



RIGHTS AND OPTIONS

After a Report of Dating Violence, Domestic Violence, Sexual Assault, and Stalking

Effective Date: August 1, 2024; Revision Date: September 21, 2024

The following document provides a summary of your rights and options as a Complainant under the Dorsey Sex Discrimination And Sex-Based Harassment Policy, herein referred to as “the Policy”. Please contact the Title IX Coordinator at athomas@dorsey.edu should you have any questions about the information provided below.

As a Complainant of Dating Violence, Domestic Violence, Sexual Assault, and Stalking, you have the following rights and options:

- Confidentiality of reports of Dating Violence, Domestic Violence, Sexual Assault and Stalking
- The importance of preserving evidence
- The option to notify law enforcement, and be assisted by the Institution in doing so (you may also decline to notify law enforcement)
- Options for, assistance in, and how to request changes to academic, living, transportation, and working situations or protective/supportive measures
- An explanation of the procedures for Institutional disciplinary action in cases of alleged Dating Violence, Domestic Violence, Sexual Assault, and Stalking, including
 - o The standard of evidence that will be used
 - o Possible sanctions and protective/supportive measures
 - o That the procedures will be implemented by Institution officials who have received training
 - o A party’s right to an advisor of their choosing
 - o That the parties will be simultaneously notified in writing of the outcome and any appeals

Confidentiality

If you decline to file a Formal Complaint under Dorsey’s Title IX Sex Discrimination And Sex-Based Harassment Policy, Dorsey will not take any further action to investigate or adjudicate the matter unless determined that closing the matter would be clearly unreasonable. The Title IX Coordinator may file a Formal Complaint on behalf of the Institution where the Respondent may pose a continuing threat to the campus community.

Throughout the investigation and adjudication of your complaint, Dorsey will maintain as confidential any supportive measures provided to you, to the extent maintaining such confidentiality does not impair the Institution's ability to provide such measures.

Dorsey is required by law to make certain statistical disclosures of crimes reported to the Institution. If you report an incident that is a crime, the Institution will make the statistical disclosure without disclosing personally identifiable information about you.

Preserving Evidence

In cases of Dating Violence, Domestic Violence, Sexual Assault and Stalking it is important to preserve evidence. In the case of physical violence, you should go directly to the nearest emergency room and should not bathe, urinate, douche, brush teeth, drink liquids, or change clothes until after you are examined and, if necessary and you so choose, a rape examination is completed by a trained professional at the hospital. Having a forensic exam does not obligate you to file criminal charges. Evidence in electronic formats, such as text messages, emails, photos, social media posts, screenshots, etc., should also be retained.

Notification of Law Enforcement

The Institution will encourage the reporting party to report incidents of Dating Violence, Domestic Violence, Sexual Assault and Stalking to law enforcement, however, there is not a requirement to do so. If the reporting party chooses to file a complaint with law enforcement, the Institution will do its best to assist law enforcement where possible, and, if the reporting party chooses, the Institution will assist in the notification of law enforcement. Should the matter be subject to both the formal investigation process and a criminal investigation, Institution will complete its own investigation and form its own conclusion.

Supportive Measures

After a report of Dating Violence, Domestic Violence, Sexual Assault, or Stalking, the Title IX Coordinator will reach out to the reporting party to discuss the implementation of reasonable and supportive measures to facilitate continued access to the Institutions programs or employment. Any supportive measure shall not unreasonably burden either party. The Institution offers a wide range of supportive measures, these may include the following:

- No Contact Order; or
- Rescheduling of exams and assignments, and other course related adjustments; or
- Change in class schedules, including the ability to transfer course sections or withdrawal; or
- Change in an employee's work schedule or job assignment; or
- Change in a student's Institution-sponsored or controlled housing; or

- Limit of an individual's or organizations' access to certain Institution facilities or activities, pending the outcome of the matter; or
- Escorts to ensure safe movement between classes and/or activities; or
- Providing access to medical services; or
- Providing academic support services; or
- Institution-imposed administrative leave or separation.

Disciplinary Procedures

Whether or not a complainant files criminal charges, the complainant or the Institution may still initiate the grievance process. The grievance process that will be used, the Title IX Sex Discrimination And Sex-Based Harassment Policy or the Student Code of Conduct, depends on the nature and location of the allegations. All reports referred or made to the Title IX Coordinator will result in further follow-up and assistance to the person who made the report.

The grievance process, including all investigations, hearings, and any appeal process will be prompt, thorough, and impartial. All investigators and hearing panel members are trained annually on the issues related to dating violence, domestic violence, sexual assault, and stalking.

Parties to complaints can expect that:

- A trained investigator will conduct a prompt, fair, thorough, and impartial investigation.
- Both parties will have to opportunity to provide witnesses and evidence, and to be accompanied by an advisor of their choice
- Parties will be advised of meetings in a timely manner
- Parties will be advised simultaneously of the Hearing Officer's decision, and will provide information on how to file an appeal

Dorsey Title IX Sex Discrimination And Sex-Based Harassment Policy

Process under the Title IX Policy:

- Complainant meets with the Title IX Coordinator and files a Formal Complaint. The respondent is then placed on notice of the complaint and subsequent investigation.
- The investigation will be fair, thorough, and impartial. Both parties will have equal opportunity to submit evidence and witnesses.
- At the conclusion of the investigation, the investigator will write an investigative report. Both parties and their advisors will receive copies of this report, and both parties can provide responses.
- A Pre-Hearing Conference will take place. During this meeting, parties will be advised of the Rules of Decorum, and the hearing procedures will be discussed.

- The Hearing itself will take place.
- A Determination will be made by the Hearing Officer. This determination will be disseminated to both parties simultaneously within 10 Institution business days from the date of the live hearing's conclusion.
- Either party can appeal the decision. This must be done in writing to the Title IX Coordinator.
- An Appeal Officer will make the final determination.

Dorsey's Title IX Policy can be found at <https://www.dorsey.edu/policies-and-plans/> under the Title IX heading.

Student Code of Conduct

Process under the Non-Title IX Policy:

- After receipt of a report, the Institution will formulate an appropriate responsive plan, which can include gathering additional information to make an initial assessment and/or conducting an investigation.
- If after the investigation, the Institution determines prohibited conduct has occurred, the individual responsible for such conduct will be informed of the corresponding appropriate sanction(s) for the confirmed misconduct, up to and including dismissal from the Institution.

Standard of Evidence

In cases of alleged Dating Violence, Domestic Violence, Sexual Assault, and Stalking, the Institution will use the Preponderance of the Evidence Standard; meaning more likely than not to have occurred.

Sanctions

Possible sanctions imposed for an institution community member found responsible for an incident of Dating Violence, Domestic Violence, Sexual Assault, or Stalking may include any of those listed under Supportive Measures, and include, but are not limited to expulsion, suspension, disciplinary probation, mandated counseling, assessment, alcohol, sexual harassment, and/or drug education program, restrictions on campus privileges, restrictions on campus housing, restrictions on participating in student activities or sports, community service, educational sanctions, No-Contact Orders, changes to employees work schedules or job assignments, leaves of absence, Institution-imposed administrative leave or separation, employee counseling, termination, and/or any other sanction which can be tailed to the involved individuals.

On-Campus Non-Confidential Resources

These designated reporting contacts have been trained to make the reporting party aware of available options and alternatives, to aid the reporting party in making an informed decision as to a course of action, and to enable the reporting party to follow through in that decision. The reporting contacts are private – but not confidential – resources, as defined above. The designated reporting contacts are:

- Title IX Coordinator. Ann Victoria Thomas, 31799 John R Road, Madison Heights, MI 48071, Ph: 248.585.9200, ext. 11228, athomas@Dorsey.edu
- Senior Vice President of Education & Career Services. Mickey McLean, 31799 John R Road, Madison Heights, MI 48071, Ph: 248.585.9200, ext. 11318, mmclean@Dorsey.edu
- Director of Human Resources. Wanda Bjeijy, 31799 John R Road, Madison Heights, MI 48071, Ph: 248.585.9200, ext. 11326, wbeijy@Dorsey.edu

Although certain individuals or entities are designated reporting contacts, **all** employees, including but not limited to faculty and staff, who are aware of Sex Discrimination are **required** to report the information to the Title IX Coordinator unless otherwise designated as a Confidential Resource.

Off-Campus Non-Confidential Emergency Resources

For emergency assistance, Complainants are strongly encouraged to contact the appropriate resource per the table below, the local police department, and emergency medical or counseling services.

LOCAL EMERGENCY AND AGENCY PHONE NUMBERS			
POLICE / FIRE DEPARTMENT EMERGENCY NUMBER IN ALL AREAS – CALL 911			
<u>Location</u>	<u>Police</u>	<u>Fire</u>	<u>Animal Control</u>
EMERGENCY	9-1-1	9-1-1	9-1-1
Dearborn	(313) 943-2241	(313) 943-2242	(313) 791-3497
Grand Rapids	(616) 456-3000	(616) 456-3000	(616) 632-7300
Madison Heights	(248) 585-2100	(248) 588-3605	(248) 837-2784
Roseville	(916) 774-5000	(586) 778-1360	(248) 858-0550
Saginaw	(989) 759-1236	(989) 791-9800	(989) 797-4500
Taylor	(734) 287-6611	(734) 375-1355	(734) 287-6550
Wayne	(734) 721-1414	(734) 722-1111	(734) 721-1643
Woodhaven	(734) 676-7337	(734) 675-4918	(734) 675-4008

LOCAL EMERGENCY AND AGENCY PHONE NUMBERS			
POLICE / FIRE DEPARTMENT EMERGENCY NUMBER IN ALL AREAS – CALL 911			
Michigan State Police	(866)-500-0017	Poison Control Center:	(800) 222-1222
Kent County Sheriff	(616) 632-6100		
Oakland County Sheriff	(248) 437-5600	Amer Red Cross-SE Mich:	(313) 833-4440
Macomb Co Sheriff	(586) 469-5151	Amer Red Cross-Saginaw:	(989) 754-8181
Saginaw Co Sheriff	(989) 790-5456	Amer Red Cross-W Mich:	(616) 456-8661
Wayne County Sheriff	(734) 721-2222		
FBI – Detroit Field Office	(313) 965-2323		

Anonymous reports can also be submitted on the Institution’s compliance hotline/website at (866) 526-1053 or <https://secure.ethicspoint.com/domain/media/en/gui/81009/index.html>. Sexual misconduct submitted through the anonymous website will be shared with the Title IX Coordinator and trained resource team. Private reports can also be submitted via email at Grievance@Dorsey.edu.

Off-Campus Confidential Emergency Resources

The *only* Institution resources that afford complete confidentiality (assuming no other conditions require mandatory disclosure, *i.e.*, suspected child abuse or neglect or imminent risk of harm to self or others) are WellConnect (for students and staff) and the MetLife Employee Assistance Program. Speaking confidentially to these resources does not require a report to the Title IX Coordinator, or any other reporting body, without the consent of the Complainant.

- **Institution Resources.**

- **WellConnect** Main student support line (866) 640 – 4777; <http://WellconnectForYou.com>, School code: DSMCH-STU

- **Medical Services in the Community.**

- **Covenant Medical Center**, 1447 N Harrison St, Saginaw, MI 48602, (989) 583-7000
- **Henry Ford Wyandotte Hospital**, 2333 Biddle Ave, Wyandotte, MI 48192 (734) 246-6000
- **Corewell Health Dearborn Hospital**, 18101 Oakwood Blvd, Dearborn, MI 48124, (313) 593-7440
- **Ascension Macomb-Oakland** - 11800 Twelve Mile Rd, Warren, MI 48093, (586) 573-5000

- **Additional Confidential Resources in the Community.**

- **Turning Point Advocacy Services**, 24-hour hotline (586) 463-6990, <https://turningpointmacomb.org/>
- **Equality Michigan**, Serving the Lesbian, Gay, Bisexual, and Transgender Community, P.O. Box 19847, Kalamazoo, MI 49019, Hotline: (313) 537-7000

- **YWCA – West Central Michigan**, 25 Sheldon Ave SE, Grand Rapids, MI 49503 (616) 459-4681, (616) 454-9922 (24-hour access)
- **YWCA of Metropolitan Detroit**, 985 E Jefferson Ave Ste 101, Detroit, MI 48207 (313) 259-9922, (313) 561-5300 (24-hour access)
- **YWCA Greater Flint**, 801 S Saginaw St, Flint, MI 48501 (810) 238-7621, (810) 238-7233 (24-hour access)

- **Additional National Online Confidential Resources.**
 - **National Sexual Violence Resource Center**, <https://www.nsvrc.org/>
 - **Rape, Abuse, & Incest National Network (RAINN)**, 24 hours hotline (800)656-HOPE (4673) or <https://www.rainn.org/>
 - **National Domestic Violence Hotline**, <https://www.thehotline.org/>, (800)799-7233 or (800)799-3224(TTY)