

# 18.G Threats to Personal Safety

## 18.G.1 Domestic Violence

Domestic violence is a pattern of coercive control that one person exercises over another, using physical and sexual violence, threats, emotional and psychological abuse, and economic deprivation. Domestic assault refers to types of abuse against a partner that are crimes, for example, hitting, choking, shoving, slapping, biting, burning, kicking, or forced sex. As with any emergency that poses a threat to safety, call 911. The following resources are available to members of the University community who need assistance in dealing with a domestic violence situation:

- SafeHouse Center (a community resource), which has a 24 hour SafeHouse Center Helpline; 734-995-5444, [info@safehousecenter.org](mailto:info@safehousecenter.org)
- Faculty and Staff Assistance Program, see [Faculty and Staff Counseling and Consultation Office \(FASCCO\)](#)
- Sexual Assault Prevention and Awareness Center (SAPAC) 936-3333 or 764-7771, [sapac@umich.edu](mailto:sapac@umich.edu)
- SOS Community Services 734-484-9945, [info@soscs.org](mailto:info@soscs.org)

## 18.G.2 Safety After Dark

In the past several years, the University has undertaken a major effort to upgrade lighting on campus. However, as is true in most environments, threats to personal safety increase after dark on and around campus. Consistent with the goal of contributing to a safe campus for all members of the community at all times, the University offers several alternatives to walking alone at night. See section [21.V.5 "Transportation at Night"](#).

## 18.G.3 Sexual Assault/Acquaintance Rape

Consistent with state and federal laws, sexual assault—including acquaintance rape, domestic violence, and stalking—is not tolerated at the University of Michigan. The official University Sexual Assault Policy is a federally-mandated student policy. However, the provisions of this policy apply to all members of the University community, and all members of the community are expected to share responsibility for upholding the policy. The University Sexual Assault Policy is published in the [Annual Security Report & Annual Fire Safety Report](#), and in the brochure entitled University Policies Affecting Students, available from the Office of Student Conflict Resolution.

Incidents of sexual assault should be reported. Reports can be made to the Department of Public Safety (911 from campus phones or use the "blue light" emergency phones, described in section [18.C "Emergencies"](#)), to the Ann Arbor Police (911 from off-campus phones), to the Sexual Assault Prevention and Awareness Center (SAPAC), or to any University official. University personnel who are contacted about an incident of sexual assault should refer sexual assault survivors to SAPAC or to one of the resources listed in section [18.G.1 "Domestic Violence"](#). Faculty should be aware that students may report sexual assaults to the Office of Student Conflict Resolution. Reports about sexual assaults are confidential to the extent permitted by law.

## 18.G.4 Stalking

Stalking is a misdemeanor in Michigan; aggravated stalking is a felony. Stalking is also a violation of the *Statement of Student Rights and Responsibilities* (see section [8.D.6 "Dispute Resolution/Statement of Student Rights and Responsibilities"](#)). All incidences of stalking should be reported to UMPD promptly for appropriate action. For more information, see the [Annual Security Report & Annual Fire Safety Report](#).

## 18.G.5 Violence and Threats in the Workplace

All University community members share the responsibility for encouraging and maintaining a climate of behavior that does not foster acts of violence and aggression, including verbal assaults or physical actions that are intended to create fear or apprehension of bodily harm or that threaten the safety of others on campus.

- Psychiatric Emergency Services: 734-936-6900

Faculty members who observe an act of violence at the University or receive a report about a violent act from a student, faculty colleague, or staff member should promptly report this to the appropriate department head or supervisor, Staff Human Resources, Academic Human Resources, the [Faculty and Staff Counseling and Consultation Office \(FASCCO\)](#), or [Michigan Medicine Office of Counseling and Workplace Resilience](#). In the case of an emergency, contact the Department of Public Safety at 911. Acts of violence in the workplace are considered to be serious misconduct and may lead to disciplinary action, including termination, and prosecution if federal, state, or local laws are violated. (SPG [201.12](#))

The University offers many resources to assist faculty and others to prevent problems, conduct investigations, manage the workplace if a situation occurs, and cope with the stress resulting from an incident or situation. In addition to the resources listed above, faculty can call Psychiatric Emergency Services. See the [Annual Security Report & Annual Fire Safety Report](#).

## 18.G.6 Injuries in the Workplace

All injuries incurred in the workplace should be reported to the injured individual's supervisor as soon as possible. The injured individual's supervisor is required to submit an accident report within 24 hours of receiving the report.

## 18.G.7 Weapons

In the interest of fostering a safe campus environment, the use and possession of firearms and other weapons on any property owned, leased, or otherwise controlled by the University, including the Ann Arbor, UM-Dearborn, and UM-Flint campuses, and other facilities such as medical clinics, is prohibited, with only limited exceptions. This prohibition applies regardless of whether an individual has a concealed weapon permit or is otherwise authorized by law to possess or use a firearm or other weapon (as defined by University policy). The limited exceptions include University employees who are authorized to carry a gun in connection with their work and individuals who wear a weapon as part of a military uniform in connection with a public ceremony, parade, or theatrical performance. See SPG [201.94](#), which applies to all University of Michigan faculty and staff, including full-time, part-time,

and temporary employees, and is available online; and [Regents' Ordinance, Article X](#) (as amended in April 2001), which applies to all individuals on any University property, including visitors. In addition, it is a violation of the Statement of Student Rights and Responsibilities to possess, use, or store firearms, explosives, or weapons on University-controlled property or at University events or programs. See section [8.D.6 "Dispute Resolution/Statement of Student Rights and Responsibilities."](#)

### **18.G.8 Classroom Safety for Instructors**

All instructors at the University have an obligation to prepare for possible emergencies—for their own safety and for the safety of their students. To assist faculty in carrying out these responsibilities, the provost's office has developed an [emergency preparedness website](#), which requires a U-M username and Level-1 password for access. This site includes procedures for a range of emergencies, a class suspension plan for infectious hazards, and a set of resources for faculty and others.