tr>
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<tr>
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</tr>
<tr>
<td>Public property</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

*Residence Halls/Apartments numbers are a subset of on campus numbers.

**NOTE:** The 2016 Edition of “The Handbook for Campus Safety and Security Reporting” states that property within one mile of the main campus can be incorporated as part of the main campus. Thus all data starting with year 2016 for the College of Business is now included in the main campus statistics.
Eastern Michigan University Main Campus
2016 - 2018 Crime Statistical Summary Continued
(Calendar year)

<table>
<thead>
<tr>
<th>CRIME</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sex Offense: Statutory Rape</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On campus</td>
<td>0</td>
<td>1</td>
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</tr>
<tr>
<td>*Residence Halls/Apartments</td>
<td>0</td>
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<td>0</td>
</tr>
<tr>
<td>Non-campus</td>
<td>0</td>
<td>0</td>
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</tr>
<tr>
<td>Public property</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Robbery</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>On campus</td>
<td>3</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>*Residence Halls/Apartments</td>
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<td>0</td>
</tr>
<tr>
<td>Non-campus</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Public property</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Aggravated Assault</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On campus</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>*Residence Halls/Apartments</td>
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<td>0</td>
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<tr>
<td>Non-campus</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Public property</td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Burglary</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On campus</td>
<td>4</td>
<td>24**</td>
<td>21</td>
</tr>
<tr>
<td>*Residence Halls/Apartments</td>
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<tr>
<td>Public property</td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Motor Vehicle Theft</strong></td>
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<td>On campus</td>
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<td>3</td>
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<tr>
<td>*Residence Halls/Apartments</td>
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</tr>
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<td>Non-campus</td>
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<tr>
<td>Public property</td>
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<td>1</td>
<td>0</td>
</tr>
<tr>
<td><strong>Arson</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>On campus</td>
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<td>2</td>
<td>4</td>
</tr>
<tr>
<td>*Residence Halls/Apartments</td>
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</tr>
<tr>
<td>Non-campus</td>
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<td>0</td>
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</tr>
<tr>
<td>Public property</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

*Residence Halls/Apartments numbers are a subset of on campus numbers.

** 18 of the reported on campus burglaries occurred at the same lobby shop location of the Student Center and were unreported over a period of 5 months and discovered through video review.
### Eastern Michigan University Main Campus
2016 - 2018 Crime Statistical Summary Continued
(Calendar year)

#### CRIME

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dating Violence</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>On campus</td>
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<td>7</td>
</tr>
<tr>
<td>*Residence Halls/Apartments</td>
<td>5</td>
<td>10</td>
<td>4</td>
</tr>
<tr>
<td>Non-campus</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Public property</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On campus</td>
<td>5</td>
<td>8</td>
<td>6</td>
</tr>
<tr>
<td>*Residence Halls/Apartments</td>
<td>3</td>
<td>7</td>
<td>5</td>
</tr>
<tr>
<td>Non-campus</td>
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</tr>
<tr>
<td>Public property</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Stalking</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On campus</td>
<td>6</td>
<td>14</td>
<td>9</td>
</tr>
<tr>
<td>*Residence Halls/Apartments</td>
<td>3</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Non-campus</td>
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</tr>
<tr>
<td>Public property</td>
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#### ARRESTS

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Illegal Weapons Possession</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On campus</td>
<td>2</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>*Residence Halls/Apartments</td>
<td>2</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Non-campus</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Public property</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Drug Law Violations</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On campus</td>
<td>14</td>
<td>18</td>
<td>15</td>
</tr>
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<td>*Residence Halls/Apartments</td>
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<td>Non-campus</td>
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<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Public property</td>
<td>24</td>
<td>20</td>
<td>6</td>
</tr>
<tr>
<td>Liquor Law Violations</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>On campus</td>
<td>5</td>
<td>8</td>
<td>1</td>
</tr>
<tr>
<td>*Residence Halls/Apartments</td>
<td>3</td>
<td>6</td>
<td>0</td>
</tr>
<tr>
<td>Non-campus</td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Public property</td>
<td>7</td>
<td>2</td>
<td>1</td>
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</tbody>
</table>

*Residence Halls/Apartments numbers are a subset of on campus numbers.

#### HATE CRIMES

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2016: No hate crimes</td>
<td>2016: 2 unfounded crimes</td>
</tr>
<tr>
<td>2017: No hate crimes</td>
<td>2017: 1 unfounded crimes</td>
</tr>
<tr>
<td>2018: No hate crimes</td>
<td>2018: 7 unfounded crimes</td>
</tr>
</tbody>
</table>

26
Eastern Michigan University  
Judicial Referrals for Drug, Alcohol and Weapons Violations

The following is a summary of judicial referrals for drug, alcohol and weapons violations committed by students for the last three years. These totals represent incidents adjudicated either by the Office of Housing and Residence Life or by the Office of Wellness and Community Responsibility.

<table>
<thead>
<tr>
<th>JUDICIAL REFERRAL</th>
<th>2016</th>
<th>2017</th>
<th>2018**</th>
</tr>
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<tbody>
<tr>
<td><strong>Illegal Weapons Possession</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On campus</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>*Residence Halls/Apartments</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Non-campus</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Public property</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Drug Law Violations</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On campus</td>
<td>60</td>
<td>82</td>
<td>60</td>
</tr>
<tr>
<td>*Residence Halls/Apartments</td>
<td>50</td>
<td>69</td>
<td>46</td>
</tr>
<tr>
<td>Non-campus</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Public property</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Liquor Law Violations</strong></td>
<td></td>
<td></td>
<td>S<strong>ee Note</strong></td>
</tr>
<tr>
<td>On campus</td>
<td>97</td>
<td>79</td>
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</tr>
<tr>
<td>*Residence Halls/Apartments</td>
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<td>75</td>
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<tr>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Public property</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

* Residence Halls/Apartments numbers are a subset of on campus numbers.

** Michigan’s minor is possession or MIP law changed January 1, 2018. The first MIP offense is now a civil infraction, instead of a misdemeanor.

Unfounded Judicial Referrals
2016: No unfounded judicial referrals
2017: No unfounded judicial referrals
2018: No unfounded judicial referrals
Extended Programs & Educational Outreach
Non-Campus Locations

The Eastern Michigan University Police Department includes statistics and other information for its non-campus buildings and properties to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. Eastern Michigan University police request crime statistics from local law enforcement agencies for the jurisdictions where the facilities are located.

EMU Kresge Educational Center
2816 Fish Lake
Lapeer, MI 48446
810.667.2350

<table>
<thead>
<tr>
<th>CRIME</th>
<th>2016*</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non-negligent Manslaughter</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Negligent Manslaughter</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offense: Rape</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offense: Fondling</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offense: Incest</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offense: Statutory Rape</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Burglary</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Arson</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Dating Violence</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Stalking</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

*2016 - No response from law enforcement agency.

<table>
<thead>
<tr>
<th>HATE CRIMES</th>
<th>UNFOUNDED CRIMES</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016: No response from agency</td>
<td>2016: No response from agency</td>
</tr>
<tr>
<td>2017: No hate crimes reported</td>
<td>2017: No unfounded crimes</td>
</tr>
<tr>
<td>2018: No hate crimes reported</td>
<td>2018: No unfounded crimes</td>
</tr>
</tbody>
</table>
The Jean Noble Parsons Center for the Study of Art and Science is an interdisciplinary educational center and natural area located in rural Benzie County, Michigan. The Center sits on 86 acres, consisting of mostly natural woodland and marsh, with Parsons Lake in the center of the property. The Center is the legacy of the late Jean Parsons, renowned sculptor and potter, and is run jointly by the Departments of Art, Biology and Psychology at Eastern Michigan University. EMU began using this facility in 2010.

### EMU Parson’s Center Crime Statistical Summary Report

<table>
<thead>
<tr>
<th>CRIME</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non-negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Negligent Manslaughter</td>
<td>0</td>
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</tr>
<tr>
<td>Sex Offense: Rape</td>
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<td>0</td>
</tr>
<tr>
<td>Sex Offense: Fondling</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offense: Incest</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offense: Statutory Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Burglary</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Arson</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Dating Violence</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Stalking</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

### HATE CRIMES

- 2016: No hate crimes reported
- 2017: No hate crimes reported
- 2018: No hate crimes reported

### UNFOUNDED CRIMES

- 2016: No unfounded crimes
- 2017: No unfounded crimes
- 2018: No unfounded crimes
Non-Campus Accessibility and Security

The Parsons Center and the Kresge Center are operated for specific classes or group rentals. The use of the buildings is controlled based on the class and its needs for the facilities that have been rented. Access to buildings will be limited to the terms of the class and will otherwise be secured. Issues of safety concerns can be brought to the attention of identified contacts at each respective location.

Main Campus Accessibility and Security

Eastern Michigan University is a pedestrian-oriented campus. Most university buildings are open to members of the campus community during normal business hours, Monday through Friday, 8 a.m. to 5 p.m. Classrooms are usually open until 10 p.m. On weekends and holidays, buildings are only open for a limited number of hours. Residence hall doors are locked 24/7 and between 7 a.m. – 7 p.m. any faculty, staff or student can use their ID to gain access. After 7 p.m. only residents and restricted staff/faculty can gain access with their ID. Individual student rooms in the residence halls and the university apartments are equipped with key locks. Two of the three apartment complexes have resident doors that open directly to the outside.

Eastern Michigan University maintains a strong commitment to the safety and security of its campus. The campus is designed to promote safety and reduce criminal opportunity. Every effort is made to ensure that campus buildings, facilities and grounds are well maintained and safe. By maintaining adequate exterior lighting in parking lots and on pedestrian walkways, the University strives to enhance the safety of its campus.

Campus safety is greatly heightened by the Physical Plant, which regularly surveys facilities and submits recommendations concerning security deficiencies such as defective door locks, open windows and lighting malfunctions. The EMU police officers typically report malfunctioning doors, lights, etc. and members of the EMU community are encouraged to report any malfunctioning equipment to the Physical Plant. The campus is actively patrolled by EMU police officers, who are assigned to specific buildings, including university housing patrols, to regularly check their security. Members of the campus community are encouraged to report any deficiencies in lighting to the Police Department. The EMU Police Department regularly patrols campus at later hours of the day, providing added security to campus during the hours most crimes occur. Eastern Michigan University supplements police patrols with a private contracted security firm for added patrols in the residence halls and other University buildings.
Michigan Sex Offender Registry

Federal and state laws require those individuals convicted of sex related offenses to register with the appropriate law enforcement agency. If the individual is not a permanent resident of Michigan, he/she shall report his or her status within 10 days in-person to the EMU Police Department, if any of the following occur:

1. The individual is or becomes an employee, contractual provider, employee of a contractual provider or volunteer with the University and his/her position will require that he/she be present on the campus for 14 or more consecutive days or 30 or more total days in a calendar year.
2. The status described above is discontinued.
3. The individual is or enrolls as a student with the University or the individual discontinues that enrollment.

The Sex Offenders Registration Act directs the Michigan State Police to develop and maintain a public registry and provides guidelines on the type of offender information available to the public. The registration requirements of the Sex Offenders Registration Act are intended to provide the people of this state with an appropriate, comprehensive and effective means to monitor those persons who pose such a potential danger. The State of Michigan Public Sex Offender Registry can be found at Michigan Public Sex Offender Registry.

Crime Stoppers – Anonymous Tip Line

The Eastern Michigan University Police Department participates with the Crime Stoppers of Michigan anonymous tip line. Crime Stoppers is a nonprofit, all-volunteer organization that works with area police departments using a telephone tip line. Crime Stoppers offers rewards of up to $1,000 for information that results in arrests and/or convictions of criminals. Currently, 30 area police departments use Crime Stoppers.

When a phone tip is received, the civilian operator fills out a form that includes all of the pertinent information about the crime. The caller is then assigned a secret identification number and asked to call back in 48 hours. The information is then faxed immediately to the law enforcement coordinator who has jurisdiction on the crime. If you have information about a crime and would like to anonymously leave a tip, call 1.800.SPEAKUP or their website: Crime Stoppers.

Crime Prevention and Security Awareness Programs

The EMU Police Department crime-prevention specialists offer strategies to help the campus community stay safe and prevent crime. Police officers also provide security awareness and crime prevention presentations during orientations for both new students and employees. As part of the security awareness programs, students and employees are encouraged to be responsible for their own security and the security of others.

Since 1987, the EMU Police Department has assigned a community relations officer dedicated to educating the campus community about crime prevention and awareness. The community relations officer presents seminars that are held at various main campus locations throughout the year and are free to the entire campus community.
The seminars cover a variety of topics, including: A.L.I.C.E. (Alert, Lockdown, Inform, Counter, and Evacuate), Alcohol and Drug Awareness, Bicycle Registration Program, Campus and Personal Safety, Commuter Travel Safety Program, Date Rape and Sexual Assault, Domestic Violence, Facility Security Survey, Mock Drunk Driving Program, Operation Identification, Operation U.V.I.D. (Ultraviolet Identification), R.A.D. (Rape Aggression Defense System), Stalking, and Theft Protection. If you would like to know more about crime prevention seminars, contact the community relations officer at 734.487.0987 or the EMU Police Department at 734.487.1222.

**A.L.I.C.E. Training**
The Eastern Michigan University Department of Public Safety is committed to keeping the campus community as safe as possible from all hazard situations, including those caused by an active shooter. As part of this effort, the Department is incorporating A.L.I.C.E. principles into its Active Shooter training program. A.L.I.C.E. is an acronym for Alert, Lockdown, Inform, Counter, and Evacuate.

The A.L.I.C.E. training course is designed to teach proactive strategies that individuals can apply in active shooter situations. The ultimate goal through the ALICE program is to help save lives by training students, faculty and staff with skills that will bridge the gap between the time a violent event begins and law enforcement arrives.

Analysis of past active shooter events show that no two events are exactly alike. Consequently it is impossible to provide definitive guidelines for every situation where a response to an active shooter is necessary. The A.L.I.C.E. program supplements the University’s current active shooter training with a common sense focus on selecting options appropriate to the situation. It is not a prescriptive “must do” approach, rather it provides information on what individuals can do. The main objective of the program is to provide the students and staff with options to increase their chance of staying safe during an active shooter incident on campus.

**Alcohol and Drug Awareness Program**
Alcohol and Drug Awareness is a program designed to educate the EMU community about laws, definitions and elements of what actions and behaviors constitute violations with alcohol and drug usages. Preventative measures are a point of focus, as it pertains to alcohol & drug awareness including a discussion of criminal penalties when violations occur.

**Bicycle Registration Program**
Bicycle Registration Program is a program which operates through the Bike Guard Company. There is no cost associated with this program and is available to all students, faculty, and staff. The Community Relations Officer and Area Police Officers will assist with registering bicycles on campus. A Q.R. code tag will be affixed to the bicycle and then maintained in a data base by the EMU Police Dept. The bicycle registration primary goal is to deter thefts and return stolen or lost bicycles to owners.

**Campus and Personal Safety Program**
Campus and Personal Safety is a program offered to students, staff and university organizations focusing on personal safety using very basic (physical and non-physical) tactics to ensure personal safety and self-awareness. Various campus safety resources are promoted in this session as they pertain to personal safety, i.e., SEEUS, RAD, R.A.V.E., etc. Preventative measures are a point of focus discussing awareness of one’s immediate surroundings.
Commuter Travel Safety Program
Commuter Travel Safety is a program offered to students, staff and university organizations traveling abroad and throughout the U.S. Various crime trends are discussed and safety awareness tips and suggestions are provided.

Date Rape and Sexual Assault Program
Date Rape and Sexual Assault is a program designed to educate the EMU community about laws, definitions and elements of what actions and behaviors constitute date rape and sexual assault. Preventative and personal awareness measures are a point of focus, as it pertains to date rape and physically aggressive sexual unsolicited behaviors. Points of discussion include criminal penalties when violations occur.

Domestic Violence Program
Domestic Violence is a program designed to educate the EMU community about laws, definitions and elements of what actions and behaviors constitute domestic violence. Preventative measures are a point of focus, as it pertains to physically abusive & verbally abusive relationships, including a discussion of criminal penalties when violations occur.

Facility Security Survey
Facility Security Survey is a meeting scheduled with facility administrators to discuss facility safety initiatives, personal safety concerns expressed by staff, students or law enforcement. The Community Relations Officer makes recommendations, resolutions to safety concerns and discusses options to improve safety when reported or observed.

Mock Drunk Driving Program
Mock Drunk Driving is a program designed to educate the EMU community about laws, definitions and elements of what actions and behaviors constitute drunk driving law violations. Various drunk driving scenarios’ are discussed as well as the effects of alcohol consumption, responsibility, accountability and behavior by the consumer. Preventative measures and individual responsibility and awareness of alcohol consumption are a major point of focus, including discussions of criminal penalties when violations occur.

Operation Identification
Operation Identification is an anti-theft program. Its primary goals are to deter thefts and to help police recover stolen property and identify its owner. Electronic engravers are available on the main campus for use by contacting the crime prevention division for an appointment at 734.487.0987. When engraving your property, make sure you engrave a personal code using numbers and/or letters so that if it is stolen, police will have the means to identify it. You should keep detailed descriptions of your property for reference.

Operation U.V.I.D.
Text book marking is done by using a transparent ink and making personal identifying marks inside the book. The only time these marks are visible is when the book is placed under an ultraviolet light. Police will have the means to identify the book in most instances if any unauthorized subject attempts to sell the book back or if the owner is attempting to retrieve their property. Contact the crime prevention division at 734.487.0987 for an appointment.
Rape Aggression Defense System (RAD System)
The Rape Aggression Defense System is a program of realistic, self-defense tactics and techniques for women and men that starts with awareness, prevention, risk reduction, avoidance and progresses to basic hands-on defense training. The EMU Police Department offers courses taught by certified RAD instructors. A workbook/reference manual is available. For more information Contact the crime prevention division at 734.487.0987, or the website: RAD System.

Stalking Program
Stalking is a program designed to educate the EMU community about stalking laws and the elements of stalking which can possibly lead to criminal violations and criminal actions.

Special Victim’s Unit
The Eastern Michigan University Police Department has a Special Victims Unit, currently comprised of an Investigative Lieutenant, a Sergeant and three officers. After a brief initial interview by the responding officer, the sexual assault or domestic violence survivor will be given the opportunity to speak, in depth, with an SVU investigator. These special investigators have been trained to be sensitive to the needs of the survivor. We are aware that the survivor has endured emotional and physical trauma, which may be expressed differently. We are dedicated to listening, without judgement or criticism. We start by believing.

The survivor will be supplied with an information packet about advocacy agencies, which we will thoroughly explain. Among these supportive agencies are EMU Counseling and Psychological Services (CAPS) and SAFE House. Counseling and Psychological Services is free to enrolled EMU students.

Members of the SVU guide the survivor through the often daunting court process as well. The process can be confusing to a person who has not experienced it, and we will support the survivor throughout. We are there to answer questions and concerns, and even offer a ride to court to the survivor who does not have transportation.

Theft Protection Program
Theft Protection is a program design to educate the EMU community on ways to prevent theft and becoming a victim. Preventative measures are a point of focus, as it pertains to theft of personal property and ID theft.

Area Police Officer Program
The Area Police Officer Program (APO) was developed in 1992 and campus safety has been greatly enhanced by this program. The APO program allows students an opportunity to know and trust the officers assigned to their area. Presently there are two area police officer substations. APO offices are located in the lobby areas of Downing and Walton/Putnam residence halls.
**Bicycle Patrol Program**
The EMU bicycle patrol program began in the summer of 1995. Presently, nine officers are dedicated to this program. These officers complete a 32-hour mountain bike certification training program, which includes riding techniques, bicycle maintenance and tactical procedures. In addition to performing the regular duties of a police officer, the bike patrol officers patrol the inner campus and provide high visibility for the safety of the university community.

**Motor Unit**
The EMU Motor Unit program began in the spring of 2014. Presently, one officer is dedicated to the program with plans to expand as training and funding allows. Officers are required to complete an 80 hour motor officer certification training program through Harley Davidson and Northwest Traffic Institute. The course includes riding techniques, motorcycle maintenance and operational/tactical considerations involving the motor unit. In addition to performing the regular duties of a police officer, motor officers are made available for special details in the community as well as on campus. This allows the officer to make more positive public contacts with members of the public and campus to promote the efforts of the Eastern Michigan University Police Department in making the campus community as safe as possible. The motor unit allows the officer to patrol and respond to areas of campus that a typical patrol vehicle may not be able to access and provide high visibility for the safety of the university community.

**Crime Prevention through Environmental Design**
A less obvious safety program is crime prevention through environmental design, which focuses on activities and people in such a way as to maximize visibility, which enhances the aesthetic qualities of the campus and increases its safety. The installation of lighting and the clearing of shrubbery along walkways have helped to make the campus a much safer environment for pedestrians. If you notice areas which need attention or lights that are not working please report it to EMU Police Department at 734.487.1222.
SEEUS (Student Eyes and Ears for University Safety)

SEEUS (Student Eyes and Ears for University Safety) is designed to enhance your safety and peace of mind while you walk on the main campus and the College of Business after dark. SEEUS service is not available at other locations. The primary purpose of SEEUS is to provide escorts to persons who do not feel secure walking on campus alone. SEEUS also provides additional eyes and ears for the Police Department by observing the campus environment as they provide escorts.

Escorts provided by SEEUS are primarily walking escorts, although some mobile escorts are available on the main campus from the Green Lot and North lot to residence halls. Mobile escorts are not intended as an optional form of transportation, and the Police Department may deny the request when two or more individuals are going to the same destination. Escorts will be provided for on-campus origins and destinations.

The SEEUS walking escort service is in operation daily for the fall and winter semesters, 5 p.m. to 1 a.m., and Monday through Friday of the Spring/Summer semesters, 5 p.m. to 11 p.m. SEEUS personnel are assigned to the primary pedestrian walkway areas and are available for escorts. SEEUS mobile escorts are available Sunday through Thursday, 10 p.m. to 3 a.m., for escorts from the Green Lot and the North Lot to the residence halls. For an escort on main campus, call 734.487.3387 (48-SEEUS) during operation hours.

Citizen’s Complaint

Citizens who wish to file a complaint against the Department of Public Safety or an officer may obtain a complaint form from the Department of Public Safety office. All complaints are investigated thoroughly and appropriate disciplinary action is taken when warranted.

Residence Hall Safety

Although the residence halls and University Apartments are generally very safe environments, they are not without crime. The majority of crimes in university housing involve the theft of personal property. Surprisingly, few of these thefts involve forced entry, and most offenses fall into the category of “crimes of opportunity.” Effective security and protection of people and property are the primary responsibilities of all members of the campus community. Therefore, we encourage students to be security conscious at all times.
Here are some useful safety tips that may keep you from falling victim to crime both on and off campus:

- Do not prop open locked residence hall or apartment complex doors.
- Lock your door when sleeping or showering.
- Lock your room when leaving a roommate asleep inside.
- Lock your door when you leave, regardless of the length of time you plan to be gone.
- Be mindful of tailgating. Tailgating is following or walking closely behind a resident/person into a secured or locked facility without permission and without being identified. These incidents should be reported to resident staff and DPS.
- Keep small items of value, such as wallets, money and jewelry, out of plain view.
- Engrave all valuable items with a personal identifying code (your own lettering/numbering system). Keep a record and photograph of all valuables noting descriptions and serial numbers. Engravers are available through the Crime Prevention and APO Offices.
- Mark all clothing with a laundry pencil or permanent markers, in a place other than the label.
- Do not leave notes on your door announcing that no one is home.
- Do not place decals on your door announcing your name or phone number.
- Do not take in overnight guests whom you do not know.
- Do not allow door-to-door salespeople to enter your room. University ordinances prohibit soliciting and the alleged salesperson may be “casing” your room for later theft.
- Request identification and authorization from maintenance staff requesting to remove furniture or to make repairs in your room.
- Never lend your room key, Eagle I.D. card to anyone, and never have your room keys duplicated.
- Report all thefts immediately to university police at 734.487.1222.
- Report to the residence hall or apartment staff all doors, locks and windows that are in need of repair.
- Be suspicious of unknown persons loitering or checking doors in your hall. Note their descriptions and call the University Police immediately.
- Do not invite people you “meet” on the Internet to your room or to stay overnight in your room.

To find out more about the university residence halls and apartments, refer to the “Guide to Campus Living” available on the EMU Web site at: Guide to Campus Living.

When requested, EMU Police Department would work with all area law enforcement agencies to address any criminal activity students may engage in when residing at off campus locations of student organizations officially recognized by Eastern Michigan University, including those student organizations with off-campus housing.
Alcohol and Other Drug Abuse Prevention Policy and Programs

University Alcohol and Other Drug Policy
The University is committed to promoting and maintaining a learning, living, and work environment that is free from illegal alcohol and drug use and abuse, in accordance with all federal, state, and local laws. Students and employees are prohibited from reporting to work or working under the influence of alcohol, illegal drugs or prescribed drugs that impair their employee's ability to complete their position duties.

Employees may not consume or possess (except as part of an approved educational course or research activity), distribute, or be under the influence of alcoholic beverages on University property or while on University business (except at University functions at which use of alcohol is approved). Employees, students, and campus visitors aged twenty-one (21) years or older, consuming alcohol at University functions or while on University business, where such use is approved, are expected to do so responsibly.

Students and campus visitors who have attained the legal drinking age of twenty-one (21) years of age may possess and consume alcoholic beverages only at approved university functions or in residence hall rooms of students who have attained the legal drinking age. Those under twenty-one (21) years of age are not permitted to consume or possess alcoholic beverages at any time, except as part of an approved educational course or research activity and in strict accordance with the Michigan Liquor Control Code.

Students, employees and visitors are prohibited from dispensing, selling or supplying alcoholic beverages to a person under the legal drinking age as defined by Michigan law.

Students, employees, and visitors are prohibited from possessing, consuming, manufacturing, selling, supplying, or being under the influence of illegal drugs or engaging in improper self-medication while on University property or University business. EMU is subject to the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act amendment of 1989, which prohibit controlled substances on campus. Federal law classifies marijuana as an illegal controlled substance and, therefore, all uses of marijuana are a violation of federal law. Employees and students who violate this policy are subject to disciplinary proceedings by the University up to and including termination, or expulsion, and may also face prosecution and punishment under federal, state, and local laws.

Employees and students are encouraged to voluntarily avail themselves of treatment for a substance use disorder. The information related to individuals seeking treatment will remain confidential as stipulated and protected by federal and state laws. Voluntary disclosure and seeking treatment will not be a violation of the Alcohol and Other Drug policy.
Health Risks of Alcohol and Other Drugs

Alcohol
The impact of alcohol may vary from person to person, depending on a number of factors, such as:
- How much alcohol you consume
- How often you consume alcohol
- Your age
- Your health status
- Your family history

Side effects of even slight increases in blood alcohol concentration (BAC) can include:
- Reduced inhibitions
- Slurred speech
- Motor impairment
- Confusion
- Memory problems
- Concentration problems
- Coma
- Breathing problems
- Death

Additional risks related to alcohol include:
- Motor vehicle and other accidents
- Risky behaviors
- Violent behavior
- Suicide
- Alcohol Use Disorder (addiction)

For additional information regarding alcohol, please refer to the National Institute on Alcohol Abuse and Alcoholism.

Prescription Stimulants (Amphetamines, Methylphenidate)
Short-term side effects can include:
- Increased alertness and energy
- Increased blood pressure and heart rate
- Narrowed blood vessels
- Opened breathing passages
- Increase in body temperature
- Seizure

Long-term side effect can include:
- Heart problems
- Psychosis
- Anger
- Paranoia
- Sleep Disorders
- Substance Use Disorder (addiction)
These drugs mask the depressant action of alcohol, increasing risk of alcohol overdose. For additional information regarding prescription stimulants, please refer to the National Institute on Drug Abuse.

**Cannabis**

Short-term side effects can include:
- Enhanced sensory perception and euphoria followed by drowsiness
- Slowed reaction time
- Problems with balance and coordination
- Increased heart rate
- Increased appetite
- Problems with learning and memory
- Anxiety

Long-term side effects can include:
- Increased mental health disorders
- Chronic respiratory problems
- Substance Use Disorder (addiction)

When used in conjunction with alcohol, users may experience increased heart rate, increased blood pressure and further slowing of mental processing and reaction time.

For additional information regarding cannabis, please refer to the National Institute on Drug Abuse.

**Prescription Opioids (Codeine, Fentanyl, Hydrocodone, Hydromorphone, Meperidine, Methadone, Morphine, Oxycodone, Oxymorphone)**

Short-term side effects can include:
- Drowsiness
- Nausea
- Constipation
- Euphoria
- Slowed breathing
- Death
- Euphoria
- Dry mouth
- Itching
- Nausea
- Vomiting
- Slowed breathing and heart rate

Long-term side effects can include:
- High risk of Substance Use Disorder (addiction)
- Increased tolerance
- Death
- Collapsed veins
- Abscesses
• Heart infection
• Constipation and stomach cramps
• Liver disease
• Kidney disease
• Pneumonia
• Death

When used in conjunction with alcohol, users may experience dangerously slowed heart rate and breathing, leading to coma or death. For more information regarding prescription heroin, please refer to the National Institute on Drug Abuse.

**Central Nervous System (Barbiturates, Benzodiazepines, and sleep medications)**

Short-term side effects can include:

• Drowsiness
• Slurred speech
• Poor concentration
• Dizziness
• Problems with movement and memory
• Lowered blood pressure
• Slowed breathing

Long-term side effects can include

• Increased tolerance
• Death
• Substance Use Disorder (addiction)

When used in conjunction with alcohol, a reduction in heart rate and breathing can occur, leading to death.

For additional information regarding Central Nervous System Depressants, please refer to the National Institute on Drug Abuse.

For information regarding additional drugs, or for more information regarding the drugs listed above, please refer to the following resources:

- [National Institute on Drug Abuse](https://www.drugabuse.gov)
- [Centers for Disease Control and Prevention: Alcohol & Public Health](https://www.cdc.gov/alcohol/)
- [Centers for Disease Control and Prevention: Opioid Overdose](https://www.cdc.gov/drugoverdose/)
- [Higher Education Center for Alcohol and Drug Misuse Prevention and Recovery](https://www.higheredcenter.org/)
- [Substance Abuse and Mental Health Services Administration](https://www.samhsa.gov/)

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Alcohol and Drug Prevention & Awareness Programs

Conflict-Wise
Conflict-Wise intervention course helps people recognize the impact of harassment, hostility, or unmanaged anger and their behaviors. Conflict-Wise provides the skills training to resolve conflict and diffuse anger triggers. The course teaches students to recognize the consequences of their behaviors through personalized feedback. To learn more please contact the Office of Wellness and Community Responsibility at 734.487.2157.

Marijuana 101
Marijuana 101 online lessons cover a variety of key issues such as marijuana dependence, marijuana’s effects, mental health issues, synthetic marijuana, local laws and legalization issues, and legal penalties associated with use. Tailored to the individual, students receive a confidential personalized-feedback report that summarizes use and negative consequences, compares individual use with social norms, challenges personal expectations, and provides a range of strategies to quit. To learn more please contact the Office of Wellness and Community Responsibility at 734.487.2157.

Under the Influence
Under the Influence online lessons cover a variety of key issues such as alcohol dependence, alcohol effects, mental health issues, local laws and legal penalties associated with underage use and driving under the influence. Tailored to the individual, students receive a confidential personalized-feedback report that summarizes use and negative consequences, compares individual use with social norms, challenges personal expectations, and provides a range of strategies to quit. To learn more please contact the Office of Wellness and Community Responsibility at 734.487.2157.

BASICS/CASICS
BASICS/CASICS is a confidential, strength-based program offered to all Eastern Michigan students who want to explore their alcohol or cannabis use. It’s focused on what a student thinks about where alcohol and/or cannabis (and other drugs, if applicable) fit into their life. If there are changes students want to make, the program can also offer resources. BASICS/CASICS involves two (2) 45-60 minute sessions with a facilitator scheduled two to four weeks apart.

Some students may participate because they would like to better understand how alcohol is impacting their life, while others may pursue BASICS/CASICS to fulfill a requirement as a result of a policy violation. To learn more please contact the Office of Wellness and Community Responsibility at 734.487.2157.

GLASS
The GLASS program helps Greek Life members understand the role alcohol plays in the Greek community. During the program participants will become familiar with the risks and responsibilities associated with alcohol use, learn signs of overconsumption and what to do when someone has overconsumed as well as gain an understanding of the medical amnesty and Greek social policy. To learn more please contact the Office of Wellness and Community Responsibility at 734.487.2157.
**PartySmart**
Learn to be smart about partying. PartySmart allows students to reflect on the reasons they came to college and how their alcohol use may impact their success at EMU. In this interactive, discussion-based workshop they learn signs of overuse, how to help someone who may have had too much to drink and about the medical amnesty policy. To learn more please contact the Office of Wellness and Community Responsibility at 734.487.2157.

For more information contact the Office of Wellness and Community Responsibility at 734.487.2157. Resources on campus and in the community are available in a private, personalized feedback report.

**Alcohol and Other Drug Abuse Treatment Services Available**

**Assistance Available to Students:**
University Health Services (UHS): 734.487.1122
Counseling and Physiological Services (CAPS): 734.487.1118
Wellness Program: 734.487.2226

**Assistance Available to Faculty, Staff, and their Families:**
Aetna Resources for Living: 855.283.1915
Website: MyLifeValues
(user id and password: EAP4LIFE)

**Tri-County Area:**
**Washtenaw County**
- St. Joseph's Mercy Greenbrook Recovery Center: 734.786.4900
- Ann Arbor Consultation Services: 734.996.9111
- U of M Addiction Treatment Services (UMATS): 1.800.525.5188
- Alcoholics Anonymous of Ypsilanti: 734.482.0707
- Huron Valley Area Intergroup Help Line: 734.482.5700
  Website: Huron Valley Intergroup
- Dawn Farms Addiction Treatment Center: 734.485.8725 or 734.669.8265
Wayne County
- Alcoholics Anonymous for Detroit/Wayne County: 313.831.5550
- Metro Detroit Region of Narcotics Anonymous 24 hr. Help Line: 877.338.1188
- Sobriety House: 313.895.0500
- Metro East Substance Abuse: 313.371.0055
- Oakdale Recovery Center: 734.397.3088
- Eastwood Clinics
  - Dearborn: 248.849.3301
  - Farmington: 734.425.4070

Oakland County
- Bright Path Drug Rehabilitation Specialists: 248.289.8684
- Sacred Heart Rehabilitation Center: 248.658.1116
- Oakland County Alano Club: 248.391.8995
- Oakland Community Health Network Substance Abuse Services: 248.464.6363
- Dawn Farms- Rochester: 734.530.4372

Sanctions for Violations of Laws & Policies
The laws of the state of Michigan and Eastern Michigan University’s policies and rules prohibit the consumption or possession for personal consumption of alcoholic beverages by persons less than 21 years of age. Further, State of Michigan laws and University polices prohibit the sale, service or giving of alcoholic beverages to persons under the age of 21. Eastern Michigan University’s policies and rules, Local ordinances and laws, State laws and Federal laws also prohibit the unlawful possession, use and/or distribution of illicit drugs and alcohol.

Community 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 of more than 650 grams or trafficking in drugs such as Heroin and Cocaine.
- Forfeiture of personal and real property.
- Denial of federal benefits such as grants, contract, and student loans.
- Loss of driving privileges.
- Required attendance at substance abuse education or treatment programs.
- Federal laws prohibit possession, use, distribution, manufacture or dispensing.
A full description of federal sanctions for drug felonies can be found in Title 21 United States Code (USC) Controlled Substances Act at the following location:
Title 21 United States Code (USC) Controlled Substances Act

A summary chart of the maximum fines and terms of imprisonment that may be imposed as a consequence of conviction for violation of the federal Controlled Substances Act (CSA) and other drug supply and drug demand related laws can be found at:
Drug Offenses: Maximum Fines and Terms of Imprisonment for Violation of the CSA

Michigan controlled substance penalties can be found at the following URL: Public Health Code: Controlled Substances.

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

**Faculty and Staff:** Disciplinary action will be taken as per applicable collective bargaining agreements and University policy up to and including termination of employment.

**Students:** Disciplinary action will be taken by the Office of Wellness and Community Responsibility under the Code of Community Responsibility and may include sanctions ranging from formal reprimand to permanent dismissal, in addition to counseling and/or referral to a substance abuse educational/intervention program. In certain circumstances, parents of a student under 21 years old will be notified about the drug or alcohol violation, as per Eastern Michigan University’s policy on Parental Notification. The FERPA policy can be found at Student Rights Under the Family Educational Rights and Privacy Act (FERPA).

In addition to University level action taken under the Code of Community Responsibility, other University departments maintain internal policies and rules regarding alcohol and other drugs and may impose sanctions against students and/or student groups which violate these policies. For example, University Housing, Athletics, Greeks, Studies Abroad and several academic departments have policies addressing alcohol and other drugs. Any action taken under one policy does not prevent action being taken under any other policy.

**Employee Reporting Requirement**
Under the Drug Free Schools and Communities Act Amendments of 1989, a faculty or staff member employed under a federal grant or contract must notify the University (Human Resources, Employee Relations (734.487.3430) or Academic Human Resources (734.487.0076) in writing, of his or her arrest or conviction for violation of any criminal drug statute occurring in the workplace or while on University business no later than five days after such arrest or conviction.

**Review of EMU’s Alcohol and Other Drug Abuse Prevention Program**
The University will review its Alcohol and Other Drug Abuse Prevention Program every 2 years to determine its effectiveness and implement changes to the program as needed and to ensure that the disciplinary sanctions applied by the University are consistently enforced.
Medical Amnesty Policy

The purpose of a medical amnesty policy is to remove barriers and increase the likelihood that students who require emergency medical assistance as a result of high-risk alcohol consumption will seek and receive the medical attention they need. The State of Michigan medical amnesty law is designed to promote responsible decisions and protects minors from receiving a minor in possession charge if they seek medical help for themselves or another person.

University Policy Statement: 
Restrictions on Weapons/Dangerous Substances

It is the policy of Eastern Michigan University that no person shall possess or use any firearm or other dangerous weapon, concealed or otherwise, on property owned, leased or controlled by the University or otherwise in the course of University business. Further, no person shall possess or use explosive materials, incendiary devices or other dangerous objects or substances on property owned, leased or controlled by the University or otherwise in the course of University business.

The above prohibitions shall not apply:

1. to University employees who are authorized by the university to possess and/or use such weapons, devices or substances;
2. to non-University law enforcement officials or other non-University employees who are authorized by their employers to possess or use such weapons, devices or substances in the performance of their official duties;
3. to a person who possesses or uses such weapons, devices or substances in connection with a regularly scheduled educational, recreational or training program authorized by the University;
4. to a person who possesses or uses such weapons, devices or substances as part of a military or similar uniform or costume in connection with a public ceremony or parade, or theatrical performance;
5. or, when the University’s Executive Director of Public Safety has waived the prohibition based on extraordinary circumstances. Any such waiver must be in writing and must define its scope and duration.

This policy applies to all University employees, students and campus visitors. Violators may face disciplinary action, up to and including termination of employment and/or expulsion from campus. The University’s President, Executive Director of Public Safety and the Associate Director of Wellness and Community Responsibility have overall responsibility for implementing and enforcing this policy.
Handling Alcohol Emergencies

A potentially dangerous situation exists whenever an individual consumes too much alcohol. A high blood concentration level can result in bizarre, unpredictable behavior and/or unconsciousness. The degree of danger depends on the person’s size, what and how much the person drank, during what time period, whether the person took drugs in addition to alcohol and other circumstances.

Get help immediately if:
- the person cannot be aroused by shaking or shouting.
- the person’s breathing is shallow, irregular or slowed to less than seven breaths per minute.
- the person sustained a blow to the head or any injury that caused bleeding.
- the person drank a large quantity or is disoriented, incoherent or has collapsed.

Call 911 if a person has passed out because of excessive alcohol use. Meanwhile:
- Check regularly for breathing and consciousness. Roommates and friends should arrange to stay by the person’s bedside.
- The person’s position is important. Make sure the person is lying on his/her side, with knees bent. This position will prevent choking should the person vomit.
- If the person vomits, stay with him/her to see that he/she does not swallow or breathe in the vomit. Get immediate help if the person has difficulty expelling the vomit or gags on it.

Rule of thumb: If you are not sure what to do, but you think the person needs help, call 911.

What is Sexual Assault?

Warning: to comply with existing laws, it is important to clearly define which actions are considered criminal. Therefore, the definitions that follow of certain crimes are explicit.

Broadly defined, sexual assault is any unwanted sexual behavior that is forced upon someone against a person’s will. State of Michigan law defines sexual assault as a crime involving forced or coerced “sexual penetration” or “sexual contact.” The law protects victims of sexual assault. The law prohibits assaults involving both sexual penetration (oral, anal or genital) and sexual contact (touching or forced touching of genitals, groin, inner thigh or breast). The maximum penalty for each crime varies according to the circumstances surrounding it. Victims who choose to prosecute need not disclose their past sexual activities in court. Victims do not need to prove that they resisted to the utmost or sustained injury from the assault. Persons under the influence of intoxicants and/or drugs are not exceptions to the sexual assault laws.

On college campuses, the most prevalent form of sexual assault is acquaintance rape. In acquaintance rape, the attacker can be a friend, relative, spouse, lover, neighbor, co-worker, employer or employee. It is not unusual for acquaintance rape to include physical force, with or without a weapon. Date rape is acquaintance rape that occurs in a dating situation. People who have filed for separation or divorce and are living apart are also protected against sexual assault from their former spouse. Both men and women should know what to do when someone is sexually assaulted. If you or someone you know has been sexually assaulted remember: Sexual assault is a crime and victims may be affected psychologically. Reactions such as shock, denial, anger, distress and confusion are normal under these circumstances.
Reporting a Sexual Assault: The EMU Police Guarantee

Sexual assault is a very serious concern to us at the EMU University Police Department. We realize that reporting sexual assault can be a frightening ordeal, so to ensure that you are treated with sensitivity and understanding, we offer this guarantee: We promise to do all we can to make the reporting of sexual assault as non-threatening as possible. Included in this guarantee are the following:

- We will meet with you privately, at any area location you choose, for the purpose of receiving your assault report.
- Depending upon whether you would feel more comfortable talking with a female or male officer, we will do our best to accommodate your request.
- Our officers will be supportive.
- We will treat you and your case with courtesy, sensitivity, understanding and professionalism.
- We will help you in arranging for any hospital treatment or other medical assistance.
- We will assist you in privately contacting counseling, safety, advising and other available resources.
- We will fully investigate your case to ensure that your legal rights are upheld. We will do all that we can to help you achieve satisfactory closure. This may involve the arrest and full prosecution of the suspect, in which case you will be updated on the investigation and subsequent proceedings.
- We will provide continued support and will be willing to answer any questions you may have concerning, for example, court and prosecution proceedings.
- We will always be there to listen to you.
- If you are a victim of sexual assault, call us at 911 or 734.487.1222. Tell us you would like to arrange to privately report a sexual assault. You may call us any time, day or night.
- A report to the police does not necessarily mean you must prosecute the assailant.

If, after reporting a sexual assault, you feel we have in any way failed to meet the conditions of this guarantee, please call the Executive Director of Public Safety or Assistant Director at 734.487.0892. They will meet with you personally to address any problems or questions you may have. As always, the Police Department will do all it can to make the EMU campus as safe as possible for students, faculty, staff and visitors.

Sexual Assault Prevention & Education Programs

Eastern Michigan University is committed to preventing sexual assault. EMU Police Department, University Counseling Services, Office of Wellness and Community Responsibility, EMU Women’s Resource Center, Title IX Office, and the EMU Office of Diversity and Affirmative Action are among organizations that offer programs to promote awareness of all forms of sexual assault. Programs include safety information, self-defense training through the Rape Aggression Defense Systems classes, workshops describing behavioral expectations and consequences, training sessions focused on university procedures, and counseling. Guidelines are also in place to protect employees from sexual assault.
Reducing Your Risk of Becoming a Victim of Sexual Assault

Although it may be impossible to prevent sexual assault, there are certain things you can do to reduce your chances of being a victim. Knowing what to expect and how to react are your most important tools for avoiding sexual assault.

- Look assertive, maintain eye contact, be confident and be aware of your surroundings.
- Trust your intuition. If a particular situation makes you feel uncomfortable or unsafe, remove yourself from the situation. Don’t be afraid to follow your instincts.
- Keep keys accessible.
- Use the “buddy system.”
- Don’t walk alone. There is safety in numbers. Call SEEUS for an escort.
- Know the vulnerable targets of the assailant: eyes, nose, throat, stomach, kneecaps and groin.
- Seminars in safety awareness and self-defense are just a couple of programs offered by the Crime Prevention division of the department. We recommend that you take advantage of these free seminars. For information, contact 734.487.0987.

Acquaintance Rape

As mentioned earlier, the most prevalent type of sexual assault on college campuses is acquaintance rape. Here, the attacker can be a friend, relative, lover, neighbor, co-worker, employer or employee. It is not unusual for this type of assault to include physical force, with or without a weapon. The following tips concern acquaintance rape:

- Be honest and assertive in your relationship.
- Be aware of what is taking place around you.
- Trust your instincts, stand up for yourself and be willing to “make a scene.”
- Support your friends; don’t pressure them when they are unsure about a situation.

A Message to Potential Perpetrators of Sexual Assault

- It is never acceptable to force someone, physically or otherwise, into doing something that they do not want to do. Sexual assault is a crime of violence. It is motivated by a desire to control and dominate. It is illegal.
- If your date is giving you a double message, clarify what they mean by asking them. Encourage clear and open communication to determine what you both want. If your date/partner is unsure about having sex or saying “No,” respect their wishes and back off.
- Don’t assume that you know what your date/partner wants. Talk to the person to find out. Your date may be interested in sexual contact or intimacy other than intercourse, or may not be interested in any form of intimacy whatsoever. You must make a decision based on what both of you want.
- Don’t let your desires control your actions. Your desire may be beyond your control, but your actions are not. Forced sex is never justified.
- Don’t misinterpret a refusal to have sex as a personal rejection.
• Nobody “deserves” to be sexually assaulted, regardless of any behavior that might be construed as “provocative.” The physical boundaries of another person’s body must be respected at all times and under all conditions.
• “No” always means no. If you do not accept this and you proceed, you will be committing a sexual assault.
• Taking sexual advantage of someone who is mentally or physically incapable of giving consent is sexual assault.
• Even if you are drunk or under the influence of drugs, you are still responsible for your actions.

**Title IX Prohibits Sexual Harassment and Sexual Assault at Eastern Michigan University**

Title IX of the Education Amendments of 1972 is a federal law that prohibits sex discrimination in education. It reads: "No 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." --Legal Citation: Title IX of the Education Amendments of 1972, and its implementing regulation at 34 C.F.R. Part 106 (Title IX)

While it is often thought of as a law that applies to athletics programs, Title IX is much broader than Athletics and applies to many programs at Eastern Michigan University. Sex discrimination includes sexual harassment and sexual assault. Please use the following link to learn more about Title IX enforcement at EMU: [Title IX Compliance at Eastern Michigan](#).


Eastern Michigan University does not discriminate on the basis of sex in its educational programs and sexual harassment and sexual violence are types of sex discrimination. Other acts can also be forms of sex-based discrimination and are also prohibited whether sexually based or not and include dating violence, domestic violence, and stalking. As a result, Eastern Michigan University issues this statement of policy to inform the community of our comprehensive plan addressing sexual misconduct, educational programs, and procedures that address sexual assault, domestic violence, dating violence, and stalking, whether the incident occurs on or off campus and when it is reported to a University official.

In this context, Eastern Michigan University prohibits the offenses of domestic violence, dating violence, sexual assault and stalking as defined by the Clery Act. The University reaffirms its commitment to maintain a campus environment that emphasizes the dignity and worth of all members of the university community and is free from all forms of sexual misconduct, including sexual assault and sexual harassment.
The University complies with all state and federal discrimination laws, including Title IX of the Higher Education Amendments of 1972, the federal law that prohibits discrimination on the basis of sex in education programs and activities.

For a complete copy of the University’s policy governing sexual misconduct, visit: EMU Board Policy Manual.

Federal Clery Act Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

The Clery Act defines the crimes of domestic violence, dating violence, sexual assault and stalking as follows:

- **Domestic Violence:**
  i. A Felony or misdemeanor crime of violence committed—
     A) By a current or former spouse or intimate partner of the victim;
     B) By a person with whom the victim shares a child in common;
     C) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
     D) 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; or
     E) 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.
  ii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

- **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.
  i. The existence of such a relationship shall be based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
  ii. For the purposes of this definition—
     A) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
     B) Dating violence does not include acts covered under the definition of domestic violence.
  iii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
• **Sexual Assault:** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is “any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.”
  - **Rape** is defined as 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** is defined as the touching of the private parts of another person for the purposes 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** is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
  - **Statutory Rape** is defined as sexual intercourse with a person who is under the statutory age of consent.

• **Stalking:**
  i. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
     A) Fear for the person’s safety or the safety of others; or
     B) Suffer substantial emotional distress.
  1. For the purposes of this definition—
  2. **Course of conduct** means two or more acts, including, but not limited to, acts 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, or interferes with a person’s property.
  3. **Reasonable person** means a reasonable person under similar circumstances and with similar identities to the victim.
  4. **Substantial emotional distress** means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
  5. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

**Jurisdictional Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking**

**Domestic Violence:** In Michigan, simple domestic assault is defined as: an assault or assault and battery committed against a current or former spouse, an individual with whom the defendant has had a child, or a current or former resident of the offender’s household. Increased penalties are provided for aggravated domestic assault, defined as an assault without a weapon which inflicts serious or aggravated injury. [SIMPLE AND AGGRAVATED DOMESTIC VIOLENCE MCL 750.81 – 750.81a].
**Dating Violence**: Michigan law defines an individual who assaults or assaults and batters an individual with whom he or she has or has had a dating relationship. According to this law, “dating relationship” means frequent, intimate associations primarily characterized by the expectation of affectional involvement. This term does not include a casual relationship or an ordinary fraternization between two persons in a business or social context. [ASSAULT AND BATTERY; “DATING RELATIONSHIP” DEFINED MCL 750.81(2), (3), (4), (6)].

**Sexual Assault**: In Michigan the legal term used for sexual assault or rape is Criminal Sexual Conduct (CSC). The following information provides definitions of CSC.

- **Penetration** includes vaginal, anal or oral intercourse or putting a finger or other object into another person’s anal or genital opening. Emission of semen is not required.

- **Sexual Contact** is defined as the intentional touching of the victim’s or actor’s intimate parts or the clothing covering those intimate parts for the purpose of sexual arousal or gratification, done for a sexual purpose or in a sexual manner, or done in a sexual manner for revenge or to inflict humiliation or out of anger.

- **Mentally incapable** means a mental disease or defect makes the victim incapable of understanding the nature of his/her conduct.

- **Mentally incapacitated** means the victim is temporarily incapable of appraising or controlling his/her conduct due to the influence of a narcotic, anesthetic or other substance administered without consent or due to any other act committed upon the victim without consent.

- **Physically helpless** means the victim is unconscious, asleep, or for any other reason physically unable to communicate unwillingness to act.

**Stalking**: In Michigan “Stalking” means a willful course of conduct involving repeated or continuing harassment of another individual that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested and that actually causes the victim to feel terrorized, frightened, intimidated, threatened, harassed, or molested. [STALKING MCL 750.411h ]

- **Aggravated Stalking**: An individual who engages in stalking is guilty of aggravated stalking if his or her actions include one or more of the following: making a credible threat of injury to the victim or a member of the victim’s family or household; violating a domestic assault or anti-stalking restraining order; violating a condition of bond, pre-trial release of probation arising from a stalking charge; or having a previous conviction for stalking or aggravated stalking. [MCL 750.411i]

**Consent**: In Michigan, consent is not specifically defined. The standard used in the sexual assault statutes is whether the accused used “force or coercion to accomplish the sexual [act].” [Mich. Comp. Laws. Ann. § 750.520b – e.]
As defined in EMU’s Sexual Misconduct and Interpersonal Violence Policy, consent is:

- Informed (knowing);
- Voluntary (freely given); and
- Clearly communicated, through the demonstration of clear words or actions a person has indicated willingness to engage in a particular form of sexual activity.

Consent cannot be gained by force or coercion. An incapacitated individual cannot consent to sexual activity. Consent cannot be gained by taking advantage of the incapacitation of another, where the person initiating sexual activity knew or reasonably should have known that the other was incapacitated.


**Education and Prevention Programs**

The University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that:

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and employees that:

a. Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct;
b. Defines using definitions provided both by the Department of Education as well as state law what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;
c. Defines what behavior and actions constitute consent to sexual activity in the State of Michigan and the definition of consent found in the Sexual Misconduct and Interpersonal Violence Policy;
d. Provides a description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;
e. Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

f. Provides an overview of information contained in the Annual Security Report in compliance with the Clery Act. Specifically, the following information must be provided:

(1) Information regarding:

a. procedures victims should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs (as described in “Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs” elsewhere in this document)

b. how the institution will protect the confidentiality of victims and other necessary parties (as described in “Assistance for Victims: Rights and Options” elsewhere in this document);

c. existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community (as described in “Assistance for Victims: Rights and Options” elsewhere in this document);

d. options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures (as described in “Assistance for Victims: Rights and Options” elsewhere in this document); and

e. procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking (as described in “Adjudication of Violations” elsewhere in this document);

The University has developed an annual educational campaign consisting of presentations that include distribution of educational materials to new students; participating in and presenting information and materials during new employee orientation.

The University offered the following **Primary Prevention and Awareness Programs for all incoming students** in academic year 2018-2019:

**Primary Prevention and Awareness Programs 2018-2019**

<table>
<thead>
<tr>
<th>Date Held</th>
<th>Name of Program</th>
<th>Topic Covered</th>
<th>Prohibited Behavior Covered*</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/14/2018</td>
<td>Fast Track</td>
<td>Parent Orientation</td>
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<tr>
<td>7/20/2018</td>
<td>Fast Track</td>
<td>Parent Orientation</td>
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<td>7/27/2018</td>
<td>Fast Track</td>
<td>Parent Orientation</td>
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<td>7/23/2018</td>
<td>Self Defense Info Instructors</td>
<td>RAD</td>
<td>SA</td>
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<td>Parent Orientation</td>
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<tr>
<td>8/11/2018</td>
<td>Bike Rodeo</td>
<td>Community Outreach</td>
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*DoV - Domestic Violence  DaV - Dating Violence  SA - Sexual Assault  S - Stalking
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<td>8/22/2018</td>
<td>Fire Safety Training with Housing/YFD</td>
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<td>8/28/2018</td>
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<td>Nursing School Orientation</td>
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<td>Educational, resources, hands on</td>
<td></td>
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<tr>
<td>11/19/2018</td>
<td>ECA-HT</td>
<td>Human Trafficking Program</td>
<td></td>
</tr>
<tr>
<td>11/26/2018</td>
<td>Sigma Kappa</td>
<td>Self Defense Program, hands on</td>
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<tr>
<td>11/30/2018</td>
<td>ALICE- for Writing Center</td>
<td>Active Assailant Response</td>
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<tr>
<td>11/30/2018</td>
<td>EMU Community/OISS Students</td>
<td>Winter Car Care</td>
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<tr>
<td>12/4/2018</td>
<td>Consent</td>
<td>Consent</td>
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<tr>
<td>12/7/2018</td>
<td>ALICE-COB Staff</td>
<td>Active Assailant Response</td>
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<tr>
<td>1/4/2019</td>
<td>UNITED Orientation</td>
<td>New International Student Orientation</td>
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<tr>
<td>1/14/2019</td>
<td>Alternative Spring Break</td>
<td>Safety off campus</td>
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<tr>
<td>1/15/2019</td>
<td>Alternative Spring Break</td>
<td>Safety off campus</td>
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<tr>
<td>1/16/2019</td>
<td>Cocktail with a twist</td>
<td>How to have a safe party</td>
<td></td>
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<tr>
<td>1/17/2019</td>
<td>Fast Track Orientation Group</td>
<td>Safety Education</td>
<td></td>
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<tr>
<td>1/25/2019</td>
<td>New Hirer Orientation</td>
<td>Safety Education</td>
<td></td>
</tr>
<tr>
<td>1/28/2019</td>
<td>Beer goggles</td>
<td>Drinking and driving prevention</td>
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<tr>
<td>2/22/2019</td>
<td>ALICE</td>
<td>Active Assailant Response</td>
<td></td>
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<tr>
<td>2/26/2019</td>
<td>Safety Program</td>
<td>Meet with Custodial Staff</td>
<td></td>
</tr>
<tr>
<td>3/5/2019</td>
<td>Fire Safety</td>
<td>On and off campus fire safety</td>
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<tr>
<td>3/6/2019</td>
<td>Sexual Assault Prevention Program</td>
<td>Sexual Assault Prevention Program</td>
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<tr>
<td>3/9/2019</td>
<td>Fast Track Orientation</td>
<td>Parent Orientation</td>
<td></td>
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<tr>
<td>3/8-4/5</td>
<td>Rape Aggression Defense (RAD) x5</td>
<td>Women's Self Defense</td>
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<tr>
<td>3/12/2019</td>
<td>Women of Color Symposium</td>
<td>Women's multicultural event</td>
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<td>3/20/2019</td>
<td>ALICE</td>
<td>Active Assailant Response</td>
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<td>3/20/2019</td>
<td>Women's Self Defense Program</td>
<td>Women's Self Defense</td>
<td></td>
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<tr>
<td>3/23/2019</td>
<td>Fast Track Orientation</td>
<td>Parent Orientation</td>
<td></td>
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<tr>
<td>4/6/2019</td>
<td>Fast Track Orientation</td>
<td>Parent Orientation</td>
<td></td>
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<tr>
<td>4/18/2019</td>
<td>Fast Track Orientation</td>
<td>Parent Orientation</td>
<td></td>
</tr>
</tbody>
</table>

*DoV - Domestic Violence  DaV - Dating Violence   SA - Sexual Assault  S - Stalking
## Primary Prevention and Awareness Programs 2018-2019

<table>
<thead>
<tr>
<th>Date Held</th>
<th>Name of Program</th>
<th>Topic Covered</th>
<th>Prohibited Behavior Covered*</th>
</tr>
</thead>
<tbody>
<tr>
<td>4/24/2019</td>
<td>Denim Day</td>
<td>Sexual Assault Awareness</td>
<td>SA</td>
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<tr>
<td>5/2/2019</td>
<td>Fast Track Orientation</td>
<td>Parent Orientation</td>
<td></td>
</tr>
<tr>
<td>5/3/2019</td>
<td>New Hire Orientation</td>
<td>New Employee Orientation</td>
<td></td>
</tr>
<tr>
<td>5/6/2019</td>
<td>Kids Safety Program</td>
<td>Safety Education</td>
<td></td>
</tr>
<tr>
<td>5/7/2019</td>
<td>Kids Safety Program</td>
<td>Safety Education</td>
<td></td>
</tr>
<tr>
<td>5/23/2019</td>
<td>Fast Track Orientation</td>
<td>Parent Orientation</td>
<td></td>
</tr>
<tr>
<td>5/28/2019</td>
<td>Sexual Assault Law and Consent</td>
<td>SA Prevention Program For ECA</td>
<td>SA</td>
</tr>
<tr>
<td>5/29/2019</td>
<td>Human Trafficking for Healthcare Providers</td>
<td>HT training for staff</td>
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<tr>
<td>6/3/2019</td>
<td>Kid Safety/ tour PD</td>
<td>Safety Education</td>
<td></td>
</tr>
<tr>
<td>6/6/2019</td>
<td>Kid Safety/ tour PD</td>
<td>Safety Education</td>
<td></td>
</tr>
<tr>
<td>6/8/2019</td>
<td>Fast Track Orientation</td>
<td>Parent Orientation</td>
<td></td>
</tr>
<tr>
<td>6/21/2019</td>
<td>Fast Track Orientation</td>
<td>Parent Orientation</td>
<td></td>
</tr>
<tr>
<td>6/25/2019</td>
<td>Women's Self Defense Program</td>
<td>Women's Self Defense</td>
<td>SA</td>
</tr>
<tr>
<td>6/26/2019</td>
<td>Women's Self Defense Program</td>
<td>Women's Self Defense</td>
<td>SA</td>
</tr>
<tr>
<td>6/27/2019</td>
<td>Fast Track Orientation</td>
<td>Parent Orientation</td>
<td></td>
</tr>
</tbody>
</table>

*DoV - Domestic Violence  DaV - Dating Violence  SA - Sexual Assault  S - Stalking

The University offered the following **Ongoing Awareness and Prevention Programs** for **employees** in academic year 2018 - 2019:

## Awareness and Prevention Programs 2018-2019

<table>
<thead>
<tr>
<th>Date Held</th>
<th>Name of Program</th>
<th>Topic Covered</th>
<th>Prohibited Behavior Covered*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Various dates</td>
<td>Employee Online Training</td>
<td>Preventing Workplace Harassment</td>
<td>SA, S</td>
</tr>
</tbody>
</table>

*DoV - Domestic Violence  DaV - Dating Violence  SA - Sexual Assault  S - Stalking*
What to Do if You Have Been the Victim of Sexual Assault, Dating Violence, Domestic Violence or Stalking

After an incident of sexual assault, dating violence or domestic violence, the victim should consider seeking medical attention as soon as possible at St. Joseph Mercy Ann Arbor or University of Michigan Hospital. After experiencing a sexual assault, completing a sexual assault evidence collection kit may be hard for some people to do. Sometimes that choice is hard to make because the survivor may not be ready to decide if they want to report what happened or not.

In Michigan, under the Sexual Assault Evidence Submission Act, a hospital can hold the kit for up to one year without turning over the evidence and that it is the survivor’s choice of what will happen with that evidence.

The person who will be administering the kit is a Sexual Assault Nurse Examiner (also known as a SANE). A SANE nurse has been specifically trained to work with survivors and is aware of all the possible medical needs you may have at that time. There is a 72 hour time period of when a kit can be completed after the incident.

The health care facility is required to safely store the kit for at least one year if the individual has not given consent about what to do with the kit otherwise. If within that year they receive consent to release the sexual assault evidence kit, the medical facility has 24 hours to contact law enforcement. The law enforcement agency then has 14 days to obtain the kit and is required to submit it to the Michigan Department of State Police or another accredited laboratory for testing within 90 days. Survivors also have the option of receiving a kit and choosing to do absolutely nothing with it. If the person who received a kit decides they want nothing to do with it, no additional steps need to be taken. The only way the kit will be submitted to law enforcement is with the survivor’s written consent.

It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence may be preserved that may assist in proving that the alleged criminal offense occurred/or is occurring or may be helpful in obtaining a protection order. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections.

Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to University adjudicators/investigators or police.

Go To A Safe Place
Finding ways to stay and feel safer can be an important step towards healing. Learn more about safe places near you such as a local domestic violence shelter or a family member’s or trusted friend’s residence. If the dangerous situation involves a partner, go to the police or a shelter first.
Seek Help

- Contact friends, family or other supportive people. Having someone to listen to you and help you sort out your feelings may be helpful.
- The University Counseling Center can also provide support and important information. These services are available free of charge. 734.487.1118
- Off-campus sex offense victim resource - Domestic Violence Project/SAFE House: 734.995.5444 (24-hour crisis line)
- Any representative from the below list can guide a victim through available options and assist the victim in his/her decision to report the crime to EMU DPS and/or local police:
  Domestic Violence Project/SAFE House: 734.995.5444 (24-hour crisis line)
  EMU Counseling and Psychological Services: 734.487.1118
  EMU Office of Wellness and Community Responsibility: 734.487.2157
  Ombudsman Office: 734.487.0074
  EMU Housing and Residence Life: 734.487.1300
  EMU Office of Diversity & Affirmative Action: 734.487.1166
  Title IX Office: 734.487.3617

Retain Evidence

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with EMU Police or other law enforcement to preserve evidence in the event that the victim decides to report the incident to law enforcement or the University at a later date to assist in proving that the alleged criminal offense occurred or that may be helpful in obtaining a protection order.

- Do not change clothes, bathe, douche or, if possible, alter anything in the location where the assault occurred.
- Write down everything you can remember about the assailant and the assault.
- Even if you do not plan to prosecute at first, it is best to preserve the evidence in case you decide to prosecute later or to help someone else prosecute.

Go to a Hospital

- Get medical attention immediately. You should be evaluated for injury and sexually transmitted diseases. You do not have to report the rape; however, the medical staff can collect physical evidence should you choose to press charges later.
- St. Joseph Mercy Ann Arbor Hospital Emergency Room: 734.712.3000
- University of Michigan Hospital Emergency Room: 734.936.6666

Although the university strongly encourages all members of its community to report violations of this policy to law enforcement (including on campus law enforcement and campus authorities and/or local police), it is the victim’s choice whether or not to make such a report. Furthermore, victims have the right to decline to notify law enforcement.

The Eastern Michigan University Police Department will assist any victim if the victim so desires. The Department maybe reached directly by calling 734.487.1222, or in person at 1200 Oakwood, Ypsilanti, MI 48197. Additional information about the EMU Police Department may be found online at: EMU Police.
• It is important to call the EMU Police Department at 911 (emergency) or 734.487.1222 (non-Emergency) to report the assault. You do not have to press charges, but the information you give the police can be used to learn more about trends, locations and methods of assault. It may also be used to help identify the same assailant if they assault someone else.
• Individuals may also report a sex offense to EMU’s Title IX coordinator. Melody Werner, is the Title IX Coordinator for Eastern Michigan University and her office is responsible for coordinating the institution’s compliance with Title IX. Melody Werner’s office is located in 101B Boone Hall and she can be reached at 734.487.3617. EMU’s sexual harassment policy, including a description of the grievance procedures can be found in
• A victim of a sexual assault has the option to report the crime to the appropriate local law enforcement agency, which will depend on the location of the incident. EMU Police are available to assist victims of sexual assault in reporting the incident to law enforcement.

**Police Agency Phone Listing**

<table>
<thead>
<tr>
<th>Agency</th>
<th>Emergency Number</th>
<th>Non-Emergency Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eastern Michigan University Police Department</td>
<td>911</td>
<td>734.487.1222</td>
</tr>
<tr>
<td>Ypsilanti City Police</td>
<td>911</td>
<td>734.483.9510</td>
</tr>
<tr>
<td>Pittsfield Township Police</td>
<td>911</td>
<td>734.822.4911</td>
</tr>
<tr>
<td>Washtenaw County Sheriff</td>
<td>911</td>
<td>734.994.2911</td>
</tr>
<tr>
<td>Michigan State Police</td>
<td>911</td>
<td>810.227.1051</td>
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<tr>
<td>Lapeer County Sheriff</td>
<td>911</td>
<td>810.664.1801</td>
</tr>
<tr>
<td>Benzie County Sheriff</td>
<td>911</td>
<td>231.882.4484</td>
</tr>
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</table>
### Procedures EMU Follows if a VAWA Offense is Reported

<table>
<thead>
<tr>
<th>VAWA Offense Being Reported</th>
<th>Procedure Eastern Michigan University Will Follow</th>
</tr>
</thead>
</table>
| Sexual Assault              | 1. Depending on when reported (immediate vs delayed report), EMU will provide complainant with access to medical care.  
                                 2. EMU will assess immediate safety needs of complainant.  
                                 3. EMU will assist complainant with contacting local police if complainant requests AND complainant provided with contact information for local police department.  
                                 4. EMU will provide complainant with referrals to on and off campus mental health providers.  
                                 5. EMU will assess need to implement interim or long-term protective measures, such as housing changes, change in class schedule, “No Contact” directive between both parties.  
                                 6. EMU will provide a “No trespass” directive to accused party if deemed appropriate.  
                                 7. EMU will provide written instructions on how to apply for Protective Order.  
                                 8. EMU will provide a copy of the Sexual Misconduct Policy to complainant and inform the complainant regarding timeframes for inquiry, investigation and resolution.  
                                 9. EMU will inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and what the outcome of the hearing is.  
                                10. EMU will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation. |
| Stalking                    | 1. EMU will assess immediate safety needs of complainant.  
                                 2. EMU will assist complainant with investigation of the incident occurring on campus. If the complaint occurred off campus, the institution will provide the complainant with the proper police department.  
                                 3. EMU will provide written instructions on how to apply for Protective Order.  
                                 4. EMU will provide written information to complainant on how to preserve evidence.  
                                 5. EMU will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate.  
                                 6. EMU will provide a “No trespass” directive to accused party if deemed appropriate. |
<table>
<thead>
<tr>
<th>VAWA Offense Being Reported</th>
<th>Procedure Eastern Michigan University Will Follow</th>
</tr>
</thead>
</table>
| Dating Violence              | 1. EMU will assess immediate safety needs of complainant.  
|                             | 2. Institution will assist complainant with investigation of the incident occurring on campus. If the complaint occurred off campus, the institution will provide the complainant with the proper police department.  
|                             | 3. EMU will provide written instructions on how to apply for Protective Order.  
|                             | 4. EMU will provide written information to complainant on how to preserve evidence.  
|                             | 5. EMU will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate.  
|                             | 6. EMU will provide a “No trespass” directive to accused party if deemed appropriate. |
| Domestic Violence            | 1. EMU will assess immediate safety needs of complainant.  
|                             | 2. EMU will assist complainant with investigation of the incident occurring on campus. If the complaint occurred off campus, the institution will provide the complainant with the proper police department.  
|                             | 3. EMU will provide written instructions on how to apply for Protective Order.  
|                             | 4. EMU will provide written information to complainant on how to preserve evidence.  
|                             | 5. EMU will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate.  
|                             | 6. EMU will provide a “No trespass” directive to accused party if deemed appropriate. |

**Assistance for Victims: Rights & Options**

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, the university will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights and options. Such written information will include:

- the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred;
- information about how the institution will protect the confidentiality of victims and other necessary parties;
- a statement that the institution will provide written notification to students and employees about victim services within the institution and in the community;
- a statement regarding the institution’s provisions about options for, available assistance in, and how to request accommodations and protective measures; and
- an explanation of the procedures for institutional disciplinary action
In Michigan, a victim of domestic violence, dating violence, sexual assault or stalking has the following rights as per the below act:

**William Van Regenmorter Crime Victim’s Rights Act**  
**Act 87 of 1985 (excerpt)**

**780.753 Information to be given victim.**

Sec. 3.  
Within 24 hours after the initial contact between the victim of a reported crime and the law enforcement agency having the responsibility for investigating that crime, that agency shall give to the victim the following information in writing:

a) The availability of emergency and medical services, if applicable.

b) The availability of victim's compensation benefits and the address of the crime victims compensation board.

c) The address and telephone number of the prosecuting attorney whom the victim should contact to obtain information about victim's rights.

d) The following statements:

“If you would like to be notified of an arrest in your case or the release of the person arrested, or both, you should call [identify law enforcement agency and telephone number] and inform them.”

“If you are not notified of an arrest in your case, you may call this law enforcement agency at [the law enforcement agency's telephone number] for the status of the case.”

**Rights of Victims and EMU’s Responsibilities for Personal Protection Orders, or Similar Lawful Orders Issued by a Criminal, Civil, or Tribal Court or by the University**

In Michigan, restraining orders are known as Personal Protection Order (PPO). A PPO is a court order to stop threats or violence against you. Some restraining orders are issued in criminal court and some are issued in civil court. The criminal law system handles all cases that involve violations of criminal law such as harassment, assault, etc. Personal protection orders are under the civil law system.

Eastern Michigan University complies with Michigan law in recognizing orders of personal protection orders (PPO). Any person who obtains an order of protection from any US state should provide a copy to EMU Police and the Office of the Title IX Coordinator. A complainant may then meet with EMU Police to develop a Safety Action Plan, which is a plan for campus police and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but in not limited to: escorts, special parking arrangements, changing classroom location or allowing a student to complete assignments from home, etc.

The University cannot apply for a legal order of protection, no contact order or restraining order for a victim from the applicable jurisdiction(s). The victim is required to apply directly for these services in conjunction with the county clerk’s office or circuit court in the county where you live. Ask for a “do-it-yourself” personal protection packet. The packet will provide the necessary forms and instruction on how to fill them out. If you are in immediate danger, ask the
court for an ex parte order. The order goes into effect as soon as the judge signs it. The county clerk’s office is responsible for providing a copy of the order to the local police agency so that it can immediately be entered into the Law Enforcement Information Network (LEIN).

**Domestic Relationship Personal Protection Order**

A domestic relationship Personal Protection Order ("PPO") is a civil order that provides protection from harm by a family member, household member, someone with whom you have a child in common, or someone you have dated or are dating. You can file for a personal protection order in the family division of circuit court. In Washtenaw County, Circuit Court is located at:

- 101 East Huron
- P.O. Box 8645
- Ann Arbor, MI 48107-8645
- Phone: (734) 222-3301

The judge has to decide whether or not to grant your request within 24 hours of when you file the petition. An ex parte domestic relationship PPO is valid for at least 182 days (approximately 6 months). The respondent can request a hearing to modify or rescind the PPO. If there is a hearing and the judge issues an order after the hearing, the order will be a final order that can last for any length of time ordered by the judge.

A judge can issue a domestic relationship PPO when the judge believes that a current or former spouse, someone with whom you have a child in common, someone you are/were dating, or someone who lives/lived in the same household as you may commit any of the following acts:

- Entering (unlawfully) onto premises;
- Assaulting, attacking, beating, molesting, or wounding you;
- Threatening to kill or physically injure you;
- Unlawfully removing minor children from you when you have legal custody of them and removing them is not permitted in the custody or parenting time order;
- Purchasing or possessing a firearm;
- Interfering with your efforts to remove your children or personal property from premises that are solely owned or leased by the abuser;
- Interfering with you at your job or school or acting in a way that harms your job or school relationship or environment;
- Having access to information in records concerning a minor child of both you and the abuser that will tell the abuser about the address or telephone number of you/your child or about your work address;
- Committing stalking or aggravated stalking against you (even if s/he is not arrested for those crimes);
- Injuring, killing, torturing, neglecting (or threatening to injure, kill, torture, or neglect) an animal in which you have an ownership interest, with the intent to cause you mental distress or to exert control over you; or
- Any other specific act or behavior that interferes with your personal liberty or that causes a reasonable fear of violence.
Non-Domestic Stalking Personal Protection Orders

A non-domestic stalking personal protection order (PPO) can be issued based on stalking or cyberstalking committed by someone who you do not have an intimate relationship with. Stalking is when someone harasses you at least two or more times and it reasonably causes you to feel terrorized, frightened, intimidated, threatened, harassed, or molested. Harassment is repeated or continuing unconsented contact with you that has no legitimate (valid) purpose and reasonably causes you to suffer emotional distress (harm). For contact to be considered unconsented contact, it means that he/she contacts you without your consent (including if you agreed to the contact at first, but now you have asked the person to stop and he/she continues to contact you). Unconsented contact includes, but is not limited to, any of the following:

- Following you or appearing within your sight;
- Approaching or confronting you in a public place or on private property;
- Appearing at your workplace or home;
- Entering onto, remaining on, or putting an object on property that you own, lease (rent), or that you are currently occupying;
- Contacting you by telephone; or
- Sending you mail, email or text messages.

This PPO can also be based on the respondent committing aggravated stalking, which is when the respondent stalks you in violation of a restraining order, probation, parole, makes a serious threat, or has a prior conviction for stalking. Cyberstalking, for the purposes of the stalking PPO, is when the respondent commits the crime of posting or attempting to post messages about you through the Internet, computer or any other form of electronic communication without your consent. To qualify for a protection order under this, all of the following must be true:

- The respondent knows or should know that posting the message could cause two or more acts of unconsented contact with you (by anyone);
- Posting the message is intended to cause conduct (behavior, acts) that would make you feel terrorized, frightened, intimidated, threatened, harassed, or molested; and
- The conduct that comes from posting the message reasonably causes you to suffer emotional distress and to feel terrorized, frightened, intimidated, threatened, harassed, or molested.

In an ex parte or final non-domestic stalking personal protection order (PPO), the judge can order the respondent not to commit behaviors that make up stalking or cyberstalking as those crimes are defined by law. The PPO can (among other things) order the respondent not to do any or all of the following:

- follow you or appear within your sight;
- appear at your home or workplace;
- approach or confront you in a public place or on private property;
- enter onto or remain on property that is owned, leased, or occupied by you;
- send you mail, email, or other communications;
- contact you by telephone;
- place an object on, or deliver an object to, property owned, leased, or occupied by you;
- threaten to kill or physically injure you;
- purchase or possess a firearm; and
- post any messages in violation of section through the Internet, a computer or any electronic medium.
A temporary stalking personal protection order will last for **at least 182 days** (approximately 6 months) unless it is shortened or dismissed by a judge at a hearing that the respondent requests. The respondent generally has 14 days from when he/she is served with (receives notice of) the order in which he/she can file a motion to modify or dismiss the order and request a hearing. The time to file the motion can be extended beyond 14 days if there is "good cause." The hearing will generally be held within 14 days of when the motion was filed, except it will be held within 5 days if the stalker:

- has a license to carry a concealed weapon and is required to carry a weapon as a condition of his or her employment,
- is a police officer sheriff, a deputy sheriff or a member of the Michigan department of state police,
- a local corrections officer or a department of corrections employee, or
- a federal law enforcement officer who carries a firearm during the normal course of his or her employment. ³

**Juvenile Protection Order**
If you were abused by a minor, you may qualify for an order against him/her if the minor is **at least 10 years old**. However, you cannot get an order against a minor of any age if the minor is **your child** (and is unemancipated). An unemancipated minor child cannot get an order against his/her parent.

**University No Contact Orders**
The University may issue an institutional no contact order if deemed appropriate or at the request of the victim or accused. If the University receives a report that such an institutional no contact order has been violated, the University will initiate disciplinary proceedings appropriate to the status of the accused (student, employee, etc.) and will impose sanctions if the accused is found responsible for violating the no contact order.

**Accommodations and Protective Measures Available for Victims**

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, Eastern Michigan University will provide written notification to students and employees about accommodations available to them, including academic, living, transportation, protective orders and working situations. The written notification will include information regarding the accommodation options, available assistance in requesting accommodations, and how to request accommodations and protective measures (i.e., the notification will include the name and contact information for the individual or office that should be contacted to request the accommodations).

At the victim’s request, and to the extent of the victim’s cooperation and consent, university offices will work cooperatively to ensure that the complainant's health, physical safety, work and academic status are protected, pending the outcome of a formal university investigation of the complaint. For example, if reasonably available, a complainant may be offered changes to academic, living, protective measures, transportation or working situations regardless of whether the victim chooses to report the crime to campus police or local law enforcement. Examples of options for a potential change to the academic situation may be to transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Potential changes to living situations may include moving to a different room or
residence hall. Possible changes to work situations may include changing working hours. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc.

If you attend classes, live, or work on campus and have been threatened or fear for your safety and well-being, contact the Department of Public Safety and file a police report. DPS can be reached at 734.487.1222.

If the issue is a result of a violation of the Student Conduct Code or the Guide to Campus Living, contact the Resident Advisor, Graduate Hall Director or Area Complex Director for your area or call the Housing & Residence Life Office at 734.487.1300. Residence Life staff handling roommate or suitemate conflicts is limited to enforcing the Student Conduct Code and Guide to Campus Living.

If the issue is related to a work situation, contact EMU Human Resources, Director Labor & Employee Relations at 734.487.0083.

Additionally, personal identifiable information about the victim will be treated as confidential and only shared with persons with a specific need to know who are investigating/adjudicating the complaint or delivering resources or support services to the complainant (for example, publicly available record-keeping for purposes of Clery Act reporting and disclosures will be made without inclusion of identifying information about the victim, as defined in 42 USC 1395 (a) (20).) Further, the University will maintain as confidential, any accommodations or protective measures provided to the victim to the extent that maintaining such confidentiality would not impair the ability of the University to provide the accommodations or protective measures. The University does not publish the name of crime victims nor house identifiable information regarding victims in the campus police departments Daily Crime Log or online. Student victims may request that their directory information on file be removed from the EMU directory by request for exclusion link found at: Confidentiality Request Form.

Faculty and staff victims may request that their directory information on file be removed from the EMU directory by request for exclusion by contacting the EMU Information Technology Division at 734.487.2120.
## Resources for Victims of Domestic Violence, Dating Violence, Sexual Assault & Stalking On-Campus

<table>
<thead>
<tr>
<th>Resource</th>
<th>Location</th>
<th>Telephone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counseling and Mental Health - C.A.P.S. (Counseling &amp; Psychological Services)</td>
<td>313 Snow Health Center Ypsilanti, MI 48197</td>
<td>734.487.1118</td>
</tr>
<tr>
<td>University Health Services</td>
<td>200 Snow Health Center Ypsilanti, MI 48197</td>
<td>734.487.1122</td>
</tr>
<tr>
<td>EMU Police Department</td>
<td>1200 Oakwood Street Ypsilanti, MI 48197</td>
<td>734.487.1222</td>
</tr>
<tr>
<td>Office of Diversity &amp; Inclusion - Office of Diversity &amp; Affirmative Action</td>
<td>140 McKenny Hall Ypsilanti, MI 48197</td>
<td>734.487.1166</td>
</tr>
<tr>
<td>Office of the Title IX Coordinator</td>
<td>370 Student Center Ypsilanti, MI 48197</td>
<td>734.487.3617</td>
</tr>
<tr>
<td>Director of Wellness Center</td>
<td>250 Student Center Ypsilanti, MI 48197</td>
<td>734.487.2157</td>
</tr>
<tr>
<td>EMU Center of Race &amp; Ethnicity</td>
<td>358 Student Center Ypsilanti, MI 48197</td>
<td>734.487.2377</td>
</tr>
<tr>
<td>EMU Women's Center</td>
<td>356 EMU Student Center Ypsilanti, MI 48197</td>
<td>734.487.4282</td>
</tr>
<tr>
<td>LGBTQ Alliance - Lesbian, Gay, Bisexual, and Transgender Resource Center (LGBTQ)</td>
<td>354 EMU Student Center Ypsilanti, MI 48197</td>
<td>734.487.4149</td>
</tr>
<tr>
<td>Eastern Michigan University Office of Financial Aid</td>
<td>403 Pierce Hall Ypsilanti, MI 48197</td>
<td>734.487.0455</td>
</tr>
<tr>
<td>Office for International Students &amp; Scholars (visas and immigration referrals)</td>
<td>240 Student Center Ypsilanti, Michigan 48197</td>
<td>734.487.3116</td>
</tr>
</tbody>
</table>

Email: oiss@emich.edu
Resources for Victims of Domestic Violence, Dating Violence, Sexual Assault & Stalking Off-Campus

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<tr>
<th>Resource</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Eastern Michigan University Police Department</td>
<td>1200 Oakwood Street Ypsilanti, MI 48197</td>
<td>734.487.1222</td>
</tr>
<tr>
<td>Local Police - Ypsilanti Police Department</td>
<td>505 W. Michigan Ave. Ypsilanti, MI 48197</td>
<td>734.483.9510</td>
</tr>
<tr>
<td>Pittsfield Township Police Department</td>
<td>227 W Michigan Ave, Ann Arbor, MI 48108</td>
<td>734.822.4911</td>
</tr>
<tr>
<td>Washtenaw County Sheriff’s Office</td>
<td>2201 Hogback Rd. Ann Arbor, MI 48105</td>
<td>734.971.8400</td>
</tr>
<tr>
<td>Michigan State Police Brighton Post</td>
<td>4337 Buno Rd, Brighton, MI 48114</td>
<td>810.227.1051</td>
</tr>
<tr>
<td>Hospital - St. Joseph Mercy Hospital</td>
<td>S.A.N.E. (Sexual Assault Nurse Examiners) 5301 McAuley Dr. Ann Arbor, MI 48197</td>
<td>ER #734.712.3000 Option #3</td>
</tr>
<tr>
<td>SAFE House Sexual Assault Response Team</td>
<td>4100 Clark Rd. Ann Arbor, MI 48105</td>
<td>24/7 helpline 734.995.5444</td>
</tr>
<tr>
<td>Domestic Violence Intake Center (Protective Orders) - Victim Witness Assistance Unit, Washtenaw Co. Prosecutor Office</td>
<td>200 N. Main, 3rd Floor Ann Arbor, MI 48107</td>
<td>734.222.6650</td>
</tr>
<tr>
<td>Michigan Coalition to End Domestic and Sexual Violence</td>
<td>Confidential, 24-hour statewide sexual assault hotline providing crisis support and referrals</td>
<td>1-855-VOICES4</td>
</tr>
<tr>
<td>Local County Courthouse - 22nd Judicial Circuit Court</td>
<td>101 E. Huron Street Ann Arbor, MI 48104</td>
<td>734.222.3270</td>
</tr>
<tr>
<td>Victim Advocacy - SAFE House</td>
<td>P.O. Box 7052 Ann Arbor, MI 48107</td>
<td>734.995.5444</td>
</tr>
<tr>
<td>Legal Assistance - SAFE House</td>
<td>P.O. Box 7052 Ann Arbor, MI 48107</td>
<td>734.995.5444</td>
</tr>
<tr>
<td>Michigan Immigrant Rights Center</td>
<td>220 E. Huron Street, Suite 600A Ann Arbor, MI 48104</td>
<td>734.239.6863 Fax: 734.998.9125</td>
</tr>
</tbody>
</table>

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

- Rape, Abuse and Incest National Network
- US Department of Justice: Sexual Assault
- Department of Education, Office of Civil Rights
**Student Investigative Procedures**  
**Involving Sexual Misconduct and Interpersonal Violence**

The *Sexual Misconduct and Interpersonal Violence Policy* applies to all forms of Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Sexual or Gender-Based Harassment, and Retaliation (“Prohibited Conduct”) at Eastern Michigan University. All matters related to this policy, including inquiries or complaints may be referred to the University’s Title IX Coordinator:

**Title IX Coordinator**  
Melody A. Werner  
734-487-3617  
*mwerner@emich.edu*

Trained Title IX Deputy Coordinators who can also offer assistance are available in the offices of Housing and Athletics. They can be reached at:

Jeanette Zalba  
Director of Housing and Residence Life  
734.487.5372  
*jzalba@emich.edu*

Erin Kido  
Senior Associate Athletics Director  
EMU Convocation Center  
734.487.1050  
*ekido@emich.edu*

The investigatory procedures for claims against students under the University’s Sexual Misconduct and Interpersonal Violence Policy are contained in this document. The procedures for claims against faculty, staff and third parties can be found in at:  
**Discrimination/Harassment Complaint Investigation Procedure for Complaints Against Faculty, Staff, or Visitors**

**Introduction**  
The investigatory procedures are guided by principles of fairness and respect for all parties. Resources are available to provide guidance throughout the investigation and resolution of the complaint. Throughout the investigation and resolution of a complaint, the complainant and respondent have the right to be assisted by an advisor of their choice. Additional guidance about the role of the advisor is contained in the Appendix.

**Review, Investigation, and Resolution Procedure**  
The University will support any complainant or respondent in understanding how to navigate the Complaint Resolution Procedures. There are several options available to resolve a report of prohibited conduct. These options include both informal and formal resolutions processes. Upon receipt of a report, the University will conduct a Title IX Assessment. After consultation with the complainant, the University may pursue informal resolution (in limited cases only) or formal resolution (which includes a thorough review and investigation).
I. Role of the Title IX Coordinator
The President of the University has appointed a Title IX coordinator to oversee the University’s central review, investigation, and resolution of reports of sexual harassment, sexual violence, intimate partner violence, and stalking under the University’s Procedures for Resolution of Complaints. The Title IX Coordinator also coordinates the University’s compliance with Title IX.

The Title IX Coordinator is:
- Responsible for oversight of the investigation and resolution of all reports of sexual harassment, sexual violence, intimate partner violence, and stalking involving students, staff, and faculty;
- Informed of all reports of complaints of sexual harassment, sexual violence, intimate partner violence, and stalking involving students, staff, and faculty reported to responsible employees;
- Responsible for evaluating a complainant’s request that their name not be shared with the Respondent or that no investigation go forward in the context of the University’s responsibility to provide a safe and nondiscriminatory environment for all;
- Responsible for tracking patterns and assessing the impact of individual incidents on climate and culture;
- Responsible for determining appropriate interim measures;
- Responsible for monitoring process to ensure that the requirement for a prompt and equitable review are met;
- Knowledgeable and trained in state and federal laws that apply to matters of sexual harassment, as well as University policy and procedure;
- Available to advise any individual, including a complainant, a respondent or witness, about the courses of action that are available at the University, both informally and formally, and in the community, and what involvement that individual may or may not have in the process;
- Available to provide assistance to any University employee regarding how to respond appropriately to a report of sexual harassment, sexual violence, intimate partner violence, or stalking;
- Available to provide assistance to the Executive Director of Public Safety (or designee) regarding how to respond appropriately to reports of sexual violence;
- Responsible for coordinating policies and procedures with local law enforcement, and victim advocacy and service providers;
- Responsible for monitoring full compliance with all procedural requirements, record keeping and timeframes outlined in this policy;
- Responsible for overseeing training, prevention, and education efforts and annual reviews of climate and culture.

Inquiries or complaints concerning the application of Title IX may be referred to the University’s Title IX Coordinator:

Title IX Coordinator
Melody A. Werner
734-487-3617
mwerner@emich.edu
Trained Title IX Deputy Coordinators who can also offer assistance are available in the offices of Housing, Athletics, and Human Resources. It is the University’s intention that through these procedures, any complaint will be resolved internally. However, a complaint can also be filed with the following agencies:

**United State Department of Education**  
Clery Act Compliance Division  
[clery@ed.gov](mailto:clery@ed.gov)

**Office for Civil Rights**  
[OCR@ed.gov](mailto:OCR@ed.gov)

**The Equal Employment Opportunity Commission**  
[info@eeoc.gov](mailto:info@eeoc.gov)

**Michigan Department of Civil Rights**  
517.335.3165  
[Michigan Department of Civil Rights website](http://michigandecivilrights.gov/)

Complaints with the Office for Civil Rights must be filed within one hundred eighty (180) days of the last act that the Complainant believes was discriminatory. There is no time limit for making a report to Eastern Michigan; however, if the respondent is no longer a student or employee, the University’s authority to pursue disciplinary action may be limited. Although a report may come in through many sources, the University is committed to ensuring that all reports are referred to the Title IX Coordinator, who will ensure consistent application of the policy to all individuals and allow the University to respond promptly and equitably to eliminate harassment, prevent its recurrence, and eliminate its effects.

The Complaint Resolution Procedures are guided by principles of fairness and respect for all parties. Resources are available for both students and employees, whether as complainants or respondents, to provide guidance throughout the investigation and resolution of the complaint. Throughout the investigation and resolution of a complaint, the complainant and respondent have the right to be assisted by an advisor of their choice. Additional guidance about the role of the advisor is contained in the Appendix.

**II. Time Frame for Resolution**

Eastern Michigan University will make every effort to successfully resolve all reports (through the imposition of sanction or final remedies) within 90 days. The time allotted for the appeal process is not included in the 90 days. In general, a complainant and respondent can expect the process will proceed according to the time frames provided in this procedure. However, any timeframe expressed in this policy, including the 90 days, may be extended for good cause with written notice to the parties of the delay and the reason for the delay. Good cause may exist for a variety of factors, including the complexity of the circumstances of each case, the integrity and completeness of the investigation, to comply with a request by external law enforcement, to accommodate the availability of witnesses, to account for University breaks or vacations, or to address other legitimate reasons.
Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness and fundamental fairness with promptness. All parties involved are entitled to periodic status updates on the progress of the investigation and resolution of the complaint and any subsequent appeal. During the period that an investigation is pending, the University may deny and/or delay issuance of a degree for an accused student.

III. Interim Measures
   A. Overview
   Upon receipt of a report of sexual harassment, sexual violence, intimate partner violence, or stalking and potentially through the completion of any appeals, the University will take reasonable and appropriate interim measures to protect the parties involved. The Title IX Coordinator, or designee, will maintain consistent contact with the parties to ensure that all safety and emotional and physical well-being concerns are being addressed. Interim measures may be imposed at any time regardless of whether formal disciplinary action is sought by the complainant or the University in order to ensure the preservation of the complainant’s education experience and the overall University environment. Interim measures will be kept private to the extent that maintaining privacy would not impair the ability of the university to provide interim measures.

   A complainant or respondent may request separation or other protection, or the University may choose to impose interim measures at its discretion to ensure the safety of all parties, the broader University community and/or the integrity of the process. A decision to arrange for such separation or other protection need not be based on a finding of responsibility, and shall not be interpreted as a finding of fault. Interim measures are initiated based on information gathered during a report and are not intended to be permanent resolutions: hence, they may be amended or withdrawn as additional information is gathered. All individuals are encouraged to report concerns about failure of another individual to abide by any restrictions imposed by an interim measure. The University will take immediate and responsive action to enforce a previously implemented measure.

   B. Range of Measures
   Interim Measures will be implemented at the discretion of the University, and will be established by the Title IX Coordinator. Potential remedies, which may be applied to the complainant and/or the respondent include:
   - Imposition of No-Contact Directives for any or all parties;
   - Change in class schedule, including the ability to transfer course sections or drop a course without penalty;
   - Rescheduling of exams and assignments;
   - Change in work schedule or job assignment;
   - Change in living arrangements;
   - Limiting an individual or organization’s access to certain University facilities or activities pending resolution of the matter;
   - Providing an escort to ensure safe movement between classes and activities;
   - Providing counselling services and assistance in setting up an initial appointment;
   - Providing academic support services, such as tutoring;
   - Removal from campus housing in accordance with the policies and procedures of the University;
   - Other remedies which are deemed appropriate;
• Interim suspensions –
  • An interim suspension may be imposed by the Associate Director, Office of Wellness and Community Responsibility when there is reason to believe that the student(s)/student organization’s conduct poses a substantial threat of harm to oneself or others, threatens or endangers University property, or disrupts the stability and continuance of normal University operations and functions.
  • A student will be denied access to the residence halls, and/or to the campus (including classes), and to all other University activities or events, which the student might otherwise be eligible to participate in or attend.
  • A student will be notified of an interim suspension orally, by written notice served on the student, or by written notice sent to the email address on record. The interim sanctions or interim suspension takes effect the day they are issued.
  • A student given an interim suspension will be given an opportunity to appear before the Associate Vice-President of Student Affairs or a designee within three (3) working days in order to discuss the following issues only:
    • The reliability of the information concerning the student alleged misconduct.
    • Whether the conduct and surrounding circumstances reasonably indicate that the continued presence of the student on University premises poses a substantial and immediate threat to himself/herself, to others, or to property.
    • The Associate Vice President of Student Affairs or his/her designee may affirm or alter the interim suspensions based on the discussion with the student. If the decision is affirmed, the Associate Vice President of Student Affairs or his/her designee will inform the student of that decision at the conclusion of the discussion. If the interim suspension is affirmed by the Associate Vice President of Student Affairs, the Title IX Coordinator will expedite the investigation of the alleged violation so that the interim suspension will not be prolonged.

IV. Complaint Resolution Procedures
A. Overview of Options
The University is committed to providing all members of the University community with a safe place to live, learn, and work. Consistent with this priority, the University will respond promptly and equitably to all allegations of prohibited conduct. Any individual may make a report under the sexual misconduct and interpersonal violence policy, which will indicate a review of the complaint as outlined in this section.

The University’s response to reports of sexual harassment, sexual violence, intimate partner violence, and stalking under this policy is pursued in multiple stages: report, assessment, investigation, resolution, and appeal. At each of these stages, the University is committed to maintaining fairness for all parties and to balancing the needs and interest of the individuals involved with the safety of the community as a whole.

Although a report may come in through many sources, the University is committed to ensuring that all reports are referred to the Title IX Coordinator, who will ensure consistent application of the policy to all individuals and allow the University to respond promptly and equitably to eliminate harassment, prevent its recurrence, and eliminate its effects. The Title IX Coordinator will only consult with those who “need to know” in order to implement procedures under this policy.
Upon receipt of a report, the Title IX Coordinator will conduct an initial Title IX assessment. The goal of this assessment is to provide an integrated and coordinated response to reports of sexual harassment, sexual violence, intimate partner violence, and stalking. The assessment will consider the nature of the report, the safety of the individual and the campus community, the complainant’s expressed preference for resolution, and the necessity for any interim measure to protect the safety of the complainant or the community.

Following the initial assessment, the University may, at the discretion of the Title IX Coordinator:
1. Seek informal resolution that does not involve disciplinary action against a Respondent; or,
2. Seek formal resolution by initiating an investigation to determine if the disciplinary action is warranted.

Each resolution process is guided by the same principles of fairness and respect for all parties.

Any individual who violates these standards will be held accountable for their behavior through a process that protects the rights of both the complainant and the respondent. Resources are available for both students and employees, whether as complainants, respondents, or witnesses, to provide support and guidance throughout the investigation and resolution of the complaint.

B. Title IX Assessment
When a report is made, the Title IX Coordinator will conduct an initial Title IX assessment. The first step of this assessment will usually be a preliminary meeting between the complainant and the Title IX Coordinator. In the course of this assessment, the University will consider the interest of the complainant and the complainant’s expressed preferences for manner of resolution. Where possible and when supported by the facts and circumstances, the University will seek action consistent with the complainant’s request. As part of the initial assessment of the facts, the University will:

- Assess the nature and circumstances of the allegation;
- Address immediate physical safety and emotional well-being;
- Discuss the complainant’s expressed preference for manner of resolution and any barriers to proceeding;
- Notify the complainant of the right to contact or decline to contact law enforcement if the conduct is criminal in nature, and if requested, assist them with notifying law enforcement;
- Notify the complainant of the availability of medical treatment to address physical and mental health concerns and to preserve evidence;
- Notify the complainant of the importance of the preservation of evidence;
- Provide the complainant with information about on-and off-campus resources;
- Notify the complainant of the available interim measures;
- Provide the complainant with an explanation of the procedural options, including informal resolution and formal resolution;
- Inform the complainant and the respondent they may seek an advisor of their choosing to assist them throughout the investigation and resolution of the complaint, and that
the advisor may accompany them to any meeting or proceeding under this policy (Additional guidance about the role of the advisor is contained in the Appendix);

- Assess for pattern evidence or other similar conduct by the respondent; and
- Explain the University’s policy prohibiting retaliation.

The initial interview review will proceed to the point where a reasonable assessment of the safety of the individual and of the campus community can be made, and the University has sufficient information to determine the best course of action.

At the conclusion of the Title IX Assessment, the Title IX Coordinator will determine the appropriate manner of resolution, which may include Informal Resolution or the initiation of an investigation to determine if disciplinary action is warranted. It is at the discretion of the Title IX Coordinator to determine which method of resolution is appropriate. Any individual wishing to explore alternative resolution methods is encouraged to discuss these options with the Title IX Coordinator.

Where the complainant requests that their identity not be shared with the respondent or that the University not pursue an investigation, the University must consider this request in the context of the University’s responsibility to provide a safe and non-discriminatory environment for all University community members. The University, through the Title IX Coordinator, will take all reasonable steps to investigate and respond to the complaint consistent with the request not to share identifying information or pursue an investigation, but its ability to do so may be limited by the request. Under these circumstances, the complainant’s request will be balanced against the following factors:

- The seriousness of the conduct;
- The roles of the complainant and respondent;
- Whether there have been other complaints or reports of harassment or misconduct against the respondent;
- Whether the circumstances suggest there is an increased risk of the respondent committing additional acts of sexual violence or other violence;
- Whether the respondent has a history or arrests or prior conduct violations (At Eastern Michigan or elsewhere) indicating a history of violence;
- Whether the alleged respondent threatened further sexual violence or other violence against the student or others;
- Whether the sexual violence was committed by multiple individuals;
- Whether the circumstances suggest there is an increased risk of future acts of sexual violence under similar circumstances;
- Whether sexual violence was perpetrated with a weapon;
- Whether the school possesses other means to obtain relevant evidence (e.g., security cameras or personnel, physical evidence).

The University will take all reasonable steps to investigate and respond to the report consistent with the request not to share the identifying information or pursue an investigation, but its ability to do so may be limited based on the nature of the request by the complainant. Where the University is unable to take action consistent with the request of the complainant, the Title IX Coordinator will inform the complainant about the chosen course of action, which may include the University seeking disciplinary action against the respondent. Alternatively, the course of action may also include steps to limit the effects of the alleged
harassment and prevent its recurrence that do not involve formal disciplinary action against a Respondent or revealing the identity of the complainant.

At the conclusion of the initial Title IX assessment, the complainant will receive a written notice of the determination about how the University plans to proceed. Depending on the circumstances and requested resolution, the respondent may or may not be notified of the report or resolution. A respondent will be notified when the University seeks action that would impact a respondent, such as protective measures that restrict the respondent’s movements on campus, the initiation of an investigation, or the decision to request the respondent’s involvement in an Informal Resolution.

C. Informal Resolution
Informal resolution is an alternative approach designed to stop the prohibited conduct without taking disciplinary action against a respondent. An informal resolution does not require a full investigation. The decision whether to use informal resolution will be decided on a case-by-case basis. Where the Title IX assessment concludes that informal resolution may be appropriate, the University will take immediate and corrective action through the imposition of individual and community remedies designed to maximize the complainant’s access to educational, extracurricular, and employment activities at the University and to eliminate a hostile environment. Depending on the form of informal resolution used, it may be possible for a complainant to maintain anonymity.

Informal resolution, even if voluntary, may not be used in cases involving sexual assault. The decision to pursue informal resolution will be made when the University has sufficient information about the nature and scope of the conduct, which may occur at any time. Participation is voluntary, and a complainant or respondent can request to end informal resolution and initiate an investigation at any time. Additionally, if an informal resolution is reached but either party fails to abide by the resolution, the Title IX Coordinator may initiate an investigation and formal resolution, if deemed appropriate.

The Title IX Coordinator will maintain records of all reports and conduct referred for informal resolution, which will typically be completed within sixty (60) days of the conclusion of the initial Title IX assessment.

D. Formal Resolution
Overview of Investigation
Where the initial Title IX assessment concludes that prohibited conduct may have occurred, based on the University’s determination that an investigation should be pursued based on the potential risk of harm or threat to public safety, the Title IX Coordinator will initiate an investigation. The investigation is designed to provide a fair and reliable gathering of the facts. The investigation will be thorough, impartial, and fair, and all individuals will be treated with appropriate sensitivity and respect. As described in the privacy and confidentiality section, the investigation will be conducted in a manner that is respectful of individual privacy concerns.

Throughout the investigation and resolution, a complainant or respondent may have an advisor of their choosing present at any meeting or proceeding. Additional guidance about the role of the advisor is contained in the Appendix.
Information gathered during the review or investigation will be used to evaluate the responsibility of the respondent, provide for the safety of the complainant and the University campus community, and take appropriate measures designed to end the misconduct, prevent its recurrence, and address its effects.

**Notice of Investigation**

Both the complainant and the respondent will receive written notice that an investigation has been initiated. The notice will include the description of the complaint, the potential policy violations at issue, the name and contact information of the assigned investigator, and a copy of the investigative procedures.

**Investigator**

The University will designate an investigator who has specific training and experience investigating allegations of prohibited conduct. The investigator may be an employee of the University, an external investigator engaged to assist the University in its fact gathering, or both. Any investigator chosen to conduct the investigation must be impartial and free of any actual conflict of interest.

**Investigative Steps**

The investigator will conduct the investigation in an appropriate manner in the light of the circumstances of the case. The investigator will coordinate the gathering of information from the complainant, the respondent, and any other individual who may have information relevant to the determination. The investigator may consider prior or subsequent conduct that is relevant to evaluating the current conduct.

The investigative interviews may be audio-recorded and notes of the interview will be maintained by the University until the parties have had the opportunity to review and comment on the draft investigation report. The investigator will also gather any available physical evidence, including documents, communications between parties, and other electronic records as appropriate and as described more fully below. The complainant and respondent will have an equal opportunity to be heard, to submit information, and to identify witnesses who may have relevant information.

**Complainant and Respondent Interviews**

The investigator will interview the complainant and respondent separately. Each party will be asked to participate in an initial interview and may be asked to participate in a follow up interview(s) as needed.

**Other Sexual History**

The sexual history of a complainant or respondent will never be used to prove character or reputation. An investigation under this policy may consider prior or subsequent sexual history between the parties if the investigator, with the agreement of the Title IX Coordinator, determines that there was a prior or ongoing relationship between the complainant and respondent and the investigator is asked to determine whether consent was sought and given. As noted in other sections of the policy, whether someone consented on a prior or subsequent occasion is not evidence that the person consented on this occasion, and consent must be sought and given each time. Any prior or subsequent sexual history between the parties will only be used to help understand the manner and nature of communications between the parties and the context of the relationship. If the investigator and Title IX
Coordinator determine that prior or subsequent sexual history should be considered both the complainant and respondent will be notified and have the opportunity to provide any additional relevant information to the investigator.

Witness Interviews
The investigator will make a good faith effort to contact and interview any witness identified by the parties or in the documentation, including those no longer at the University. Witnesses must have observed the acts in question or have information relevant to the incident and cannot be participating solely to speak about an individual’s character. The investigator may also interview any other individual he or she finds to be potentially relevant to the allegations of the complaint. The investigator will inform each witness that they are prohibited from retaliating against the complainant and respondent or other witnesses, and request that the witness respect the privacy of the parties and the integrity of the process.

Experts
The investigator may contact any expert they determine is necessary to ascertain the facts related to the complaint. An expert witness may be contacted for an informal consultation or for a professional opinion regarding information learned from the investigation.

Documents/Records Review
In addition to reviewing any documents submitted by the complainant and respondent, the investigator will try to obtain such other physical or medical evidence relevant to the investigation as the investigator determines, in their judgement, to be necessary, including but not limited to documents, police records, electronic or other records of communications between the parties or witnesses and records of other relevant information. In obtaining such information the investigator will comply with applicable laws and Eastern Michigan University policies.

Site Visits
The investigator may visit relevant sites or locations and record observations through written or electronic documentation, such as videos or photographs.

Consideration of Other Conduct by a Respondent
Evidence of an occurrence, or occurrences, of sexual or other relevant behavior so distinctive and so closely resembling either party’s version of the alleged encounter as to tend to prove a material fact, including whether consent was sought or given, may be admissible. Where there is evidence of a pattern of similar conduct, either before or after the conduct in question, regardless of whether there has been a prior finding of a policy violation, this information may be deemed relevant to the determination of policy violation or assigning of a sanction. The determination of relevance will be based on an assessment of whether the previous or subsequent incident was substantially similar to the conduct cited in the report or indicates a pattern of behavior and substantial conformity with that pattern. Where there is a prior finding of a policy violation by the Respondent for a similar act of prohibited conduct, there is a presumption of relevance and the finding may be considered in making a determination as to responsibility and assigning of a sanction.
**Consolidation of Investigation**
The investigator and the Title IX Coordinator have the discretion to consolidate multiple reports against a Respondent into one investigation if the evidence related to each incident would be relevant in reaching a determination in the other incident. In addition, in gathering the facts, the investigator may consider similar prior or subsequent allegations of, or findings of responsibility for, similar conduct by the Respondent to the extent such information is relevant.

**Concurrent Law Enforcement Investigation**
If there is a concurrent criminal investigation, at the request of law enforcement, the University may agree to defer its Title IX fact-gathering until after the initial stages of a criminal investigation. The University will nevertheless communicate with the complainant and respondent regarding Title IX rights, procedural options, and the implementation of interim measures to assure the safety and well-being of all affected individuals. The University will promptly resume its Title IX fact-gathering as soon as law enforcement has released the case of review following the initial criminal investigation.

**Investigation Summary**
At the conclusion of the investigation, the investigator will prepare a draft summary that summarizes the interviews with the complainant, respondent, witnesses, experts, and any other individuals with relevant information, and will also include any evidence collected.

**Review of Draft Summary**
Before the investigative report is finalized, the complainant and respondent will be given the opportunity to review the draft summary. Such review will take place in-person at a location designated by the Title IX Coordinator. Unless other arrangements are made for good cause, the complainant and the respondent will make arrangements to review the report within five (5) days of notification by the Title IX Coordinator. If exigent circumstances exist such that a complainant or respondent is unable to attend the review in person, the Title IX Coordinator in her discretion may allow for an alternate means to view the report.

Consistent with FERPA or safety concerns, identifying information about the complainant or witnesses may be redacted at the discretion of the Title IX Coordinator. A complainant and respondent may submit any additional comment or evidence to the investigator within two (2) days of the opportunity to review the report. A complainant and respondent may also raise concerns about the inclusion of any evidence, even if relevant, that the party believes may be more harmful than probative. Upon request by either the complainant or respondent prior to the expiration of the two (2) day period, an additional three (3) days may be granted to submit additional comments or evidence to the investigator.

**Final Investigative Report**
Upon receipt of any additional information or comments by the complainant or respondent, or after the two (2) day comment period has lapsed without comment, the investigator will prepare the final investigation report. In completing the report, the investigator, in consultation with the Title IX Coordinator, will determine whether any information included in the report should be excluded.
In preparing the final report, the investigator will review all facts gathered to determine whether the information is relevant and material to the determination of responsibility given the nature of the allegation. In general, the investigator will not include information that is irrelevant, more prejudicial than probative, or immaterial. The investigator may also redact statements of personal opinion, rather than direct observation or reasonable inferences from the facts and statements as to general reputation for any character trait, including honesty.

After any adjustments are made in response to comments and information received, the investigator shall determine whether there is sufficient information to find, by a preponderance of the evidence that a policy violation occurred.

The investigator will submit a final report and investigative finding to the Title IX Coordinator. The final report will include all investigation materials subject to the guidelines set forth in the preceding section, the complainant and respondent responses, the finding of whether this Sexual Misconduct and Interpersonal Violence Policy and any additional policies being explored through this investigation have been violated, and the investigator’s rationale. The finding will be based on the standard of preponderance of the evidence, i.e., whether it is more likely than not that the policy was violated.

**Review Panel**

The Title IX Coordinator will assign the matter to a review panel. The members of the review panel are fair and impartial decision-makers. The review panel has received appropriate training to participate as informed and impartial decision-makers. The review panel is comprised of three University employees (faculty and staff). The review panel members must have no prior experience with the parties, witnesses, or incident(s) in question that would present any actual conflict of interest. The complainant and respondent will be informed of the composition of the review panel and may raise a challenge for bias or conflict to the Title IX Coordinator before the review begins.

The review panel will review the final investigation report to determine whether:

1. The investigation was conducted in a fair, impartial, and reliable manner;
2. The information is sufficient to support the factual findings; and
3. There is a rational basis, applying a preponderance of the evidence standard, for the recommended finding(s) of responsibility or no responsibility.

In reaching a determination, the review panel may elect to meet with the investigator, but the review panel may not conduct its own investigation or hearing. After the review panel has concluded its review of the final investigative report and any additional information requested, the review panel shall either affirm or reject the investigator’s finding(s).

**Review Panel Rejection of Investigator’s Report, in Whole or in Part**

The review panel may:

1. Accept or reject the investigator’s finding in whole or in part and modify the investigative report accordingly;
2. Request that further investigation be undertaken by the same or another investigator;
3. Request that a de novo investigation be conducted.
**Review Panel’s Acceptance of Investigator’s Report**

1. If the review panel, in consultation with the Title IX Coordinator, determines that the investigator properly concluded that there is insufficient information to find, by a preponderance of the evidence, that a policy violation occurred, the review panel will affirm the finding of no responsibility.

2. If the review panel, in consultation with the Title IX Coordinator, determines that the investigator properly concluded that there is sufficient information to find, by a preponderance of the evidence, that a policy violation occurred, the review panel will consider the imposition of a sanction designed to eliminate the misconduct, prevent its reoccurrence, and remedy its effects. Sanctions or interventions may also serve to promote safety or deter individuals from similar future behavior.

3. The review panel is responsible for determining the appropriate sanction and remedy, subject to consultation and approval by the Title IX Coordinator.

4. The review panel may impose a sanction deemed appropriate after a consideration of all the relevant information. In general, the imposition of sanctions will take effect immediately and will not be deferred pending the resolution of the appeal.

5. The sanctions may include disciplinary action up to and including suspension from the University or permanent dismissal. A full list of the range of sanctions for students is contained later in this policy.

6. Sanctions may be issued individually, or a combination of sanctions may be imposed. The determination of sanctions is based upon a number of factors including: the nature of the conduct by the respondent; the harm suffered by the complainant; any ongoing risk to either the complainant or the community posed by the respondent; the impact of the violation on the community, its members, or its property; any previous Title IX or conduct violations; and any mitigating or aggravating circumstances.

7. In situations where it is determined that the conduct was motivated by bias, insofar as a complainant was selected on the basis of his or her race, color, ethnicity, national origin, religion, age, disability, or other protected class, the sanction imposed may be enhanced to account for the bias motivation.

8. For a student employee who is acting in the scope of his/her employment at the time of the incident, the sanction may include any permissible sanction from the Sexual Misconduct and Interpersonal Violence Policy or the personnel policies for employees.

**Possible Student Sanctions**

1. **Warning:** Notice to a student or organization that continuation or repetition of conduct found to be in violation of the Sexual Misconduct and Interpersonal Violence Policy may result in further disciplinary action.

2. **Housing Restriction(s):** Housing restrictions include, but are not limited to, restricted access to any or all parts of residence halls, the loss of room selection privileges, relocation to another University residential facility, requirement to move on-or-off
campus at an individual’s own expense, removal of guest privileges, and/or restriction from specific housing options.

3. **Assessment and Treatment:** Referral to the Wellness Center or approved off campus agency for assessment and/or treatment.

4. **Restrictions on Participation or Use:** Restrictions on participating may include the revocation, or the loss for a stated period of time or under a stated set of conditions, of a student’s ability to participate in certain University-approved activities, including, but not limited to, varsity sports, clubs, organizations (including but not limited to Greek organizations), or leadership positions in such sports, clubs, and organizations.

5. **Probation:** A specified period of time requiring maintenance of exemplary conduct. Further violations during this time may result in more serious sanctions than are imposed in the absence of probationary status. During a probationary period, the terms imposed on an organization will also be binding on its members.

6. **Deferred Suspensions:** A student or organization on deferred suspension has been found responsible for conduct that warrants suspension from the University. In the exercise of its discretion, the University has determined to withhold immediate imposition of the suspension and allow the individual or organization to remain on campus, usually with additional terms of compliance. If a student or organization is found in violation of any aspect of the Sexual Harassment and Misconduct Policy or of terms of compliance during the period of the deferred suspension, the deferment of this suspension may be lifted and the suspension will become effective immediately, resulting in separation from the University for the remainder of the suspension period. In addition, any other sanctions for the new violation(s) will be imposed. During a period of deferred suspension, the terms imposed on an organization will also be binding on the members of the organization.

7. **Suspension from the University:** A student suspended from the University may not participate in classes or other University activities and may not be on University property (except by appointment, arranged in advance with the Title IX Coordinator (or designee) or the Associate Vice President of Student Affairs (or designees)) for the period of time specified in the notice of suspension. Suspension extending beyond the semester in which action is taken shall consist of units of full semesters and/or summer sessions. In no case shall the suspension terminate prior to the end of a semester. Courses taken at another institution during this period of suspension will not be accepted for transfer at the University. Conditions for resuming active status on campus following suspension may be imposed by the University. A sanction of immediate suspension will go into effect within 24 hours of receipt of the outcome letter unless otherwise noted in the outcome letter and shall remain in effect throughout any appeal process. An organization that is suspended shall be required to forfeit its ability to conduct group-sponsored activities or to participate in University-sponsored activities, and any University support for the organization will be withdrawn, during the period of suspension.

8. **Withholding, delaying, or revoking the conferral of the degree:** The University may delay the conferral of the degree pending the outcome of an investigation or withhold the conferral of the degree due to a finding of prohibited conduct. In extraordinary circumstances, the University may revoke the conferral of the degree.
9. **Permanent Dismissal:** For an individual, permanent termination of student status includes exclusion from any University property, University sponsored, or University affiliated events. A person permanently dismissed for the University is denied the rights and privileges of inclusion in the Eastern Michigan University community both as a student and as an alumnus/alumna. Permanent dismissal will go into effect within 24 hours of receipt of the outcome letter unless otherwise noted in the outcome letter, and shall remain in effect throughout any appeals process. For an organization, permanent termination of the organization’s relationship and status with the University, which includes termination of access to facilities, funding, and/or right to assemble as an organization on University property and at University-sponsored or affiliated events. An organization expelled from the University is denied the rights and privileges of inclusion in the Eastern Michigan University community as an organization.

10. **Other:** Such other sanctions as may be appropriate at the discretion of the University.

Failure to complete any sanction may result in further disciplinary or other action

**Notice of Outcome**

Both the complainant and the respondent will simultaneously receive written notice of the outcome, the sanction, and the rationale for both. To provide notice of the outcome, University-issued email is the primary means of communication. Alternative methods may be used, if appropriate.

The notice of outcome will include the findings as to whether there has been a policy violation and the rationale for the result. The notice of outcome will also include the sanction and the rationale for the sanction. The respondent will be informed of the date by which the requirements must be satisfied (if applicable), and the consequences of failure to satisfy the requirements. The complainant will be fully informed of any sanctions and remedies that directly relate to the complainant, including information about the respondent’s presence on campus (or in a shared class or residence hall), that may help a complainant make informed decisions or work with the University to eliminate harassment and prevent its recurrence. The notice of outcome will also provide each party with their appeal options.

The University may also notify appropriate University officials, such as the Executive Director of Public Safety, faculty members, residence life staff, coaches, as necessary, to implement the outcome and/or sanctions.

**Appeal**

Either party may appeal the outcome and/or sanction. The appeal will be conducted in an impartial manner. The Associate Vice President for Student Affairs will conduct appeals. A review of the matter will be prompt and narrowly tailored to stated appeal grounds. The limited grounds for appeal are as follows:

1. New information that could affect the finding of the investigator or Review Panel and was not available through the exercise of due diligence at the time of the investigation;
2. A deviation from University policy or procedure that materially affected the outcome;
3. Sanctions too harsh or too lenient.
The appeal shall consist of a plain, concise, and complete written statement outlining the grounds for the appeal. Dissatisfaction with the outcome of the investigation is not grounds for appeal. The appeal must be submitted to the Title IX Coordinator within five (5) days of the date of the outcome letter. Upon receipt of the appeal, the Title IX Coordinator will forward the request to the Associate Vice President for Student Affairs.

The Title IX Coordinator will provide the other party notice of the appeal and the opportunity to respond in writing to the appeal. Any response to the appeal must be submitted within five (5) days from the receipt of the appeal. In the event both parties initially appeal the findings, each party will be provided notice and a copy of the other party’s appeal.

Upon receipt of the appeal and any response, the Title IX Coordinator will coordinate and be copied on all matters related to the appeal.

In any request for an appeal, the burden of proof lies with the party requesting the appeal, as the original determination and sanction are presumed to have been decided reasonably and appropriately. The appeal is not a new review of the underlying matter. The Associate Vice President of Student Affairs shall consider the merits of an appeal only on the basis of the three grounds for appeal. The Associate Vice President of Student Affairs will review the written investigation report and all supporting documents and may consult with both parties.

Appeals are not intended to be a full rehearing of the complaint (de novo). In most cases, appeals are confined to a review of the written documentation regarding the grounds for the appeal. This is not an opportunity for the Associate Vice President of Student Affairs to substitute his/her judgment for that of the original reviewing body merely because s/he disagrees with it finding and/or sanctions. Appeals decisions are to be deferential to the original hearing body, making changes to the finding only where there is a clear error based on the stated appeal grounds.

The Associate Vice President of Student Affairs can:

1. Affirm the original findings, or
2. Alter the findings, and/or
3. Alter the sanctions, depending on the basis of the requested appeal.

If the appeal is based on procedures not having been followed in a material manner, the Associate Vice President of Student Affairs can ask that a new investigation and/or imposition of sanctions occur. In the case of new and relevant information, the Associate Vice President of Student Affairs can recommend that the case be returned to the review panel to assess the weight and effect of the new information and render a determination after considering the new facts.

The Associate Vice President of Student Affairs will communicate the result of the appeal to the complainant and respondent within ten (10) days from the date of the submission of all appeal documents by both parties. Decisions on appeals are final.
E. Additional Considerations

Group Infractions
When members of a student group, organization, team, or individuals act in concert in violation of the Sexual Misconduct and Interpersonal Violence Policy, their conduct may be reviewed as a group or as individuals, and an investigation may proceed against the group as joint Respondents or against one or more involved individuals as appropriate given available information and circumstances.

A student group, organization, or team’s officers and membership may be held collectively and individually responsible when violations of the Sexual Misconduct and Interpersonal Violence Policy by the organization or its members take place at organization sponsored events, have received the consent or encouragement of the organization or the organization’s leaders or officers, or was known or reasonably should have been known to the membership or its officers. In any such action, individual determinations as to responsibility will be made and sanctions may be assigned collectively and individually.

Records
The Title IX Coordinator will retain records of all reports, allegations, and complaints, regardless of whether the matter is resolved by Title IX assessment, informal resolution, or formal resolution. In general, records will be maintained for the duration of the respondent’s enrollment at the University and may be retained for no less than seven years following the respondent’s departure from the University.

Students
Findings of responsibility in matters resolved through formal resolution are part of a student’s conduct record. Such records shall be used in reviewing any further conduct or in developing sanctions and shall remain a part of a student’s conduct record.

Complaints resolved by a Title IX assessment or informal resolution are not part of a student’s conduct file or academic record. The conduct files of students, who have been suspended, permanently dismissed, or who withdrew pending disciplinary action from the University are maintained in the Office of Wellness and Community Responsibility for seven years after their departure from the University.

Further questions should be directed to the Associate Director, Office of Wellness and Community Responsibility. Records of disciplinary action involving organizations are maintained in the Office of Wellness and Community Responsibility indefinitely.

Students who declare an interest in studying abroad through the Academic Programs Abroad are subject to a conduct record check. Information that will be shared with the Office of Academic Programs Abroad includes, but is not limited to, determination of sexual misconduct violations. It is within the sole discretion of the University, through the Office of Academic Programs Abroad, to determine whether a student who has violated University policy is eligible to study abroad. Consideration and qualification for study abroad are not disciplinary determinations but may be affected by a student’s disciplinary record.
V. Appendix and Definition of Terms

Advisors: Throughout the investigation and resolution of a complaint, the Complainant and Respondent have the right to be assisted by an advisor of their choice. The advisor may be any person, including an attorney engaged at the party’s expense, who is not otherwise a party or witness in the investigation. The advisor may accompany the Complainant or Respondent to any meeting or related proceeding with an investigator or a University employee. While the advisor may confer quietly with the Complainant or Respondent to provide advice or support, the advisor may not speak on behalf of the Complainant or Respondent or otherwise actively participate in, or in any manner disrupt, the meeting or proceeding. Any person who serves as an advisor should plan to make themselves available for meetings throughout the process in accordance with the University’s objective of completing the resolution process in sixty (60) days or less.

The Title IX Coordinator has the right at all times to determine what constitutes appropriate behavior on the part of an advisor. No copies of written materials or any other evidence will be given to an advisor, although the parties may share such information with an advisor as necessary to assist them in the proceedings.

Complainant: An individual who invokes the University’s investigation and resolution process to determine if the sexual misconduct policy has been violated and identifies him or herself as a victim of the alleged misconduct. In some circumstances, the University may assume the role of Complainant.

Parties: A term referencing collectively to the Complainant and Respondent.

Prohibited Conduct: Prohibited Conduct is defined in the University’s Sexual Misconduct and Interpersonal Violence Policy. It includes Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Sexual or Gender Based Harassment and Retaliation.

Respondent: Any individual(s) or organization(s) alleged to have violated the Sexual Misconduct and Interpersonal Violence Policy and against whom a complaint has been brought to the attention of the University.

Student: Any student enrolled at the University at the time of the alleged sexual misconduct. For the purposes of this policy, student status begins when a student has accepted an offer for admission to the University and ends when the student has graduated, withdrawn, been permanently dismissed, or otherwise separated permanently from the University.

Title IX: Title IX refers to the Educational Amendments of 1972 (Title IX), 20 U.S.C. §§1681 et seq., and its implementing regulations, 32 C.F.R. Part 106, which prohibit discrimination on the basis of sex in education programs or activities operated by recipients of federal financial assistance. The University is required to comply with Title IX. Sexual harassment of students, which includes acts of sexual misconduct described in this policy, is a form of sex discrimination prohibited by Title IX.

Victim: Any individual who has been harmed by an act or acts of sexual misconduct.

Witness: Any individual who has seen, heard, or otherwise knows or has information about a violation.

Effective Date: July 1, 2016
Reviewed and updated: September 21, 2017
How to be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.” We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
2. Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

Risk Reduction

With no intent to victim blame and recognizing that only rapists are responsible for rape, the following are some strategies to reduce one’s risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network)

1. Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to avoid isolated areas. It is more difficult to get help if no one is around.
3. Walk with purpose. Even if you don’t know where you are going, act like you do.
4. Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn’t the best place to be.
5. Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
6. Make sure your cell phone is with you and charged and that you have cab money.
7. Don't allow yourself to be isolated with someone you don’t trust or someone you don’t know.
8. Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
9. When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
11. Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you’ve left your drink alone, just get a new one.
12. Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don’t drink from the punch bowls or other large, common open containers.
13. Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they’ve had, or is acting out of character, get him or her to a safe place immediately.
14. If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
   a. Remember that being in this situation is not your fault. You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
   b. Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
   c. Have a code word with your friends or family so that if you don’t feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
   d. Lie. If you don’t want to hurt the person’s feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
16. Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
17. If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

Adjudication of Violations

Whether or not criminal charges are filed, the university or a person may file a complaint under the appropriate policy alleging that a student or employee violated the University’s applicable policy on Dating Violence, Domestic Violence, Sexual Assault and Stalking.

If you are Administrative Professional Employees, Faculty, or Staff

1. Name of applicable policy: Discrimination/Harassment Complaint Investigation Procedure for Complaints Against Faculty, Staff or Visitors
2. Access Policy Electronically: [EMU Title IX Documents]
3. Major Steps in the policy:
5. Anticipated Times Lines: Within 60 days
6. Decision making process includes: Investigation and Hearing
7. Resolution Options: Work Rules
8. Sanctions: Formal counseling, written reprimand, suspension without pay, termination. Disciplinary action will be determined in accordance with Human Resources practice and any applicable collective bargaining agreement. Guests and other persons who violate the policy are subject to corrective action, which may include removal from campus and termination of contractual agreements.

If you are a Student
1. Name of applicable policy: Sexual Harassment & Other Prohibited Conduct Policy
3. Major Step in the policy:
   University Policy Statement, Jurisdiction, Definitions, violations, Sanctions for Misconduct, Organization of the University Judicial System, Rights of Charged Students and Disciplinary Proceedings, University Disciplinary Procedure
4. Anticipated Times Lines: Within 60 days
5. Decision making process includes: Investigation and Hearing
6. Resolution Options: “Student Investigative Procedures Involving Sexual Misconduct and Interpersonal Violence” available electronically at: EMU Title IX Documents
7. Sanctions: Verbal Warning, Formal Reprimand, Disciplinary Probation, Suspension, Deferred Suspension, Permanent Dismissal, Delay and/or Denial of Degree Award, Revocation of degree.

Reports of all domestic violence, dating violence, sexual assault and stalking made to the University Police Department will automatically be referred to the Title IX Coordinator for investigation regardless of if the complainant chooses to pursue criminal charges.

The university disciplinary process is consistent with the institution’s policy and will include a prompt, fair, and impartial investigation and resolution process that is consistent with the institution’s policy and transparent to the accuser and the accused. Usually, the resolution of complaints of sexual misconduct are completed within 60 days of the report, however the proceedings timeframe allows for extensions for good cause with notice to the accuser and the accused of the delay and the reason for the delay. Investigators and hearing board members are trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking and taught how to conduct an investigation and hearing process that protects the safety of the victim and promotes accountability.

The policy provides that:
1. The complainant and respondent student each have the opportunity to attend a hearing before a properly trained hearing board that protects the safety of victims and promotes accountability;
2. The complainant and respondent will have timely notice for meetings at which the complainant and respondent, or both, may be present;
3. The institution will allow for timely and equal access to the complainant and respondent and appropriate officials to any information that will be used during formal and informal disciplinary meeting and hearings;
4. The institutional disciplinary procedures will not be conducted by officials who have a conflict of interest or bias for or against the complainant or respondent;
5. Throughout the investigation and resolution of a complaint, the complainant and respondent have the right to be assisted by an advisor of their choice. The advisor may be any person, including an attorney engaged at the party’s expense, who is not otherwise a party or witness in the investigation. The advisor may accompany the complainant or respondent to any meeting or related proceeding with an investigator or a University employee. While the advisor may confer quietly with the complainant or respondent to provide advice or support, the advisor may not speak on behalf of the complainant or respondent or otherwise actively participate in, or in any manner disrupt, the meeting or proceeding.

6. A final report and investigative finding will be submitted to the Title IX Coordinator. The finding will be based on the standard of preponderance of the evidence, i.e., whether it is more likely than not that the policy was violated.

7. Both the complainant and the respondent will simultaneously receive written notice of the outcome, the sanction, the rationale for both, appeal procedures, any change to the result before it becomes final; and when the result becomes final. To provide notice of the outcome, University-issued email is the primary means of communication. Alternative methods may be used, if appropriate.

8. Either party may appeal the outcome and/or sanction. The appeal will be conducted in an impartial manner. The Associate Vice President for Student Affairs will conduct appeals. A review of the matter will be prompt and narrowly tailored to stated appeal grounds. The limited grounds for appeal are as follows:
   • New information that could affect the finding of the investigator or Review Panel and was not available through the exercise of due diligence at the time of the investigation;
   • A deviation from University policy or procedure that materially affected the outcome;
   • Sanctions too harsh or too lenient.

A person alleging sexual assault, domestic violence, dating violence, or stalking may also utilize the complaint and investigatory procedures set forth in the university’s policy against Sexual Harassment, EMU Board Policy Manual, in order to remedy any hostile environment.

All conduct proceedings against students, however, will be resolved through the Office of Wellness and Community Responsibility, 250 Student Center, 734.487.2157. When a complainant does not consent to the disclosure of his or her name or other identifiable information to the alleged perpetrator, the university’s ability to respond to the complaint may be limited.

Confidentiality
The university will protect the identity of persons who report having been victims of sexual assault, domestic violence, dating violence, or stalking to the fullest extent of the law and as previously mentioned in this document.

Protective Measures
In all cases, investigations that result in a finding of more likely than not that a violation of policy occurred will lead to the initiation of disciplinary procedures against the accused individual. The University will assess the need to implement interim or long-term protective measures, such as housing changes, change in class schedule, “No Contact” directive between
both parties. The University will provide a “No trespass” directive to the accused party if deemed appropriate. For students, sexual assault, domestic violence, dating violence, and stalking are violations of the Student Conduct Code. Employees who violate this policy will be subject to discipline, up to and including termination of employment. Sexual assault, domestic violence, dating violence, and stalking are criminal acts which also may subject the perpetrator to criminal and civil penalties under federal and state law.

The Title IX Coordinator or their designee will determine whether interim interventions and protective measure should be implemented, and, if so, take steps to implement those protective measures as soon as possible. Examples of interim protective measures include, but are not limited to: a University order of no contact, residence hall relocation, adjustment of course schedules, a leave of absence, or reassignment to a different supervisor or position. These remedies may be applied to one, both, or multiple parties involved. Violations of the Title IX Coordinator’s directives and/or protective measures will constitute related violations that may lead to additional disciplinary action. Protective measures imposed may be temporary pending the results of an investigation or may become permanent as determined by the University.

**Sex Offender Registration**
The federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, volunteers services or is a student.

In Michigan, convicted sex offenders living on EMU’s campus must register with the EMU Police Department. Contact the EMU Police Department for additional information. Registry information is available at: [Michigan State Police Sex Offender Registry](http://www.michigan.gov/sos).

**Notification to Victims of Crimes of Violence**
As allowed by the Federal Education Rights and Privacy Act (FERPA), when a student is accused of a policy violation that would constitute a “crime of violence”, the University will inform the alleged victim/party bringing the complaint in writing of the final results of a hearing regardless of whether the University concludes that a violation was committed. Such release of information may only include the alleged student’s/responding student’s name, the violation committed, and the sanctions assigned (if applicable).

In cases where the University determines through the Community Responsibility process that a student violated a policy that would constitute a “crime of violence”, the University may also release the above information publicly and/or to any third party. If the alleged victim is deceased as the result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.
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. The following tips are from a publication entitled Test Your Reactions in the Case of a Robbery:

Safety tips:
- Get it over with quickly. Chances are if you try to stall, the robber will get nervous and may be more prone to violence.
- Do what the robber asks, but do not volunteer to do anything more. Move quickly but carefully to give the robber exactly what he/she wants.
- Do not fight or try any impulsive heroics; the risk is great if the robber is armed.
- Do not chase the robber. Stay inside, but try to observe the direction of the robber’s escape. If the robber has a vehicle, note the type, color and the license plate number if possible. Also, note whether the robber had any accomplices.
- Call 911 on campus immediately.

Additional tips:
- Observe as much as you can. The more that you can remember, the more likely it is that the police will be able to positively identify and apprehend the robber.
  Try to remember:
  a) Color of hair, eyes and skin
  b) Facial features and facial hair
  c) Approximate age, height and build
  d) Unusual marks, scars, tattoos, speech peculiarities, accents and mannerisms
  e) Jewelry and clothing
  f) The type of weapon used by the robber
  g) Description of vehicle and direction of travel
- Close off the area, if possible, and ask witnesses to stay until the police arrive. If they cannot stay, be sure to get their names, addresses and phone numbers.
- Write down all the details of the robbery that you can remember and encourage witnesses to do so as well. Include a description of all properties and monies taken, if known, and all statements that were made by the perpetrator(s). Do not discuss the robbery with anyone until the police arrive; this can lead to confused and inaccurate information.
- Protect potential evidence. If possible, block off the area where the suspect was. Above all, try not to touch anything.
- When you are sure that the robber is gone, step outside to meet with the police. This way, they will know that the robber has left and you are safe.
Michigan State Law Regarding Higher Education Police Powers & Authority


STATE OF MICHIGAN
85TH LEGISLATURE
REGULAR SESSION OF 1990

Introduced by Senators J. Hart and Schwartz
ENROLLED SENATE BILL No. 254

AN ACT to empower the governing boards of control of public 4-year institutions of higher education to grant certain powers and authority to their public safety officer; to require those public safety officers to meet certain standards; and to require institutions of higher education to make certain crime reports.

The People of Michigan enact:

Sec. 1. (1) The governing board of control of a public 4-year institution of higher education created under Article VIII of the state constitution of 1963 may grant the public safety officers of the institution the same powers and authority as are granted by law to peace and police officers to enable the public safety officers to enforce state law and the ordinances and regulations of the institution of higher education. Public safety officers to whom the powers and authority of peace and police officers are granted under this section shall be considered peace officers of this state and shall have the authority of police officers provided under the Michigan Vehicle Code, Act No. 300 of the Public Acts of 1949, being Sections 257.1 to 257.923 of the Michigan Compiled Laws.

(2) The determination by a governing board of control of an institution of higher education whether to grant the powers and authority described in Subsection (1) to public safety officers of the institution shall be made only after the governing board of control has held not less than 2 public hearing regarding that determination.

(3) The governing board of control of an institution of higher education shall not grant the powers and authority described in Subsection (1) to the public safety officers of the institution unless, before those powers and authority are granted, the governing board provides for the establishment of a public safety department oversight committee. The committee shall be comprised of individuals nominated and elected by the faculty, students, and staff of the institution. The committee shall include 2 students, 2 members of the faculty, and 2 members of the staff. The committee shall receive and address grievances by persons against the public safety officers or the public safety department of the institution. The committee may recommend to the institution that disciplinary measures be taken by the institution against a public safety officer who is found responsible for the misconduct in the office.

Sec. 2. (1) The jurisdiction of public safety officers to whom the powers and authority of peace and police officers are granted under Section 1 shall include all property owned or leased by the institution of higher education of the governing board of control, wherever situated in this state, and this jurisdiction shall extend to any public right of way traversing or immediately contiguous to the property. The jurisdiction of these public safety officers may be extended by state law governing peace officers if authorized by the governing board of control.

(2) This act does not limit the jurisdiction of the state, county, or municipal peace officers.

Sec. 3. Public safety officers to whom the powers and authority of peace and police officers are granted under Section 1 shall meet the minimum employment standards of the Michigan Law Enforcement Officers Training Council Act of 1965, Act No. 203 of the Public Acts of 1965, being Sections 28.601 to 28.616 of the Michigan Compiled Laws.

Sec. 4. The public safety department of each public 4-year institution of higher education created under Article VIII of the State Constitution of 1963, whether or not the public safety officers in the public safety department are granted powers and authority under Section 1(1), shall submit monthly uniform crime reports pertaining to crimes within the department’s jurisdiction to the department of state police as prescribed in Section 1 of Act No. 319 of the Public Act of 1968, being Section 28.251 of the Michigan Compiled Laws.
Eastern Michigan University

2019 Annual Fire Safety Report

October 1, 2019

Statistical Information for: 2016 – 2017 – 2018

This information is provided for
Eastern Michigan University’s Ypsilanti campus
2019 Annual Fire Safety Report

Eastern Michigan University publishes this fire safety report as part of its Annual Security Report, which contains information with respect to the fire safety practices and standards for Eastern Michigan University. This report includes data concerning the number of fires, the cause of each fire, the number of injuries and deaths related to a fire and the value of the property damage caused by a fire.

Numbers for Reporting Fires
EMU Police Emergency 734.487.1222 or 911 on University Land Line

General Statement of University Owned/Controlled Student Housing and Residence Life

If a fire occurs in an EMU building, community members should immediately notify Eastern Michigan University Police Department at 734.487.1222 or 911 on a University land line. The EMU PD will initiate a response from the Ypsilanti Fire Department. If a member of the EMU community finds evidence of a fire that has been extinguished and the person is not sure whether EMU PD has already responded, the community member should immediately notify EMU PD to investigate and document the incident.

Fire alarms alert the community members of a potential hazard and members are required to heed their warning, and evacuate the building immediately upon hearing a fire alarm or seeing a fire alarm strobe using the nearest stairwells and exits in each building. They should also familiarize themselves with the exits in each building. When a smoke detector located outside of an elevator is activated, the elevators in each building will return to the ground floor and stop automatically with the doors open.

Individuals must remain outside of the building until the fire department or EMU PD makes an “all clear” determination. Failure to evacuate the building is a violation of the Ypsilanti City Ordinance and subjects you to arrest and/or disciplinary action. More importantly, evacuation should be done for reasons of safety.

Residence Hall and University Apartment Fire Safety Information

EMU residence halls and apartments are equipped with a variety of features that are designed to detect, stop and or suppress the spread of a fire.

- A door can be the first line of defense against the spread of smoke or fire from one area to another. Some doors, such as fire doors in corridors or stairwells of residence halls are designed to withstand a fire longer than those of an individual room door. It is important that fire doors be CLOSED for them to work. Additionally, automatic door closers should not be tampered with or propped open.
- Sprinklers are 98 percent effective in preventing the spread of fire when operating properly. Do not obstruct the sprinkler heads by hanging clothes from the piping, placing boxes directly under the sprinkler, etc.
Smoke detectors cannot do their job if they are disabled or covered by the occupant. Disabling a smoke detector is a violation of University Policy. Almost 75 percent of all fires that are caused by smoking material are the result of a cigarette being abandoned or disposed of carelessly. Smoking is not permitted in EMU residence halls.

**Housing and Residence Life Facility Fire Safety Systems**

All Eastern Michigan University main campus residence halls are completely covered by an integrated automatic fire detection and fire alarm system, which is monitored 24 hours a day, seven days a week by the EMU PD. Some residence halls (The Village, Buell, and Downing) are equipped with integrated sprinkler systems. Every student room has an emergency evacuation map installed on the inside of the front door that directs occupants to primary and secondary exits. Please review the EMU Fire Safety Systems Matrix for information about fire detection notification and suppression systems in each residential facility.

University apartment complexes and rental properties have different systems unique to each unit or complex. 600 and 601 W. Forest properties, Brown, and Munson Halls have an integrated automatic fire detection and alarm system, monitored 24 hours a day, every day of the year by Department of Public Safety. Brown and Munson apartments have evacuation plans installed on the back of the entry doors directing tenants how to exit the buildings. The Cornell Courts and Westview complexes do not have centralized fire alarm systems. Apartments in these two complexes have entry doors that exit to the exterior instead of central hallways. Every apartment has smoke detectors installed in them. There are also fire extinguishers installed in every building and complex. The rental property at 601 W. Forest does have a sprinkler system located in the stairwell areas of both the common and private areas.

**Plans for Fire Safety Improvement**

There are currently no plans for improvements to fire safety systems.

**Fire Safety Education and Training Programs**

Residence hall students (including those with special needs) and residence halls staff receive fire safety training at the beginning of the academic year. The Guide to Campus Living includes information on fire safety and what appropriate action to take during a fire alarm or fire emergency. Fire drills are conducted once a month for all occupied residence halls during the academic year in coordination with the EMU Department of Public Safety (EMU DPS).

Each resident is able to access a copy of the EMU Housing and Residence Life and Residential Services guide at: [Guide to Campus Living](#)

Campus safety and fire safety education are discussed during new student orientation. The EMU Department of Public Safety, Housing and Residence Life, Environmental Health and Safety and Emergency Management participate in forums and programs in residence halls/apartments to address student, faculty and staff and explain University security, public safety and fire safety measures and procedures.
Students receive information about fire safety and evacuation procedures during their first floor meetings and during other educational sessions that they can participate in throughout the year. Housing and Residence Life staff members are trained in these safety measures and procedures as well and act as ongoing resource for the students living in residential facilities.

All tenants (including those with special needs) and Residence Life staff receive fire safety information at the beginning of each semester. The University Safety Awareness and Hazard Communications Program offered by Environmental Health and Safety presents information on fire safety and the program is mandatory training for new employees.

The site includes information on fire safety and what appropriate action to take during a fire alarm or fire emergency. Fire drills are conducted once a month for tenants in units with common area living in coordination with the EMU DPS.

**Procedures Students Should Follow in Case of Fire in a Residential Facility**

Please report to our staff immediately anyone who sets fires or tampers with equipment and alarms. It is your safety that is at stake. Upon discovery of a fire, students and staff are trained to activate the fire alarm and exit the building immediately using the closest safe exit and proceed to the predetermined meeting place for that building. Whenever a fire alarm sounds in any residence hall or apartment building, you are required to evacuate the building immediately. Failure to evacuate is a violation of Ypsilanti city ordinance and subjects you to arrest and/or disciplinary action. Upon hearing the alarm you should:

- Open blinds
- Turn off all room lights (if applicable)
- Close and lock your door

State fire laws prohibit the use of elevators for fire evacuation. Individuals must remain outside of the building until the Area Complex Director or the Department of Public Safety makes an “all clear” determination.

Fire-fighting equipment is located throughout buildings for your protection. It is against state law and University policy to use this equipment for any other purpose. Pulling false fire alarms, causing a fire, tampering with or misusing fire alarm systems, interfering with firefighters and tampering with or removing firefighting equipment (smoke sensors, fire extinguishers etc) are violations of the housing contract or lease, student conduct code, Residence Hall Bill of Rights and state law. Offenders may be removed from on-campus housing, prosecuted to the fullest extent of the law, and, through the University judicial process, face the loss of student status.
Emergency Evacuation Procedures

Emergency evacuation procedures are located in the University Emergency Response Procedures and the Safety Policy and Procedures Program. Evacuation Placards, located on each resident room door, described evacuation procedures. Fire evacuation drills are conducted throughout the school year. The EMU DPS and EMU Housing and Residence Life conduct unannounced fire drills each year.

The purpose of the evacuation drills is to prepare residents for an organized evacuation in case of fire or other emergency. At EMU, evacuation drills are used as a way to educate and train occupants on fire safety issues specific to their building. During the drill, residents practice procedures and familiarize themselves with the location of exits, the sound of fire alarms and where the designated meeting areas are located. In addition to educating the residents of the building about evacuation procedures during the drill, the process also provided the University an opportunity to test the operation of fire alarm system components.

For your own safety, you MUST evacuate when ordered to do so. This includes activation of an audible or visible fire alarm or verbal orders from emergency response personnel.

If You Hear the Fire Alarm or are Instructed to Leave the Building

1. If told to evacuate, REMAIN CALM.
2. Immediately leave the building. Tell others to evacuate.
3. EVACUATE IMMEDIATELY. Everyone is required to evacuate immediately anytime a fire alarm sounds or an evacuation order is given.
4. When you evacuate, take keys, coat, purse and any other easily accessible critical personal items with you to the Designated Meeting Area (DMA). However, if these items are located on another floor or in another room, evacuate without these items.
5. Walk calmly, but quickly, to the nearest emergency exit.
6. Check the door and door knob for heat or dangerous conditions before opening the door. If there is no heat or obvious hazards, open the door and check the exit route before leaving. Close doors as rooms are vacated.
7. Keep to the right side of corridors and stairwells as you exit.
8. If you are on a lower floor, it is critical that you evacuate immediately so that those on upper floors are not caught in a backup in the stairwells as they descend to the lower floors. DO NOT ATTEMPT to go back upstairs.
9. Use stairways only. Do not use elevators.
10. Follow the instructions of emergency personnel regarding alternate exit routes, should your normal pathway be blocked.
11. Assist those who need help, but do not put yourself at risk attempting to rescue trapped or injured victims. Note location of trapped and injured victims and notify emergency personnel.
12. Proceed directly to the DMA. Stay away from the immediate area near the building you evacuated. Remain in the DMA until instructions are given.
13. Do not re-enter the building until emergency personnel give the “All Clear” instruction. There are a variety of communication tools that will be used to keep you informed (PA systems, text alerting, e-mail).
Evacuation Guidelines for People with Special Needs  
And Those Who Assist Them

1. **Only** attempt an emergency evacuation if you have had emergency assistance training or the person is in immediate danger and cannot wait for emergency services personnel.

2. **Always ask** how you can help **before** attempting any emergency evacuation assistance. Ask how he or she can best be assisted or moved, and whether there are any special considerations or items that need to come with the person.

3. If unable to evacuate, people with special needs are to shelter in place in a designated area of refuge and wait for emergency personnel. The designated areas of refuge are stairwells in most buildings. Be sure to let someone know your location and condition and wait for help.

4. Emergency personnel, after reviewing information provided by the Building Administrator, will determine if it is safe to attempt to evacuate the individual.

**Policy on Portable Electric Appliances, Smoking and Open Flames**

To minimize the potential for fires in the EMU residential community, it is the policy of Eastern Michigan University to prohibit the use of the following items in any University owned or operated residence hall or apartment indoors: Portable space heaters, barbecue grills, hibachis, smokers, (gas, electric, charcoal) and related accessories, including lighter fluids and lighters and other similar type products for cooking/warming purposes, any open flame device or object including candles, candle warmers, incense, and related accessories, hot plates, slow cookers, deep fryers, electric skillets, electric woks, griddles, sandwich makers/grills and other similar type of products, toaster ovens for cooking/warming purposes, flammable combustible liquids for recreational/personal use, fireworks, firecrackers, rockets, flares, sparklers and other devices, halogen lamps, ceiling/wall tapestries, live Holiday trees or non-fire retardant artificial Holiday trees. The “cooking” and “warming” options exclude cooking and warming done in areas designed and built for such purposes.

The University is committed to promoting and maintaining a healthy work and academic environment that is as close to tobacco free as practicably possible and in accordance with all federal, state and local laws. Students, employees and visitors are prohibited from using tobacco throughout all University buildings (exception University Apartments), University vehicles and outside of buildings within 25 feet of any entrance, air intake duct and/or window.

Students who violate this policy are subject to disciplinary action in accordance with the provisions of the Student Conduct Code. Sanctions for violations may include verbal warning, formal reprimand, probation, suspension or dismissal.
**Daily Fire Log**

A daily fire log is available for review 24 hours a day at EMU Fire Log or at the Eastern Michigan University Police Department at 1200 Oakwood St. The information in the fire log includes the nature, date, time and the value of property damage caused by a fire.

The Annual Security Report and Annual Fire Safety Report is available 24 hours a day on the EMU DPS web site at: Annual Security Report.

**Fire Safety**

Your worst enemy during a fire is smoke. If you’re surrounded by smoke, get down on the floor and crawl to safety. Hold your breath and close your eyes if you can. Close doors behind you as you escape. Always use stairs to escape. Never use an elevator. Here are a few simple fire safety tips:

- Make sure there is a working smoke detector near your sleeping quarters.
- Learn the location of fire exits and alarm pull stations near you and know the emergency number for assistance – 911.
- Sound the fire alarm if you see smoke or detect a burning odor.
- Have a prepared escape plan and know your escape route.
- Remember to remain calm.
- Use exit stairs. Never use elevators.
- Close doors behind you as you escape. In most cases, this will prevent smoke damage and fire from entering the room you are exiting.
- Do not re-enter a fire-damaged building until it has been declared safe.
- If you become trapped, seal off cracks around doors and vents with cloth or rugs. (Soak them in water if possible.)
- Shut off fans and air conditioners.
- Signal for help from a window. If a campus phone is still operational, call EMU Police Emergency at 911. If you are using a cell phone, call 734.487.1222.

**False Fire Alarm**

Activating a fire alarm while knowing that there is not fire, is a crime. The guilty party can receive up to one year in jail and/or a fine of up to $500. False fire alarms waste time, money and, most importantly, can cost human lives.
## 2016 EMU Housing and Residence Life Facility Fires

<table>
<thead>
<tr>
<th>EMU Residential Facilities</th>
<th>Total Fires in Each Building</th>
<th>Fire Number</th>
<th>Date</th>
<th>Time</th>
<th>Cause of Fire and General Location</th>
<th>Number of Injuries Reported that Required Treatment at a Medical Facility</th>
<th>Number of Deaths Related to Fire</th>
<th>Value of Property Damage Caused by Fire</th>
<th>Case Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>600 W. Forest</td>
<td>1</td>
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<td>3/12/16</td>
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</table>

**NOTE:** All on-campus student residential facility locations are addressed as:
(Name of Residential Facility)
Eastern Michigan University
Ypsilanti, MI 48197
## 2017 EMU Housing and Residence Life Facility Fires

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</table>

**NOTE:** All on-campus student residential facility locations are addressed as:
(Name of EMU Residential Facility)
Eastern Michigan University
Ypsilanti, MI 48197

105
## 2018 EMU Housing and Residence Life Facility Fires

<table>
<thead>
<tr>
<th>EMU Residential Facilities</th>
<th>Total Fires in Each Building</th>
<th>Fire Number</th>
<th>Date</th>
<th>Time</th>
<th>Cause of Fire and General Location</th>
<th>Number of Injuries Reported that Required Treatment at a Medical Facility</th>
<th>Number of Deaths Related to Fire</th>
<th>Value of Property Damage Caused by Fire</th>
<th>Case Number</th>
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<tbody>
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**NOTE:** All on-campus student residential facility locations are addressed as:
(Name of EMU Residential Facility)
Eastern Michigan University
Ypsilanti, MI  48197
## EMU Fire Safety Systems Matrix

<table>
<thead>
<tr>
<th>EMU Residential Facilities</th>
<th>Fire Alarm Monitoring Done On Site (by EMUPD)</th>
<th>Partial 1 Sprinkler System</th>
<th>Full 2 Sprinkler System</th>
<th>Horn/Strobe</th>
<th>Strobe</th>
<th>Smoke Detection</th>
<th>Fire Extinguisher Devices</th>
<th>Evacuation Plans / Placards</th>
<th>Number of Evacuation Fire Drills 2018</th>
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</tr>
</tbody>
</table>

* *Brown & Munson Halls have a linked alarm system.*

** **The Cornell Courts and Westview complexes do not have centralized fire alarm systems.*

*** Hill Hall closed May 2018 – unoccupied.

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Ypsilanti, MI 48197