

**IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF MICHIGAN**

SPEECH FIRST, INC.,

Plaintiff,

v.

Civil Action 2:18-cv-11451-LVP-EAS

MARK SCHLISSEL, et al. ,

Defendants.

DECLARATION OF JEFFREY M. HARRIS

1. I am an attorney at the law firm Consovoy McCarthy Park PLLC and counsel for plaintiff Speech First, Inc.

2. I am over the age of eighteen and under no mental disability or impairment. I have personal knowledge of the following facts and, if called as a witness, I could and would competently testify thereto.

3. The following materials attached as exhibits are true and accurate copies of pages from the University’s website that were downloaded as PDF files at approximately 6:00 p.m. EDT on May 7, 2018.

- a. Exhibit A is the Statement of Student Rights and Responsibilities.
- b. Exhibit B is a “Definitions” page that is linked from the Statement of Student Rights and Responsibilities.

- c. Exhibit C is a page entitled “About Us” from the University’s Expect Respect initiative.
 - d. Exhibit D is a list of “Frequently Asked Questions” published by the Expect Respect initiative.
 - e. Exhibit E is a list of “Definitions” published by the Expect Respect initiative.
 - f. Exhibit F is the homepage for the University’s Bias Response Team (“BRT”).
 - g. Exhibit G is a flyer entitled “Reporting a Bias Incident” that is linked from the BRT’s homepage.
 - h. Exhibit H is a list of items included on a page entitled “Bias Response Frequently Asked Questions.” The questions on the page can only be opened one at a time, but all 15 of the questions and answers are compiled in Exhibit H.
 - i. Exhibit I is a page called “What to Report” that is linked from the BRT’s homepage.
 - j. Exhibit J is the list of entries from the BRT’s “Bias Incident Report Log” between April 20, 2017 and April 25, 2018. The log spans several webpages, but all entries to date are saved in Exhibit J.
4. Exhibit K is a true and accurate copy of an email dated April 18, 2018 from Defendant Erik Wessel to students at the University of Michigan announcing

amendments to the Statement of Student Rights and Responsibilities. This email was forwarded to Speech First's counsel by a student who received it from Mr. Wessel.

5. Exhibit L is a true and accurate copy of an article from the *Michigan Daily* entitled "We don't want the names of things to be changing as fashions change': A conversation with President Schlissel," published on March 26, 2018.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge.

Executed on May 11, 2018.

/s/ Jeffrey M. Harris
Jeffrey M. Harris

EXHIBIT A



The Statement

Statement of Student Rights
& Responsibilities



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INTRODUCTION

The University of Michigan-Ann Arbor (the University) is dedicated to supporting and maintaining a scholarly community. As its central purpose, this community promotes intellectual inquiry through vigorous discourse. Values which undergird this purpose include civility, dignity, diversity, education, equality, freedom, honesty, and safety.

When students choose to accept admission to the University, they accept the rights and responsibilities of membership in the University's academic and social community. As members of the University community, students are expected to uphold its previously stated values by maintaining a high standard of conduct. Because the University establishes high standards for membership, its standards of conduct, while falling within the limits of the law, may exceed federal, state, or local requirements.

Within the University, entities (such as schools and colleges; campus, professional, and student organizations) have developed policies that outline standards of conduct governing their constituents and that sometimes provide procedures for sanctioning violations of those standards. This *Statement of Student Rights and Responsibilities* (the *Statement*) does not replace those standards; nor does it constrain the procedures or sanctions provided by those policies. This *Statement* describes possible behaviors which are inconsistent with the values of the University community; it outlines procedures to respond to such behaviors; and it suggests possible sanctions/interventions which are intended to educate and to safeguard members of the University community.



STUDENT RIGHTS

Students at the University have the same rights and protections under the Constitutions of the United States and the State of Michigan as other citizens. These rights include freedom of expression, press, religion, and assembly. The University has a long tradition of student activism and values freedom of expression, which includes voicing unpopular views and dissent. As members of the University community, students have the right to express their own views, but must also take responsibility for according the same right to others.

Students have the right to be treated fairly and with dignity regardless of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status, and as revised in the University of Michigan Nondiscrimination Policy. The University has a long-standing tradition of commitment to pluralistic education. Accordingly, the University, through this *Statement*, will not unlawfully discriminate on the basis of protected group status.

Students have the right to be protected from capricious decision-making by the University and to have access to University policies which affect them. The University has an enduring commitment to provide students with a balanced and fair system of dispute resolution. Accordingly, this *Statement* will not deprive students of the appropriate due process protections to which they are entitled. This *Statement* is one of the University's administrative procedures and should not be equated with procedures used in civil or criminal court.

Students also have a right to be educated about this *Statement*, and the University has a responsibility to provide education to students about the contents of this *Statement*. Students shall be made aware of their rights as outlined in this *Statement*, in addition to their responsibilities. Specifically, beginning in Winter 2017, the Division of Student Life must inform new students of the violations of this *Statement* and potential sanctions/interventions they may face if found responsible for violating this *Statement*.

The University's commitment to providing students appropriate dispute resolution avenues means that in addition to formal conflict resolution processes the University also provides informal, adaptable conflict resolution pathways. Related procedures are outlined in VI.2.B. Adaptable Conflict Resolution (including Mediation).



STUDENT RESPONSIBILITIES

Along with rights come certain responsibilities. Students at the University are expected to act consistently with the values of the University community and to obey local, state, and federal laws.

IV VIOLATIONS

Students are expected to comply with published University policies. The following behaviors, for example, contradict the values of the University community and are subject to action under this *Statement*.

A. Physically harming another person including acts such as killing, assaulting, or battering

B. Engaging in sexual misconduct as defined by the University of Michigan Policy and Procedures on Student Sexual and Gender-based Misconduct and Other Forms of Interpersonal Violence. Students who are reported to have experienced or engaged in sexual misconduct are subject to the resolution procedures outlined in the University of Michigan Policy and Procedures on Student Sexual and Gender-based Misconduct and Other Forms of Interpersonal Violence

C. Hazing

D. Stalking another person as defined by the University of Michigan Policy and Procedures on Student Sexual and Gender-based Misconduct and Other Forms of Interpersonal Violence. Students who are reported to have experienced or engaged in stalking by other students are subject to the resolution procedures outlined in the University of Michigan Policy and Procedures on Student Sexual and Gender-based Misconduct and Other Forms of Interpersonal Violence

E. Perpetrating intimate partner violence (also known as dating or domestic violence) as defined by the University of Michigan Policy and Procedures on Student Sexual and Gender-based Misconduct and Other Forms of Interpersonal Violence. Students who are reported to have engaged in or experienced intimate partner violence by other students are subject to the resolution procedures outlined in the University of Michigan Policy and Procedures on Student Sexual and Gender-based Misconduct and Other Forms of Interpersonal Violence

F. Harassing or bullying another person—physically, verbally, or through other means

G. Tampering with fire or other safety equipment or setting unauthorized fires

H. Illegally possessing or using alcohol

I. Illegally distributing, manufacturing, or selling alcohol

J. Illegally possessing or using drugs

K. Illegally distributing, manufacturing, or selling drugs

L. Intentionally and falsely reporting bombs, fires, or other emergencies to a University official

M. Stealing, vandalizing, damaging, destroying, or defacing University property or the property of others

N. Obstructing or disrupting classes, research projects, or other activities or programs of the University; or obstructing access to University facilities, property, or programs (except for behavior that is protected by the University's policy on Freedom of Speech and Artistic Expression)

O. Making, possessing, or using any falsified University document or record; altering any University document or record, including identification cards and meal cards

P. Assuming another person's identity or role through deception or without proper authorization. Communicating or acting under the guise, name, identification, email address, signature, or indicia of another person without proper authorization, or communicating under the rubric of an organization, entity, or unit that you do not have the authority to represent

Q. Failing to leave University controlled premises when told to do so by

a police or security officer with reasonable cause

R. Conviction, a plea of no contest, acceptance of responsibility, or acceptance of sanctions for a crime or civil infraction (other than a minor traffic offense) in state or federal court if the underlying behavior impacts the University community

S. Misusing, failing to comply with, or jeopardizing *Statement* procedures, sanctions, or mediated agreements, or

interfering with participants involved in the resolution process

T. Violating University computer policies

U. Possessing, using, or storing firearms, explosives, or weapons on University controlled property or at University events or programs (unless approved by the Department of Public Safety; such approval will be given only in extraordinary circumstances)



V SCOPE OF THE VIOLATIONS

Behavior which occurs in the city of Ann Arbor, on University controlled property, or at University sponsored events/programs may violate the *Statement*. Behavior which occurs outside the city of Ann Arbor or outside University controlled property may violate the *Statement* only if the behavior poses an obvious and serious threat or harm to any member(s) of the University community. Behavior will be addressed under the *Statement* in effect at the time the behavior allegedly occurred, not at the time the complaint was filed.

The *Statement of Student Rights and Responsibilities* is intended to incorporate other specific University policies by reference. These policies are: the University Housing's Community Living at Michigan Handbook, the Student Sexual and Gender-based Misconduct and Other Forms of Interpersonal Violence, the Responsible Use of Information Resources, and related student information technology policies. The *Statement* will be used to address violations of these policies only if the violation warrants a process or a sanction/intervention beyond what is available in these policies. In such cases, policy adjudicators may take intermediate action regarding a complaint as defined by their individual policy; however, final resolution will occur under the procedures outlined in this *Statement*.

VI PROCEDURES

The University will use the following procedures to respond to behavior which goes against the values of the University community as defined in this *Statement*. The University considers the procedures for resolving disputes a part of its educational mission and is committed to a process which provides both peer review and mediation. Persons who have questions about the *Statement* should contact the Resolution Coordinator (RC) who provides support to all participants. Resolution and appeal processes are administrative functions and are not subject to the same rules of civil or criminal proceedings. Because some violations of these standards are also violations of law, students may be accountable to both the legal system and the University.

STAGE 1: INITIATING THE RESOLUTION PROCESS

Any student, faculty member, or staff member may contact an RC to learn about available resolution options, and/or to initiate a resolution process. Resolution pathways may be accessed with or without submission of documentation, although some pathways require a written complaint to initiate the process.

Any student, faculty member, or staff member may submit a complaint alleging a violation of the *Statement*. A student, faculty member, or staff member may also submit a complaint based upon information reported to that person. All complaints must be submitted to the RC, in writing, within six months after the incident(s) alleged in the complaint. The RC may waive the six-month limitation when a late submission is reasonable. If the RC determines, based on an investigation, that the alleged behavior may be a violation of the *Statement*, the RC will notify the respondent and schedule a meeting as described below.

The RC may dismiss the complaint at any stage if the RC reasonably believes that the complaint is baseless or otherwise unsupported by the available evidence, or that the underlying grievance or problem is better resolved in a different manner.

STAGE 2: RESOLUTION PROCESS

The RC will meet with the respondent to explain the complaint and the resolution process. The student may be accompanied by an advisor at any point in the resolution process. The student will have the opportunity to ask questions and make a statement. The RC will inform the respondent (1) that statements the student makes to the RC may be considered at any hearing, (2) that the student does not have to make a statement at the initial meeting, (3) that all Office of Student Conflict Resolution (OSCR) records are confidential to the extent permitted by law, (4) that students have a right to know the potential sanctions/interventions they may be facing and (5) that students may consult with an advisor at any point in the resolution process.



The respondent has a choice of the following methods of dispute resolution:

A. Acceptance of Responsibility and Entering into an Agreement

If the respondent is in general agreement with the allegations in the complaint, and is in general agreement with the complainant and/or community (as represented by the RC) about how to resolve the conflict and restore the community, the respondent has the option of entering into an agreement. In resolution by agreement the respondent accepts responsibility for the alleged violation(s) of the *Statement* and agrees to fulfill sanctions/interventions that are developed with the input of the respondent, the complainant, and the RC. The respondent has the right to discuss potential sanctions/interventions before entering into an agreement. Once an agreement has been reached, it may not be appealed. The respondent also has the option of entering into an agreement by accepting responsibility for the alleged violations of the *Statement* and requesting a hearing on the sanctions/interventions under the procedures outlined in VI.2.C. "Hearing."

B. Adaptable Conflict Resolution (including Mediation)

Informal and adaptable conflict resolution (ACR) processes such as mediation, facilitated dialogue, and restorative justice circles allow individuals involved in a conflict to have significant influence over the resolution process and complete control of any outcome.

If (1) all persons personally and directly affected by the conflict agree to attempt resolution through one of these processes, and (2) the RC believes that the process is an appropriate form of resolution, then the RC will make arrangements for the chosen ACR pathway. The nature of some conflicts, especially those involving violence, may render ACR inappropriate.

Participation in an ACR process is voluntary and may or may not result in an agreement or resolution. When a mutually satisfactory resolution is reached by the parties, the case is resolved and parties are encouraged to use the RC as a resource for future questions. Resolutions reached through ACR may not be appealed.

If resolution is not achieved through an attempt at ACR and the matter involves a pending *Statement* violation, the respondent has the choice of accepting responsibility and entering into an agreement, or proceeding to a hearing.

C. Hearing

The standard of review is the respondent is presumed not responsible unless clear and convincing evidence is presented that a violation of the Statement has occurred.

The respondent may choose to have a Resolution Officer (RO) or a Student Resolution Panel arbitrate the dispute. Should the complainant disagree with the respondent's choice, an RO will determine whether an RO or a panel is most appropriate for the complaint based on explanations submitted by the parties. In cases which involve





more than one respondent, the students will have the option of choosing whether they have the same or separate hearings. If students cannot agree, the hearings will be separate.

Each party may be accompanied at the hearing by a personal advisor, who may be an attorney; however, the advisor may not participate directly in the proceedings, but may only advise the party. For example, the advisor may not question witnesses or make presentations.

All parties may have access to all written or other information that will be considered prior to the hearing including the names of witnesses providing information. The RC will prepare and distribute this information prior to the hearing.

During the hearing, the RO, RC, respondent, complainant and student panelists (if applicable) have the right to question the complainant and the RC. These participants may also question (1) the respondent, if the student chooses to participate and (2) any witnesses who have presented information. ***Silence by the respondent will not be interpreted as evidence of responsibility for a violation.*** Witnesses may be present in the hearing room only when they are presenting information. At any time during the hearing, the respondent may request a recess to consult with an advisor. The respondent and the complainant may call any witness with information that is relevant to the case, but the RO may exclude a witness if information is redundant.

The respondent, complainant, and RC may also present written reports to the panel or RO. The respondent and complainant may make statements to the panel or RO at the beginning and end of the proceeding.

To ensure the privacy of the parties and to maximize the educational potential of the process, all parties must agree to the admission of any other people (except witnesses or advisors) to the hearing. To ensure fairness and consistency, and to maximize the educational potential of the process, panelists must have access to details, rationales, and results of past cases.

An audio recording will be made of *Statement* hearings, and will be made available (in the OSCRC office) to the respondent or complainant upon request during the pe-



riod in which an appeal may be filed or is pending. In all cases, the RO will issue a written decision containing findings of fact, conclusions as to responsibility, and rationales for all sanctions/interventions imposed.

All arbitrated resolutions will result in findings of fact. The fact-finder will also make recommendation(s) regarding sanctions/interventions to the Dean of Students, who may accept or modify the recommendation(s). The Dean may not modify sanctions/interventions to include suspension or expulsion. However, when expulsion is recommended, the Dean may instead suspend the student.

STAGE 3: APPEALING THE RESOLUTION PROCESS

An appeals process is an essential safeguard for an imperfect human process that attempts very hard to be fair. The appeals process is available to each party. Appeals may be filed for the following reasons: proper procedures were not followed, the evidence clearly does not support the finding(s), sanctions/interventions are insufficient or excessive relative to the violation, or there is new evidence not reasonably available at the time of the hearing. All appeals must be submitted in writing to the RC within ten academic calendar days after notification of the Dean of Students' decision to accept or modify the recommendations resulting from the hearing. The Vice President for Student Life (VPSL) may waive the ten-day limitation when a late submission is reasonable. The appeal will be reviewed by an Appeals Board composed of one student appointed by the Central Student Government (CSG), one faculty member appointed by the Faculty Senate, and one administrator appointed by the President. CSG, the Faculty Senate, and the President will each appoint one alternate member to the Appeals Board. The Appeals Board will recommend one of the following actions to the VPSL: (a) confirming the decision made through the hearing process, (b) altering the sanctions/interventions, (c) striking the initial finding of responsibility and/or sanctions/interventions and remanding to the original fact-finder for further consideration with corrective instructions from the Appeals Board, or (d) ordering a new hearing before a new fact-finder. The VPSL may accept or modify the recommendation(s). The VPSL may not modify sanctions/interventions to include suspension or expulsion. However, when expulsion is recommended, the VPSL may instead suspend the student.

VII SANCTIONS/INTERVENTIONS

Sanctions/interventions are designed to promote the University's educational mission. Sanctions/interventions may also serve to promote safety or to deter students from behavior which harms or threatens people or property or is motivated by bias because of membership in a group listed in II¶2. Some behavior is so harmful to the University community or so deleterious to the educational process that it may require more serious sanctions/interventions such as removal from housing, removal from specific courses or activities, suspension from the University, or expulsion. No sanctions/interventions will automatically impose other sanctions/ interventions following future offenses. One or more of the following sanctions/ interventions may be recommended:

A. Formal Reprimand:

A formal notice that the *Statement* has been violated and that future violations will be dealt with more severely.

B. Disciplinary Probation:

A designated period of time during which the student is not in good standing with the University. The terms of probation may involve restrictions of student privileges and/or set specific behavioral expectations.

C. Restitution:

Reasonable compensation for loss, damage, or injury to the appropriate party in the form of community service or service learning, money, or material replacement.

D. Restriction from Employment at the University:

Prohibition or limitation on University employment.

E. Class/Workshop Attendance:

Enrollment and completion of a class or workshop that could help the student understand why certain behavior was inappropriate.



F. Educational Project:

Completion of a project specifically designed to help the student understand why certain behavior was inappropriate.

G. Service:

Performance of one or more tasks designed to benefit the community and help the student understand why certain behavior was inappropriate.

H. University Housing Transfer or Removal:

Placement in another room or housing unit or removal from University housing.

I. Removal from Specific Courses or Activities:

Suspension or transfer from courses or activities at the University for a specified period of time.

J. No Contact:

Restriction from entering specific University areas and/or all forms of contact with certain person(s).

K. Suspension:

Separation from the University for a specified period of time or until certain conditions are met.

L. Expulsion:

Permanent separation from the University.



VIII RELATED PROCEDURES

A. Emergency Suspension

If a student's actions pose an immediate danger to any member of the University community, the VPSL or a designee may immediately suspend the student pending a meeting. Except in extraordinary circumstances that meeting will be scheduled within two academic calendar days. At this meeting, the student will be informed of the nature of the alleged violation, presented with available evidence, and given the opportunity to make a statement and present evidence. If the emergency suspension is continued, the student will be offered a hearing option within ten academic calendar days.

B. Procedural and Interpretive Questions

All procedural and interpretive questions concerning the *Statement* will be resolved by the VPSL or designee. At any time, the VPSL or RC may consult the Office of the General Counsel about a case or procedures.

C. Selection of Mediators, Student Panelists, and Resolution Officers

University mediators will be selected by the VPSL or the VPSL's designee. A list of trained non-university mediation services will be maintained by the Office of the VPSL. The VPSL will try to identify non-university mediators who will serve parties at no charge or on a sliding fee scale. A pair of multipartial mediators will be selected for each mediation based on preferences expressed by the parties. Each winter term 60 students will be appointed to serve as panelists for the following academic year. The VPSL or designee will generate a random ordered list of potential student panelists using a method approved by CSG which is expected to encourage a diverse pool of students. The students will be contacted and asked if they will serve as panelists for the following year, subject to the approval by CSG and other respective student government bodies, until the designated number of student panelists has been appointed. Resolution Officers are recommended equally by the Faculty Senate and VPSL. Each Student Resolution Panel will consist of five voting student panelists and a non-voting RO who will oversee the proceedings.

D. Records of Resolution Actions

Records will be maintained by the RC with regard to any and all actions taken under the *Statement*. Accordingly, records will be maintained by the RC of complaints, agreements, hearings, findings, and sanctions/interventions. For each case in which a complaint is issued, including cases where the student accepts responsibility, the record will recite the facts of all conduct found or admitted to be in violation of the *Statement* with sufficient specificity to indicate that a violation of the *Statement* occurred. Confidentiality of records will be maintained to the extent permitted by law and the University of Michigan Student Rights and Student Records Policy: <http://ro.umich.edu/ferpa/>.

Records of mediations or other ACR processes are not considered a disciplinary record. ACR records will be maintained as appropriate to meet the needs of disputants and for annual reporting purposes.

If a student is suspended or expelled, a notation will be made on the student's academic record. The notation of suspension will be removed at the time the student is readmitted to the University.

E. Student Access to Records

Records and documents that will be considered during a hearing will be made available in advance to all parties but may be redacted to protect the privacy rights of individuals not directly involved in the resolution process.

F. Reports of Actions

Statistical reports of actions taken through the *Statement* will be published following each academic term. These data will cover the number of complaints and the types of violations, resolutions, and sanctions/interventions. Periodic, regular review of records of resolution actions will be made available, in confidence, to the CSG Student General Counsel or another CSG Executive.

G. Concurrent Legal and *Statement* Proceedings

To ensure the educational potential of the process and in fairness to a complainant, the University should provide a prompt response to behavior which goes against the values of the University as defined by the *Statement*. In the interest of fairness to a respondent, however, a student undergoing civil or criminal action for the same behavior which forms the basis of a complaint under this *Statement* may request a reasonable delay of the *Statement* resolution process until external proceedings are resolved. In determining whether a request is reasonable, the RC will evaluate the unique circumstances of the case, including the length of the delay and the impact of delay on the complainant and community, in addition to protecting the integrity of the resolution process. In granting a request for a delay, the RC may implement conditions on continued enrollment, as appropriate. If a respondent's request for delay is denied, the student may withdraw from enrollment and may not re-enroll until authorized by the VPSL or the VPSL's designee.

H. Respect for Medical Amnesty

To better ensure that minors at medical risk as a result of alcohol intoxication will receive prompt and appropriate medical attention, the State of Michigan has adopted a medical amnesty law to remove perceived barriers to calling for or seeking help.

Michigan law continues to prohibit a minor from purchasing, consuming, or possessing, or attempting to purchase, consume, or possess, alcoholic liquor and from having any bodily alcohol content. Michigan law, however, includes an exemption from prosecution for the following:

- A minor who voluntarily accesses a health facility or agency for treatment or observation after consuming alcohol;
- Any minor who accompanied a minor who voluntarily accesses a health facility or agency for treatment or observation after consuming alcohol; and
- Any minor who initiated contact with law enforcement or emergency medical services personnel for the purpose of obtaining medical assistance in connection with their own personal consumption of alcohol or consumption by others.

The University of Michigan maintains the discretion to refer the individual for appropriate educational intervention(s).

I. Advisor Corps

CSG, with the approval of General Counsel, has the option to develop a student peer advisor corps. These advisors will be available to any student party involved in *Statement* proceedings (excluding mediations). All potential peer advisors in the Advisor Corps must successfully complete training provided by OSCR. OSCR will develop and conduct training in consultation with CSG.

J. Amending the *Statement of Student Rights and Responsibilities*

The *Statement* is a dynamic document subject to revisions by the community. The *Statement* will be open for amendments every three years. The VPSL, SRAC Chair, and CSG President may unanimously agree to have an off-cycle amendment period if necessary. The Board of Regents has provided the Student Relations Advisory Committee (SRAC) of the Senate Assembly with primary oversight of the review.

Campus community members are encouraged to participate in the process. Amendments may be proposed by CSG, the Senate Assembly, or any Executive Officer of the University. SRAC will review the proposed amendments and consult with the Office of General Counsel. SRAC will then forward the proposed amendments and their recommendations to the VPSL. The final decision on amending the *Statement* will be the President's.

The President should communicate the decision to accept or reject each of the proposed amendments in a public and timely manner, at least two weeks before the last day of classes during the winter semester. The President's communication to the student body should state a rationale for each decision to reject or accept an amendment.

Information regarding the amendment process is available online: <http://oscr.umich.edu/statement/amendment>



UNIVERSITY OF MICHIGAN NONDISCRIMINATION POLICY

(effective April 16, 2014)

The University of Michigan, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding nondiscrimination and affirmative action. The University of Michigan is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status in employment, educational programs and activities, and admissions. Inquiries or complaints may be addressed to the Senior Director for Institutional Equity, and Title IX/Section 504/ADA Coordinator, Office for Institutional Equity, 2072 Administrative Services Building, Ann Arbor, Michigan 48109-1432, 734-763-0235, TTY 734-647-1388, institutional.equity@umich.edu. For other University of Michigan information call 734-764-1817.

REGENTS OF THE UNIVERSITY

(effective January 1, 2017)

Michael J. Behm, Grand Blanc
Mark J. Bernstein, Ann Arbor
Shauna Ryder Diggs, Grosse Pointe
Denise Ilitch, Bingham Farms
Andrea Fischer Newman, Ann Arbor
Andrew C. Richner, Grosse Pointe Park
Ron Weiser, Ann Arbor
Katherine E. White, Ann Arbor
Mark S. Schlissel, *ex officio*

For more information, please contact:

Office of Student Conflict Resolution (OSCR)
Division of Student Life
100 Student Activities Building
515 East Jefferson
Ann Arbor, MI 48109-1316
(734) 936-6308
(734) 615-8826 fax
The *Statement* is also available online at <http://oscr.umich.edu>
This version of the *Statement* became effective on July 1, 2016.





EXHIBIT B

Definitions

Terms associated with *Statement* violations are not defined within the *Statement*. The following explanations are provided as examples of various interpretations that exist for terms used in the *Statement of Student Rights and Responsibilities*.

A. Physically harming another person including acts such as killing, assaulting, or battering.

Merriam-Webster Dictionary	<p>Assault (http://www.merriam-webster.com/dictionary/assault): (1) a violent physical or verbal attack (2) a threat or attempt to inflict offensive physical contact or bodily harm on a person (as by lifting a fist in a threatening manner) that puts the person in immediate danger of or in apprehension of such harm or contact</p> <p>Battery (http://www.merriam-webster.com/dictionary/battery): the act of battering or beating : an offensive touching or use of force on a person without the person's consent</p>
Campus Community Perspectives	<p>Assault (http://www.urespect.umich.edu/report/definitions/): an intentional act, verbal or physical, that can be described as creating fear of physical harm.</p> <p>Battery (http://www.urespect.umich.edu/report/definitions/): an intentional and unwanted act of physical contact.</p>
University Policies	<p>Violence in the University Community (http://spg.umich.edu/pdf/601.18.pdf) (THE UNIVERSITY OF MICHIGAN STANDARD PRACTICE GUIDE)</p>
Michigan State Law	<p>Physical Assault (http://www.legislature.mi.gov/(S(nvtuc555lznw4r2emotdhm45))/mileg.aspx?page=GetObject&objectname=mcl-380-1310&queryid=20960206&highlight=physical%20AND%20assault): intentionally causing or attempting to cause physical harm to another through force or violence. (Michigan Legislature)</p>

B. Engaging in sexual misconduct as defined by the University of Michigan Policy and Procedures on Student Sexual and Gender-based Misconduct and Other Forms of Interpersonal Violence. Students who are reported to have experienced or engaged in sexual misconduct are subject to the resolution procedures outlined in the University of Michigan Policy and Procedures on Student Sexual and Gender-based Misconduct and Other Forms of Interpersonal Violence

Merriam-Webster Dictionary	<p>Sexual Assault (http://www.merriam-webster.com/dictionary/sexual%20assault): illegal sexual contact that usually involves force upon a person without consent or is inflicted upon a person who is incapable of giving consent (as because of age or physical or mental incapacity) or who places the assailant (as a doctor) in a position of trust or authority</p> <p>Sexual Harassment (http://www.merriam-webster.com/dictionary/sexual+harassment?show=0&t=1380808209): uninvited and unwelcome verbal or physical behavior of a sexual nature especially by a person in authority toward a subordinate (as an employee or student)</p>
Campus Community Perspectives	<p>Sexual Assault (http://sapac.umich.edu/tags/sexual-assault): any form of unwanted sexual contact obtained without consent and/or obtained through the use of force, threat of force, intimidation, or coercion. (Sexual Assault Prevention and Awareness Center)</p> <p>Sexual Harassment (http://sapac.umich.edu/article/63): unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when either:</p> <p>The conduct is made as a term or condition of an individual's employment, education, living environment or participation in a University community.</p> <p>The acceptance or refusal of such conduct is used as the basis or a factor in decisions affecting an individual's employment, education, living environment, or participation in a University community.</p> <p>The conduct unreasonably impacts an individual's employment or academic performance or creates an intimidating, hostile or offensive environment for that individual's employment, education, living environment, or participation in a University community. (Sexual Assault Prevention and Awareness Center (http://sapac.umich.edu)).</p> <p>Sexual Assault (http://police.umich.edu/?s=sexual_assault): a crime involving forced or coerced "sexual penetration" (first and third degree) or "sexual contact" (second and fourth degree). (Department of Public Safety (http://police.umich.edu)).</p>
University Policies	<p>University of Michigan Policy and Procedures on Student Sexual and Gender-based Misconduct and Other Forms of Interpersonal Violence (http://studentsexualmisconductpolicy.umich.edu)</p>

Michigan State Law

Sexual Assault

([http://www.legislature.mi.gov/\(S\(nvtuc555lznw4r2emotdhm45\)\)/mileg.aspx?page=GetObject&objectname=mcl-600-2157a&queryid=20960421&highlight=sexual%20assault](http://www.legislature.mi.gov/(S(nvtuc555lznw4r2emotdhm45))/mileg.aspx?page=GetObject&objectname=mcl-600-2157a&queryid=20960421&highlight=sexual%20assault)): assault with intent to commit criminal sexual conduct
 ([http://www.legislature.mi.gov/\(S\(ed1lzt20xkjdtpf4g14aqq45\)\)/mileg.aspx?page=getobject&objectname=mcl-750-520a](http://www.legislature.mi.gov/(S(ed1lzt20xkjdtpf4g14aqq45))/mileg.aspx?page=getobject&objectname=mcl-750-520a)).
 (Michigan Legislature)

Sexual Harassment

([http://www.legislature.mi.gov/\(S\(uzwwyaz1sc3w2y55qpdsup45\)\)/mileg.aspx?page=GetObject&objectname=mcl-37-2103&queryid=20960483&highlight=sexual%20harassment#top](http://www.legislature.mi.gov/(S(uzwwyaz1sc3w2y55qpdsup45))/mileg.aspx?page=GetObject&objectname=mcl-37-2103&queryid=20960483&highlight=sexual%20harassment#top)): unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct or communication of a sexual nature under the following conditions:

(i) Submission to the conduct or communication is made a term or condition either explicitly or implicitly to obtain employment, public accommodations or public services, education, or housing.

(ii) Submission to or rejection of the conduct or communication by an individual is used as a factor in decisions affecting the individual's employment, public accommodations, or public services, education, or housing.

(iii) The conduct or communication has the purpose or effect of substantially interfering with an individual's employment, public accommodations or public services, education, or housing, or creating an intimidating, hostile, or offensive employment, public accommodations, public services, educational, or housing environment. (Michigan Legislature Elliot-Larson Civil Rights Act ([http://www.legislature.mi.gov/\(S\(veckbijgbrkgc42lt1urts45\)\)/mileg.aspx?page=getobject&objectname=mcl-act-453-of-1976](http://www.legislature.mi.gov/(S(veckbijgbrkgc42lt1urts45))/mileg.aspx?page=getobject&objectname=mcl-act-453-of-1976)))

C. Hazing

Merriam-Webster Dictionary

Hazing (<http://www.merriam-webster.com/dictionary/hazing>): (1) to harass by exacting unnecessary or disagreeable work : to harass by banter, ridicule, or criticism (2) to haze by way of initiation

Campus Community Perspectives

Hazing (<http://www.umich.edu/~nohazing/recognize.html>): any action or situation, with or without the consent of the participants, which recklessly, intentionally, or unintentionally endangers the mental, physical, or academic health or safety of a student.
 (Campus Anti-Hazing Campaign)

University Policies	<p>University Policy Against Hazing (https://deanofstudents.umich.edu/article/hazing-policies)</p> <p>Hazing: includes the following willful acts, with or without the consent of the individual involved:</p> <ul style="list-style-type: none"> · physical injury, assault or battery · kidnapping or imprisonment · intentionally placing at risk of severe mental or emotional harm (putting "over the edge") · degradation, humiliation, or compromising of moral or religious values · forced consumption of any liquid or solid · placing an individual in physical danger (at risk) which includes abandonment · impairment of physical liberties which include curfews or other interference with academic endeavors.
Michigan State Law	<p>Hazing (http://www.legislature.mi.gov/(S(nvtuc555lznw4r2emotdhm45))/mileg.aspx?page=GetObject&objectname=mcl-750-411t&queryid=20960050&highlight=hazing#2): an intentional, knowing, or reckless act by a person acting alone or acting with others that is directed against an individual and that the person knew or should have known endangers the physical health or safety of the individual, and that is done for the purpose of pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization. (Michigan Legislature)</p>
<p>D. Stalking another person as defined by the University of Michigan Policy and Procedures on Student Sexual and Gender-based Misconduct and Other Forms of Interpersonal Violence. Students who are reported to have experienced stalking by students are subject to the resolution procedures outlined in the University of Michigan Policy and Procedures on Student Sexual and Gender-based Misconduct and Other Forms of Interpersonal Violence</p>	
Merriam-Webster Dictionary	<p>Stalking (http://www.merriam-webster.com/dictionary/stalking): to pursue obsessively and to the point of harassment</p>
Campus Community Perspectives	<p>Stalking (http://sapac.umich.edu/tags/stalking): a willful course of conduct involving repeated or continuing harassment made against the expressed wishes of another individual, which causes that individual to feel emotional distress including fear, harassment, intimidation or apprehension. (SAPAC)</p>
University Policies	<p>Violence in the University Community (http://spg.umich.edu/pdf/601.18.pdf) (Standard Practice Guide)</p>

Michigan State Law

Stalking:

([http://www.legislature.mi.gov/\(S\(uzsbam45lr4hnm45nalipx45\)\)/mileg.aspx?page=getObject&objectName=mcl-750-411h](http://www.legislature.mi.gov/(S(uzsbam45lr4hnm45nalipx45))/mileg.aspx?page=getObject&objectName=mcl-750-411h)) 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.

E. Perpetrating intimate partner violence (also known as dating or domestic violence) as defined by the University of Michigan Policy and Procedures on Student Sexual and Gender-based Misconduct and Other Forms of Interpersonal Violence. Students who are reported to have experienced intimate partner violence by students are subject to the resolution procedures outlined in the University of Michigan Policy and Procedures on Student Sexual and Gender-based Misconduct and Other Forms of Interpersonal Violence

Merriam-Webster Dictionary

Domestic Violence (<http://www.merriam-webster.com/dictionary/domestic%20violence>): the inflicting of physical injury by one family or household member on another

University of Michigan Standard Practice Guide

Violence in the University Community (<http://spg.umich.edu/pdf/601.18.pdf>)

University Policies

Domestic Violence Awareness, Guidelines for Supervisors (<http://hr.umich.edu/stopabuse/supervisors/guidelines.html>): Domestic Violence occurs when a person uses physical violence, coercion, threats, intimidation, isolation, stalking, or other forms of emotional, sexual or economic abuse to control another partner in an intimate relationship. This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure, or wound someone. Domestic violence can be a single act or a pattern of behavior in relationships which Michigan law defines as: currently or formerly married, currently or formerly dating, currently or formerly living together or having a child in common. Domestic violence may be known by other terms, including intimate partner violence or relationship abuse.

Michigan State Law

Domestic Violence ([http://www.legislature.mi.gov/\(S\(qhycpc55ptn3nkuy3vz1u3qg\)\)/mileg.aspx?page=getobject&objectname=mcl-400-1501&query=on&highlight=domestic%20AND%20violence%20AND%20domestic%20AND%20violence](http://www.legislature.mi.gov/(S(qhycpc55ptn3nkuy3vz1u3qg))/mileg.aspx?page=getobject&objectname=mcl-400-1501&query=on&highlight=domestic%20AND%20violence%20AND%20domestic%20AND%20violence)): the occurrence of any of the following acts by a person that is not an act of self-defense:

- (i) Causing or attempting to cause physical or mental harm to a family or household member.
- (ii) Placing a family or household member in fear of physical or mental harm.
- (iii) Causing or attempting to cause a family or household member to engage in involuntary sexual activity by force, threat of force, or duress.
- (iv) Engaging in activity toward a family or household member that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested.

(Michigan Legislature)

F. Harassing or bullying another person—physically, verbally, or through other means

Merriam-Webster Dictionary

Harassing (<http://www.merriam-webster.com/dictionary/harassing>): (1) to annoy persistently (2) to create an unpleasant or hostile situation for, especially by uninvited and unwelcome verbal or physical conduct

Bullying (<http://www.merriam-webster.com/dictionary/bully>): (1) to frighten, hurt, or threaten (a smaller weaker person), (2) to act like a bully toward (someone), (3) to cause (someone) to do something by making threats or insults or by using force, (4) to treat abusively, (5) to affect by means of force or coercion

University Policies

Harassment (<http://www.urespect.umich.edu/report/definitions/>): unwanted negative attention perceived as intimidating, demeaning or bothersome to an individual.

Discriminatory Harassment

(<https://web.mail.umich.edu/horde/services/go.php?url=http%3A//spg.umich.edu/pdf/201.89-1.pdf>):

"Verbal or physical conduct by a member of the faculty or staff that is based upon race, color, creed, religion, national origin, sex, sexual orientation, ancestry, age, marital status, handicap or Vietnam-era veteran status"

Michigan State Law

Harassment

([http://www.legislature.mi.gov/\(S\(fy40jnql5jetzs2ukgorpp45\)\)/mileg.aspx?page=GetObject&objectname=mcl-750-411i&queryid=20963299&highlight=harassment](http://www.legislature.mi.gov/(S(fy40jnql5jetzs2ukgorpp45))/mileg.aspx?page=GetObject&objectname=mcl-750-411i&queryid=20963299&highlight=harassment)): means conduct directed toward a victim that includes, but is not limited to, repeated or continuing unconsented contact that would cause a reasonable individual to suffer emotional distress and that actually causes the victim to suffer emotional distress. Harassment does not include constitutionally protected activity or conduct that serves a legitimate purpose.
(Michigan Legislature)

Bullying

([http://www.legislature.mi.gov/\(S\(2ahjv2jz0ghtrwalk0dyunvv\)\)/mileg.aspx?page=getobject&objectname=mcl-380-1310b](http://www.legislature.mi.gov/(S(2ahjv2jz0ghtrwalk0dyunvv))/mileg.aspx?page=getobject&objectname=mcl-380-1310b)): means any written, verbal, or physical act, or any electronic communication, that is intended or that a reasonable person would know is likely to harm 1 or more pupils either directly or indirectly by doing any of the following:

- (i) Substantially interfering with educational opportunities, benefits, or programs of 1 or more pupils.
- (ii) Adversely affecting the ability of a pupil to participate in or benefit from the school district's or public school's educational programs or activities by placing the pupil in reasonable fear of physical harm or by causing substantial emotional distress.
- (iii) Having an actual and substantial detrimental effect on a pupil's physical or mental health.
- (iv) Causing substantial disruption in, or substantial interference with, the orderly operation of the school.

G. Tampering with fire or other safety equipment or setting unauthorized fires

Merriam-Webster Dictionary

Tamper (<http://www.merriam-webster.com/dictionary/tamper>): to interfere so as to weaken or change for the worse —used with *with* : to try foolish or dangerous experiments —used with *with* : to render something harmful or dangerous by altering its structure or composition

Campus Community Perspectives

False Fire Alarms: (<http://www.housing.umich.edu/fire-safety>) Nothing does more harm to fire safety in residence halls than pulling a false alarm. It can lead to residents assuming that any alarm is false and if they do not evacuate the building they endanger themselves and others if the alarm represents an actual fire.

(Campus Housing Fire Safety Guide)

H. Illegally possessing or using alcohol

Merriam-Webster Dictionary	<p>Possess (http://www.merriam-webster.com/dictionary/possess): to have and hold as property</p> <p>Use (http://www.merriam-webster.com/dictionary/use): to consume or take</p>
Campus Community Perspectives	UHS Alcohol Guidelines (http://www.uhs.umich.edu/communitypartners)
University Policies	Alcohol & Other Drugs Policy (http://www.umich.edu/~spolicy/studentalcoholdrug.html#2)
Michigan State Law	<p>Constitution of Michigan 1963 (http://www.legislature.mi.gov/(S(bmhen4vzb0lhzznfy3h1px45))/mileg.aspx?page=GetObject&objectname=mcl-Article-IV-40&queryid=20961944&highlight=alcohol): A person shall not sell or give any alcoholic beverage to any person who has not reached the age of 21 years. A person who has not reached the age of 21 years shall not possess any alcoholic beverage for the purpose of personal consumption. An alcoholic beverage is any beverage containing one-half of one percent or more alcohol by volume. (Michigan Legislature)</p>

I. Illegally distributing, manufacturing, or selling alcohol

Merriam-Webster Dictionary	<p>Distribute (http://www.merriam-webster.com/dictionary/distribute): to give out or deliver especially to members of a group</p> <p>Manufacture (http://www.merriam-webster.com/dictionary/manufacture): something made from raw materials by hand or by machinery</p>
University Policies	Alcohol & Other Drugs Policy (http://www.umich.edu/~spolicy/studentalcoholdrug.html#2)
Michigan State Law	<p>Constitution of Michigan 1963 (http://www.legislature.mi.gov/(S(bmhen4vzb0lhzznfy3h1px45))/mileg.aspx?page=GetObject&objectname=mcl-Article-IV-40&queryid=20961944&highlight=alcohol): A person shall not sell or give any alcoholic beverage to any person who has not reached the age of 21 years. A person who has not reached the age of 21 years shall not possess any alcoholic beverage for the purpose of personal consumption. An alcoholic beverage is any beverage containing one-half of one percent or more alcohol by volume. (Michigan Legislature)</p> <p>Distribute (http://www.legislature.mi.gov/(S(3ftohvzqqdeprl55akr4nq45))/mileg.aspx?page=getObject&objectName=mcl-333-7105): means to deliver other than by administering or dispensing a controlled substance. (Michigan Legislature)</p>

J. Illegally possessing or using drugs

Merriam-Webster Dictionary	<p>Drug (http://www.merriam-webster.com/dictionary/drug): something and often an illegal substance that causes addiction, habituation, or a marked change in consciousness</p>
University Policies	<p>Alcohol & Other Drugs Policy (http://www.umich.edu/~spolicy/studentalcoholdrug.html#2): While on University property all individuals are prohibited from possessing, consuming, manufacturing, dispensing, or being under the influence of illegal drugs or engaging in improper self-medication.</p> <p>Drug: (http://www.uhs.umich.edu/wellness/aod/policy.html) includes:</p> <ol style="list-style-type: none"> controlled substances, as defined in 21 USC 802, which cannot be legally obtained; or legally obtainable controlled substances which were not legally obtained, including: <ul style="list-style-type: none"> · prescribed drugs when prescription is no longer valid; · prescribed drugs used contrary to the prescription; · prescribed drugs issued to another person. <p>(UHS Drug Policy)</p>
Michigan State Law	<p>Drug (http://www.legislature.mi.gov/(S(3ftohvzqqdeprl55akr4nq45))/mileg.aspx?page=getObject&objectName=mcl-333-7105): means a substance recognized as a drug in the official United States pharmacopoeia, official homeopathic pharmacopoeia of the United States, or official national formulary, or any supplement to any of them; a substance intended for use in the diagnosis, cure, mitigation, treatment, or prevention of disease in human beings or animals; a substance other than food intended to affect the structure or any function of the body of human beings or animals; or, a substance intended for use as a component of any article specified in this subsection. It does not include a device or its components, parts, or accessories.</p> <p>(Michigan Legislature)</p>

K. Illegally distributing, manufacturing, or selling drugs.

Merriam-Webster Dictionary	<p>Drug (http://www.merriam-webster.com/dictionary/drug): something and often an illegal substance that causes addiction, habituation, or a marked change in consciousness</p> <p>Distribute (http://www.merriam-webster.com/dictionary/distribute): to give out or deliver especially to members of a group</p> <p>Manufacture (http://www.merriam-webster.com/dictionary/manufacture): something made from raw materials by hand or by machinery</p>
Campus Community Perspectives	

University Policies	<p>Alcohol & Other Drugs Policy http://www.uhs.umich.edu/communitypartners): While on University property all individuals are prohibited from possessing, consuming, manufacturing, dispensing, or being under the influence of illegal drugs or engaging in improper self-medication.</p>
Michigan State Law	<p>Drug http://www.legislature.mi.gov/(S(3ftohvzqqdeprl55akr4nq45))/mileg.aspx?page=getObject&objectName=mcl-333-7105): means a substance recognized as a drug in the official United States pharmacopoeia, official homeopathic pharmacopoeia of the United States, or official national formulary, or any supplement to any of them; a substance intended for use in the diagnosis, cure, mitigation, treatment, or prevention of disease in human beings or animals; a substance other than food intended to affect the structure or any function of the body of human beings or animals; or, a substance intended for use as a component of any article specified in this subsection. It does not include a device or its components, parts, or accessories. (Michigan Legislature)</p> <p>Distribute http://www.legislature.mi.gov/(S(3ftohvzqqdeprl55akr4nq45))/mileg.aspx?page=getObject&objectName=mcl-333-7105): means to deliver other than by administering or dispensing a controlled substance. (Michigan Legislature)</p>

L. Intentionally and falsely reporting bombs, fires, or other emergencies to a University official

Merriam-Webster Dictionary	<p>Emergency (http://www.merriam-webster.com/dictionary/emergency): an unforeseen combination of circumstances or the resulting state that calls for immediate action. Or an urgent need for assistance or relief.</p>
Campus Community Perspectives	<p>False Fire Alarms: (http://www.housing.umich.edu/node/63) Nothing does more harm to fire safety in residence halls than pulling a false alarm. It can lead to residents assuming that any alarm is false and if they do not evacuate the building they endanger themselves and others if the alarm represents an actual fire. (Campus Housing Fire Safety Guide)</p>

M. Stealing, vandalizing, damaging, destroying, or defacing University property or the property of others

Merriam-Webster Dictionary	<p>Steal (http://www.merriam-webster.com/dictionary/steal): to take the property of another wrongfully and especially as a habitual or regular practice</p> <p>Vandalism (http://www.merriam-webster.com/dictionary/vandalism): willful or malicious destruction or defacement of public or private property</p> <p>Damage (http://www.merriam-webster.com/dictionary/damage): loss or harm resulting from injury to person, property, or reputation</p> <p>Destroy (http://www.merriam-webster.com/dictionary/destroy): to ruin the structure, organic existence, or condition of : to ruin as if by tearing to shreds</p> <p>Deface (http://www.merriam-webster.com/dictionary/deface): to mar the appearance of : injure by effacing significant details</p>
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Campus Community Perspectives	Vandalism (http://www.urespect.umich.edu/report/definitions/): the destruction or alteration of property (individual, public or communal)
Michigan State Law	<p>Vandalism (http://www.michigan.gov/documents/VAND2000_17338_7.pdf): is the willful or malicious destruction, injury, disfigurement, or defacement of any public or private property, real or personal, without consent of the owner or person having control. (Michigan Legislature)</p>

N. Obstructing or disrupting classes, research projects, or other activities or programs of the University; or obstructing access to university facilities, property, or programs (except for behavior that is protected by the University's policy on Freedom of Speech and Artistic Expression)

Merriam-Webster Dictionary	<p>Obstruct (http://www.merriam-webster.com/dictionary/obstruct): to hinder from passage, action, or operation</p> <p>Disrupt (http://www.merriam-webster.com/dictionary/disrupt): (1) to break apart : to throw into disorder (2) to interrupt the normal course or unity of</p> <p>Activity (http://www.merriam-webster.com/dictionary/activity): a form of organized, supervised, often extracurricular recreation</p> <p>Program (http://www.merriam-webster.com/dictionary/program): the performance of a program : curriculum</p>
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Campus Community Perspectives Safety In Residence Hall
(<http://www.housing.umich.edu/system/files/pdfs/CLAM.pdf>)

University Housing is committed to providing housing and facilities that are safe for residents and guests. The following standards are designed to protect the interest of all students.

2.1 Disruptive Behavior

Behavior that is disruptive to orderly community living is prohibited. In the residence hall communities, this includes, but is not limited to throwing items in the hallways, bouncing balls, engaging in horseplay or creating a health or safety hazard. Riding a bike, skateboarding and rollerblading are prohibited inside of all residence halls. Possessing or using any motor-driven vehicle inside a residence hall is also prohibited, except for assistive devices utilized by a person with a disability. Additional prohibited behavior includes, but is not limited to, streaking, nudity and sexual activity in common areas.

(Community Living at Michigan)

University Policies U-M Policy on Freedom of Speech and Artistic Expression
(<http://www.umich.edu/~spolicy/statefree.html>)

O. Making, possessing, or using any falsified University document or record; altering any University document or record, including identification cards and meal cards

Merriam-Webster Dictionary Falsify (<http://www.merriam-webster.com/dictionary/falsify>): to make false as a) to make false by mutilation or addition b) to represent falsely

University Policies University Records (<http://spg.umich.edu/pdf/601.08.pdf>): all records, regardless of their form, prepared, owned, used, in the possession of, or retained by administrators, faculty acting in administrative capacities, and staff of university units in the performance of an official function.
(Standard Practice Guide)

P. Assuming another person's identity or role through deception or without proper authorization. Communicating or acting under the guise, name, identification, email address, signature, or indicia of another person without proper authorization, or communicating under the rubric of an organization, entity, or unit that you do not have the authority to represent

Merriam-Webster Dictionary Rubric (<http://www.merriam-webster.com/dictionary/rubric>): an authoritative rule

University Policies: Identity Misrepresentation (<http://spg.umich.edu/pdf/601.19.pdf>)
(Standard Practice Guide)

Proper use of Information Resources, Information Technology, and Networks at the University of Michigan (<http://spg.umich.edu/pdf/601.07-0.pdf>)
(Standard Practice Guide)

Q. Failing to leave University controlled premises when told to do so by a police or security officer with reasonable cause.

Merriam-Webster Dictionary	Premises (http://www.merriam-webster.com/dictionary/premises): tract of land with the buildings thereon : a building or part of a building usually with its appurtenances (as grounds)
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R. Conviction, a plea of no contest, acceptance of responsibility, or acceptance of sanctions for a crime of civil infraction (other than a minor traffic offense) in state or federal court if the underlying behavior impacts the University community

Merriam-Webster Dictionary	Sanction (http://www.merriam-webster.com/dictionary/sanction): the detriment, loss of reward, or coercive intervention annexed to a violation of a law as a means of enforcing the law
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S. Misusing, failing to comply with, or jeopardizing Statement procedures, sanction, or mediated agreements, or interfering with participants involved in the resolution process

Merriam-Webster Dictionary	Misuse (http://www.merriam-webster.com/dictionary/misuse): incorrect or improper use
	Sanction (http://www.merriam-webster.com/dictionary/sanction): the detriment, loss of reward, or coercive intervention annexed to a violation of a law as a means of enforcing the law

T. Violating University computer policies

Merriam-Webster Dictionary	Violate (http://www.merriam-webster.com/thesaurus/violate): to fail to keep : breach, break, infringe, transgress
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University Policies	Proper Use of Information Resources, Information Technology, and Networks at the University of Michigan (http://spg.umich.edu/policy/601.07)
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U. Possessing, using, or storing firearms, explosives, or weapons on University controlled property or at University events or programs

Merriam-Webster Dictionary	<p>Firearms (http://www.merriam-webster.com/dictionary/firearms): a weapon from which a shot is discharged by gunpowder —usually used of small arms</p> <p>Explosives (http://www.merriam-webster.com/dictionary/explosives): an explosive substance</p> <p>Weapon (http://www.merriam-webster.com/dictionary/weapon): (1) something (as a club, knife, or gun) used to injure, defeat, or destroy (2) a means of contending against another</p>
University Policies	<p>Weapon Possession (http://spg.umich.edu/pdf/201.94.pdf) (Standard Practice Guide)</p> <p>Dangerous Weapon (http://www.regents.umich.edu/ordinance.pdf): any firearm or any other dangerous weapon as defined in or interpreted under Michigan law or...any knife, sword or machete having a blade longer than four (4) inches, or, in the case of a knife with a mechanism to lock the blade in place when open, longer than three (3) inches.</p> <p>(Board of Regents Ordinance)</p>
Michigan State Law	<p>Firearms (http://www.legislature.mi.gov/(S(nvtuc555lznw4r2emotdhm45))/mileg.aspx?page=GetObject&objectname=mcl-28-421&queryid=20960794&highlight=dangerous%20AND%20weapon): a weapon from which a dangerous projectile may be propelled by an explosive, or by gas or air. Firearm does not include a smooth bore rifle or handgun designed and manufactured exclusively for propelling by a spring, or by gas or air, BB's not exceeding .177 caliber. (Michigan Legislature)</p> <p>Explosives (http://www.legislature.mi.gov/(S(nvtuc555lznw4r2emotdhm45))/mileg.aspx?page=GetObject&objectname=mcl-257-15&queryid=20960895&highlight=explosives): any chemical compound or mechanical mixture that is commonly used or intended for the purpose of producing an explosion and which contains any oxidizing and combustible units or other ingredients in such proportions, quantities, or packing that an ignition by fire, friction, by concussion, by percussion, or by detonator of any part of the compound or mixture may cause such a sudden generation of highly heated gases that the resultant gaseous pressures are capable of producing destructible effects on contiguous objects or of destroying life or limb. (Michigan Legislature)</p> <p>Dangerous Weapon (http://www.legislature.mi.gov/(S(nvtuc555lznw4r2emotdhm45))/mileg.aspx?page=GetObject&objectname=mcl-380-1313&queryid=20960794&highlight=dangerous%20AND%20weapon): a firearm, dagger, dirk, stiletto, knife with a blade over 3 inches in length, pocket knife opened by a mechanical device, iron bar, or brass knuckles. (Michigan Legislature)</p>

Additional Information

The Statement of Student Rights and Responsibilities (/statement)



(<https://studentlife.umich.edu>)

100 Student Activities Building

515 East Jefferson

Ann Arbor, MI 48109-1316

🕒 9 AM - 5 PM, Mon. - Fri.

☎ (734) 936-6308 ([http://tel:\(734\) 936-6308](http://tel:(734) 936-6308))

📠 (734) 615-8826 ([http://tel:\(734\) 615-8826](http://tel:(734) 615-8826))

✉ oscr@umich.edu (<mailto:oscr@umich.edu>)

📍 [Map \(node/143\)](#)



**OUR STRATEGIC PLAN FOR
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EXHIBIT C

Expect Respect

About Us

Expect Respect is a unique partnership among students, faculty, and staff hoping to unite our community. It is an educational initiative and proactive programming aimed at supporting a campus climate in which all persons are treated with respect.

Campus social climate is what determines how comfortable our campus feels. A good campus climate is safe and inclusive, which allows everyone the chance to succeed academically and socially. Having a good campus climate can shape our large school into a community because a positive climate has a sense of belonging, a sense of home. It respects and honors diversity - your identity in relation to the world around you. It is the whole community of students, staff, and instructors. Bias and hate are not welcome.

For more information about the Expect Respect campaign, contact expectrespect@umich.edu (mailto:expectrespect@umich.edu) or call the Dean of Students Office at 734.764.7420.



Student Life

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EXHIBIT D

Expect Respect

FAQ

FREQUENTLY ASKED QUESTIONS:

Below are some frequently asked questions about Expect Respect

- What benefits does the University get from having a diverse community?
- Why are bias-related incidents of concern?
- How can I arrange an educational program on this topic for my campus department or student organization?
- Where can I find a list of related definitions?

What benefits does the University get from having a diverse community?

At the University of Michigan, we live, work, and learn in a culture that defines itself in terms of intellectual exchange, appreciation of individual differences, and respect for each individual's personal dignity. The University's diverse blend of students, staff and faculty is a tremendous resource, and we all benefit from this mix of perspectives and experiences. For many students, college is the first opportunity to meet and interact with those from other races, cultures and backgrounds. It is through this rich learning environment that we teach future generations the importance of understanding and valuing every individual's experiences.

Why are bias-related incidents of concern?

While the University is committed to a respectful and inclusive learning and work environment, it can only fulfill that commitment through the actions of individual members of the University community. We are each responsible for treating every fellow member of our community with dignity and respect. If one member of our community engages in harassment or discrimination, the person subject to that behavior will not feel respected, genuinely valued or an equal member of the University community. That person may stop contributing unique perspectives in the learning, research or work environment, or may lose all commitment to the community and leave. When one person engages in acts of bias, many of us suffer the effects.

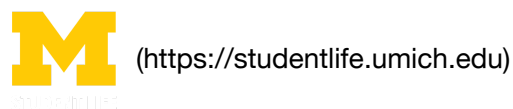
How can I arrange an educational program on this topic for my campus department or student organization?

You can find out more about Expect Respect's programs in the How to Get Involved section (/content/get-involved) of this website and can request workshops using this form (<https://docs.google.com/forms/d/e/1FAIpQLSeaVur0CY4-IPH7f9ZvVOLo4OI-epN1BwKv4LMLtEGmNGzF8Q/viewform>).

We also encourage campus organizations that are planning programs and events related to creating a respectful and welcoming community to let us know about your event, so we may consider it for inclusion in this website. You can send information about upcoming events to [expect \(mailto:expectrespect@umich.edu\)](mailto:expectrespect@umich.edu) or [respect@umich.edu \(mailto:respect@umich.edu\)](mailto:respect@umich.edu).

Where can I find a list of related definitions?

If you are unsure of any of the terms used please view our definitions (</content/definitions>) page.



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EXHIBIT E

Expect Respect

Definitions

Below are definitions of terms that are commonly used in conversations about creating a safe and respectful climate, as adopted by the University of Michigan. **These definitions, however, should not be interpreted as legal definitions used to determine if a violation of law has occurred.**

For a PDF file listing additional definitions related to crimes, see the U-M Campus Safety Handbook (<http://police.umich.edu/docs/clery.pdf>). PLEASE NOTE: requires Adobe Acrobat Reader. Download Adobe Acrobat Reader (http://www.adobe.com/products/acrobat/readstep2_allversions.html).

Assault – an intentional act, verbal or physical, that can be described as creating fear of physical harm.

Battery – an intentional and unwanted act of physical contact.

Bias – a pre-formed negative opinion or attitude toward a group of persons who possess common physical characteristics, such as skin color; or cultural experiences, such as religion or national origin.

Bias incident – non-criminal activity committed against a person or property that is motivated, in whole or in part, by the offender's bias against a race, color, ethnicity, national origin, sex, gender identity or expression, sexual orientation, disability, age or religion.

Campus climate – the general atmosphere of the campus as a unique society; the degree to which members of the campus community feel included and respected.

Civility – courteous behavior; the act of showing regard for others.

Creed – a religious faith or belief.

Disability – a physical or mental impairment that substantially affects one or more major life activities.

Disability Bias – a preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments or challenges.

Discrimination – unfair treatment of a person or a class of persons, without regard to individual merit, based on their membership in a group, personal characteristics, or perceived identity. See also the University's policy of nondiscrimination, SPG 201.35 (<http://spg.umich.edu/policy/201.35>).

Diversity – the variation of social and cultural identities among people existing together in a community.

Ethnicity – state of belonging to a social group that has a common national or cultural tradition.

Ethnicity/National Origin Bias – a preformed negative opinion or attitude toward a group of persons of the same race or national origin who share common or similar traits, languages, customs and traditions.

Gender – state of being male or female, typically with reference to social or cultural differences rather than biological.

Gender identity – the internal sense of one’s gendered self (e.g. as a woman, man, girl, boy, androgynous) or of being perceived as a woman or man, etc.

Gender expression – how a person’s gender identity is communicated to others, through behavior, clothing, hairstyle, voice, and emphasizing, de-emphasizing or changing physical characteristics.

Harassment – unwanted negative attention perceived as intimidating, demeaning or bothersome to an individual. See also the University’s Interim Policy on Discriminatory Harassment, SPG 201.89-1 Interim Policy on Discriminatory Harassment (<http://spg.umich.edu/pdf/201.89-1.pdf>).

Hate Crime – a criminal offense committed against a person or property that is motivated, in whole or in part, by the offender’s bias against a race, color, ethnicity, national origin, sex, gender identity or expression, sexual orientation, disability, age or religion.

Hate Group – an organization whose primary purpose is to promote animosity, hostility and malice against persons belonging to a different race, religion, disability, sexual orientation, ethnicity or national origin which differs from that of the members of the organization.

Inclusiveness – creating a hospitable and welcoming environment; interacting with all members of the community without regard to individual characteristics.

Indirect Discrimination – a rule, policy, practice or procedure that is the same for everyone, but has an unequal or disproportionate effect for a specific group of people.

Intimidation – to influence others through fear or threat of harm.

Intolerance – an attitude of not accepting or respecting different opinions, practices or people.

Perceived Bias – biased behavior directed at another person based on characteristics that the perpetrator perceives the victim possesses.

Prejudice – preconceived opinion that is not based on reason or actual experience; dislike, hostility or unjust behavior formed on such a bias.

Race – a group of people sharing the same culture, history, language, etc.; a group or set of people with a common physical feature or features.

Racial Bias – a preformed negative opinion or attitude toward a group of persons who possess common physical characteristics, such as color of skin, eyes and/or hair, facial features, etc.

Religious Bias – a preformed 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.

Respect – a due regard for the feelings, wishes, rights or traditions of others.

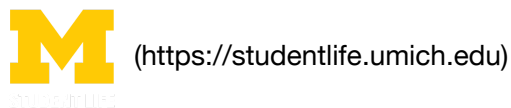
Sexual Orientation Bias – a preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex.

Sexuality – a person’s sexual orientation or preference.

Tolerance – respect, acceptance, and appreciation of the rich diversity of our world’s cultures, our forms of expression and ways of being human; harmony in difference.

Transgender – a term describing persons whose gender identities, expressions or behaviors are not those traditionally associated with their birth sex.


Vandalism – the destruction or alteration of property (individual, public or communal).



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EXHIBIT F

Bias Response Team

Creating and maintaining a respectful and welcoming environment for all to live, learn, work and thrive is a priority at the University of Michigan (U-M). A group of professional staff, the Bias Response Team (BRT), focuses on the response and management of bias incidents.

Bias incident reports by U-M students, faculty and staff are addressed by the Bias Response Team. The Bias Response Team is committed to providing support for those who have been targets of or impacted by a bias incident. The BRT works to ensure that appropriate university resources and expertise are consulted and utilized as incidents impacting the community occur.

Bias often stems from fear, misunderstanding, hatred, and stereotypes and may be intentional or unintentional.

Report Online

WHAT IS A BIAS INCIDENT

A bias incident is conduct that discriminates, stereotypes, excludes, harasses or harms anyone in our community based on their identity (such as race, color, ethnicity, national origin, sex, gender identity or expression, sexual orientation, disability, age or religion).

*Unsure of other terms used in this website? View our list of [definitions](#).

*Have other question? View our [Frequently Asked Questions](#)

The **Bias Response Team** is comprised of representatives from the following units:

- Dean of Students Office (DOS)
- Office for Institutional Equity (OIE)
- Office of the Vice Provost for Diversity, Equity, and Inclusion (ODEI)
- Division of Public Safety and Security (DPSS)
- Office of Multi-Ethnic Student Affairs (MESA)
- Office of Student Conflict Resolution (OSCR)

- [University Housing, Diversity and Inclusion](#)

The Bias Response Team may include other university representatives as needed, including students, staff or faculty from academic schools and colleges, human resources, administrative units, and/or community representatives who serve the U-M community.

HOW TO REPORT A BIAS INCIDENT

We encourage you to use these resources to report incidents and to encourage others to report if they have been the target or witness of a bias incident.

There are several ways you can report a bias incident. The staff at these offices are trained to be sensitive to student, staff and community concerns.

- **Online**

[Report Online](#)

- **By Phone**

Bias Incident Reporting Line: Call **734-615-BIAS** (2427) to report an incident during normal working hours (Monday-Friday, 8 a.m.-5 p.m.). If it is after hours, leave a message and a staff member will get back with you by the next business day. Faculty and staff who call the number during normal business hours will be connected to the Office of Institutional Equity; students will be connected to the Dean of Students Office.

- **In Person**

Wondering where to report an incident? View our [reporting areas](#). You can confidentially report an incident of bias, intolerance or discrimination. These offices and resources exist to support students, staff, and faculty.

Download the [How to report an Incident PDF](#) to print, post, and share this information.

How to report an Incident PDF - This informational PDF is useful for printing/posting.

WHAT TO REPORT

Bias comes in many forms. It can be a hurtful action based on who someone is as a person. The most important indication of bias is your own feelings. If you feel like you may have experienced something that is wrong and would like to discuss the incident, please call **734-615-BIAS (2427)**.

Bias incidents can be things that do not violate any law or policies. In some cases in addition to it being a bias incident, it may violate federal, state, or local laws and or/U-M policies. Below are some examples of policies that may be violated, but this is not necessary to be considered a bias incident. **Learn more information on what to report.**

VIOLATIONS OF THE LAW MOTIVATED BY BIAS/HATE CRIMES

If you have experienced a hate crime, report it directly to the Division of Public Safety and Security at 734-763-1131 or the Ann Arbor Police Department at 734-994-2911.

VIOLATIONS OF THE UNIVERSITY OF MICHIGAN STANDARD PRACTICE GUIDE

VIOLATIONS OF THE STATEMENT OF STUDENT RIGHTS AND RESPONSIBILITIES

WHERE TO REPORT

The University is committed to providing safe spaces for all community members to report a bias-related incident. People from all backgrounds are invited to report. The staff of these offices has been trained to be welcoming and sensitive to student, faculty, staff, and community concerns. **Where to report.**

WHAT HAPPENS NEXT

After you report an incident, a member of the Bias Response Team will contact you to set up a meeting to discuss what happened and offer additional support and assistance. You will learn about your rights as a U-M community member and what response options are available. With your input, a plan of action will be created and implemented with follow-up.

BIAS INCIDENT LOG

The Bias Response Team updates a log on a weekly basis to provide the U-M community with information on the types of incidents that are happening on campus, where they are happening and what actions have been taken to address them.

[View the Bias Incident Log](#)

BIAS INCIDENT PREVENTION

Expect Respect is a unique partnership among students, faculty, and staff hoping to unite our community. It is an educational initiative

and proactive programming aimed at supporting a campus climate in which all persons are treated with respect.

For more information about the Expect Respect campaign, contact expectrespect@umich.edu or call the Dean of Students Office at 734-764-7420.

EXHIBIT G

REPORTING A BIAS INCIDENT

Walk through the steps to reporting a bias incident, either experienced or witnessed.

IS IT A BIAS INCIDENT?

A bias incident is non-criminal activity committed against a person or property that is motivated, in whole or in part, by the offender's **bias against a:**

RACE • COLOR • ETHNICITY • NATIONAL ORIGIN • SEX • GENDER IDENTITY OR EXPRESSION • SEXUAL ORIENTATION • DISABILITY • AGE • RELIGION

HOW DO I REPORT IT?

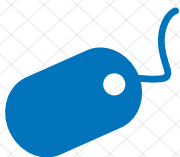
IN PERSON

In residence halls, contact your Resident Advisor, Diversity Peer Educator or Hall Director. You can also visit the Dean of Students Office.



ONLINE

Submit a report at myumi.ch/6wKEu



OR BY PHONE

U-M Office for Institutional Equity: **734-763-0235**

Bias Incident Reporting Line: **734-615-BIAS (2427)**

Division of Public Safety and Security: **734-763-1131**



OKAY, WHAT NEXT?

1

A Bias Response Team member will contact you to set up a meeting.

2

Meet to discuss support and course-of-action options.

3

The discussed plan will be carried out along with follow-up.



Reporters' identities are private and information about bias incidents are used to shape future educational initiatives. If you have questions, contact: biasresponseteam@umich.edu

A LOT ON YOUR MIND?

Self care is important. Contact **Counseling and Psychological Services (CAPS)** for support. caps.umich.edu or **734-764-8312** (24 hours)

EXHIBIT H

Bias Response Frequently Asked Questions

▼ What is a hate crime?

According to the U.S. Department of Justice, a hate crime is a “crime of violence, property damage, or threat that is motivated in whole or in part by an offender’s bias based on race, religion, ethnicity, national origin, gender, physical or mental disability, or sexual orientation.”

Within the State of Michigan, a person is guilty of ethnic intimidation if that person maliciously threatens or physically contacts a person with intent to intimidate, harass or damage the property of that person because of that person’s race, color, religion, gender or national origin.

The University of Michigan also recognizes additional categories of potential bias, such as sex, gender identity or expression and age.

▶ What are some examples of hate crimes?

▶ What is a bias-related incident?

▶ What are some examples of bias-related incidents?

▶ How can I report a hate crime or bias-related incident?

▶ Why are bias-related incidents of concern?

▶ How will the University respond when it learns of ethnic intimidation or bias-related incidents?

Bias Response Frequently Asked Questions

▶ **What is a hate crime?**

▼ **What are some examples of hate crimes?**

Painting racial slurs on the side of a campus building, assaulting another person because of actual or perceived national origin, or throwing a rock through someone's window while yelling derogatory comments about that individual's religion are hypothetical examples of a hate crime.

▶ **What is a bias-related incident?**

▶ **What are some examples of bias-related incidents?**

▶ **How can I report a hate crime or bias-related incident?**

▶ **Why are bias-related incidents of concern?**

▶ **How will the University respond when it learns of ethnic intimidation or bias-related incidents?**

▶ **How often do ethnic intimidation and bias-related incidents occur at U-M?**

▶ **What are the U-M policies that address hate crimes and bias-related incidents?**

Bias Response Frequently Asked Questions

▶ **What is a hate crime?**

▶ **What are some examples of hate crimes?**

▼ **What is a bias-related incident?**

Similar to hate crimes, bias incidents are non-criminal activities that harm another because of that person's membership in a classification, such as race, color, ethnicity, national origin, sex, gender identity or expression, sexual orientation, disability, age or religion.

▶ **What are some examples of bias-related incidents?**

▶ **How can I report a hate crime or bias-related incident?**

▶ **Why are bias-related incidents of concern?**

▶ **How will the University respond when it learns of ethnic intimidation or bias-related incidents?**

▶ **How often do ethnic intimidation and bias-related incidents occur at U-M?**

▶ **What are the U-M policies that address hate crimes and bias-related incidents?**

Bias Response Frequently Asked Questions

▶ **What is a hate crime?**

▶ **What are some examples of hate crimes?**

▶ **What is a bias-related incident?**

▼ **What are some examples of bias-related incidents?**

Depending on the totality of the circumstances, writing a racial epithet in erasable marker on someone's dry-erase board, making fun of another person or group of people because of their language or accent, or making insulting comments about someone's traditional manner of dress or geographic origin are hypothetical examples of a bias-related incident.

▶ **How can I report a hate crime or bias-related incident?**

▶ **Why are bias-related incidents of concern?**

▶ **How will the University respond when it learns of ethnic intimidation or bias-related incidents?**

▶ **How often do ethnic intimidation and bias-related incidents occur at U-M?**

▶ **What are the U-M policies that address hate crimes and bias-related incidents?**

Bias Response Frequently Asked Questions

▶ **What is a hate crime?**

▶ **What are some examples of hate crimes?**

▶ **What is a bias-related incident?**

▶ **What are some examples of bias-related incidents?**

▼ **How can I report a hate crime or bias-related incident?**

If it is an emergency, dial 911 to be connected to the Division of Public Safety and Security (on campus) or Ann Arbor Police Department (off campus). If you believe you have experienced a hate crime, you may report it directly to the **Division of Public Safety and Security (on-campus) at 734-763-1131** or the **Ann Arbor Police Department (off-campus) by at 734-994-2911**. Even if you report it to DPSS or AAPD, we would appreciate a report to the University's bias incident reporting system for follow up and statistical purposes.

If you are not sure you have experienced a hate crime and would like to discuss the incident, please call **734-615-BIAS (2427)**. Faculty and staff who call the number during normal business hours will be connected to the Office of Institutional Equity. Students who call the number during normal business hours will be connected to the Dean of Students Office. Staff from these offices will offer support and begin to discuss next steps with callers. Those who call the phone line after normal business hours should leave a message and a staff member will get back with them on the next business day.

The University is committed to providing a number of safe spaces where community members may confidentially report bias-related incidents. **Offices where you may report such incidents.** (<https://urespect.umich.edu/topic/report-incident>)

▶ **Why are bias-related incidents of concern?**

Bias Response Frequently Asked Questions

▶ **What is a hate crime?**

▶ **What are some examples of hate crimes?**

▶ **What is a bias-related incident?**

▶ **What are some examples of bias-related incidents?**

▶ **How can I report a hate crime or bias-related incident?**

▼ **Why are bias-related incidents of concern?**

While the University is committed to a respectful and inclusive learning and work environment, it can only fulfill that commitment through the actions of individual members of the University community. We are each responsible for treating every fellow member of our community with dignity and respect. If one member of our community engages in harassment or discrimination, the person subject to that behavior will not feel respected, genuinely valued or an equal member of the University community. That person may stop contributing unique perspectives in the learning, research or work environment, or may lose all commitment to the community and leave. When one person engages in acts of bias, many of us suffer the effects.

▶ **How will the University respond when it learns of ethnic intimidation or bias-related incidents?**

▶ **How often do ethnic intimidation and bias-related incidents occur at U-M?**

Bias Response Frequently Asked Questions

▶ **What is a hate crime?**

▶ **What are some examples of hate crimes?**

▶ **What is a bias-related incident?**

▶ **What are some examples of bias-related incidents?**

▶ **How can I report a hate crime or bias-related incident?**

▶ **Why are bias-related incidents of concern?**

▼ **How will the University respond when it learns of ethnic intimidation or bias-related incidents?**

The University is committed to act responsibly when it learns of incidents motivated by hate or bias. Such occurrences, if they constitute a criminal act such as assault or property damage, should be reported to the police and will be fully investigated. Other acts of intolerance may violate University policies or community standards. In those instances, we will pursue a range of remedies that may include disciplinary action as well as community education and dialogue.

When you report a bias incident, appropriate University staff will help you determine the possible next steps, explain the relevant processes, and offer counseling and support or refer you to other offices that may provide support.

▶ **How often do ethnic intimidation and bias-related incidents occur at U-M?**

Bias Response Frequently Asked Questions

▶ **What is a hate crime?**

▶ **What are some examples of hate crimes?**

▶ **What is a bias-related incident?**

▶ **What are some examples of bias-related incidents?**

▶ **How can I report a hate crime or bias-related incident?**

▶ **Why are bias-related incidents of concern?**

▶ **How will the University respond when it learns of ethnic intimidation or bias-related incidents?**

▼ **How often do ethnic intimidation and bias-related incidents occur at U-M?**

Hate crimes are reported annually in the Campus Safety Handbook. In 2004 (the most recent year for which we have reported statistics), the Ann Arbor campus had one assault with race prejudice reported to the Division of Public Safety and Security and 11 bias-related incidents (occurring on campus or in Ann Arbor) reported to the Spectrum Center. However, in the past, the University has not had a comprehensive mechanism for reporting bias-related incidents that do not constitute crimes. Our new reporting process is intended to encourage more complete reporting, and will allow us to better track the frequency of such incidents in the future.

Bias Response Frequently Asked Questions

▶ **What is a hate crime?**

▶ **What are some examples of hate crimes?**

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▶ **How can I report a hate crime or bias-related incident?**

▶ **Why are bias-related incidents of concern?**

▶ **How will the University respond when it learns of ethnic intimidation or bias-related incidents?**

▶ **How often do ethnic intimidation and bias-related incidents occur at U-M?**

▼ **What are the U-M policies that address hate crimes and bias-related incidents?**

Policies that address these issues can be found on the on **What To Report**. (<https://deanofstudents.umich.edu/article/what-report-0>)

Bias Response Frequently Asked Questions

▶ **What is a hate crime?**

▶ **What are some examples of hate crimes?**

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▶ **What are the U-M policies that address hate crimes and bias-related incidents?**

▼ **What types of personal characteristics are protected from discrimination in the University's official policies?**

Members of the University community are protected from unlawful discrimination on the basis of race, color, ethnicity, national origin, sex, gender identity or expression, sexual orientation, disability, veteran status, age or religion. The University also complies with all applicable laws regarding nondiscrimination.

▶ **What is the difference between discrimination and bias-related incidents?**

▶ **How soon should I expect to hear from someone after submitting a bias incident report?**

▶ **Can I remain anonymous when submitting a bias incident report?**

▶ **Can I bring a person with me to my meeting?**

▶ **Where can I find a list of related definitions?**



(<https://studentlife.umich.edu>)

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Monday - Friday 8 AM - 5 PM

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▼ What is the difference between discrimination and bias-related incidents?

Unlawful discrimination refers to specific conduct prohibited by law that unfairly treats people differently because of their characteristic or perceived characteristics that the law deems to be unrelated to merit. An example of unlawful discrimination would be to deny membership into a group because a person is Muslim.

Bias is a preconceived negative opinion or attitude about a group of people who possess common physical characteristic or cultural experiences. An example of a bias incident, would be writing racist or homophobic graffiti on the door of a student's room.

Unlawful discrimination often results from bias. Bias-related incidents, however, do not always result in unfair treatment that violates nondiscrimination laws.

▶ How soon should I expect to hear from someone after submitting a bias incident report?**▶ Can I remain anonymous when submitting a bias incident report?****▶ Can I bring a person with me to my meeting?****▶ Where can I find a list of related definitions?**

(<https://studentlife.umich.edu>)

Office of the Dean of Students

▶ **What is the difference between discrimination and bias-related incidents?**

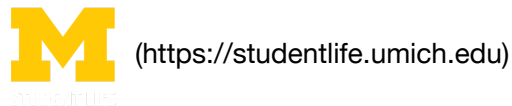
▼ **How soon should I expect to hear from someone after submitting a bias incident report?**

We take all bias incident reports very seriously. Someone from the Bias Response Team reviews submitted reports every day and after business hours. You should expect a response normally within 24 hours or by the next business day.

▶ **Can I remain anonymous when submitting a bias incident report?**

▶ **Can I bring a person with me to my meeting?**

▶ **Where can I find a list of related definitions?**



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▶ **What is the difference between discrimination and bias-related incidents?**

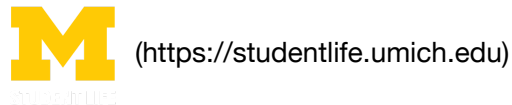
▶ **How soon should I expect to hear from someone after submitting a bias incident report?**

▼ **Can I remain anonymous when submitting a bias incident report?**

Yes, you may remain anonymous in all parts of the bias incident report. However, offering contact information is most beneficial for thorough follow up and care of the impacted student.

▶ **Can I bring a person with me to my meeting?**

▶ **Where can I find a list of related definitions?**



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▶ **What is the difference between discrimination and bias-related incidents?**

▶ **How soon should I expect to hear from someone after submitting a bias incident report?**

▶ **Can I remain anonymous when submitting a bias incident report?**

▼ **Can I bring a person with me to my meeting?**

Yes, bringing a support person is a common practice and always welcome.

▶ **Where can I find a list of related definitions?**



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▶ **What is the difference between discrimination and bias-related incidents?**

▶ **How soon should I expect to hear from someone after submitting a bias incident report?**

▶ **Can I remain anonymous when submitting a bias incident report?**

▶ **Can I bring a person with me to my meeting?**

▼ **Where can I find a list of related definitions?**

If you are unsure of any of the terms used please view our **definitions page** (<https://expectrespect.umich.edu/content/definitions>).



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EXHIBIT I

What to Report

Bias comes in many forms. It can be a hurtful action based on who someone is as a person. The most important indication of bias is your own feelings. If you feel like you may have experienced something that is wrong and would like to discuss the incident, please call 734-615-BIAS (2427).

Bias incidents can be things that do not violate any law or policies. In some cases in addition to it being a bias incident, it may violate laws and or/U-M policies. Below are some examples of policies that may be violated, but this is not necessary to be considered a bias incident.

1. **HATE CRIMES (BIAS CRIMES)**
2. **VIOLATIONS OF THE UNIVERSITY OF MICHIGAN'S STANDARD PRACTICE GUIDE**
3. **VIOLATIONS OF THE STATEMENT OF STUDENT RIGHTS AND RESPONSIBILITIES**

Even if a reported incident is not one that constitutes a hate crime or an incident that violates a University policy, we will learn from the reports and obtain feedback on how we can improve some aspect of the campus climate. Reports may result in individual education or new efforts to improve some aspect of campus life.

In all instances, individuals who experience acts of hate, bias, harassment or discrimination should feel they have a safe space in which to report the behavior and receive support.

The University is committed to provide such safe spaces and to support a comprehensive reporting mechanism for incidents of bias so that we may better understand our campus climate and work continuously to improve it.

1. **HATE CRIMES** The category of hate crimes includes malicious threats, damage or defacement of property, or physical contact specifically intended to intimidate or harass another person because of the person's race, color, religion, gender, or national origin. See Michigan Statute on Ethnic Intimidation ([http://www.legislature.mi.gov/\(ylz0bf45ccoi1545ruw2mnbd\)/mileg.aspx?page=GetMCLDocument&objectname=mcl-750-147b](http://www.legislature.mi.gov/(ylz0bf45ccoi1545ruw2mnbd)/mileg.aspx?page=GetMCLDocument&objectname=mcl-750-147b)) 750.147(b) Incidents that meet these criteria are subject to state or federal prosecution, and/or disciplinary proceedings conducted by the Office of Institutional Equity, Office of Student Conflict Resolution and/or University Housing.
2. **VIOLATIONS OF THE UNIVERSITY OF MICHIGAN'S STANDARD PRACTICE GUIDE** Violations of the University of Michigan's Standard Practice Guide that include the following type of conduct:
 - *Verbal or physical conduct by a member of the faculty or staff that is based upon race, color, creed, religion, national origin, gender identity and expression, sexual orientation, ancestry, age, marital status, handicap or Vietnam-era veteran status that adversely affects or creates an intimidating, hostile or offensive environment for academic pursuits, employment, housing or participation in University activities (SPG 201.89-1).
 - *Intentional sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature by an University employee that adversely affects or creates an intimidating, hostile or offensive environment for academic pursuits, employment, housing or participation in University activities (SPG 201.89-0)
 - *Discrimination in employment and human resource policies and practices against any individual because of race, sex (including gender identity and gender expression), color, religion, creed, national origin or ancestry, age, marital status, sexual orientations, disability, special disabled veteran and Vietnam-era veteran status, and height or weight, except as allowed by the need for bona fide occupational qualifications (SPG 201.35). See University of Michigan Standard Practice Guide 201.35

(<http://spg.umich.edu/policy/201.35>), 201.89-0 (<http://spg.umich.edu/policy/201.89-0>), and 201.89-1 (<http://spg.umich.edu/policy/201.89-1>). The Office of Institutional Equity will handle incidents that meet these criteria.

3. VIOLATIONS OF THE STATEMENT OF STUDENT RIGHTS AND RESPONSIBILITIES The following behaviors contradict the values of the University community and are subject to action under the Statement of Student Rights and Responsibilities. Such behavior may be subject to additional penalties if motivated because of the person's age, color, creed, disability, gender identity, marital status, national origin or ancestry, race, religion, sex, sexual orientation, or veteran status:

*Physically harming another person including acts such as killing, assaulting or battering

*Sexually assaulting another person

*Sexually harassing another person

*Hazing

*Stalking, or harassing another person

*Stealing, vandalizing, damaging, destroying or defacing University property or the property of others

*Obstructing or disrupting classes, research projects, or other activities or programs of the University; or obstructing access to University facilities, property, or programs (except for behavior that is protected by the University's policy on Freedom of Speech and Artistic Expression)

*Violating University computer policies

Want to report an incident?

Report Online (https://umich-advocate.symplcity.com/care_report/index.php/pid938269?)



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DIVERSITY, EQUITY & INCLUSION
(<https://studentlife.umich.edu/diversity-equity-inclusion>) >>
(<https://studentlife.umich.edu/diversity-equity-inclusion>)

Web Accessibility Statement (<http://studentlife.umich.edu/accessib>) | Non-Discrimination Policy (<http://hr.umich.edu/oie/ndpolicy.html>) | U-M Gateway (umich.edu)

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EXHIBIT J

Bias Incident Report Log

This log is a summary of reported incidents to the campus Bias Response Team (BRT). Incidents reported to the BRT also may have been reported to law enforcement agencies or other university units. While documenting referrals made to other offices or agencies, this log does not track the outcome of work performed outside the purview of the BRT.

Incidents summarized on this log are situations where reported harm has been caused in the campus community and may, in some cases, include legally protected speech. The BRT responds with support to harmed parties, makes referrals to resources as appropriate and engages in proactive and responsive education with involved parties who agree to participate.

This data is reported in a general manner designed to protect the privacy of individuals involved. In some cases, limited information is reported to the BRT and if a report was made anonymously, supportive or responsive follow up actions may be limited.

Multiple reports of the same incident are reported as a single incident for the purposes of this log. If the date of an incident reported was unknown or unspecified, the date the report was made to the BRT is used as the date of incident.

Questions about the content of this Bias Incident Report Log may be sent to the Bias Response Team: biasresponseteam@umich.edu (mailto:biasresponseteam@umich.edu)

Table Version (/bias-incident-report-log)

Incident Date:

Wednesday, April 25, 2018

Nature of Incident:

Color, Race, Sex

Method of Expression of Bias:

Written, Other

Location of Incident:

Unknown

Summary of Response Actions:

Incident involved U-M Fraternity and Sorority Life organizations. Referred to Fraternity and Sorority Life for follow-up and outreach to organization(s).

Incident Date:

Wednesday, April 25, 2018

Nature of Incident:

Age, Other

Method of Expression of Bias:

Verbal, Written

Location of Incident:

On-line (Email)

Summary of Response Actions:

Incident involved University employee(s). Referred to Office for Institutional Equity for follow-up.

Incident Date:

Friday, April 20, 2018

Nature of Incident:

National Origin, Race

Method of Expression of Bias:

Verbal

Location of Incident:

On Campus: Ross School of Business

Summary of Response Actions:

Bias Incident involved other factors also involving a critical incident. Referred to Dean of Students Critical Incident staff for follow-up.

Incident Date:

Monday, April 16, 2018

Nature of Incident:

National Origin

Method of Expression of Bias:

Written

Location of Incident:

On-line

Summary of Response Actions:

Bias Response Team member met with bias incident reporter and other student involved to discuss incident and its impact.

Incident Date:

Monday, April 16, 2018

Nature of Incident:

Race

Method of Expression of Bias:

On-line/Social Media

Location of Incident:

On-line

Summary of Response Actions:

Fraternity and Sorority Life organizations. Referred to Fraternity and Sorority Life for follow-up and outreach to organization(s).

Incident Date:

Saturday, April 14, 2018

Nature of Incident:

Sex

Method of Expression of Bias:

Verbal

Location of Incident:

Off campus: Scorekeepers

Summary of Response Actions:

Incident involved Title IX allegations. Referred to Office of Institutional Equity for follow-up.

Incident Date:

Thursday, April 12, 2018

Nature of Incident:

Disability

Method of Expression of Bias:

Graffiti

Location of Incident:

On campus: Michigan Union

Summary of Response Actions:

Outreach by Bias Response Team member to bias incident reporter (staff member). University Unions Maintenance staff was contacted to remove graffiti.

Incident Date:

Tuesday, April 10, 2018

Nature of Incident:

Color, Race

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: In the classroom

Summary of Response Actions:

Incident involved University employee(s). Referred to Office of Institutional Equity for follow-up.

Incident Date:

Thursday, April 5, 2018

Nature of Incident:

Gender Expression, Gender Identity, Sex

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: In the classroom

Summary of Response Actions:

Incident involved University employee(s). Referred to Office of Institutional Equity for follow-up to bias incident reporter .

Incident Date:

Thursday, April 5, 2018

Nature of Incident:

National Origin, Other

Method of Expression of Bias:

Written, Other

Location of Incident:

On-line (Email)

Summary of Response Actions:

Incident involved University employee(s). Referred to Office for Institutional Equity for follow-up.

Incident Date:

Saturday, March 31, 2018

Nature of Incident:

Race

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Pendleton Room Michigan Union

Summary of Response Actions:

Incident involved Title IX allegations. Referred to Office for Institutional Equity for follow-up.

Incident Date:

Friday, March 30, 2018

Nature of Incident:

National Origin, Religion, Sex

Method of Expression of Bias:

Verbal

Location of Incident:

On Campus: Michigan Dining

Summary of Response Actions:

Incident involved Title IX allegations. Referred to Office of Institutional Equity for follow-up.

Incident Date:

Thursday, March 29, 2018

Nature of Incident:

Race

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Hatcher Graduate Library

Summary of Response Actions:

Outreach by Bias Response Team member to bias incident reporter. Report to Hatcher Graduate library was submitted anonymously and others involved were not identified. Hatcher Graduate Library to monitor for similar incidents.

Incident Date:

Thursday, March 29, 2018

Nature of Incident:

Sexual Orientation

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: In the classroom

Summary of Response Actions:

Incident involved University employee(s). Referred to Office of Institutional Equity to follow-up with academic department as the bias incident reporter was anonymous.

Incident Date:

Friday, March 16, 2018

Nature of Incident:

Color, Race (cultural appropriation)

Method of Expression of Bias:

On-line/Social Media: Picture posted on social media (Snapchat) portraying Blackface and inaccurately referencing the Black Lives Matter movement

Location of Incident:

On-line

Summary of Response Actions:

Bias Response Team offered support services to impacted person(s) and bias incident reporter(s); Housing Diversity and Inclusion staff outreach to residents at Mosher Jordan Residence Hall; Multi-Ethnic Student Affairs (MESA) offering open hours and support; Michigan Dining emailed affected student employees and is in communication with HR; incident reported to UMPD and AAPD; Parties referred to Office of Student Conflict Resolution (OSCR) to explore adaptable and restorative justice pathways for resolution, education and repair of harm; UM Social tweeted a response (<https://twitter.com/UMich/status/974750032611168256>)

Incident Date:

Thursday, March 15, 2018

Nature of Incident:

Race

Method of Expression of Bias:

Other - hand sign

Location of Incident:

On campus: School of Public Health

Summary of Response Actions:

Outreach by Bias Response Team member to bias incident reporter. School of Public Health identified individual involved and met with student to discuss interpretations.

Incident Date:

Wednesday, March 14, 2018

Nature of Incident:

Race

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Psychiatry, University of Michigan Hospitals

Summary of Response Actions:

Incident involved University employee(s) and outside third party. Referred to Office for Institutional Equity and Michigan Medicine discrimination investigator for follow-up.

Incident Date:

Wednesday, March 14, 2018

Nature of Incident:

Color, Race

Method of Expression of Bias:

Vandalism/Destruction of Property

Location of Incident:

On campus: Edward Henry Kraus Natural Science Building

Summary of Response Actions:

A police report was completed with the Department of Public Safety and Security. Outreach by Bias Response Team member to meet with impacted student.

Incident Date:

Tuesday, March 13, 2018

Nature of Incident:

Gender Expression, Gender Identity

Method of Expression of Bias:

On-line/Social Media

Location of Incident:

On-line

Summary of Response Actions:

Referred to Housing Diversity and Inclusion staff and Hall Director to do outreach with bias incident reporter.

Incident Date:

Wednesday, March 7, 2018

Nature of Incident:

Race, Religion, Sexual Orientation

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Martha Cook Residence Hall

Summary of Response Actions:

Referred to Housing Diversity and Inclusion staff and Hall Director to do outreach with bias incident reporter.

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8 (/bias-incident-report-log-2?page=7)

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Bias Incident Report Log

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Table Version (/bias-incident-report-log)

Incident Date:

Tuesday, March 6, 2018

Nature of Incident:

Sex

Method of Expression of Bias:

Other

Location of Incident:

Unkown

Summary of Response Actions:

Incident involved University employee(s). Referred to Office for Institutional Equity for follow-up.

Incident Date:

Friday, February 23, 2018

Nature of Incident:

Race, Religion

Method of Expression of Bias:

Written, Other: Posters

Location of Incident:

Unknown

Summary of Response Actions:

Outreach by Bias Response Team member to bias incident reporter to request more information on the reported flyer's content and location.

Incident Date:

Wednesday, February 21, 2018

Nature of Incident:

Sexual Orientation

Method of Expression of Bias:

Graffiti, Written

Location of Incident:

On campus: Law Library restroom

Summary of Response Actions:

U-M Law Facilities staff was contacted and graffiti removed.

Incident Date:

Monday, February 19, 2018

Nature of Incident:

Color, National Origin, Race, Religion

Method of Expression of Bias:

Written, Other: Posters

Location of Incident:

Unknown

Summary of Response Actions:

Communication to Bias Response Team. Poster was removed by the bias incident reporter.

Incident Date:

Monday, February 12, 2018

Nature of Incident:

Sex, Other

Method of Expression of Bias:

Vandalism/Destruction of Property, Verbal

Location of Incident:

On campus: West Quad Residence Hall

Summary of Response Actions:

Referred to Housing Diversity and Inclusion staff and Hall Director who did outreach and follow-up with bias incident reporter.

Incident Date:

Saturday, February 10, 2018

Nature of Incident:

Sex, Other

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Bursley Residence Hall

Summary of Response Actions:

Referred to Housing Diversity and Inclusion staff and Hall Director who did outreach to bias incident reporter.

Incident Date:

Thursday, February 8, 2018

Nature of Incident:

Color, Race, Other

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: In the classroom

Summary of Response Actions:

Incident involved University employee(s). Referred to Office of Institutional Equity for follow-up. Office of Institutional Equity contacted the bias incident reporter.

Incident Date:

Thursday, February 8, 2018

Nature of Incident:

Other

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: In the classroom

Summary of Response Actions:

Outreach to faculty by a member of the Bias Response Team. Unable to contact bias incident reporter impacted because report was submitted anonymously.

Incident Date:

Sunday, February 4, 2018

Nature of Incident:

Race, Religion, Sexual Orientation

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Martha Cook Residence Hall

Summary of Response Actions:

Referred to Housing Diversity and Inclusion staff and Hall Director who did outreach and follow-up with bias incident reporter.

Incident Date:

Thursday, February 1, 2018

Nature of Incident:

National Origin, Race

Method of Expression of Bias:

Verbal, Other

Location of Incident:

In the classroom

Summary of Response Actions:

Incident involved University employee(s). Referred to Office of Institutional Equity for follow-up. Office of Institutional Equity contacted the bias incident reporter and shared concerns with the academic department involved.

Incident Date:

Tuesday, January 30, 2018

Nature of Incident:

On-line/Social Media

Method of Expression of Bias:

National Origin, Religion

Location of Incident:

On-line

Summary of Response Actions:

Outreach by Bias Response Team member. Bias Response Team member met with the bias incident reporter and discussed contacting the other party involved.

Incident Date:

Wednesday, January 24, 2018

Nature of Incident:

Disability

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: multiple locations

Summary of Response Actions:

Incident involved University employee(s). Referred to Office of Institutional Equity for follow-up.

Incident Date:

Wednesday, January 24, 2018

Nature of Incident:

Sex

Method of Expression of Bias:

Other

Location of Incident:

On campus: Shapiro Undergraduate Library

Summary of Response Actions:

Incident involved Title IX allegations. Referred to Office of Institutional Equity for follow-up.

Incident Date:

Saturday, January 20, 2018

Nature of Incident:

Gender Identity, Religion

Method of Expression of Bias:

Vandalism/Destruction of Property, Written

Location of Incident:

On campus: South Quad Residence Hall

Summary of Response Actions:

Referred to Housing Diversity and Inclusion staff and Hall Director for follow-up with impacted resident(s).

Incident Date:

Thursday, January 18, 2018

Nature of Incident:

National Origin, Race

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: In classroom

Summary of Response Actions:

Incident involved University employee(s). Referred to Office of Institutional Equity for follow-up.

Incident Date:

Thursday, January 18, 2018

Nature of Incident:

National Origin, Race

Method of Expression of Bias:

Verbal, Other

Location of Incident:

On Campus: Ross School of Business

Summary of Response Actions:

Outreach by Bias Response Team member to meet with the bias incident reporter.

Incident Date:

Wednesday, January 17, 2018

Nature of Incident:

Race, Sexual Orientation

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: In residence hall

Summary of Response Actions:

Referred to Housing Diversity and Inclusion staff and Hall Director. Bias incident reporter was anonymous and impacted parties are not known at this time.

Incident Date:

Monday, January 8, 2018

Nature of Incident:

Gender Expression, Gender Identity, Sex

Method of Expression of Bias:

Verbal, Written

Location of Incident:

On campus: In the classroom

Summary of Response Actions:

Incident involved University employee(s). Referred to Office of Institutional Equity to follow-up with all parties involved.

Incident Date:

Saturday, January 6, 2018

Nature of Incident:

National Origin, Race, Religion

Method of Expression of Bias:

Vandalism/Destruction of Property

Location of Incident:

On campus: Bursley Residence Hall

Summary of Response Actions:

Outreach by Diversity and Inclusion staff and Diversity Peer Educator who followed up with resident.

Incident Date:

Wednesday, December 27, 2017

Nature of Incident:

Sexual Orientation

Method of Expression of Bias:

On-line/Social Media, Written

Location of Incident:

Email

Summary of Response Actions:

Referred to DPSS for review. DPSS filed an informational report with the bias incident reporter.

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Table Version (/bias-incident-report-log)

Incident Date:

Tuesday, December 19, 2017

Nature of Incident:

Gender Identity, Race, Other

Method of Expression of Bias:

On-line/Social Media, Verbal

Location of Incident:

On-line and telephone call

Summary of Response Actions:

Outreach by Diveristy and Inclusion staff along with Housing security

Incident Date:

Tuesday, December 19, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Verbal

Location of Incident:

Telephone call

Summary of Response Actions:

Outreach by Bias Response Team member to impacted person and DPSS notified

Incident Date:

Tuesday, December 19, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Verbal

Location of Incident:

Telephone call

Summary of Response Actions:

Outreach by Bias Response Team member to impacted person and DPSS notified

Incident Date:

Thursday, December 14, 2017

Nature of Incident:

Disability

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Bursley Residence Hall

Summary of Response Actions:

Referred to Housing Diversity and Inclusion staff and Hall Director for follow-up with both parties.

Incident Date:

Wednesday, December 13, 2017

Nature of Incident:

Sexual Orientation

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Barbour/Newberry Residence Hall

Summary of Response Actions:

Referred to Housing Diversity and Inclusion staff and Hall Director for follow-up.

Incident Date:

Tuesday, December 12, 2017

Nature of Incident:

Race, Sexual Orientation

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Barbour/Newberry Residence Hall

Summary of Response Actions:

Referred to Housing Diversity and Inclusion staff and Hall Director for follow-up.

Incident Date:

Monday, December 11, 2017

Nature of Incident:

Disability

Method of Expression of Bias:

Written

Location of Incident:

On-line

Summary of Response Actions:

Incident involved University employee(s). Referred to Office of Institutional Equity for follow-up.

Incident Date:

Monday, December 11, 2017

Nature of Incident:

National Origin, Race

Method of Expression of Bias:

Written

Location of Incident:

On campus: Classroom

Summary of Response Actions:

Outreach by Bias Response Team member to bias incident reporter and impacted person.

Incident Date:

Sunday, December 10, 2017

Nature of Incident:

Race, Sex

Method of Expression of Bias:

Graffiti, Written

Location of Incident:

On campus: East Quadrangle Residence Hall

Summary of Response Actions:

Referred to Housing Diversity and Inclusion staff who is working with Department of Public Safety and Security for investigation.

Incident Date:

Saturday, December 9, 2017

Nature of Incident:

National Origin, Religion

Method of Expression of Bias:

On-line/Social Media

Location of Incident:

On-line/Social Media

Summary of Response Actions:

Report was submitted anonymously.

Incident Date:

Wednesday, December 6, 2017

Nature of Incident:

Sexual Orientation

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Elevator of Mosher Jordan Residence Hall

Summary of Response Actions:

Referred to Housing Diversity and Inclusion staff who is working with Department of Public Safety and Security for investigation.

Incident Date:

Tuesday, December 5, 2017

Nature of Incident:

Other

Method of Expression of Bias:

Verbal

Location of Incident:

Unknown

Summary of Response Actions:

Incident involved University employee(s). Outreach made by Office of Institutional Equity to bias incident reporter.

Incident Date:

Thursday, November 30, 2017

Nature of Incident:

Color, Race

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Literature, Science, and the Arts building

Summary of Response Actions:

Incident involved University employee(s). Outreach made by Office of Institutional Equity to bias incident reporter.

Incident Date:

Thursday, November 30, 2017

Nature of Incident:

Race, Other - Political

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Classroom

Summary of Response Actions:

Incident involved University employee(s). Outreach made by Office of Institutional Equity to bias incident reporter.

Incident Date:

Thursday, November 30, 2017

Nature of Incident:

National Origin, Religion

Method of Expression of Bias:

Whiteboard

Location of Incident:

On campus: West Quad Residence Hall

Summary of Response Actions:

Referred to Housing Diversity and Inclusion staff and Hall Director for follow-up with impacted person(s).

Incident Date:

Thursday, November 30, 2017

Nature of Incident:

Race, Other

Method of Expression of Bias:

Verbal, Written, Other

Location of Incident:

On campus: Literature, Science, and the Arts building

Summary of Response Actions:

Referred to Office of Diversity, Equity, and Inclusion for follow-up with impacted person(s).

Incident Date:

Thursday, November 30, 2017

Nature of Incident:

Race, Other

Method of Expression of Bias:

Verbal, Other

Location of Incident:

On campus: Literature, Science, and the Arts building

Summary of Response Actions:

Outreach by Bias Response Team member to bias incident reporter.

Incident Date:

Tuesday, November 28, 2017

Nature of Incident:

National Origin, Race

Method of Expression of Bias:

Written - Email

Location of Incident:

Online

Summary of Response Actions:

Incident involved University employee(s). Outreach made by Office of Institutional Equity to bias incident reporter.

Incident Date:

Monday, November 27, 2017

Nature of Incident:

National Origin, Race

Method of Expression of Bias:

Written - Email

Location of Incident:

Online

Summary of Response Actions:

Incident involved University employee(s). Outreach made by Office of Institutional Equity to bias incident reporter.

Incident Date:

Sunday, November 26, 2017

Nature of Incident:

Gender Identity, National Origin

Method of Expression of Bias:

Graffiti

Location of Incident:

On campus: Bursley Residence Hall

Summary of Response Actions:

Referred to Housing Diversity and Inclusion staff and Hall Director for follow-up with impacted person(s).

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Bias Incident Report Log

This log is a summary of reported incidents to the campus Bias Response Team (BRT). Incidents reported to the BRT also may have been reported to law enforcement agencies or other university units. While documenting referrals made to other offices or agencies, this log does not track the outcome of work performed outside the purview of the BRT.

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Questions about the content of this Bias Incident Report Log may be sent to the Bias Response Team: biasresponseteam@umich.edu (<mailto:biasresponseteam@umich.edu>)

Table Version (/bias-incident-report-log)

Incident Date:

Sunday, November 26, 2017

Nature of Incident:

Gender Expression, Gender Identity, Sexual Orientation

Method of Expression of Bias:

Online/Social Media

Location of Incident:

On campus: East Quad Residence Hall

Summary of Response Actions:

Referred to Housing Diversity and Inclusion staff and Hall Director for follow-up with impacted person(s).

Incident Date:

Sunday, November 26, 2017

Nature of Incident:

Gender Identity, National Origin

Method of Expression of Bias:

Graffiti

Location of Incident:

On campus: Bursley Residence Hall

Summary of Response Actions:

Referred to Housing Diversity and Inclusion staff and Hall Director for follow-up with impacted person(s).

Incident Date:

Friday, November 24, 2017

Nature of Incident:

National Origin, Religion

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: S. State St.

Summary of Response Actions:

Outreach by Bias Response Team member to impacted person.

Incident Date:

Monday, November 20, 2017

Nature of Incident:

National Origin, Religion

Method of Expression of Bias:

Graffiti, Written

Location of Incident:

On campus: Hatcher Graduate Library

Summary of Response Actions:

Outreach by Bias Response Team member to bias incident reporter. Incident referred to Hatcher Graduate Library Facilities to have graffiti removed.

Incident Date:

Monday, November 20, 2017

Nature of Incident:

National Origin

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Northwood Apartments

Summary of Response Actions:

Referred to Office of Student Conflict Resolution for follow-up. Outreach made to all impacted parties.

Incident Date:

Sunday, November 19, 2017

Nature of Incident:

Color, Race

Method of Expression of Bias:

On-line/Social Media

Location of Incident:

On campus: Couzens Hall

Summary of Response Actions:

Referred to Housing Diversity and Inclusion staff and Hall Director for follow-up with impacted person(s).

Incident Date:

Friday, November 17, 2017

Nature of Incident:

National Origin

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Mary Markley Residence Hall

Summary of Response Actions:

Referred to Housing Diversity and Inclusion staff and Hall Director for follow-up and review.

Incident Date:

Wednesday, November 15, 2017

Nature of Incident:

National Origin, Race, Religion

Method of Expression of Bias:

Graffiti, Vandalism/Destruction of Property, Written

Location of Incident:

On campus: Modern Languages Building (MLB)

Summary of Response Actions:

Referred to Division of Public Safety and Security. Report was submitted anonymously.

Incident Date:

Wednesday, November 15, 2017

Nature of Incident:

Other

Method of Expression of Bias:

Verbal, Other

Location of Incident:

On campus: Classroom

Summary of Response Actions:

Incident involved University employee(s). Outreach made by Office of Institutional Equity to bias incident reporter.

Incident Date:

Wednesday, November 15, 2017

Nature of Incident:

Other- Socioeconomic Status

Method of Expression of Bias:

Written

Location of Incident:

Not reported

Summary of Response Actions:

Outreach by Bias Response Team member to meet with bias incident reporter.

Incident Date:

Monday, November 13, 2017

Nature of Incident:

Other - Organizational Affiliation

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Modern Language Building (MLB)

Summary of Response Actions:

Incident involved university employee(s). Incident referred to Office of Institutional Equity for review.

Incident Date:

Monday, November 13, 2017

Nature of Incident:

National Origin, Religion, Other- Political

Method of Expression of Bias:

Online/Social Media, Written

Location of Incident:

Online

Summary of Response Actions:

Outreach by Bias Response Team member and met with bias incident reporter. Referred to Student Legal Services for follow-up.

Incident Date:

Thursday, November 9, 2017

Nature of Incident:

Other

Method of Expression of Bias:

Graffiti

Location of Incident:

On campus: Diag

Summary of Response Actions:

Outreach by Bias Response Team member to meet with bias incident reporter.

Incident Date:

Thursday, November 9, 2017

Nature of Incident:

Gender Identity

Method of Expression of Bias:

Other

Location of Incident:

On campus

Summary of Response Actions:

Incident involved university employee(s). Office of Institutional Equity has made outreach to bias incident reporter.

Incident Date:

Wednesday, November 8, 2017

Nature of Incident:

Sex

Method of Expression of Bias:

Online/Social Media

Location of Incident:

Online/Social Media

Summary of Response Actions:

Outreach by Bias Response Team member to meet with bias incident reporter. Incident referred to Office of Institutional Equity for review.

Incident Date:

Wednesday, November 8, 2017

Nature of Incident:

Color, Race

Method of Expression of Bias:

On-line/Social Media

Location of Incident:

On-line/Social Media

Summary of Response Actions:

Outreach by Bias Response Team member to meet with bias incident reporter.

Incident Date:

Tuesday, November 7, 2017

Nature of Incident:

National Origin, Religion

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Diag

Summary of Response Actions:

Outreach by Bias Response Team member to meet with bias incident reporter.

Incident Date:

Tuesday, November 7, 2017

Nature of Incident:

National Origin, Race

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: In classroom

Summary of Response Actions:

Incident involved university employee(s). Office of Institutional Equity has made outreach to bias incident reporter.

Incident Date:

Monday, November 6, 2017

Nature of Incident:

Religion

Method of Expression of Bias:

Other

Location of Incident:

Not reported

Summary of Response Actions:

Report was submitted anonymously.

Incident Date:

Saturday, November 4, 2017

Nature of Incident:

Race

Method of Expression of Bias:

White board; Written

Location of Incident:

On campus: Bursley Residence Hall

Summary of Response Actions:

White board image removed; Referred to Diversity and Inclusion Staff Member and Hall Director.

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Bias Incident Report Log

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Questions about the content of this Bias Incident Report Log may be sent to the Bias Response Team: biasresponseteam@umich.edu (mailto:biasresponseteam@umich.edu)

Table Version (/bias-incident-report-log)

Incident Date:

Friday, November 3, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Verbal

Location of Incident:

Not disclosed

Summary of Response Actions:

Referred to Office of Institutional Equity because incident involves University employee(s).

Incident Date:

Thursday, November 2, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: South Quad Residence Hall

Summary of Response Actions:

Referred to Diversity and Inclusion Staff Member and Hall Director.

Incident Date:

Wednesday, November 1, 2017

Nature of Incident:

Other

Method of Expression of Bias:

Verbal

Location of Incident:

Not reported

Summary of Response Actions:

Report was submitted anonymously.

Incident Date:

Wednesday, November 1, 2017

Nature of Incident:

Color, National Origin, Race, Religion, Sex

Method of Expression of Bias:

Written

Location of Incident:

Not reported

Summary of Response Actions:

Report was submitted anonymously.

Incident Date:

Wednesday, November 1, 2017

Nature of Incident:

Color, Race

Method of Expression of Bias:

Written

Location of Incident:

Not reported

Summary of Response Actions:

Report was submitted anonymously.

Incident Date:

Wednesday, November 1, 2017

Nature of Incident:

Other

Method of Expression of Bias:

Verbal

Location of Incident:

Not reported

Summary of Response Actions:

Report was submitted anonymously.

Incident Date:

Wednesday, November 1, 2017

Nature of Incident:

National Origin, Race, Religion

Method of Expression of Bias:

Verbal

Location of Incident:

Not disclosed

Summary of Response Actions:

Incident involved University employee(s). Outreach made by Office of Institutional Equity to bias incident reporter.

Incident Date:

Tuesday, October 31, 2017

Nature of Incident:

National Origin

Method of Expression of Bias:

Verbal

Location of Incident:

On campus

Summary of Response Actions:

Incident involved university employee(s). Office of Institutional Equity has made outreach to bias incident reporter.

Incident Date:

Sunday, October 29, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Verbal

Location of Incident:

Online

Summary of Response Actions:

BRT referred incident to Office of Student Conflict Resolution to follow up with impacted parties and for appropriate alternatives/ resolutions.

Incident Date:

Sunday, October 29, 2017

Nature of Incident:

National Origin, Race

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Bursley/Baits University Bus Line

Summary of Response Actions:

BRT members met with impacted person and helped process and brainstorm bias incident preventative efforts.

Incident Date:

Friday, October 27, 2017

Nature of Incident:

Other

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: School of Public Health

Summary of Response Actions:

Incident involved University employee(s). Outreach made by Office of Institutional Equity to bias incident reporter.

Incident Date:

Thursday, October 26, 2017

Nature of Incident:

National Origin, Religion

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Chemistry building laboratory

Summary of Response Actions:

Outreach by Bias Response Team member to meet with bias incident reporter

Incident Date:

Thursday, October 26, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: University of Michigan Hospital

Summary of Response Actions:

Referred to Office of Institutional Equity because incident involves University employee(s).

Incident Date:

Wednesday, October 25, 2017

Nature of Incident:

Sex, Religion

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Commuter South bus, stop near Michigan Union

Summary of Response Actions:

Limited ability to reach bias incident reporter due to anonymous report and no impacted person named; Referred to Office of Institutional Equity for notification to University Transportation of reported incident

Incident Date:

Wednesday, October 25, 2017

Nature of Incident:

Race, Religion

Method of Expression of Bias:

Verbal

Location of Incident:

Off campus: store on State Street

Summary of Response Actions:

Outreach by Bias Response Team member to meet with bias incident reporter.

Incident Date:

Tuesday, October 24, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Bursley Residence Hall

Summary of Response Actions:

Housing Diversity and Inclusion staff member and Hall Director followed up with bias incident reporter and other party involved.

Incident Date:

Tuesday, October 24, 2017

Nature of Incident:

National Origin, Race

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Near Hatcher Graduate Library

Summary of Response Actions:

Outreach made by BRT to meet with bias incident reporter.

Incident Date:

Tuesday, October 24, 2017

Nature of Incident:

Race/Politics

Method of Expression of Bias:

Graffiti

Location of Incident:

On campus: North Campus Recreational Center, Construction Site

Summary of Response Actions:

Communication with Department of Public Safety and Security; limited follow up due to no identified suspects.

Incident Date:

Thursday, October 19, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Online: posts in favor of Alt-Right and shaming of people of color

Location of Incident:

Online

Summary of Response Actions:

Prior to reporting to BRT, the impacted party reported to the department.

Incident Date:

Tuesday, October 17, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Verbal

Location of Incident:

Off campus: South University St. (outside)

Summary of Response Actions:

Report was submitted anonymously.

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OUR STRATEGIC PLAN FOR
 DIVERSITY, EQUITY & INCLUSION

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Table Version (/bias-incident-report-log)

Incident Date:

Monday, October 16, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Written: picture on a room door

Location of Incident:

On campus: Residence Hall

Summary of Response Actions:

Housing Diversity and Inclusion Staff Member and Hall Directors followed up with the bias incident reporter and with the offender.

Incident Date:

Monday, October 16, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Verbal

Location of Incident:

On campus: Residence hall

Summary of Response Actions:

Housing Diversity and Inclusion Staff Member and Hall Directors followed up with the bias incident reporter and with the offender.

Incident Date:

Saturday, October 14, 2017

Nature of Incident:

Verbal

Method of Expression of Bias:

Sexual Orientation

Location of Incident:

On campus: At a UM Library

Summary of Response Actions:

BRT member followed up with the bias incident reporter

Incident Date:

Friday, October 13, 2017

Nature of Incident:

Religion

Method of Expression of Bias:

Verbal

Location of Incident:

Not reported

Summary of Response Actions:

No follow up could take place by BRT because the bias incident reporter was anonymous.

Incident Date:

Thursday, October 12, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Written

Location of Incident:

Email

Summary of Response Actions:

BRT referred to the Office for Institutional Equity to reach out to the alleged offender; BRT is unable to respond to the anonymous bias incident reporter.

Incident Date:

Thursday, October 12, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Written: Letters

Location of Incident:

Via U.S. Mail

Summary of Response Actions:

BRT reached out to the impacted persons offering to meet.

Incident Date:

Wednesday, October 11, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Written

Location of Incident:

Not reported

Summary of Response Actions:

Outreach was made to the bias incident reporter but no response. Follow up communication will be held with faculty member named in the report.

Incident Date:

Monday, October 9, 2017

Nature of Incident:

Religion

Method of Expression of Bias:

Graffiti

Location of Incident:

Not reported

Summary of Response Actions:

Prior to reporting to BRT the graffiti was removed; the incident was reported anonymously.

Incident Date:

Sunday, October 8, 2017

Nature of Incident:

Sexual Orientation

Method of Expression of Bias:

Graffiti

Location of Incident:

North Campus Duderstadt Center study carrel

Summary of Response Actions:

UMPD referred incident to BRT; graffiti was removed; BRT member met with bias incident reporter.

Incident Date:

Saturday, October 7, 2017

Nature of Incident:

Race, Sexual Orientation

Method of Expression of Bias:

Verbal

Location of Incident:

Michigan Football Stadium

Summary of Response Actions:

Bias incident reporters contacted stadium staff and police who removed offender at time of incident; BRT responded to the bias incident reporters to provide additional campus resources.

Incident Date:

Saturday, October 7, 2017

Nature of Incident:

Religion, Sex

Method of Expression of Bias:

Written

Location of Incident:

Sidewalk in front of bias incident reporters off-campus house

Summary of Response Actions:

BRT responded to the bias incident reporter; Bias incident reporter informed AAPD

Incident Date:

Friday, October 6, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Online/Social Media, Written

Location of Incident:

Virtual

Summary of Response Actions:

Outreach to bias incident reporter by member of BRT.

Incident Date:

Friday, October 6, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Online/Social Media (race)

Location of Incident:

Virtual (Facebook)

Summary of Response Actions:

OIE reported case to BRT and referred bias incident reporter to resources.

Incident Date:

Tuesday, October 3, 2017

Nature of Incident:

Other

Method of Expression of Bias:

Verbal

Location of Incident:

Not reported

Summary of Response Actions:

Follow up could not occur because the bias incident reporter was anonymous.

Incident Date:

Tuesday, October 3, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Written - Fliers posted with anti-black messaging

Location of Incident:

On Campus: ST - Stockwell Hall - Near CCRB. Circular cylinder posting area outside the main door of South Quad

Summary of Response Actions:

UMPD took informational report. Outreach to bias incident reporter by the BRT was shared with other impacted students.

Incident Date:

Tuesday, October 3, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Written - White supremacist stickers

Location of Incident:

On Campus: CC Little kiosk near building

Summary of Response Actions:

Outreach to bias incident reporter by BRT.

Incident Date:

Tuesday, October 3, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Written (race-anti black)

Location of Incident:

Off Campus: Undisclosed location

Summary of Response Actions:

Outreach to bias incident reporter by BRT.

Incident Date:

Tuesday, October 3, 2017

Nature of Incident:

Religion

Method of Expression of Bias:

Vandalism/Destruction of Property - swastika carved into chalkboard

Location of Incident:

On Campus: SMTD

Summary of Response Actions:

UMPD took report and referred it to BRT; the carving was removed.

Incident Date:

Tuesday, October 3, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Other (removal of Black Lives Matter sticker)

Location of Incident:

On Campus: Haven Hall

Summary of Response Actions:

Outreach to targeted party by member of BRT.

Incident Date:

Tuesday, October 3, 2017

Nature of Incident:

Religion

Method of Expression of Bias:

Other - Condom left near reflection room

Location of Incident:

Reflection Room in Chemistry Building

Summary of Response Actions:

BRT responded to bias incident reporters; meeting with key administrators has been scheduled to discuss additional security measures

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Table Version (/bias-incident-report-log)

Incident Date:

Monday, October 2, 2017

Nature of Incident:

Religious Bias

Method of Expression of Bias:

Graffiti - Swastika

Location of Incident:

In the public elevator of the Ruthven Museums Building

Summary of Response Actions:

Outreach to bias incident reporter; incident was previously reported to UMPD; symbol was removed from elevator.

Incident Date:

Sunday, October 1, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Verbal: offensive comment made to individual on campus

Location of Incident:

Other: on State Street near the Union

Summary of Response Actions:

Reported to UMPD initially who referred to Bias Response Team for additional follow-up/support

Incident Date:

Wednesday, September 27, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Other: male urinating on Black Lives Matter mark and Block M on the Diag

Location of Incident:

On Campus: Diag

Summary of Response Actions:

Reported to DPSS and UMPD for investigation

Incident Date:

Monday, September 25, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Verbal: threat of writing racist graffiti

Location of Incident:

On Campus: North Quad

Summary of Response Actions:

Support and resources provided to bias incident reporter(s)

Incident Date:

Monday, September 25, 2017

Nature of Incident:

Race; Religion

Method of Expression of Bias:

Electronic: email sent to SSW community

Location of Incident:

Virtual (email)

Summary of Response Actions:

School of Social Work response and engagement with impacted parties

Incident Date:

Sunday, September 24, 2017

Nature of Incident:

National Origin; Sexual Orientation

Method of Expression of Bias:

Written: offensive sexual and other statements and drawings on whiteboard

Location of Incident:

On Campus: Alice Lloyd

Summary of Response Actions:

Support and resources provided to bias incident reporter(s)

Incident Date:

Sunday, September 24, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Written: anti-black graffiti on a bathroom door

Location of Incident:

On Campus: South Quad

Summary of Response Actions:

UMPD notified and report filed; support services offered to impacted person(s)

Incident Date:

Saturday, September 23, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Electronic: racial slurs/comments made in group chat targeting black and white communities

Location of Incident:

Virtual (text)

Summary of Response Actions:

Report filed with UMPD; increased DPSS presence in area; Housing Security investigation/interview of responsible party; Residence Education meeting with student; emergency housing offered to responsible individual

Incident Date:

Thursday, September 21, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Online/Social Media: racial (anti-black) slur posted online

Location of Incident:

Virtual (Snapchat)

Summary of Response Actions:

Outreach to bias incident reporter by BRT

Incident Date:

Thursday, September 21, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Electronic: email with racial slurs/commentary (anti-black messaging) sent to various people

Location of Incident:

Virtual (Email)

Summary of Response Actions:

Met with impacted person(s); offered support services.

Incident Date:

Wednesday, September 20, 2017

Nature of Incident:

Color; Race

Method of Expression of Bias:

Verbal: unprofessional offensive conversation with staff member

Location of Incident:

On-Campus

Summary of Response Actions:

Referred to OIE for response

Incident Date:

Wednesday, September 20, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Verbal: racist (anti-black) slur said to students; recorded and shared via group text and posted online

Location of Incident:

On Campus: in front of Michigan Union

Summary of Response Actions:

UMPD arrested unaffiliated individual for disorderly conduct

Incident Date:

Wednesday, September 20, 2017

Nature of Incident:

National Origin; Race; Religion

Method of Expression of Bias:

Verbal: anti-Semitic conversation

Location of Incident:

On Campus: Mary Markley

Summary of Response Actions:

Referred to residence hall staff for follow-up and support

Incident Date:

Tuesday, September 19, 2017

Nature of Incident:

Color; Race

Method of Expression of Bias:

Written: racist graffiti on maintenance/custodial sign

Location of Incident:

On Campus: Mosher Jordan

Summary of Response Actions:

Offered support services to impacted person(s); investigation initiated by UMPD

Incident Date:

Monday, September 18, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Written: racist (anti-black) statements and offensive drawings on whiteboard

Location of Incident:

On Campus: West Quad

Summary of Response Actions:

Reported incident to staff; met with impacted person(s); removed graffiti from whiteboard

Incident Date:

Sunday, September 17, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Written: racist graffiti on door decorations; Vandalism/Destruction of Property

Location of Incident:

On Campus: West Quad

Summary of Response Actions:

Investigation initiated by UMPD including taking statements from impacted person(s) and interviews with hall residents; met with impacted person(s); offered emergency housing and other support services to impacted person(s); increased floor checks by Housing Security. University statement (<http://publicaffairs.vpcomm.umich.edu/racist-slurs-on-residence-halls-doors/>). Chief Diversity Officer statement (<http://odei.umich.edu/statement-on-the-racist-incidents-on-campus-west-quad/>). President's remarks (<https://president.umich.edu/news-communications/speeches/2017-leadership-breakfast/>).

Incident Date:

Sunday, September 17, 2017

Nature of Incident:

National Origin; Race

Method of Expression of Bias:

Verbal: mocking student's accent

Location of Incident:

On Campus: Mitchell Field

Summary of Response Actions:

Offered support services and resources to impacted person(s)

Incident Date:

Saturday, September 16, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Written: graffiti/spray paint on side of building

Location of Incident:

On Campus: posting wall near Chemistry Building On Campus: West Quad

Summary of Response Actions:

Bias incident reporter removed flyers; reported to DPSS, Housing Security, and UMPD; bias incident reporter(s) interviewed

Incident Date:

Saturday, September 16, 2017

Nature of Incident:

Religion

Method of Expression of Bias:

Written: anti-semitic writing and drawing on whiteboard

Location of Incident:

On Campus

Summary of Response Actions:

Investigation initiated by UMPD; met with impacted person(s); offered support services and resources

Incident Date:

Saturday, September 9, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Verbal: comments targeting LatinX student(s)

Location of Incident:

On Campus: outside of Michigan Union

Summary of Response Actions:

Met with impacted person(s); offered support services and resources

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Table Version (/bias-incident-report-log)

Incident Date:

Thursday, September 7, 2017

Nature of Incident:

Color; Race

Method of Expression of Bias:

Verbal: comments made to student on campus

Location of Incident:

On Campus: Diag

Summary of Response Actions:

Met with impacted person(s); support provided by co-workers; reported to OIE and UMPD

Incident Date:

Wednesday, September 6, 2017

Nature of Incident:

Color; Race

Method of Expression of Bias:

Verbal: comments made to student in residence hall

Location of Incident:

On Campus: Mary Markley

Summary of Response Actions:

Met with impacted person(s); hall staff provided support; DPE follow up

Incident Date:

Saturday, September 2, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Other: beer can thrown from car

Location of Incident:

Off Campus: near State and Washington

Summary of Response Actions:

Met with impacted person(s); offered support services; advised to make a report with UMPD/AAPD

Incident Date:

Saturday, September 2, 2017

Nature of Incident:

Sexual Orientation; Gender identity

Method of Expression of Bias:

Electronic

Location of Incident:

Virtual (Email)

Summary of Response Actions:

Targeted student supported by variety of staff; incident reported to UMPD

Incident Date:

Friday, September 1, 2017

Nature of Incident:

National Origin; Race

Method of Expression of Bias:

Written (anti-Latinx graffiti) painted on the rock after ALMA program had painted culturally affirming messages

Location of Incident:

Off Campus: UM Rock

Summary of Response Actions:

Students repainted the Rock; offered support services to impacted person(s); incident reported to UMPD and AAPD. President Schlissel statement (<https://twitter.com/DrMarkSchlissel/status/909533219292352513>).

Incident Date:

Tuesday, August 29, 2017

Nature of Incident:

Religion

Method of Expression of Bias:

Verbal (targeting Christians)

Location of Incident:

Off Campus

Summary of Response Actions:

Anonymous report; unable to provide support services

Incident Date:

Monday, August 28, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Written: white supremacist graffiti in bathroom

Location of Incident:

On Campus: University Hospital

Summary of Response Actions:

Maintenance notified and removed graffiti from impacted area

Incident Date:

Tuesday, August 22, 2017

Nature of Incident:

Other

Method of Expression of Bias:

Written: anti-semitic graffiti in public area

Location of Incident:

On Campus: Pierpont Commons

Summary of Response Actions:

Incident reported to UMPD; graffiti removed from impacted area

Incident Date:

Monday, August 21, 2017

Nature of Incident:

Other

Method of Expression of Bias:

Online/Social Media: articles published online

Location of Incident:

Virtual

Summary of Response Actions:

Met with impacted person(s); offered support services; UMPD, academic department, and Student Legal Services already supporting

Incident Date:

Sunday, August 20, 2017

Nature of Incident:

Race

Method of Expression of Bias:

Online/Social Media: comments made on Twitter

Location of Incident:

Virtual (Twitter)

Summary of Response Actions:

Met with student who posed comments; support offered to potentially impacted groups, given anonymous report

Incident Date:

Friday, August 18, 2017

Nature of Incident:

National Origin; Race (cultural appropriation)

Method of Expression of Bias:

Online/Social Media (Facebook invitation to Welcome Week Event)

Location of Incident:

Virtual (organization Facebook page)

Summary of Response Actions:

Organization cancelled event; apologies issued by chapter & national organization; ongoing educational work occurring with chapter and Greek community

Incident Date:

Thursday, August 17, 2017

Nature of Incident:

Other

Method of Expression of Bias:

Written (sign) suggesting individuals who voted a certain way (in the presidential election) were not welcome

Location of Incident:

On Campus: CCRB

Summary of Response Actions:

Sign removed; offered support services to impacted person(s); offender referred to various university programs

Incident Date:

Thursday, August 17, 2017

Nature of Incident:

National Origin; Race; Religion; Other

Method of Expression of Bias:

Written (graffiti) in bathroom and cabin; Vandalism/Destruction of Property

Location of Incident:

Remote Campus Property: UM Biostation (Pellston, MI)

Summary of Response Actions:

Incident reported to LSA Dean's Office, DPSS, and OIE; investigated by UMPD; met with impacted person(s) and bias incident reporter(s); closed off area where incident occurred; offered additional support of university resources

Incident Date:

Thursday, August 3, 2017

Nature of Incident:

Race; Gender Identity; Race

Method of Expression of Bias:

Classroom Behavior of Student(s) targeting identity of another student

Location of Incident:

On Campus: Central Campus - classroom

Summary of Response Actions:

Impacted person(s) met with DOS, OIE; academic resources provided

Incident Date:

Friday, July 28, 2017

Nature of Incident:

Race; Religion; Sexual Orientation; Color; National Origin; Race

Method of Expression of Bias:

Written (fliers) posted on campus referencing white privilege, facism, and anti-LGBT comments

Location of Incident:

On Campus: West Quad; Munger; South Quad; Diag

Summary of Response Actions:

UMPD responded to area; collected flyers; police report filed; support offered to impacted person(s)/group(s); investigation initiated by UMPD and Housing Security

Incident Date:

Thursday, July 27, 2017

Nature of Incident:

Color, Race

Method of Expression of Bias:

Unspecified

Location of Incident:

Unknown

Summary of Response Actions:

Outreach to impacted person(s) by DOS, BRT, OIE, and DPSS; support offered by multiple resources; police report filed.

Incident Date:

Thursday, July 27, 2017

Nature of Incident:

Gender Expression; Gender Identity

Method of Expression of Bias:

Verbal: rape jokes, heckling

Location of Incident:

Off Campus

Summary of Response Actions:

Director of summer camp program spoke to parents of offender(s)

Incident Date:

Thursday, July 20, 2017

Nature of Incident:

National Origin

Method of Expression of Bias:

Electronic: anti-immigrant

Location of Incident:

Text Messages

Summary of Response Actions:

Support services provided to impacted student; referral to OSCR; review by OIE

Incident Date:

Thursday, July 13, 2017

Nature of Incident:

Color; Race; Religion

Method of Expression of Bias:

Online/Social Media: Facebook posts with anti-semitic and racially discriminatory remarks

Location of Incident:

Virtual (personal Facebook page)

Summary of Response Actions:

Met with Impacted Person(s); provided additional support by DOS in planning organizational event; referred to DPSS to discuss safety concerns.

Incident Date:

Thursday, July 6, 2017

Nature of Incident:

Gender Identity; Sex

Method of Expression of Bias:

Inappropriate sexual language and drawings on whiteboards

Location of Incident:

On Campus: West Quad

Summary of Response Actions:

Followed up with HD and program facilitators in attempt to identify offender(s); impacted parties supported were residential campers departing the next day.

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Table Version (/bias-incident-report-log)

Incident Date:

Thursday, April 20, 2017

Nature of Incident:

National Origin; Religion

Method of Expression of Bias:

Online/Social Media

Location of Incident:

Not reported

Summary of Response Actions:

Outreach by Bias Response Team member to meet with bias incident reporter.

EXHIBIT K

From: Jeffrey Harris jeff@consvoymccarthy.com
Subject: Statement of Student Rights and Responsibilities 2018 Off-Cycle Amendments
Date: May 7, 2018 at 5:52 PM
To:



----- Forwarded message -----

From: Erik S. Wessel <targetemail@umich.edu>
Date: Wed, Apr 18, 2018, 16:03
Subject: Statement of Student Rights and Responsibilities 2018 Off-Cycle Amendments
To: [REDACTED]

Dear University of Michigan Students:

As we conclude the 2017-2018 academic year, I am pleased to announce approved off-cycle amendments to the *Statement of Student Rights and Responsibilities*, commonly referred to as "the *Statement*." One of the key roles of the Office of Student Conflict Resolution (OSCR) is to implement procedures under the *Statement of Student Rights and Responsibilities* and facilitate the process to amend this community document. The Office of Student Conflict Resolution also offers many adaptable conflict resolution processes to help students and campus community members resolve conflicts informally and provides workshops on conflict resolution tools and strategies across campus.

This current off-cycle amendment process began in the Fall term of 2017 and was initiated through the leadership of Central Student Government President Anushka Sarkar. The amendment proposal was developed through the Fall of 2017 and formally submitted for consideration in November 2017.

The Student Relations Advisory Committee (SRAC) or SACUA convened a representative group of faculty and student leadership between November 2017 and January 2018 to determine if the proposed amendment would be advanced to the President for his consideration. Per University policy and following the bylaws of the Regents of the University of Michigan, President Mark Schlissel is given the authority for final review and determination of amendments to be adopted through this process.

I am pleased to announce that President Schlissel has approved amendments to the Statement that will go into effect July 1, 2018. I would like to provide the University community with a summary of changes to the Statement prior to the conclusion of the Winter 2018 term, and they are as follows:

1. The following language will be added to the preamble to the violations section:
 - "*Bias-motivated misconduct is listed as a separate violation of the University community's values to ensure that the Statement governs acts of misconduct that occur as a result of a student engaging in misconduct based upon bias or prejudice held against another group's or individual's identity.*"
2. The following violation will be added to the list of violations:
 - "V. Engaging in misconduct as defined in violations 'A' through 'U' motivated by bias or prejudice. This includes behavior motivated on the basis of any person's identity as protected by the University of Michigan's Nondiscrimination Policy (race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability,

religion, height, weight, or veteran status) [201.89-1 and Regents bylaw 14.06]. Sanctions may be enhanced for any misconduct listed in sections IV of the Statement of Student Rights and Responsibilities that is determined to be motivated on the basis of the above classifications. This violation will be evaluated under current legal standards."

3. The following language will be added to the sanctioning section:

- o "*Sanctions may be enhanced in instances of bias-motivated misconduct, as outlined in Section IV, Item V. Instances of bias motivated misconduct will be evaluated as two separate violations - One violation specific to the act of misconduct itself (Section IV, Items A-U), and one violation specific to the bias motivation (Section IV, Item V). Each charge will be evaluated separately in the sanctions/interventions stage or the formal conflict resolution Process.*"

The introductory section of the *Statement* clearly articulates the mission to promote "intellectual inquiry through vigorous discourse." Additionally, the *Statement* speaks directly to holding up our core values of civility, dignity, diversity, education, equality, freedom, honesty, and safety. This community-created and community-amended document represents a clear and ongoing commitment to the future of our shared University of Michigan community.

I would like to join President Schlissel and Vice President Harper in commending student leadership on their inspiring work throughout this off-cycle amendment process. Anushka Sarkar, CSG President, Nadine Jawad, CSG Vice President, and Will Schoof, CSG Student General Council, should be recognized for their exemplary work in bringing forth these valuable additions to our *Statement of Student Rights and Responsibilities*. The entire SRAC committee of SACUA, including the many faculty, student representatives, and staff advisors, should also be recognized for the diligent work and thoughtful consideration provided throughout the process. Finally, I would like to recognize Professor David Potter and Professor Gina Cervetti, SRAC chairs, for the exemplary leadership and guidance they provide to the amendment process.

Finally, Winter 2018 is the kickoff to the full Amendment cycle. More information about the 2018-2019 *Statement* Amendment process, which is ongoing, can be found [here: Amendment Process](#). Proposed amendments are currently being accepted and can be submitted online through October 2018.

Warm Regards,

Erik S. Wessel, D.Ed.
Director
Office of Student Conflict Resolution
100 Student Activities Building
Ann Arbor, MI 48109-1316
[734.936.6308](tel:734.936.6308)
<http://oscr.umich.edu>
Pronouns: He, Him, His

EXHIBIT L

“We don’t want the names of things to be changing as fashions change”: A conversation with President Schlissel

Monday, March 26, 2018 - 9:10pm



University President Schlissel answers questions about recent recommendations to rename C.C. Little, addressing sexual assault on campus and how the University is adapting to gun violence at the Fleming Administration Building Monday. Buy this photo (<http://store.pub.umich.edu/michigan-daily-buy-this-photo/>)

Darby Stipe/Daily

AMARA SHAIKH & JORDYN BAKER ([/AUTHOR/AMARAZS](#)) MATT HARMON ([/AUTHOR/MCHARM](#))

Daily Staff Reporters

Daily News Editor

The Michigan Daily and University President Mark Schlissel met Monday afternoon to discuss the University of Michigan’s role in responding to national movements concerning [sexual misconduct](https://www.michigandaily.com/section/news-briefs/michigan-senate-passes-legislation-inspired-nassar-trials) (<https://www.michigandaily.com/section/news-briefs/michigan-senate-passes-legislation-inspired-nassar-trials>) and [gun violence](https://www.michigandaily.com/section/ann-arbor/ann-arbor%E2%80%99s-march-our-lives-emphasized-intersectionality-gun-violence-has-targeted) (<https://www.michigandaily.com/section/ann-arbor/ann-arbor%E2%80%99s-march-our-lives-emphasized-intersectionality-gun-violence-has-targeted>). Schlissel also commented on matters concerning the University and Ann Arbor specifically, including his recent recommendation for the [renaming](https://www.michigandaily.com/section/administration/schlissel-recommends-u-rename-cc-little-building) (<https://www.michigandaily.com/section/administration/schlissel-recommends-u-rename-cc-little-building>) of C.C. Little Science Building and West Quad Residence Hall’s Winchell House, the racist [blackface](https://www.michigandaily.com/section/campus-life/student-posts-blackface-snapchat-mocking-blacklivesmatter-0) (<https://www.michigandaily.com/section/campus-life/student-posts-blackface-snapchat-mocking-blacklivesmatter-0>) Snapchat incident, the Lecturers’ Employee Organization [bargaining efforts](#)

(<https://www.michigandaily.com/section/academics/leo-issues-statement-following-universitys-proposal>) for higher wages and benefits and the Detroit Free Press’s [investigation](https://www.michigandaily.com/section/administration/free-press-university-endowment-funds-return-largest-donors) (<https://www.michigandaily.com/section/administration/free-press-university-endowment-funds-return-largest-donors>) into the University’s reported investment of endowment funds into the companies of prominent University donors.

C.C. Little and Winchell House renaming

Monday morning, the University Board of Regents released their [agenda](http://www.regents.umich.edu/meetings/03-18/index.html) (<http://www.regents.umich.edu/meetings/03-18/index.html>) for this Thursday’s meeting in the Michigan Union, which included two recommendations from Schlissel to remove the names from the C.C. Little Science Building and West Quad’s Winchell House. The announcement has come after months of [student protests](https://www.michigandaily.com/section/student-government/protestors-take-lsa-sg-panel-cc-littles-renaming) (<https://www.michigandaily.com/section/student-government/protestors-take-lsa-sg-panel-cc-littles-renaming>), [dialogues](https://www.michigandaily.com/section/administration/regents-notebook-berenson-renaming-endowment-increase) (<https://www.michigandaily.com/section/administration/regents-notebook-berenson-renaming-endowment-increase>), with administrators and investigations into the University figures the buildings were named after by the President’s Advisory Committee on University History.

The administration came under fire for the names of the buildings after more research had been done and heavily publicized about Little and Winchell, and the social movements they supported through their work at the University. [Little](https://www.michigandaily.com/section/news/university-community-responds-new-policy-will-allow-names-campus-buildings-be-changed) (<https://www.michigandaily.com/section/news/university-community-responds-new-policy-will-allow-names-campus-buildings-be-changed>), a former president of the University, was a renowned eugenicist who supported the sterilization of people he deemed inferior such as minorities and people with disabilities and a very large supporter of the tobacco industry, despite his background in science.

[Winchell](http://winchell/) (<http://winchell/>), on the other hand, served as a professor and regent at the University in the late 1800s and published many academic pamphlets alleging white people were physically predetermined to be the dominant race due to brain size and other various metrics, a sentiment that is now called racist and has been proven to be incorrect by countless studies.

After the committee’s research and months of deliberation, the committee recommended last September that Winchell be renamed, and last January the investigation on Little followed suit.

In response to inquiries about why these announcements came so late after the committee had already submitted their recommendations, Schlissel said he spent those months gathering advice and seeking opinions from University figures and consulting previous examples of changing building names from other universities in order to make his decision.

“When I get things, I discuss them with my executive team and others whose advice I rely on,” Schlissel said. “I’ve discussed this with students that I’ve met on various occasions, alumni, just wanting to educate myself. It’s not something the University’s done before but other universities have done this, so I wanted to read up and look at and talk to people who have gone through similar thought processes at other universities before becoming comfortable recommending that we do something that we hadn’t done before.”

While many students see Schlissel’s recommendation as a gateway to dialogues about other buildings and honorary names on campus for people with problematic pasts, Schlissel made it clear he did not want this action to become the norm. He said these two cases provided a unique case for renaming University

buildings.

“This sort of thing will be exceptionally rare,” Schlissel said. “These might be the only two cases where we ever do this. It’s not clear. It depends what comes forward and the bar should be set very high. We don’t want the names of things to be changing as fashions change.”

Sexual Assault and Misconduct

Moving on to the issues of sexual assault and misconduct, such as those that have come to the forefront of national conversations with movements such as [#MeToo](https://twitter.com/search?q=%23MeToo&src=typd) (<https://twitter.com/search?q=%23MeToo&src=typd>), [#TimesUp](https://twitter.com/search?q=%23TimesUp&src=typd) (<https://twitter.com/search?q=%23TimesUp&src=typd>) and the recent Larry Nassar (<https://www.michigandaily.com/section/crime/nassar-receives-third-sentence-40-125-years-prison-sexual-assault-charges>) trials, Schlissel addressed the recent [legislation](https://www.michigandaily.com/section/news-briefs/michigan-senate-passes-legislation-inspired-nassar-trials) (<https://www.michigandaily.com/section/news-briefs/michigan-senate-passes-legislation-inspired-nassar-trials>) passed by the Michigan Senate to extend the statute of limitations on cases in which sexual assault survivors are under the age of 16, increase Title IX resources to survivors and [expand](https://www.freep.com/story/news/local/michigan/2018/02/13/larry-nassar-metoo-sexual-assault/329805002/) (<https://www.freep.com/story/news/local/michigan/2018/02/13/larry-nassar-metoo-sexual-assault/329805002/>) sexual assault prevention and education programs.

Many raised concerned about a [request](http://www.michigandaily.com/section/government/michigan-universities-want-postpone-nassar-inspired-legislation) (<http://www.michigandaily.com/section/government/michigan-universities-want-postpone-nassar-inspired-legislation>) from the Michigan Association of State Universities, of which the University is a member, that came days before voting to delay the legislation. While the bill received support on both sides of the aisle, MASU argued it would have “profound impact.” Legislators like state Sen. [Margaret O’Brien](https://www.usnews.com/news/sports/articles/2018-03-12/michigan-universities-seek-delay-on-nassar-inspired-bills) (<https://www.usnews.com/news/sports/articles/2018-03-12/michigan-universities-seek-delay-on-nassar-inspired-bills>), R-Portage, claimed the prolonging would “delay justice, or maybe the hope is to stop it entirely.”

Schlissel stated this request did not signal any opposition to the legislation, but was put forward in order to ensure all aspects of the legislation were considered before quick passage.

“The University doesn’t necessarily oppose any of that legislation, nor does the MASU,” Schlissel said. “There just wasn’t a thoughtful analysis done of that full package of legislation.”

When looking at the part of legislation that would increase the statute of limitations for reporting sexual assault or harassment, Schlissel argued this sort of proposal should be studied before coming to conclusions on possible benefits, due to its impact on trial proceedings.

“Amongst the things they included was an extreme lengthening of the statute of limitations which in effect would say that if you had an event that happened 25 years ago you could bring forward a claim tomorrow,” Schlissel said. “Before suggesting that such a law would help us, it should be analyzed and there just was almost no time. There was a day, a half a day of hearings, and then it was brought forward, voted on and approved.”

Schlissel went on to reference the [trials](https://www.michigandaily.com/section/crime/nassar-receives-third-sentence-40-125-years-prison-sexual-assault-charges) (<https://www.michigandaily.com/section/crime/nassar-receives-third-sentence-40-125-years-prison-sexual-assault-charges>) of Larry Nassar, a former MSU and USA gymnastics doctor, and around [250 survivors](http://www.michigandaily.com/section/government/survivors-take-stand-call-lou-anna-simon-) (<http://www.michigandaily.com/section/government/survivors-take-stand-call-lou-anna-simon->

[resignation-day-four-larry-nassar-trial](https://www.michigandaily.com/section/campus-life/victim-impact-statements-take-new-role-after-nassar-case)), who came forward with [proof](https://www.michigandaily.com/section/campus-life/victim-impact-statements-take-new-role-after-nassar-case) (<https://www.michigandaily.com/section/campus-life/victim-impact-statements-take-new-role-after-nassar-case>) of endemic sexual abuse.

"In the current moment people are empowered to come forward about events, some that happened yesterday and some that happened decades ago," Schlissel said. "That's a good thing. It's complicated and difficult to figure out how to look backwards 20 or 25 years in time if one individual were to come forward, not 200, but one, to say so-and-so mistreated me in 1989. Well, how do you have witnesses and what happens to memory over the course of decades?"

At the last Board of Regents meeting, Schlissel announced the University will be hiring an [outside firm](https://www.michigandaily.com/section/administration/considering-risks-university-initiates-review-sexual-misconduct-policies) (<https://www.michigandaily.com/section/administration/considering-risks-university-initiates-review-sexual-misconduct-policies>) to conduct a thorough review of the University's sexual assault policies. According to a January [report](https://www.michigandaily.com/section/campus-life/report-shows-increase-misconduct-despite-new-assault-prevention-initiatives) (<https://www.michigandaily.com/section/campus-life/report-shows-increase-misconduct-despite-new-assault-prevention-initiatives>) from the Office of Institutional Equity, there has been a 40 percent increase in sexual misconduct reports from 2016 to 2017, and out of the 218 reports officially filed with OIE, only 136 were deemed inside "the scope of the policy," and only eight resulted in a student being found in violation of current University laws.

While the firm has not been selected at this time, Schlissel said the external review will use the current moment in the aftermath of the Nassar trials and social movements against sexual misconduct to examine existing rules that could be improved and strike a balance between promoting good policies and cultural change.

"What I want to do is use that moment to take a careful and close look at how we do things, and I'm confident we do things well, but there are always ways to think we can do things better," Schlissel said.

Schlissel also responded to Michigan State University's hiring of an [external review firm](https://msutoday.msu.edu/news/2018/msu-strives-to-improve-effectiveness-of-sexual-assault-prevention-and-education-programs-commun/) (<https://msutoday.msu.edu/news/2018/msu-strives-to-improve-effectiveness-of-sexual-assault-prevention-and-education-programs-commun/>) in 2017, which found MSU's sexual assault policies to "reflect a strong and genuine commitment to combating sexual misconduct," despite Title IX complaints against the university for its treatment of the Nassar case and lack of response to survivors' reports. He said the firm will focus on staff and faculty after receiving guidance on responding to student sexual assault from consultants such as the Department of Education, the Office of Civil Rights and new administrations.

LEO Bargaining Efforts

Schlissel also discussed the bargaining efforts between the Lecturers' Employee Organization and the University in regard to lecturers' demands for increased wages and benefits. Negotiations for the two groups began back in [October](https://www.michigandaily.com/section/academics/lecturers%E2%80%99-employee-organization-rallies-higher-salaries-and-upgraded-benefits-non) (<https://www.michigandaily.com/section/academics/lecturers%E2%80%99-employee-organization-rallies-higher-salaries-and-upgraded-benefits-non>), and lecturers hope to see progress from the University by April 20, which is when lecturer contracts are set to expire. The current minimum salary for a full-time lecturer is \$34,500 in Ann Arbor, \$28,300 in Dearborn and \$27,300 in Flint. LEO has also organized large crowds at Board of [Regents meetings](https://www.michigandaily.com/section/administration/regents-notebook-public-comment-speakers-focus-leo-bargaining-spencer-visit) (<https://www.michigandaily.com/section/administration/regents-notebook-public-comment-speakers-focus-leo-bargaining-spencer-visit>) to further emphasize their agenda.

The University offered an initial [response \(https://www.michigandaily.com/section/academics/leo-issues-statement-following-universitys-proposal\)](https://www.michigandaily.com/section/academics/leo-issues-statement-following-universitys-proposal) to LEO’s demands, which entailed a \$1,000 increase to the starting salary in 2019, a \$750 increase in 2020 and a \$500 increase in 2021 and a 1.5 percent annual raise for Ann Arbor lecturers, but not Dearborn or Flint lecturers. However, LEO referred to the proposal as “[insulting \(https://leounion.wordpress.com/2018/02/20/leo-publicly-responds-to-admins-insulting-salary-counter-in-pre-regents-meeting-press-conference/\)](https://leounion.wordpress.com/2018/02/20/leo-publicly-responds-to-admins-insulting-salary-counter-in-pre-regents-meeting-press-conference/),” and announced a [possible strike \(https://www.michigandaily.com/section/administration/leo-doubles-down-organizing-efforts-discussing-potential-walkout\)](https://www.michigandaily.com/section/administration/leo-doubles-down-organizing-efforts-discussing-potential-walkout) if the University does not adequately respond to their requests.

Schlissel explained he wanted all employees at the University, regardless of union affiliation, to feel appreciated and respected for the work they do on campus.

“I want an outcome where all of our employees, whether they’re represented by a union or whether they’re not, think that they’re valued in the workplace,” Schlissel said. “Our lecturers are certainly important to the mission of the University as are our faculty and our staff, and the facilities operations and the nurses, everyone is valuable, and we want everyone to end up feeling like they’re being treated fairly.”

However, while Schlissel did offer supportive sentiments to LEO, he distanced himself from any bargaining efforts. He also noted the University’s negotiations with LEO were taking place in private settings.

“As president, I don’t step in and comment on an act of negotiation,” Schlissel said. “What both sides do is they put the things they think are important on the table, and then they negotiate about them. The University doesn’t take the approach of negotiation in public, we negotiate in face-to-face sessions with the union and its representatives.”

Endowment Controversy

Last month, the Detroit Free Press published an investigative [report \(https://www.freep.com/story/news/local/michigan/2018/02/01/university-michigan-endowment-donor-funds/1066143001/\)](https://www.freep.com/story/news/local/michigan/2018/02/01/university-michigan-endowment-donor-funds/1066143001/) claiming the University was directing funds from the endowment back into the companies and properties of the University’s largest private donors and members of the Investment Advisory Committee. Among other findings, the Free Press claimed there has been a decline in direct oversight by the Board of Regents on private investments.

Schlissel vehemently denied the Free Press’s claims through an [op-ed \(https://www.freep.com/story/opinion/2018/02/09/university-michigan-president-responds-free-press-endowment-investigation/323858002/\)](https://www.freep.com/story/opinion/2018/02/09/university-michigan-president-responds-free-press-endowment-investigation/323858002/) in the Free Press and the creation of a [website \(https://publicaffairs.vpcomm.umich.edu/responses-to-stories-on-u-m-endowment/\)](https://publicaffairs.vpcomm.umich.edu/responses-to-stories-on-u-m-endowment/) for the sole purpose of correcting points made in the Free Press investigation. However, in an open-records lawsuit with the University, a state judge ruled in [favor \(https://www.freep.com/story/news/local/michigan/2018/03/16/judge-orders-u-m-turn-over-documents-withheld-late-open-records-law-withholding-pay-documents-free-p/423408002/\)](https://www.freep.com/story/news/local/michigan/2018/03/16/judge-orders-u-m-turn-over-documents-withheld-late-open-records-law-withholding-pay-documents-free-p/423408002/) of the Free Press and their previously denied FOIA request, ordering the compensation methods for Chief Investment Officer Erik Lundberg to be released.

When asked about the initial request denial by University lawyers, who argued revealing compensation methods would divulge “trade secrets” that are crucial to the University’s investment practices, Schlissel stated the University hasn’t yet formally responded to the judge’s opinions. He also said information on the total compensation of Lundberg has been released to the public and the formula in question shows how the University incentivizes its investment employees.

“What’s being argued about is the formula that’s being used to figure out whether he’s performing at a high level or an exceptional level or a modest level and that consists of a bunch of indices that we compare the performance of the endowment to,” Schlissel said. “We like our endowment to perform at the very top of similarly sized endowments and we try to incentivize that with a degree of incentive pay.”

In addition, Schlissel said while this formula is a subject of debate, the University is not looking to reveal information regarding its specificity so as to avoid giving insight on University strategies to other schools in competition with the University.

“We don’t want to reveal things to the general public that might result in other entities out-competing us,” Schlissel said. “The detailed formula which is unique to the University of Michigan, we’d rather not have MSU and Ohio State know, for competitive reasons.”

Schlissel also commented on the Free Press claim that the Investment Advisory Committee, a group of alumni and economic advisers who help the University make investments with their endowment funds, has been investing funds in the firms of individual IAC members. Reportedly confirmed by the IAC’s charter, the Free Press reported disclosures for investments in a committee member’s firm are not available to the public.

Schlissel refuted this claim, stating all of the University’s investments are public and, after attending half of the IAC’s meetings, he is certain the IAC does not spend its time discussing small investments into individual firms but rather large economic trends and sectors in which investments should be made. He said the IAC weighs a large number of economic variables and their focus is not on which firm belonging to which committee member the University should be invested in next.

“The group is designed to have leaders in each of these different investment areas talk about stuff (like) what’s going to happen to interest rates and what’s going to happen if we have actually provoked a trade war, where should we be shifting our money around,” Schlissel said. “I don’t recall ever talking about a specific investment as compared to talking about different sectors or types of investments.”

Blackface Snapchat and Administration Response

Two weeks ago, LSA sophomore Lauren Fokken [posted](https://www.michigandaily.com/section/campus-life/student-posts-blackface-snapchat-mocking-blacklivesmatter-0) (<https://www.michigandaily.com/section/campus-life/student-posts-blackface-snapchat-mocking-blacklivesmatter-0>) a Snapchat of her and a friend wearing black face masks with the caption “#blacklivesmatter.” The photo was screenshotted and circulated online, eliciting strong reactions from members of the University community. Many deemed the photo racist and accused it of causing emotional harm to impacted communities on campus. Schlissel acknowledged he has seen Fokken’s Snapchat screenshot and called it an “enormous mistake” but said it should be “called what it is” in response to student’s labeling the act as racist.

Schlissel also said he was at a loss for ideas on how to prevent students from posting these racist messages in the future, claiming he couldn’t stop someone from publishing a tweet online that some may deem offensive.

In terms of measurable action taken by the University after the fact, Schlissel said the University’s various departments responded to the best of their abilities and it was “handled about as well as it could.”

“The Bias Response Team evaluated the event, DPSS (Division of Public Safety and Security) ... Helped us identify, it was easy, who the people were because they were in the pictures and there was immediate outreach to them,” Schlissel said. “It’s being treated as an OSCR (Office of Student Conflict Resolution) violation of the Student Code of Conduct. I think the way it will resolve is with some type of restorative justice but that really depends upon the people who brought forward the complaint and then the willingness of the students themselves who committed (this) really pretty terrible and offensive snap, whether they’re in a place where they can learn from this and be remediated.”

Citing the [West Quad graffiti](https://www.michigandaily.com/section/crime/racial-slurs-written-dorm-door-name-tags) (<https://www.michigandaily.com/section/crime/racial-slurs-written-dorm-door-name-tags>) and [anti-Latinx painting](https://www.michigandaily.com/section/campus-life/anti-latinx-pro-trump-writing-found-university-rock) (<https://www.michigandaily.com/section/campus-life/anti-latinx-pro-trump-writing-found-university-rock>) of the rock from earlier this year, Schlissel said his role in participating in restorative justice falls in following the existing structures to punish students who violate University procedures.

“Nobody should think, at this stage, that I’m accepting racist acts,” Schlissel said. “This is unacceptable, and I think there’s broad agreement and no one should be surprised. My job is to make sure that we have structures established and the right set of rules to make sure when bad events do happen, we can investigate them, attempt to figure out who’s responsible and then, once we’ve done that, find the appropriate punishment, be it restorative justice or, on the other extreme, sanctions against the people who are responsible.”

Gun Control Debates

Moving onto an issue of national attention, Schlissel discussed gun control and whether or not any additional policies were enacted on campus in response to the deadly shooting last month at Marjory Stoneman Douglas High School in Parkland, Fla. Since the tragedy in Parkland, students across the country have participated in walkouts, and many individuals at the University have [voiced their concern](https://www.michigandaily.com/section/crime/university-community-expresses-varying-levels-faith-shooter-preparedness-and) (<https://www.michigandaily.com/section/crime/university-community-expresses-varying-levels-faith-shooter-preparedness-and>) about campus safety as well. Last Saturday, over 4,000 people joined a [protest](https://www.michigandaily.com/section/ann-arbor/ann-arbor%E2%80%99s-march-our-lives-emphasized-intersectionality-gun-violence-has-targeted) (<https://www.michigandaily.com/section/ann-arbor/ann-arbor%E2%80%99s-march-our-lives-emphasized-intersectionality-gun-violence-has-targeted>) at Pioneer High School in Ann Arbor to stand in solidarity with other nationwide March for Our Lives protests.

Schlissel explained while no reforms have been added since the shooting, the University does enforce a gun ban on campus — even though the state of Michigan is an open-carry state. He also acknowledged that while his generation was unable to establish substantial change in regards to gun control, he was impressed by the new efforts of various student leaders who have taken action.

“(Gun violence) an enormous concern,” Schlissel said. “I can tell you I really admire though the students themselves because my generation has not been successful with this issue ... Now, there is a new approach being led by some really very eloquent and bold high school students who are very personally

affected and hopefully, that will make a difference, where the leadership provided by adults hasn’t really done it yet, so I’m optimistic.”

Given the previous school shootings on college campuses such as [Virginia Tech](https://www.cnn.com/2013/10/31/us/virginia-tech-shootings-fast-facts/index.html), [University of Alabama Hospital](https://www.cbsnews.com/news/uab-highlands-hospital-shooting-birmingham-alabama/), and [Central Michigan University](https://www.michigandaily.com/section/crime/two-victims-shot-dead-central-michigan-university-dorm-suspect-still-large), Schlissel talked about the University’s focus on learning from previous tragedies resulting from gun violence in order to ensure a more safe campus environment.

“We try to be vigilant, and we try to continuously learn from episodes that happen at other places so that our own procedures remain as good as they can possibly be,” Schlissel said.

Watch the full 30-minute interview with University President Schlissel below.



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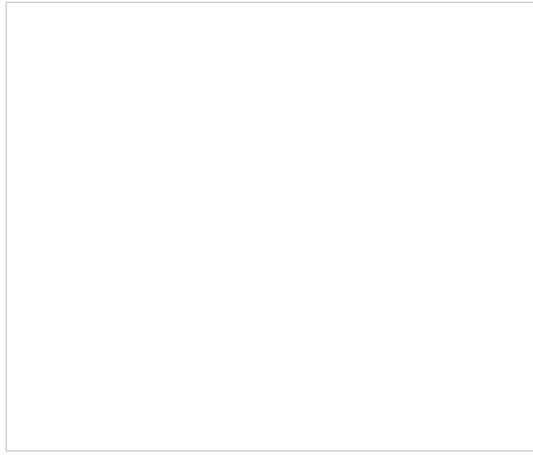
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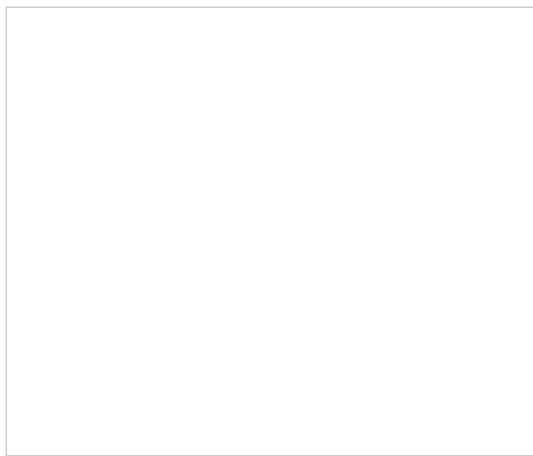
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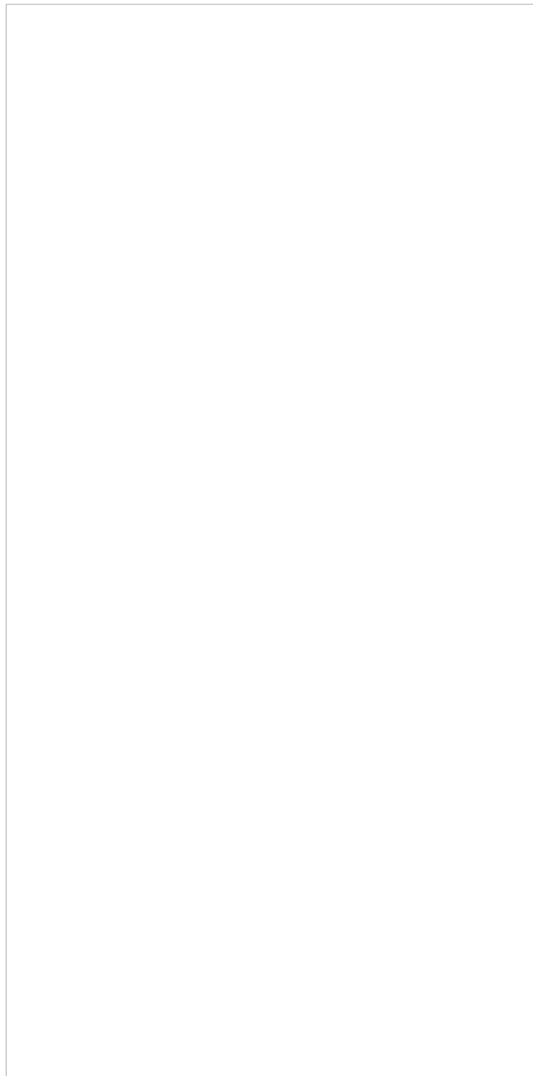
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