

Chapter 11: Sexual and Gender-Based Misconduct

11.A General Principles

The University of Michigan, comprised of the Ann Arbor campus, the University of Michigan-Dearborn, the University of Michigan-Flint, and Michigan Medicine (collectively the “University”), is committed to creating and maintaining a safe and non-discriminatory campus community that is free from “Sexual and Gender-Based Misconduct” and that enables individuals engaged in its programs or activities to participate fully in the scholarly, research, educational, patient care, and service missions of the University. The University does not discriminate on the basis of sex or gender in any of its programs or activities.

The University of Michigan [Policy on Sexual and Gender-Based Misconduct](#) (“Policy”) prohibits the following types of conduct as defined in Policy section XI (also referred to collectively as “Prohibited Conduct”):

- A. [Sexual and Gender-Based Misconduct](#) (i.e., sexual assault; sexual exploitation; sexual harassment; gender-based harassment; sex and/or gender-based stalking; intimate partner violence; sex and gender-based discrimination; retaliation and violation of supportive measures); and
- B. [Title IX Misconduct](#) (i.e., *Quid pro quo* sexual harassment; severe, pervasive and objectively offensive sexual harassment; sexual assault; intimate partner violence and sex and gender-based stalking; as defined by and within the scope of Title IX).

Prohibited Conduct undermines the character and purpose of the University and the University will take appropriate prompt and effective action to eliminate “Prohibited Conduct”, prevent its recurrence, and remedy its effects. Prohibited Conduct may also constitute crimes that violate federal and state law.

The University adopts the Policy with a commitment to: (1) eliminating, preventing, and addressing the effects of Prohibited Conduct; (2) fostering an environment where all individuals are well-informed and supported in reporting possible Prohibited Conduct; (3) providing a fair and impartial process – including constitutionally required due process where applicable – for all parties; and (4) identifying the procedures by which violations of the Policy will be evaluated. “Employees”, “Students”, or “Third Parties” (as defined in Section II below) who violate the Policy may face, as appropriate, disciplinary action up to and including termination, expulsion, or other actions.

It is the responsibility of every member of the University Community to foster an environment free of Prohibited Conduct. All members of the University Community are encouraged to take reasonable and prudent actions to prevent or stop such behavior.

Information about [how to report sexual and gender-based misconduct](#), who is required to report (e.g., “Individuals with Reporting Obligations”, or “IROs”), the Policy and procedures, education and training, student, faculty, and staff resources, and updates, is posted online. [SPG 601.89](#) and related policies and other information may also be helpful. If you have questions, please contact the [Equity, Civil Rights and Title IX Office](#).

11.B Definition of Sexual and Gender-Based Misconduct

The [Definition of Prohibited Conduct](#) is found in the Sexual and Gender-Based Misconduct Policy.

11.C Procedures for Addressing and Reporting Sexual and Gender-Based Misconduct

The [Equity, Civil Rights and Title IX \(ECRT\) Office](#) houses many of the critical functions around equity and civil rights work, including Title IX, the Americans with Disabilities Act, and other forms of discrimination. ECRT replaces and subsumes the university's Office for Institutional Equity (OIE).

The procedures the University applies when it receives a report of possible Prohibited Conduct are available at the following sites:

- [Website with links to the policy, all procedures, and other resources](#)
- [Employee and third-party procedures \(for Ann Arbor, Dearborn, and Flint\)](#)
- [Student procedures for Ann Arbor](#)
- [Student Procedures for Dearborn](#)
- [Student Procedures for Flint](#)