AnnualSecurityReport2024 AnnualDrugFreeReport 2024 AnnualFireReport2024

"Education for Individual and Social Responsibility"

Compiled with data collected in Report Exec software, judicial records, and law enforcement (if provided) for January 1, 2022– January 1, 2023

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2024 Annual Security Report

Campus Safety * Olivet, MI 49076 * (269) 749-7911
safety@olivetcollege.edu
From the Director of Campus Safety

Dear University Community,

Thank you for taking the time to read this year's Annual Security Report. This report is designed to provide important information about your safety and security on the the University Campus. This report contains statistics regarding crime and fire incidents that have occurred on campus from January 1, 2023 until January 1, 2024.

The University of Olivet is a safe environment. The safety you experience on campus is due, in part, to the combined efforts of many different departments and individuals. Safety is a shared responsibility and the University relies on every community member to contribute to the security at The University of Olivet by reporting suspicious activities and using common sense when going through your daily activities.

The The University of Olivet Campus Safety Department is charged with enforcement of the University regulations, state and local laws, as well as the security of all buildings and grounds on campus. The Campus Safety Officers are non-deputized officers with rights to handle state and local laws through the University's judicial system. This function is essential to maintaining an environment that is safe and allows our educational mission to occur without disruptions.

I hope that you find this report informative and helpful, and that your stay at The University of Olivet is safe and enjoyable. If you have any questions feel free to contact Campus Safety at (269) 749-7911 or email us at safety@olivetcollege.edu

Respectfully,

Campus Safety

General Information

Campus Safety General Information

Campus Safety

The University of Olivet operates its own non-deputized Campus Safety Department. Campus Safety officers work closely with Hall Directors to enhance the protection of persons and property at The University of Olivet. The Campus Safety Department also provides basic safety services to students, faculty, staff, and guests. Keeping The University safe requires a partnership between Campus Safety personnel, students, faculty and staff.

Office Location: Cutler Student Center

Phone #: **(269) 749 – 7911**

Campus Ext. #: 7911

Cell #: (517) 231 – 6804

Email: safety@uolivet.edu

Other Contact Information

Student Development

(269) 749 – 7607 or ext. 7607

Olivet Police Department

Emergency: 911

Non-emergency: (269) 749-9961

Olivet City Fire Station

Emergency: 911

Non-emergency: (269) 749-9106

Eaton County Sheriff's Department

Emergency: 911

Non-emergency: (517) 543-3510

Michigan State Police Department

Emergency: 911

Non-emergency: (517) 322-1907

911 Information

Any time you call 911 with an emergency you must provide the following information:

- Your name
- A telephone number where you can be reached
- Type of emergency
- Address where assistance is needed
- The dispatcher on the phone may also ask
    - for the names of two cross streets near your location
    - how many people are involved and if there are any critical/life threatening injuries to report
    - whether you need law enforcement, medical services (EMS), or fire
- Stay where you are as long as it's safe until law enforcement or first responders arrive on scene
- If anything changes, call 911 back so they will know how to properly respond to the incident

The University of Olivet Building Addresses

1. **Alpha Phi Kappa/Eta Psi** – 227 College St.
2. **Adelphic** – 213 E. Cottage St.
3. **Alpha E** – 212 S. Main St.
4. **Art Building** – 112 W. Green St.
5. **Burrage Library** – 333 S. Main St.
6. **Blair Hall** – 110 E. Cottage St.
7. **Criminal Justice Bldg**. – 412 Church St.
8. **Cutler Event Center** – 9049 S. Marshall Rd.
9. **Dole Hall** – 320 S. Main St.
10. **Elite** – 412 Shipherd St.
11. **Gillette Student Village** – 604 S. Main St.
12. **Hosford House** – 511 S. Main St.
13. **Grounds Department** – 201 College St.
14. **Gruen House** – 202 Yale St.
15. **Ham House** – 115 Yale St.
16. **Hance House** – 217 Yale St.
17. **ITS** – 333 S. Main St.
18. **Kirk Center** – 450 S. Main St.
19. **Long Apartments** – 312 Yale St.
20. **Student Center** – 200 E. Cottage St.
21. **Mott Academic Bldg.** – 400 East St.
22. **Mu Omega Pi** – 404 Shipherd St.
23. **Nu Gamma Xi** – 502 Shipherd St.
24. **Oak Hill Apts. Bldg. A** – 4740 W. Butterfield Hwy
25. **Oak Hill Apts. Bldg. B** – 4744 W. Butterfield Hwy
26. **Oak Hill Apts. Bldg. C –** 4748 W. Butterfield Hwy
27. **Olivet Congregational Church** – 125 College St.
28. **Phi Alpha Pi –** 504 S. Main St.
29. **Physical Plant –** 402 Church St.
30. **Shipherd Hall –** 220 E. Cottage St.
31. **Shipherd 402–** 402 Shipherd St.
32. **Shipherd 510–** 510 Shipherd St.
33. **Sigma Beta** – 508 S. Main St.
34. **Soronian** – 123 W. Cottage St.
35. **Upton Gym** – 210 E. Cottage St.
36. **Upton Conservatory** – 520 S. Main St.

Missing Person Procedures

Any member of the campus community who has reason to believe that a student who lives in campus housing, including Greek houses, theme houses, and apartments, is missing, they should immediately contact Campus Safety (269) 749 – 7911 or extension 7911 from a campus phone. Campus Safety will initiate an investigation into the matter. If it is determined through the investigation that the student is missing and has been missing for more than 24 hours, the following steps shall be completed by Campus Safety Officers no later than 24 hours of when the determination was made:

- The incident will be called into 911.
- This information will then be reported to either Olivet Police Department or Eaton County Sheriff's Department.
- The student's designated emergency contact (for students 18 or older) or the student's parent(s)/legal guardian(s) (for students under 18 and not emancipated) will be notified.

Missing Person Form

Olivet College

Division of Student Life

Missing Person Confidential Contact Form

In accordance with Federal Law, in addition to designating a general emergency contact person, students residing on campus and/or commuting have the option to designate an individual to be contacted in the event the student is determined to be missing by College officials or a law enforcement agency. If the student has identified such an individual, the College will notify that individual within 24 hours of when the student is determined to be missing. Students who wish to identify a contact for this purpose may do so by providing the information below. This information will be maintained by the Office of Campus Safety, and may only be disclosed or used by College or law enforcement officials during a missing person investigation.

(Note: For a student who is under the age of 18 and not emancipated, federal law requires that the College notify a custodial parent or guardian within 24 hours of when the student is determined to be missing.)

Please PRINT all information on this form except your signature at the bottom of this page.

Student First Name: _____ **Student Last Name:** _____

Student ID #:_____ **Date of Birth:** _____

_____ **NO**, I do not wish to designate a person for Olivet College or law enforcement officials to contact in the event it is determined I am missing.

_____**YES**, I do want to designate a person for Olivet College or law enforcement officials to contact in the event it is determined I am missing.

My Confidential Contact Person is:

Name: _____ Relationship: _____

Address: _____ City: _____

State: _____ Zip Code: _____

Home Phone: (____) _____ Cell Phone: (____) _____

Student Signature: _____ **Date:** _____

Please circle which building you reside in below:

Blair	**Commuter**	Alpha E	510 Shipherd
Dole	Sigma Beta	A Phi K/Eta Psi	Oak Hill Apts.
Shipherd	Phi Alpha Pi	Adelphic	Kappa Sig
Hosford House	Soronian	Long Apts.	402 Shipherd
Elite	Nu Gamma Xi	Gillette Student Village	MU

Education for Individual and Social Responsibility.

Campus Safety Services Self-Protection Statement

Campus Safety Services

Campus Safety provides a full range of campus services, such as:

- Crime Prevention and Safety Programs
- Parking and Traffic Enforcement
- Criminal and Non-Criminal Investigations
- Locking/Unlocking Campus Buildings
- Arranging Student Medical Transportation – EMS
- 24-hour Campus Safety Escorts
- After-hour Admittance to Campus Buildings for Authorized Students
- Event Security
- *Please note that we are not allowed to assist with car lock outs or jump-starting cars.*

Self-Protection Statement

The city of Olivet and the University campus are safe places, but crime and accidents can happen at any place and time. The existence of security measures taken by The University of Olivet and the Campus Safety Department does not relieve individuals of their responsibility for self-protection. Members of the the University community must assume responsibility for their own personal safety as well as the security of their personal belongings.

Safety Tips
Incident Reporting

Safety Tips

- Lock residence doors every time you leave your room
- Lock doors before going to sleep
- Lock windows that are accessible from the outside
- Keep small items of value out of sight (e.g. purses, wallets, jewelry, money, etc.)
- Record serial numbers of valuable property (i.e. video game system, laptop, etc.)
- Lock car doors, keep windows rolled up, and store valuables in the trunk
- Remain aware and alert to your surroundings
- Notify Campus Safety of suspicious individuals on campus
- Report any annoying or harassing phone calls to Campus Safety or Hall Director
- Never loan keys or your student ID card to anyone
- Do not prop open doors to residence halls
- Do not walk alone at night; walk with a friend or utilize the Campus Safety escort

Incident Reporting

The University of Olivet encourages prompt reporting of criminal behavior and other safety concerns to Campus Safety, Hall Directors, Dean of Student Engagement, appropriate police agencies and/or through online anonymous reporting.The University will provide statistics of reported crimes as required and defined by the Campus Security Act. These statistics are in compliance with federal legislation. A copy of The University's crime statistics are included in this publication.

Title IX & Violence Against Women Act (VAWA) Section

Sexual Assault

Overview

The University recognizes that sexual assault is a crime which undermines self-esteem and individual growth. Further, the University accepts responsibility for combating sexual assault in all ways appropriate to an institution of higher education. The University has and will continue to educate the campus community about sexual assault and to cultivate an environment discouraging the attitudes and behaviors that may lead to sexual assault.

Prevention: Protect Yourself

A. Communication is Key

A. It can be difficult to discuss sexual expectations with someone – especially when it is early on in a relationship. However, everyone must take responsibility to prevent sexual misconduct. The suggestions may help you avoid potentially damaging situations:
    A. Get to know your partner, discuss sexual expectations before you find yourself in an intimate situation.
    B. Clearly communicate your desires and limits.
    C. Be responsible for your use of alcohol and other drugs and realize that alcohol and other drugs lower your sexual inhibitions and may make you vulnerable to someone who might seek to take advantage of an intoxicated person.
    D. Be assertive. Tell a sexual aggressor “NO” clearly and loudly.
    E. Pay attention to the nonverbal actions of yourself and your partner.

Prevention: Protect Yourself Cont.

B. Be Aware – Be Assertive – Trust Your Instincts

A. Most sexual assaults involve individuals who are acquainted with each other, alcohol and/or drugs.

B. Set your sexual limits. Decide what your limits are and how far you want to go.

C. If you choose to drink, do so responsibly, and always have a trusted DSP (designated sober person) with you. Discuss your boundaries and plans for the night in advance and stick with them.

D. Don't leave a party with, or accept a ride from a person you've just met. Trust your instincts. If someone or something doesn't feel right there is probably a reason.

C. Responsibilities for Initiators of Sexual Activity

If you find yourself in the position of being the initiator of sexual activity, you owe sexual respect to your potential partner, these suggestions may help you do this:

A. Clearly communicate your intentions to your sexual partner and give him or her a chance to clearly relate his or her intentions to you.

B. Mixed messages from your partner is an indication that better communication is necessary before activities progress. You need to respect the timeline with which your partner is comfortable.

C. Do not take advantage of someone's intoxicated state, regardless of how they became intoxicated.

D. Understand that consent to some form of sexual activity does not necessarily imply consent to other forms of sexual activity.

E. Silence and passivity cannot be interpreted as indications of consent. Read your potential partner carefully, paying attention to verbal and nonverbal communication.

Consent Defined

Permission that is clear, knowing, voluntary, and expressed prior to engaging in and during an act. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as Consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable clear permission regarding willingness to engage in (and the conditions of) sexual activity.

A. Consent to any one form of sexual activity cannot automatically imply Consent to any other forms of sexual activity.
B. Consent may be withdrawn at any time.
C. Previous relationships or prior Consent cannot imply Consent to future sexual acts; this includes "blanket" Consent (i.e., permission in advance for any/all actions at a later time/place).
D. Consent cannot be given by an individual who one knows to be – or based on the circumstances should reasonably have known to be – substantially impaired (e.g., by alcohol or other drug use, unconsciousness, etc.).
    i. Substantial impairment is a state when an individual cannot make rational, reasonable decisions because they lack the capacity to give knowing Consent (e.g., to understand the "who, what, when, where, why, or how" of their sexual interaction).
    ii. This also covers individuals whose substantial impairment results from other physical or mental conditions including mental disability, sleep, involuntary physical restraint, or from the consumption of alcohol or other drugs.
    iii. Being impaired by alcohol or other drugs will never function as a defense for any behavior that violates this policy.
E. It is the obligation of the person initiating the sexual activity to obtain Consent.
F. An individual cannot Consent who has been coerced, including being compelled by force, threat of force, or deception; who is unaware that the act is being committed; or who is coerced by a supervisory or disciplinary authority.
    i. Force: violence, compulsion, or constraint; physically exerted by any means upon or against a person.
    ii. Coercion: the application of pressure by the Respondent that unreasonably interferes with the Complainant's ability to exercise free will. Factors to be considered include, but are not limited to, the intensity and duration of the conduct.
G. A person who does not want to Consent to sex is not required to resist or verbally object.
H. Withdrawal of Consent can be manifested through conduct and need not be a verbal withdrawal of Consent (i.e. crying, pulling away, pushing away, not actively participating, laying there, uncomfortable or upset facial expression).
I. Consent may not be given by an individual who has not reached the legal age of Consent under applicable law.

How to Help a Friend Who Has Been Sexually Assaulted

- Listen
- Reinforce that the assault was not her/ his fault.
- Validate her/his experience.
- Be supportive and try to remain calm.
- Allow the survivor to choose what details to offer or not offer. Don't pry.
- Understand that she/he might not want to be touched.
- Don't gossip. Keep all information confidential.

Helpful Sources:

- Campus Safety 269-749-7911
- City of Olivet Police 911 or non-emergency 269-749-9961
- Eaton County Sheriff 911 or non-emergency 517-543-3512
- Betsy Dole Women's Resource Center 517-231-6638

  Hours: Mon-Fri 8:00 a.m. –4:30 p.m.
- Local Hospitals: (Or chose another Hospital of your choice)
  Oaklawn Hospital – Marshall, MI
  Address: 200 N Madison St, Marshall, MI 49068 Open 24 hours
  Emergency room: Open 24 hours
  Phone: (269) 781-4271
  Sparrow Eaton Hospital – Charlotte, MI Address: 321 E Harris St, Charlotte, MI 48813 Open 24 hours
  Emergency room: Open 24 hours
  Phone: (517) 543-1050

To Report Anonymously:

myOlivet web page for Anonymous Reporting

- Go to myOlivet, Log in, Click on Student Engagement, Click on the left side Campus Safety Folder, then you will find the incident reporting on the right of that page - https://my.olivetcollege.edu/ICS/Campus_Life/Campus_Safety/
- While filling out the report you will have the option to make it anonymous.

Siren of Eaton County

- 24 hour Crisis Line 517-543-4915

Sexual Assault Services of Calhoun County (Sexual Assault Nurse Examiners – S.A.N.E.)

- Medical and counseling services are free of charge

  24 hour Crisis Line 1-888-383-2192
  Office: 269-245-3925

  Listening Ear - 24 Hour Help Line
  517-337-1717

The University of Olivet Sexual Assault Reporting Guidelines

What You Can Do Following a Sexual Assault

- **Get to a Place of Safety –** Leave the location of the incident, go to some place you feel safe. You may wish to contact a close friend or family member to assist you.
- **Report the Incident to an RA, Hall Director, Campus Safety, Title IX Coordinator, and/or Law Enforcement -** Your well-being is important to us. We are here to assist you during this difficult time. For students living on campus, RAs and Hall Directors will file an incident report and alert Campus Safety. Campus Safety will take a report and involve a Title IX Coordinator. At your direction, Campus Safety will notify local law enforcement. Law enforcement will take a report. At any point you are free to tell law enforcement you do not wish to speak with them or file a complaint. The college encourages the reporting of all cases of sexual misconduct, but you have the right to report or not report such incidents. You may make a report to a designated Title IX Coordinator or any responsible College official. The priority is making a prompt report and Campus Safety is always available to accept a report.
- **Obtain Medical Treatment –** A person who has experienced a sexual assault is encouraged to seek medical attention to test for STDs and pregnancy, as well as for collection of medical/legal evidence. Prompt collection of physical evidence is essential should a person later decide to pursue criminal prosecution or civil action. To maximize the value of the evidence collected, the exam should take place within 72 hours after the sexual assault has occurred. Partial evidence may be collected up to 120 hours after the assault. To help preserve evidence, it is important that survivors do not douche, shower or bathe. Clothing may be placed in a paper bag to be taken to the exam. Hall Directors on duty are available to transport survivors to the exam. Medical facilities are listed under Community Resources.
- **Meet with the Dean of Student Engagement** – The Dean of Student Engagement or his/her designee will contact you to ensure you are safe, your medical needs have been addressed, you have been informed of the college policies and procedures governing the offense, your options under the law and additional options that are available to you.
- **Proceed with a Judicial Hearing –** Refer to the section “Judicial Hearing” in this report.
- **Seek Counseling –** Sexual assault is a traumatic experience and professional help can assist with the healing process. One way for the survivor of sexual assault to remain in control is to report the assault to a confidential counselor where no action will be taken without the survivor’s consent, unless required by law.
    - Call the **Office of Student Engagement** for assistance in locating a counseling agency 269-749-7607.
    - **Sexual Assault Services of Calhoun County –** All services are free of charge.
      Crisis Line: 1-888-383-2192
      Office 269-245-3925

The University of Olivet Sexual Assault Reporting Guidelines Cont.

Campus and Community Resources

- **Campus Safety** 269-749-7911
- **City of Olivet Police** 911 or non-emergency 269-749-9961
- **Eaton County Sheriff** 911 or non-emergency 517-543-3512
- **Betsy Dole Women's Resource Center** – Mott 111 - Open Mon – Thur 3p – 9p
  Appointments call 269-749-7144
  Email: cnoyes@uolivet.edu

To Report Anonymously

- **Go to myOlivet webpage : https://my.uolivet.edu/ics**
- **Then on left side of screen look for myOlivet Portal under that click on ANONYMOUS INCIDENT REPORTING. It will take you to this link: https://my.uolivet.edu/ICS/Anonymous_Incident_Reporting.jnz Fill out the form and click on submit after the narrative to send the report.**

Other Anonymous Reporting Sources

- **Siren Shelter of Eaton County**
  24 hour Crisis Line 1-800-899-9997
- **Sexual Assault Services of Calhoun County**
  (Sexual Assault Nurse Examiners – S.A.N.E.)
  Medical and counseling services free of charge. Office 269-245-3925
  24 hour Crisis Line 1-888-383-2192
- **Listening Ear** 24 hour help Line
  517-337-1717

Amnesty Policy – In case where an individual wishes to report a sexual assault he/she is not subject to judicial action for underage possession or consumption of alcohol.

Confidentiality – The University of Olivet will preserve student confidentiality to the extent possible and allowed by law. An individual can speak confidentially with certain persons in legally protected roles at the University including counselors and clergy. Procedures for handling a sexual assault violation are processed through the Office of Student Engagement. All information regarding an incident is confidential though information may be disclosed to responsible the University officials as needed to investigate the matter. Family Educational Rights and Privacy Act (FERPA) prohibits the disclosure of conduct records to any third party without written permission from the students involved. However, parents or guardians will be contacted in cases in which minors (under age 18) are involved in incidents of sexual assault.

Disciplinary Sanctions – Any student found responsible by the University Judicial system for sexual assault may face sanctions up to suspension and/or expulsion depending on the severity of the incident and taking into account any previous disciplinary infractions.

Title IX Policy Against Sex Discrimination

Title IX Policy Statement

It is the policy of The University of Olivet to provide an educational environment free of all forms of sex discrimination, including but not limited to unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal or physical conduct of a sexual nature, or communications constituting sexual harassment, as defined in this policy and as otherwise prohibited by state and federal statutes. Sexual harassment, including acts of sexual assault and sexual violence, is a form of sex discrimination and is prohibited at The University of Olivet and by Title IX. This prohibition against discrimination on the basis of sex applies to all students, faculty, and staff, to other members of the University community, and to contractors, consultants and vendors doing business or providing services to the University. For additional information on the College's Harassment and Discrimination Policy, please review the Olivet Employee Plan and the Student Handbook. This policy addresses the requirements of Title IX of the Education Amendments of 1972 ("Title IX").

Title IX Coordinators

- Any inquiries regarding the College's Title IX Policy Against Sex Discrimination should be directed to a Title IX Coordinator identified below. Feel free to approach any Title IX Coordinator on campus regardless of his/her primary area of responsibility.

Title IX Lead Coordinator

- Dr. Linda Logan
    - Dole 136
    - 269-749-6669
    - llogan@uolivet.edu
- The Title IX Lead Coordinator is responsible for implementing and monitoring Title IX Compliance on behalf of the University. This includes coordination of training, education, communications, and administration of the complaint and grievance procedures for the handling of suspected or alleged violations of this policy. The Lead Coordinator will be available to meet with or talk to students, University employees, or others, regarding issues relating to Title IX and this policy.

Title IX Deputy Coordinators

Title IX Deputy Coordinator – Students

- Dr. Todd Long
  Mott 208
  269-749-7579
  TLong@uolivet.edu

  If you have a complaint against an The University of Olivet student for sexual harassment, sex discrimination, or sexual assault, you should contact the Title IX Deputy Coordinator in Student Engagement.

  The Dean of Student Engagement is responsible for student Title IX compliance including training, education, communication, and administration of the grievance procedure for all complaints against The University of Olivet students.

Title IX Deputy Coordinator – Employees

- Terri Glasgow
  269-749-7623
  Director of Human Resources
  tglasgow@uolivet.edu

  If you have a complaint against an The University of Olivet faculty, staff member, or visitor for sexual harassment, sex discrimination, or sexual assault, you should contact the Title IX Deputy Coordinator in Human Resources.

  The Human Resources Director is responsible for the Title IX compliance including training, education, communication, and administration of the grievance procedure for all complaints against faculty, staff and visitors, including those complaints filed by students.

Title IX Deputy Coordinator – Athletics

- Haley Diringer
  269-749-7570
  Associate Professor of Health & Human Performance
  nvanhoozier@uolivet.edu

  If you have a complaint against an The University of Olivet coach or athletic administrator for sexual harassment, sex discrimination, or sexual assault, you may contact one of the offices listed above, or you may contact the Athletic Title IX Deputy Coordinator, who will facilitate the handling of the complaint with the appropriate office.

  You may also contact the Athletic Title IX Coordinator if you have a complaint about gender equity in the athletics programs.

Definition and Examples of Conduct Prohibited Under this Policy

Prohibited conduct includes all forms of sex discrimination and sexual harassment, as well as sexual assault and sexual violence. Sexual harassment, which includes sexual assault and sexual violence, may take many forms.

Sexual Harassment

Sexual harassment may consist of repeated actions or may even arise from a single incident if sufficiently extreme. The complainant and the alleged perpetrator may be of either gender and need not be of different genders. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal (use of videos/social media), or physical conduct of a sexual nature where:

- Submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's education, status in an academic course or program, or participation in an activity;
- Submission to, or rejection of such conduct by an individual is used as the basis for a decision affecting an individual's education, status in an academic course or program, or participation in an activity; or
- Such conduct is intended to or would objectively be regarded by a reasonable person as (i) unreasonably interfering with an individual's academic performance in a course or program, or participation in an activity, or (ii) creating an intimidating, hostile, or offensive learning or educational environment.

Depending on the circumstances, sexual harassment may include, but is not limited to, the following:

- Verbal harassment including, but not limited to, comments or questions about an individual's sexual behavior, repeated request for a date, sexually oriented jokes, comments or questions about a person's body, and conversation filled with sexual innuendo;
- Physical assaults of a sexual nature, such as rape, sexual assault, sexual battery, molestation, or attempts to commit these acts;
- Intentional physical conduct that is sexual in nature such as touching, pinching, patting, grabbing, poking, or brushing against another individual's body;
- Offering or implying an education-related reward (such as a better grade, a letter of recommendation, favorable treatment in the classroom, assistance in obtaining employment, grants or fellowships, or admission to any educational activity) in exchange for sexual favors or submission to sexual conduct;
- Threatening or taking a negative educational action (such as giving an unfair grade, withholding a letter of recommendation, or withholding assistance with any educational activity) or intentionally making the individual's academic work more difficult because sexual conduct is rejected;

Definition and Examples of Conduct Prohibited Under this Policy Cont.

Depending on the circumstances, sexual harassment may include, but is not limited to, the following, continued:

- The use or display in the classroom, including electronic, of pornographic or sexually harassing materials such as posters, photos, cartoons or graffiti without pedagogical justification;
- Displaying sexually suggestive pictures and/or other objects and/or sexually suggestive electronic communications, which may have the purpose or effect of embarrassing, humiliating, intimidating, or frightening, employees, students, patrons, or visitors;
- Unwelcome sexual advances, repeated propositions or requests for a sexual relationship to an individual who has previously indicated that such conduct is unwelcome, or sexual gestures, noises, remarks, jokes, questions, or comments about a person's sexuality or sexual experience; and
- **"Unwelcome"** means any uninvited and unsolicited conduct which an individual finds undesirable or offensive, which reasonable persons in similar circumstances would consider unwelcome. Communication or conduct will be considered "unwelcome" if it is continued after the affected individual has clearly requested that it stop.
- An environment is **"intimidating, hostile or offensive"** if the affected person(s) considers it hostile or abusive and reasonable persons in similar circumstances would consider it hostile or abusive. Violation of this policy is prohibited.

Sexual Assault and Sexual Violence

Sexual assault/sexual violence is a particular type of sexual harassment that includes physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs or alcohol. This includes, but is not necessarily limited to inappropriate touching, sexual intercourse of any kind without consent, rape and attempted rape.

Violence Against Women Act **(VAWA) Offenses –** Any incidents of Domestic Violence, Dating Violence and Stalking.

Dating Violence means violence committed by a person:

- who is or has been in a social relationship of a romantic or intimate nature with the victim
- where the existence of such a relationship shall be determined based on the consideration of the following factors: the length of the relationship, type of relationship, and frequency of interaction between the person involved in the relationship.

Domestic Violence (DV) includes felony or misdemeanor crimes of violence committed by
- a current or former spouse of the victim
- a person with whom the victim shares a child in common
- a person who is cohabitating with or has cohabitated with the victim as a spouse
- a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or
- any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws.

Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
- Fear for his or her safety or the safety of others
- Suffer substantial emotional distress

Investigation and Grievance Procedures

The University of Olivet is committed to the prompt, impartial investigation and equitable resolution of all alleged or suspected violations of its Title IX Policy Against Sex Discrimination. The University will do so regardless of whether a complaint alleging a violation of this policy has been filed and where the conduct at issue relates to the University community – even if it occurred off campus. The College's ability to investigate in a particular situation, or the extent of the investigation in any given situation, may be affected by any number of factors, including whether the complainant is willing to file a complaint or to consent to an investigation, the location where the alleged conduct occurred, and the College's access to information relevant to the alleged or suspected violation of this policy. The University is nonetheless committed to investigating all alleged and suspected violations of this policy to the fullest extent possible under the circumstances.

Regardless of where the conduct occurred (on or off campus), the Investigation & Grievance Procedures apply to all suspected or alleged violations of this policy and will be used in place of any "Student Grievance Policy" that may be contained in any University catalog, handbook, or other publication or appear on the College's web site. Those investigating the incident must disclose any conflict of interest. In addition, any sanctions or other corrective actions imposed against students shall be imposed pursuant to these Investigation & Grievance Procedures, rather than pursuant to any "Student Code of Conduct Policy" or other set of policies and procedures governing student conduct, unless the University determines in its discretion that a Student Code of Conduct or other similar policy governing student conduct should be used to resolve a particular matter. In addition, the University may modify these Investigation & Grievance Procedures in the interests of promoting full and fair resolution of suspected or alleged violations of this policy in accordance with applicable law.

Reporting Alleged Violations of this Policy; Investigation

• An individual who has a complaint against a student, faculty, staff member, or other individual involving an alleged violation of this policy should contact a Title IX Coordinator – or any responsible College official or the Campus Safety Office. The College will promptly and equitably investigate and resolve all suspected or alleged violations of this policy. Although there is no specific time limit for reporting a suspected violation of this policy, an individual who believes that he or she has been subjected to conduct that violates this policy is encouraged to contact the Lead Title IX Coordinator as soon as possible after the alleged act of discrimination, harassment, or retaliation to discuss the available options for proceeding. Any Title IX Coordinator is available to assist students in making contact with appropriate law enforcement authorities and other resources upon request.

- In addition to a Title IX Coordinator, alleged violations of the Title IX Policy Against Sex Discrimination may be reported to Campus Safety or any University official you may feel safe talking to.

Reporting Alleged Violations of this Policy: Investigation Cont.

- Depending upon the nature of the alleged or suspected policy violation, a Title IX Coordinator will coordinate an investigation with one or more other University officials as deemed appropriate by the University. The investigation of any suspected or alleged violation of this policy will be completed within 60 days or more of the filing of a complaint or the date on which the University becomes aware of a suspected violation of this policy, unless the University determines that more time is required to complete the investigation. The nature and extent of the investigation will vary depending upon the circumstances, including whether the parties are amendable to pursuing an informal resolution (provided the matter is eligible for informal resolution, as discussed below). As part of the investigation, the lead investigator will seek to interview the complainant and the accused.
- The University will commence its own investigation of the complaint along with and possibly prior to the completion of any criminal investigation or criminal proceeding. To help ensure a prompt and thorough investigation, complainants are asked to provide as much information as possible about the events. Likewise, any accused parties are also expected to provide as much information as possible in connection with the investigation.
- The University of Olivet reserves the right to suspend any member of the University community suspected or accused of violating this policy or to take any other interim measures the University deems appropriate, pending the outcome of an investigation or grievance. Such interim measures can include, but are not limited to, removing a student from campus housing, modifying course schedules, and issuing a “no contact” order. In situations involving suspected or alleged violations of the Title IX Policy Against Sex Discrimination, the University also reserves the right to take steps to protect the complainant as deemed necessary pending the investigation and resolution process (e.g., allowing for a change in academic situation, issuing a “no contact” order to the accused, etc.). Any such interim steps will be taken in a manner that minimizes the burden on the complainant to the extent possible as determined and justified from the circumstances.

Informal Resolution Process
Formal Resolution Process

Informal Resolution Process

Allegations of sexual assault or sexual violence may not be resolved using an informal resolution process (i.e., mediation). However, other alleged violations of this policy, including some allegations of sexual harassment, may be resolved using an informal resolution process overseen by one or more University representatives if (i) the University determines, in its discretion, that such a process would be appropriate, and (ii) all parties agree to participate. The parties to any such informal process will not be required to deal directly with one another without the College's involvement. Instead, one or more University representatives may arrange for or facilitate mediation between the involved parties and coordinate other informal resolution measures. Any party may request that the informal resolution process be terminated at any time, in which case the formal resolution process (described below) would commence. In addition, any party can pursue formal resolution if he or she is dissatisfied with a proposed informal resolution.

Formal Resolution Process

The formal resolution process applies (i) when any party so requests in connection with a matter that is eligible for informal resolution, and (ii) to all matters that are not eligible for informal resolution (i.e., matters involving alleged or suspected sexual assault or sexual violence). The University may also elect to use the formal resolution process in any matter when the University deems it appropriate. As part of the formal resolution process, the University may determine that further steps are required to complete the College's investigation. The following procedural protections apply to matters that are not resolved using the Informal Resolution Process described above:

- **Standard for Determining Responsibility**. The standard used to determine whether this policy has been violated is whether it is more likely than not that the accused violated this policy. This is often referred to as a "preponderance of the evidence" standard.
- **Parties may not cross examine each other**. However, both parties may ask questions of the other through the Judicial Director. The Judicial Director will determine if the questions are appropriate.

Rights of Complainants and Accused Parties: Time of Resolution

Rights of Complainants and Accused Parties; Timing of Resolution

The The University shall provide any individual suspected or accused of violating this policy with a written explanation of the suspected or alleged violations of this policy. Both parties have the right to have complaints heard by judicial officers who have received annual sexual misconduct adjudication training. Complainants and accused parties shall both be provided with the following in connection with the resolution of suspected or alleged violations of this policy:

- An equal opportunity to be fully informed of campus judicial rules and procedures as well as the nature and extent of all alleged violations contained within the complaint.
- An equal opportunity to be present throughout the hearing, but not during the deliberation of the hearing officer or Judicial Board. Either party may chose to listen to and/or view the proceeding in a separate room via technology.
- An equal opportunity to have a someone from the campus community present, (in support or advisory roles), during all phases of the investigation and campus disciplinary process. This person can only provide support and advisement to the party and may not actively participate in the hearing.
- An equal opportunity to make an impact statement at the campus judicial proceeding and to have that statement considered by the board in determining its sanction.
- An equal opportunity to speak on his/her own behalf.
- An equal opportunity to identify and call witnesses who can provide information about the alleged conduct at issue.
- An equal opportunity to submit other evidence on his/her behalf.
- An equal right to be informed of the outcome of the investigation concurrently (to the greatest extent possible and consistent with FERPA or other applicable law).
- An equal opportunity to appeal the outcome of the investigation.

Sanctions: Corrective Actions Notification of Outcome

Sanctions; Corrective Actions

- The official conducting the investigation will determine whether a violation of this policy has occurred and what, if any, corrective action is appropriate. The University will take reasonable steps to prevent the recurrence of any violations of this policy and to correct the discriminatory effects on the complainant (and others, if appropriate). The range of potential sanctions/corrective actions that may be imposed against a student includes but is not limited to the following: written or verbal apology, discrimination or harassment education, verbal or written warning, probation, suspension, and dismissal from the University. Employees who are found to have violated this policy are subject to other disciplinary action in accordance with the The University of Olivet Employee Handbook. Guests and other third parties who are found to have violated this policy are subject to corrective action deemed appropriate by the University, which may include removal from the University and termination of any applicable contractual or other arrangements. In instances where the University is unable to take disciplinary or other corrective action in response to a violation of this policy because a complainant insists on confidentiality or for some other reason, the University will nonetheless pursue other steps to limit the effects of the conduct at issue and prevent its recurrence by investigating the complaint to the best of our ability.
- The accused has the right to a campus no contact order against another student who has engaged in or threatens to engage in stalking, threatening, harassing, or other improper behavior that presents a danger to the welfare of the accused student or others.

Notification of Outcome

- After the conclusion of the investigation, the Judicial Official(s) will communicate his or her decision to both parties, concurrently. The Judicial Official(s) will communicate the decision in writing and orally no later than ten days after the hearing. The University will provide written notification to the complainant and the accused of the outcome (i.e., whether a violation of this policy has occurred) within ten (10) calendar days after the conclusion of any hearing or proceeding unless the University determines that additional time is required. This notice shall be issued concurrently to both parties to the extent possible. The University may also disclose to the complainant information about any sanctions or corrective actions taken that relate directly to the complainant (e.g., a “no contact” order). The University will maintain documentation of all hearings or other proceedings, which can take various forms (e.g., notes, written findings of fact, transcripts, or audio recordings, etc.) until the procedures are concluded and as further directed by the Title IX Lead Coordinator. In no event will the complainant in matters involving an alleged violation of the Title IX Policy Against Sex Discrimination be required to abide by a nondisclosure agreement that would prevent disclosure of the outcome. Email is the college’s primary written mode of communication with students.

Right to Appeal

Right to Appeal

Once written notification of the resolution has been provided, either the complainant or the accused will have the opportunity to appeal the decision and/or sanctions. Upon receipt of the decision, a party has ten (10) days to file a written appeal. Appeals shall be in writing and state the basis for the appeal and requested outcome and delivered to the Title IX Coordinator in person or via the party's University e -mail account. All appeals will be reviewed by an appointed Appeal Officer. Email is the college's primary written mode of communication with students.

Appeals may be filed due to:

A. A procedural irregularity that affected the outcome.
B. New evidence being discovered that was not reasonably available at the time of the determination or dismissal.
C. A conflict of interest or bias for or against complainants or respondents generally

or the individual complainant or respondent that affected the outcome of the matter of the Investigator or investigator(s), or decision-maker(s).

The written appeal must state the grounds and the rationale for claiming that an appeal is warranted. Failure on the student's part to attend a hearing will not be grounds for an appeal. If the appeal does not meet one of the criteria above, the student will be notified in writing that the request for appeal is denied. If the appeal meets one of the criteria above, a review of that issue will be considered and the student will be notified of the result as soon as practical. The following decisions may be made, but are not limited to: overturn the entire decision, uphold the decision but modify (increase or decrease) the sanction, or uphold the entire decision, or reopen the record or hearing to consider new evidence. Please allow a minimum of two weeks to process the appeal. We will do everything to expedite this process.

The Appeal Official will make an unbiased objective conclusion as to the appeal's merit and issue a written decision describing the result of the appeal and the rationale for the result; and will provide the written decision simultaneously to both parties. The Appeal Officer shall have the final and binding decision regarding the case, which may not be appealed again or reopened. Appeals are limited to issues listed in Section B.

All appeals shall be in writing and delivered to the Student Engagement office in person from the aggrieved party. The Dean of Student Engagement or their designee will deliver the appeal to the president's office. While there is no right to an interview or hearing, the president, in his/her sole discretion, may request an interview or hearing to aid in the review of the appeal. The president shall have the final and binding decision regarding the case, which may not be appealed again or reopened.

Prohibition Against Retaliation Confidentiality References

Prohibition Against Retaliation

- No individual who makes a complaint alleging a violation of this policy or who participates in the investigation or resolution of such a complaint shall be subject to retaliation as a result of such activity or participation. Retaliation exists when action is taken against a complainant or participant in the complaint process that (i) adversely affects the individual's opportunity to benefit from the College's programs or activities; and (ii) is motivated in whole or in part by the individual's participation in the complaint process. Any acts of retaliation, as defined in this policy, shall be grounds for disciplinary action, up to and including dismissal for students and termination of employment for faculty and staff.

Confidentiality

- To the extent permitted by law, the confidentiality of all parties involved in the resolution of alleged or suspected violations of this policy will be observed, provided that it does not interfere with the College's ability to conduct an investigation and take any corrective action deemed appropriate by the College and/or its employees.
- *2/29/16C. Revised*

References

- Academic Impressions, Developing A title IX Compliance Plan. December 4-6, 2013, San Antonio, TX.
- U.S. Department of Education's Office of Civil Rights
- http://www2.ed.gov/about/offices/list/ocr/index.html
- http://www2.ed.gov/about/offices/list/ocr/letters/colleague-201104.html
- http://www2.ed.gov/about/offices/list/ocr/letters/colleague-201304.html

Sexual Discrimination, Harassment and Assault Information

The University of Olivet Sexual Discrimination/ Harassment/Assault Information

- The University of Olivet is committed to providing an educational environment free of all forms of sexual discrimination, sexual harassment or sexual assault. In order to achieve this environment, Olivet maintains a formal policy and set of procedures for the handling of all alleged sexual discrimination, sexual harassment, and sexual assault violations. All University employees are required to report all alleged violations. Students may report any witnessed or experienced sexual discrimination or harassment, or assault violations to a Title IX coordinator, a trusted employee, residence life hall assistant or director, campus safety, or local law enforcement.
- The University of Olivet is committed to the prompt, impartial investigation and equitable resolution of all alleged or suspected violations. The University official conducting the investigation will determine if a sexual discrimination, harassment, or assault violation has occurred and what, if any, corrective action will be imposed. Filing an incident report constitutes official notice to The University of Olivet and authorizes the institution to investigate the information and allegations contained within the report in an effort to seek resolution. The incident report is NOT confidential; however, Clery Act reporting does not include any personal identifying information. The University reserves the right to contact law enforcement for all reported bias discrimination or harassment, or reported sexual discrimination or harassment violations. [Note: Cleary Act information, page 42)
- Complete details of the The University of Olivet sexual discrimination, harassment and assault policies and processes are included in the student handbook.

Process for Filing a Sexual Discrimination, Harassment or Assault Violation

Process for Filing a Sexual Discrimination/Harassment or Assault Violation

- To report a discrimination or harassment violation, the student should directly contact a Title IX coordinator or University employee.
- Students may also report a discrimination or harassment violation by completing and submitting the incident report form (located on the myOlivet portal or available in the Campus Safety office).
- Filing this report constitutes official notice to The University of Olivet and authorizes the institution to investigate the information and allegations contained within the report and to seek resolution.
- The report is NOT confidential; however, Clery Act reporting does not include any personal identifying information.
- The form can be submitted online using the provided link or can be printed and completed in writing.
- As required by law, The University of Olivet provides an anonymous report option for sexual assault on the myOlivet portal
- Anonymous violation report submissions will be reviewed but follow-up with the complainant will not be possible without contact information.
- Online incident report submissions are forwarded to the appropriate designated department or individuals for processing through the online submission link. For hard copy submissions, incident reports should be submitted to the respective department/individuals listed in the table below:

Sexual Discrimination, Harassment and Assault Contact Information

The University of Olivet Sexual Discrimination/Harassment/Assault Contact Information			
Type of Violation	Department/Office	Employee	Contact Information
Allegation against a student for sexual harassment, sex discrimination or sexual assault	Student Life, Mott Academic Center	Dean of Student Life, Dr. Todd Long	TLong@uolivet.edu 269-749-7579
Allegation against a University faculty, staff member or visitor for sexual harassment, sex discrimination, or sexual assault	Human Resources, Mott Academic Center	Director of Human Resources, Terri Glasgow	tglasgow@uolivet.edu 269-749-7623
Allegation against a University coach or athletic department administrator for sexual harassment, sex discrimination, or sexual assault	Mott Academic Center	Athletic Director	hdiringer@uolivet.edu 269-749-7570
If students are uncertain to whom or where to report a Title IX violation, they may contact the Dean of Student Life, Dr. Todd Long, TLong@uolivet.edu269-749-7718 for assistance.			

Sexual Discrimination, Harassment or Assault Violation Processing Timeline

Sexual Discrimination/Harassment/Assault Violation Processing Timeline

- The University will promptly investigate all suspected or alleged violations, along with and possibly prior to the completion of any criminal investigation or criminal proceeding.
- The investigation of any suspected or alleged violations will be completed within 60 days of the filing of the violation, unless the University determines more time is required to complete the investigation.
- The University shall provide any individual suspected or accused of a discrimination or harassment violation with a written explanation of the suspected or alleged violation.
- The complainant will be updated on the status of the investigation within the 60-day timeframe.
- After the completion of the investigation, the University will provide written notification to the complainant and the accused of the outcome within ten days after the conclusion of any hearing or other proceedings.
- Email is the college's primary written mode of communication with students.

Sexual Discrimination, Harassment and Assault Violation Annual Reporting

Sexual Discrimination/Harassment/Assault Violation Annual Reporting

- All violations submitted are considered important and will be addressed by the designated University employee or department. All violations and investigations are to be documented, including the department/ individual assigned to investigate the violation, student information, date received, nature of the violation and the outcome. The violation report log is reviewed and analyzed annually by the Dean of Student Engagement, Campus Safety and Student Engagement personnel to determine any incident report patterns and to establish any needed interventions or staff development needed to reduce subsequent incidents.
- As required by federal legislation and the Campus Safety Security Act, The University of Olivet complies and provides an annual crime statistics report. To obtain a copy of the report, contact the Campus Safety department. The crime statistics report is reviewed on an annual basis by the Provost and Dean of Student Engagement to determine any incident/concern patterns and to establish any needed interventions or staff development needed to mitigate subsequent incidents.
- As required by federal legislation and the Campus Safety Security Act, The University of Olivet complies and provides an annual sexual assault statistics report. All personally identifying information is removed from statistical reports. All members of the The University of Olivet community share a responsibility for upholding the Title IX policy as we strive to achieve our goal of creating a violence-free community.
- To obtain a copy of these reports, contact the Campus Safety department. The crime statistics report and sexual assault statistics report are reviewed on an annual basis by the Provost and Dean of Student Engagement to determine any incident/concern patterns and to establish any needed interventions or staff development needed to mitigate subsequent incidents.

Sexual Discrimination, Harassment and Assault Related Information

Related Information

Pursuant to the state authorization provision of the Program Integrity Regulations (34.C.F.R. 668.43) established by the Department of Education on October 29, 2010, the following contact information is provided for filing complaints that remain unresolved after engaging in the procedures in the The University of Olivet Student Complaint Policy listed in the Student Handbook.

- Alleged violations by the University to comply with the requirements of FERPA. Students have the right to file a complaint with the U.S. Department of Education. The office that administers FERPA is: Family Policy Compliance Office, U.S. Department of Education, 400 Maryland Avenue, SW., Washington, DC, 20202-4605.
- Alleged failures by the University to comply with the requirements of the Federal Civil Rights Laws (including Title IX). Students have the right to file a complaint with the U.S. Department of Education Office for Civil Rights. The office that oversees civil rights complaints is: Office for Civil Rights, U.S. Department of Education, 1350 Euclid Avenue, Suite 325, Cleveland, Ohio, 44115-1812.
- Students have the right to file a complaint with the U.S. Department of Justice concerning alleged failures by the University to comply with the requirements of the Violence Against Women Act. The office that oversees Violence Against Women complaints is: U.S. Department of Justice, Office on Violence Against Women, 145
  N. Street, NE. Suite 10W. 121, Washington, DC, 20530.

If unsure where to file a complaint regarding FERPA, Title IX, or VAWA, students may also meet with the staff in the Provost's office.

Consuming Alcohol or Furnishing Alcohol to Others related to Title IX

Consuming Alcohol or Furnishing Alcohol to Others

Students and guests of students who are of legal drinking age and desire to consume alcohol on University premises should abide by the University vision of *Education for Individual and Social Responsibility* and the following policies:

1. Consumption of alcohol in the presence of a person below the legal drinking age is not permissible in the residence halls, theme houses, and apartments. There may only be one open and unfinished container (single serving) per person of legal drinking age in the room. A single serving is defined as one shot (one ounce) or one beer (12 ounces) or one glass of wine (4 ounces) or one mixed drink (6 ounces = one ounce alcohol, 5 ounces of mixer and ice.)
   Students under 21 years of age found in a room or location where alcohol is present will be considered in violation of the The University of Olivet Alcohol Policy.
2. No more than a 12 pack of standard cans or bottles of beer or 1 pint of liquor or one bottle (750 ml) of wine or three 40 ounce containers of beer are to be in a room at any time.
3. Students of legal drinking age may consume alcohol in their residence hall room, with the door closed, as long as they are also in compliance with the visitation policy.
4. Students under 21 years of age found with alcohol on their breath or other signs of alcohol in their system will be considered in violation of the The University of Olivet Alcohol Policy.
5. Consumption of alcohol in common areas of the University premises, including apartments and houses, is not permissible, except on the premises of society houses or theme houses, and in designated areas during a registered social function.
6. Possession of common sources of alcohol or consumption of alcohol from common sources such as kegs, trash cans, etc., is not permissible.
7. University funds cannot be used for the purchase of alcoholic beverages.
8. Devices for rapid consumption (e.g. funnels, beer bongs) and all other alcohol-related paraphernalia are prohibited.
9. Persons serving or providing alcohol to minors are in violation of the University alcohol policy.
10. No alcoholic beverages are permitted in the all-freshmen living areas or substance-free living areas.
11. The University of Olivet employees may not purchase for or distribute alcohol to any student on University premises or at University related events (other than as stated in 12, below).
12. Alcohol may be served at specifically designated events hosted or approved by the Office of the President or the Office of Institutional Advancement. The University of Olivet students and employees may be invited to attend these events, but only those of legal drinking age may consume alcohol at these events.
13. Full-time Residence Life staff are not allowed to consume alcohol with students.
14. Resident assistants are not allowed to consume alcohol while on duty.
15. Any drinking game is prohibited.
16. Minors are not permitted to collect empty beer bottles , cans, or alcohol containers of any kind.
17. All beverage containers brought to Greek Society or University club/organization parties must be sealed.
18. **Being under the influence is not an excuse for sexual assault and violators will be processed under the college's sexual assault policy and Title IX.**

Information on Rape Trauma Syndrome
How to Help a Friend
Anonymous Incident Reporting

Information on Rape Trauma Syndrome

Rape Trauma Syndrome is a stress reaction resulting from either a completed or attempted sexual assault. Not all the reactions encompassed by RTS are experienced by each survivor, rather, RTS represents a range of possible reactions. RTS reactions vary from person to person. RTS has two major phases: the immediate or acute phase, in which the survivor's lifestyle is completely disrupted, and the long-term phase, in which the survivor must reorganize this disrupted lifestyle. Characteristics of the first phase include anger, confusion, shock, disbelief, fear, shame, guilt, lack of self-esteem, and flashbacks to the incident. The long-term phase may be characterized by difficulty in concentrating, sleeping and eating pattern disturbances, inability to trust, anxiety and mood swings, and continued flashbacks.

How to Help a Friend Who Has Been Sexually Assaulted

- Listen and believe your friend's experience.
- Reinforce that the assault was not her/his fault.
- Validate her/his experience.
- Be supportive and try to remain calm.
- Allow the survivor to offer or not offer details of the assault. Don't Pry.
- Understand that she/he might not want to be touched.
- Don't gossip. Keep all information confidential.

Anonymous Incident Reporting

Anyone can file an anonymous report at any time. You can call 269-749-7142 and leave a message. You can also **Go to myOlivet webpage : https://my.uolivet.edu/ics** Then on left side of screen look for myOlivet Portal under that click on ANONYMOUS INCIDENT REPORTING. It will take you to this link: https://my.uolivet.edu/ICS/Anonymous_Incident_Reporting.jnz Fill out the form and click on submit after the narrative to send the report in anonymously.

Bias Incident Reporting National Crime Victimization Survey

Bias Incident Reporting

Bias incidents are instances of verbal or non-verbal conduct or behavior that is threatening, harassing, intimidating, discriminatory, or hostile and is based on a category protected under the The University of Olivet Discriminatory Harassment Policy (DHP) such as a person's age, color, disability status, gender, gender identity, height, marital status, national origin, political persuasion, race, religion, sexual orientation, veteran status or weight. However, the expression of an idea or point of view that may be offensive or inflammatory to some is not necessarily a bias-related incident or a discriminatory act under the DHP. The University of Olivet values freedom of expression and the open exchange of ideas and, in particular, the expression of controversial ideas and differing views that is a vital part of the University discourse. A bias incident that is not an act of discrimination or harassment prohibited under the DHP may only be recorded for internal monitoring purposes in order to target resources and support to specific areas within the University.

A bias incident is defined more broadly than an act of discrimination. Not all bias incidents are considered prohibited discrimination or harassment under The University of Olivet Discriminatory Harassment Policy. An act of discrimination generally is defined as an adverse action taken based on a category protected by the Policy. An act of harassment, generally, is defined as unwelcome behavior based on a category protected by the Policy that is severe, persistent or pervasive. A "hate crime" is a term used to describe a bias incident that also constitutes a criminal act. Under Michigan criminal law, bias incidents that also constitute criminal acts are made unlawful under Michigan's "Ethnic Intimidation" law. To report a Bias Incident, call Campus Safety at 269-749-7911.

National Crime Victimization Survey (NCVS)

In about half of hate crimes, the victim was threatened verbally or assaulted without either a weapon or an injury being involved. Most likely to be offenders were men (79%) and strangers (51%). Two thirds of violent hate victimizations involved a lone offender. The definition also encompasses crime incidents in which the offender perceives the victim as belonging to or associated with a group largely identified by one of these characteristics. The NCVS definition requires that corroborating evidence of hate motivation be present at the incident, such as the offender used derogatory language or left hate symbols. Also, the police confirmed that a hate crime had taken place.

Almost all bias crime victims cited offender's remarks as evidence for classifying the offense as a hate crime. Victims of hate crimes know the crime they experienced was hate related because offenders made fun of them, made negative comments, used slang, hurtful words or abusive language. About 99% of victims encountered hate-related language, irrespective of the offender's motives.

A strength of the NCVS is the information provided by the victims on their interactions with police after the crime. Victims who reported hate crimes to police wanted to punish the offender and prevent further crimes. Victims of hate crime reported their experience to police for a number of reasons. Among those who called the police,

- about 35% said they notified police to get the offender, that is, to prevent the offender from committing further offenses, to punish the offender, or to catch the offender.
- about 33% of those reporting hate crime said they reported the incident to get help, they were trying to stop and prevent the incident from happening, or they needed help because of an injury or other problem.
- about 23% wanted to let the police know about the crime to either improve police surveillance or perform their civic duty.

Young people reported hate crime victimization at rates higher than those of older persons. Among the victims of hate crimes, half of both whites and blacks and three-quarters of those identified as Asian or American Indian said they were victimized because of their race. Three quarters of Hispanic victims of hate crimes said they were victimized because of their race.

A third of hate crime victims 20 or younger and a quarter of those 21 and older said they were selected as victim because of the people with whom they associated. Hate crime offenders generally acted alone and were strangers to their victim.

Incident & Complaint Reporting

The University of Olivet encourages prompt reporting of criminal behavior and other safety concerns, or concerns about the University to Campus Safety, Hall Directors, Dean of Student Engagement and/or the appropriate policy agencies.

Students may contact Campus Safety to file a complaint 24 hours a day, 7 days a week in the Campus Safety Office, located on the main floor of Burrage Library, or by phone at 269-749-7911. When filing a complaint, students are expected to fill out an Incident Report form. The forms are available in the Campus Safety Office, each residence hall RA/HD office, or online through the myOlivet portal at https://my.uolivet.edu/ICS/Campus_Safety/Campus_Safety/ . To locate the document online, click under documents and print the Incident Report form. Use this form to document your complaint and submit it to Campus Safety either in person or via email at safety@uolivet.edu . All complaints should be called into Campus Safety either by the submitter or a Hall Director. Please make sure to include contact information like name and phone number when emailing your report. Completed Incident Reports can also be submitted to the Campus Safety Office in person at any time, day or night.

The The University will provide statistics of reported crimes as required and defined by the Campus Security Act. These statistics are in compliance with federal legislation. To obtain a copy of the The University of Olivet Crime Statistics, contact the Campus Safety Department.

Specific complaints brought to the attention of the Dean of Student Engagement must meet three basic criteria:

1. Complaints must be in writing.
2. Complaints must be signed by complainant.
3. Complainant must state very clearly and sequentially the nature of the complaint (e.g., against the University, an individual, program, policy, or an identified unit), and include as much supporting data as possible.

Once the above criteria is met, the Office of Student Life initiates an investigation to document the accuracy, or lack thereof, relative to complaints received. When this step has been completed, a written report of the entire process is provided to the complainant. Findings are discussed with the complainant, and explanations are given which includes any actions or non-actions that will be made relative to the complaint.

Statistical Reporting
Safety Education
Campus Sex Crimes Preventative Act
Persons Required to Report

Statistical Reporting

The University will provide statistics of reported sexual assaults, domestic violence, dating violence, stalking and Clery crimes as required and defined by the Campus Security Act, Title IX, and Campus Save Act. All personally identifying information will be removed from statistical reports. All members of the The University of Olivet community share a responsibility of upholding the sexual assault policy as we strive to achieve our goal of creating a violence-free community. Specific instructions on how to handle sexual assault violations can be under the sexual assault section of the Annual Security Report as well as in the Office of Student Engagement.

Safety Education (Federal Statute 668.46b.2i)

The University promotes safety among students and employees through instructional programs and, if needed, timely warnings of criminal activity will be issued by Campus Safety or a representative of the Office of Student Engagement. The University encourages students and employees to be responsible for their own security and the security of others. Educational programs occur during alternative learning sessions after move in and during on campus building meetings, both for freshmen, transfer students and returning students.

Campus Sex Crimes Preventative Act

Sex Offender Status at an Institution of Higher Learning: Federal Law requires state agencies to contact The University of Olivet Campus Safety regarding sex offenders employed on campus or enrolled as students.

Persons Required to Report

If a convicted sex offender is employed at or attends an institution of higher learning and it requires him/her to be on campus for 14 consecutive days, or 30 or more total days in a calendar year, he/she must report that status to the local police department. An institution of higher learning is defined as a public or private community college, four-year college or university, public or private trade, as well as vocational or occupational school. Convicted sex offenders who must report shall include all full- and part-time employees and/or students, contractual providers, employees of contractual providers and volunteers.

A person required to report must notify the local law enforcement agency immediately. This applies to both out-of-state and Michigan residents. The local law enforcement agency in the case of The University of Olivet would be Olivet Police Department located at 117 S. Main St., Olivet, MI 49076.

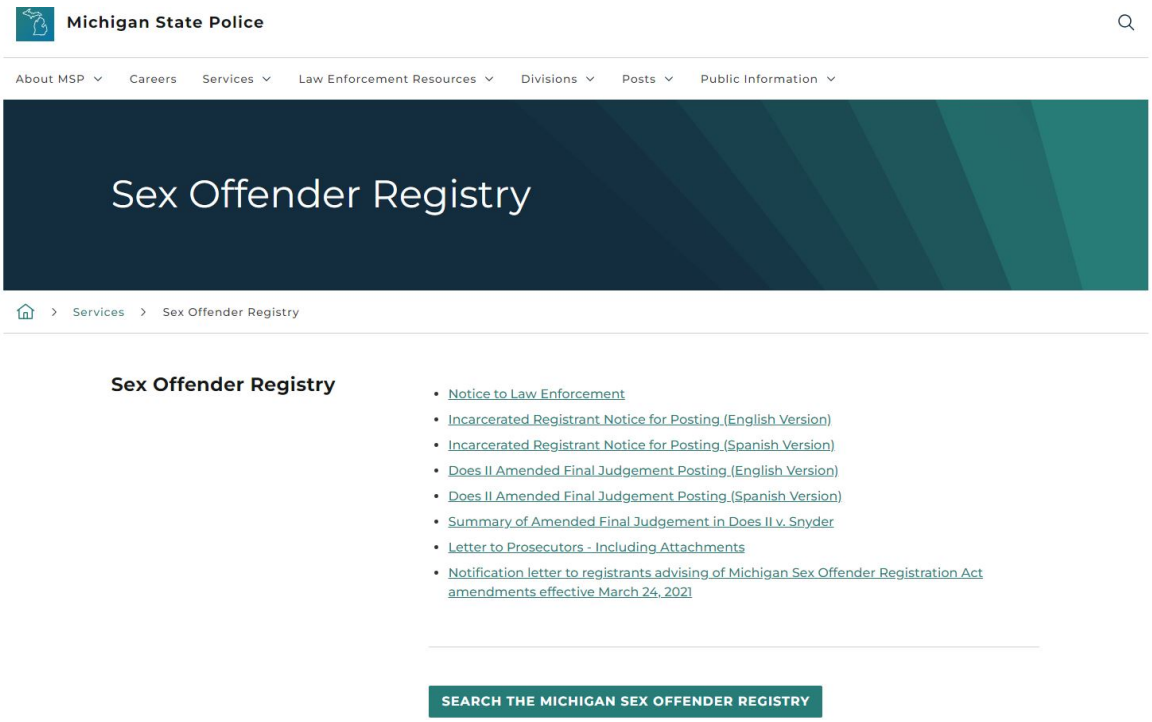
Sex Offender Registry

Sex Offender Registry

Any student/employee is required to notify the University if he/she is a convicted sex offender. The state of Michigan maintains a sex offender website at https://www.michigan.gov/msp/services/sex-offender-reg

However, since Olivet Police Department already maintains a database on these individuals, please contact them for further information.

Below is what the MSP website homepage looks like.



Definition of Terms

Sexual Misconduct

Sexual Misconduct is any sexual act that takes place without effective consent. Consent is not effective in cases where age, intoxication, mental status, incapacitation, or other conditions prevent a person from knowing the fact, nature, and extent of the sexual situation, or where the person has been compelled through coercion, threats, intimidation, fraud, or force. (For more information, see "Consent" below.)

Sexual Misconduct includes but is not limited to the following:

- **Rape** is any sexual penetration (anal, oral or vaginal), however slight, with any object, by any person, without consent.
- **Sexual assault** is any sexual touching, however slight, with any object or by any person, without consent.
- **Sexual harassment** may consist of repeated actions or may even arise from a single incident if sufficiently extreme. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal (use of video/social media), or physical conduct of a sexual nature. (See full definitions in the "Sexual Harassment" section of this document. Sexual harassment is a Title IX offense.

Consent

- Consent is an informed, knowing and voluntary mutually understandable willingness to do the same thing, at the same time, at the same place, in the same way, with one another.
- Consent is a process, which must be asked for every step of the way; if you want to move to the next level of sexual intimacy, just ask.
- Consent is never implied and cannot be assumed, even in the context of a relationship. Just because you are in a relationship does not mean that you have permission to have sex with your partner.
- The fact that you were intoxicated is not a legal defense for rape. "But I was drunk" is not a legitimate excuse. A person who is intoxicated cannot legally give consent. If you're too drunk to make decisions and communicate with your partner, you're too drunk to consent.
- The absence of a "no" doesn't mean "yes." Submission due to coercion or intimidation is not real consent.
- If a person resists to the point where additional resistance would be futile or until his/her resistance is forcibly overcome, submission thereafter is not consent.
- There must be a choice between engaging or not engaging in sexual activity.
- It is the responsibility of the initiator of the sexual activity, or the person who wants to engage in the specific sexual activity, to make sure that he or she has consent from his/her partner(s).
- Communication, respect and honesty make sex and relationships better.

Definitions of Terms, Cont. Summary of the Michigan Criminal Sexual Conduct Statute

Dating Violence means violence committed by a person:

- Who is or has been in a social relationship of a romantic or intimate nature with the victim
- Where the existence of such a relationship shall be determined based on the consideration of the following factors: the length of the relationship, type of relationship, and frequency of interaction between the person involved in the relationship.

Domestic Violence (DV) includes felony or misdemeanor crimes of violence committed by:

A. By a current or former spouse of the victim

B. By a person with whom the victim shares a child in common

C. BY a person who is a cohabitant with or has cohabited with the victim as a spouse

D. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies

E. By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws.

Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others and/or suffer substantial emotional distress.

Summary of the Michigan Criminal Sexual Conduct Statute

- **CSC First Degree – Felony:** Sexual assault involving penetration using a weapon, coercion, physical force and/or physical violence.
- **CSC Second Degree – Felony:** Sexual assault without penetration, using a weapon, coercion, physical force and/or physical violence.
- **CSC Third Degree – Felony:** Sexual assault involving penetration, but to a lesser degree of force or coercion.
- **CSC Fourth Degree – Misdemeanor:** Sexual assault involving touching of specific body parts such as the breast, genitals or buttocks.
- ***To review the statute in its entirety see Appendix B.***

Clery Information

Clery Information

The Campus Security Act, Legal Requirements

The Campus Security Act requires colleges and universities to:

- Publish an Annual Security Report every year by October 1 that contains three years of campus crime statistics and certain security policy statements.
- Disclose crime statistics for the campus, public areas immediately adjacent to or running through campus, certain non-campus facilities and remote classrooms. The statistics must be gathered from campus police or security, local law enforcement, and other University officials who have significant responsibility for students and campus activities.
- Provide "timely warning" notices of those crimes that have occurred and pose an on going "threat to students and employees."
- Disclose in a public crime log "any crime that occurred on campus… or within the patrol jurisdiction of the campus security department and is reported to the campus security department."

Campus Safety is responsible for preparing and distributing this report. The department works with many other University officials and agencies, such as the Office of Student Engagement, Athletic Department, Olivet City Police and Eaton County Sheriff's Department to compile the information for our Annual Security Report.

We encourage members of the University community to use this report as a guide for safe practices on and off campus.

For a copy of this report, contact the The University of Olivet Campus Safety Department at 269-749-7911, email at safety@uolivet.edu or on myOlivet – Campus Safety at https://my.uolivet.edu/ICS/Campus_Life/Campus_Safety/ under Documents section.

Incident Reporting

The University encourages the prompt reporting of criminal behavior and other safety concerns to Campus Safety, Hall Directors, the Dean of Student Engagement or the appropriate police agencies. The University will provide statistics of reported crimes as required and defined by the Campus Security Act. These statistics are in compliance with federal legislation. A copy of the The University of Olivet Crime Statistics is included in this publication.

Statistical Reporting

The University will provide statistics of reported sexual assaults and other Clery crimes as required and defined by the Campus Security Act. All personally identifying information will be removed from statistical reports. All members of The University of Olivet community share a responsibility for upholding the sexual assault policy. Specific instructions on how to handle sexual assault violations are available from the Office of Student Engagement.

Clery Act
Clery Definitions – Criminal Offenses

The *Clery Act* requires The University of Olivet to include four general categories of crime statistics:

- ***Criminal Offenses –*** Criminal Homicide, including Murder and Non-negligent Manslaughter, and Manslaughter by Negligence; Sexual Assault, including Rape, Fondling, Incest, and Statutory Rape; Robbery; Aggravated Assault; Burglary; Motor Vehicle Theft; and Arson.
- ***Hate Crimes –*** Any of the above-mentioned offenses, and any incidents of Larceny-Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of Property motivated by bias.
- ***Violence Against Women Act (VAWA) Offenses –*** Any incidents of Domestic Violence, Dating Violence and Stalking.
- ***Arrests and Referrals for Disciplinary Action –*** for Weapons – Carrying, Possessing, etc., Law Violation, Drug Abuse Violations and Liquor Law Violations

Criminal Offenses – Clery Definitions

- **Murder and Non-negligent Manslaughter** is defined as the willful (non-negligent) killing of one human being by another. This includes any death caused by injuries received in a fight, argument, quarrel, assault or the commission of a crime.
- **Manslaughter by Negligence** is defined as the killing of another person through gross negligence. This includes any death caused by the gross negligence of another or something that a reasonable and prudent person would not do.
- **Sexual Assault (Sex Offenses)** is any sexual act directed against another person without consent of the victim, including instances where the victim is incapable of giving consent.
    - **Rape** is the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.
    - **Fondling** is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
    - **Incest** is sexual intercourse between persons who are related to each other within degrees wherein marriage is prohibited by law.
    - **Statutory Rape** is sexual intercourse with a person who is under the statutory age of consent.
- **Definitions taken from the 2016 The Handbook for Campus Safety & Security Reporting pages 3-4 to 3-8**

Clery Definitions – Criminal Offenses Cont. Hate Crime

- **Robbery** is the taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or by threat of force or violence and/or by putting the victim in fear.
- **Aggravated Assault** is an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or by means likely to produce death or great bodily harm.
- **Burglary** is the unlawful entry of a structure to commit a felony or a theft. Three types of entry include Forcible Entry, Unlawful Entry – No Force, or Attempted Forcible Entry. It cannot include thefts from automobiles, shoplifting, coin boxes/operated machines, areas of open access, robbery, or unlawful entry with no theft.
- **Motor Vehicle Theft** is the theft or attempted theft of a motor vehicle.
- **Arson** is any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Hate Crime – Clery Definitions

Hate Crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim.

- **Race:** a performed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair; facial features, etc., genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind, e.g., Asians, blacks or African Americans, whites.
- **Religion:** a performed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being, e.g., Catholics, Jews, Protestants, atheists.
- **Sexual Orientation:** a performed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual Orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.
- **Gender:** a performed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.
- **Gender Identity:** a performed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals. Gender non-conforming describes a person who does not conform to the gender-based expectations of society, e.g., a woman dressed in traditionally male clothing or a man wearing makeup. A gender non-conforming person may or may not be a lesbian, gay, bisexual, or transgender person but may be perceived as such.
- **Ethnicity:** a performed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term "race" in that "race" refers to a grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.
- **National Origin:** a performed negative opinion or attitude toward a group of people based on their actual or perceived country of birth. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.
- **Disability:** a performed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

***Definitions taken from the 2016 The Handbook for Campus Safety & Security Reporting pages 3-9 to 3-27**

Clery Definitions – Hate Crimes Cont. VAWA Offenses

- **Larceny – theft** is the unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another.
- **Constructive possession** is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.
- **Simple Assault** is an unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
- **Intimidation** is to unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
- **Destruction/Damage/Vandalism of Property** is to willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Violence Against Women Act (VAWA) Offenses – Clery Definitions

- **Dating Violence** is defined as violence committed by a person who is or has been in a social relationship of romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.
- **Domestic Violence** is defined as a felony or misdemeanor crime of violence committed
    - By a current or former spouse or intimate partner of the victim
    - By a person with whom the victim shares a child in common
    - By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner
    - By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred
    - By any other person against an adult or youth victim who is protected from that person's act under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred

***Definitions taken from the 2016 The Handbook for Campus Safety & Security Reporting pages 3-27 to 3-37**

Clery Definitions – VAWA Offenses Cont. Arrest and Disciplinary Referrals

- **Stalking** is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress.
- **Course of conduct** means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- **Reasonable person** means a reasonable person under similar circumstances and with similar identities to the victim.
- **Substantial emotional distress** means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.

Arrest and Disciplinary Referrals – Clery Definitions

- **Arrest** for *Clery Act* purposes is defined as persons processed by arrest, citation or summons.
- **Referred for disciplinary action** is defined as the referral of any person to any official who initiates a disciplinary action of which a record is established and which may result in the imposition of a sanction.
- **Weapons: Carrying, Possessing, Etc.,** is defined as the violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.
- **Drug Abuse Violations** are defined as the violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture , distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs.
- **Liquor Law Violations** are defined as the violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

***Definitions taken from the 2016 The Handbook for Campus Safety & Security Reporting pages 3-38 to 3-48**

Criminal Offense Statistics

Clery CRIMINAL OFFENSES 2024					
OFFENCES	YEAR	GEOGRAPHIC LOCATION			
		ON CAMPUS PROPERTY	ON CAMPUS STUDENT HOUSING FACILITIES	NON CAMPUS PROPERTY	PUBLIC PROPERTY
MURDER/NON-NEGLIGENT MANSLAUGHTER	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
MANSLAUGHTER BY NEGLIGENCE	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
RAPE	2023	4	1	1	0
	2022	0	0	0	0
	2021	2	1	1	0
FONDLING	2023	0	0	1	0
	2022	0	0	0	0
	2021	3	2	1	0
INCEST	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
STATUTORY RAPE	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
ROBBERY	2023	0	0	0	1
	2022	0	0	0	0
	2021	0	0	0	0
AGGRAVATED ASSAULT	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
BURGLARY	2023	1	1	0	0
	2022	0	0	0	0
	2021	2	1	1	0
MOTOR VEHICLE THEFT	2023	0	0	0	0
	2022	2	0	0	0
	2021	0	0	0	0
ARSON	2023	0	0	0	0
	2022	1	1	0	0
	2021	0	0	0	0

VAWA Statistics

VAWA OFFENSES 2024					
OFFENCES	YEAR	GEOGRAPHIC LOCATION			
		ON CAMPUS PROPERTY	ON CAMPUS STUDENT HOUSING FACILITIES	NON CAMPUS PROPERTY	PUBLIC PROPERTY
DOMESTIC VIOLENCE	2023	1	1	0	0
	2022	1	1	0	0
	2021	0	0	0	0
DATING VIOLENCE	2023	0	0	0	0
	2022	1	1	0	0
	2021	0	0	0	0
STALKING	2023	0	0	0	0
	2022	0	0	0	0
	2021	1	1	0	0

Arrests & Disciplinary Statistics

ARRESTS AND DISCIPLINARY REFERRALS 2024					
OFFENCES	YEAR	GEOGRAPHIC LOCATION			
		ON CAMPUS PROPERTY	ON CAMPUS STUDENT HOUSING FACILITIES	NON CAMPUS PROPERTY	PUBLIC PROPERTY
ARRESTS: WEAPONS (Carrying, Possessing, Ect)	2023	0	0	0	0
	2022	1	1	0	0
	2021	0	0	0	0
DISCIPLINARY REFERALS: WEAPONS (Carrying, possessing, Ect.)	2023	1	1	0	0
	2022	0	0	0	0
	2021	0	0	0	0
ARRESTS: DRUG ABUSE VIOLATIONS	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
DISCIPLINARY REFERALS: DRUG ABUSE VIOLATIONS	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
ARRESTS: LIQUOR LAW VIOLATIONS	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
DISCIPLINARY REFERALS: LIQUOR LAW VIOLATIONS	2023	19	16	3	0
	2022	19	19	0	0
	2021	13	13	0	0

Hate Crime Statistics

The University of Olivet Campus Safety is also required to report statistics for hate (bias) related crimes by the type of bias as defined by the *Clery Act* for the following classifications:

- Murder/non-negligent manslaughter
- Rape
- Fondling
- Incest
- Statutory rape
- Robbery
- Aggravated assault
- Burglary
- Motor vehicle theft
- Arson
- Larceny-theft
- Simple assault
- Intimidation
- Destruction/Damage/Vandalism of property

They are then characterized by the type of bias used:

- Race
- Religion
- Sexual orientation
- Gender
- Gender identity
- Ethnicity
- National origin
- Disability

2023: No Hate Crimes Reported.

2022 No Hate Crimes Reported.

2021: No Hate Crimes Reported.

Drug Free Report 2024

Alcohol and Drug Policy

Effects of Alcohol and Other Drug Abuse

The abuse of alcohol (a common depressant) can have devastating effects. **Persons who abuse alcohol suffer in many ways, including:**

- Academically (poor grades, skipping/missing class)
- Socially (lowers inhibitions and can alienate friends)
- Mentally (impairs judgment and thinking)
- Physically (increases heart rate, loss of muscle control, etc.)

Frequent drinking to intoxication over an extended period may lead to brain and liver damage, blackouts, personality disorders, or other alcohol-related problems.

Most drugs fall into five categories. These categories are:

1. Stimulants – accelerate activity (e.g., caffeine, speed, nicotine, Ecstasy)
2. Depressants – suppress or slow activity (e.g., alcohol, marijuana)
3. Hallucinogens – alter the perception of reality, time, and space (e.g., LSD/acid, PCP, mushrooms)
4. Narcotics – tend to dull the senses (e.g., opioids, Cocaine, Methamphetamine, Narco)
5. Cannabis – acts through the cannabinoid receptors in the brain (e.g., marijuana, hashish)

Health risks and hazards associated with drug use or abuse may vary according to the type of drug, amount and frequency of use, as well as the physical health of the user. The effects range from physical and psychological dependence to organ damage, cancer and other illnesses, and death.

Alcohol and other drugs are abused for many reasons. They can be viewed as an escape from reality, unhappiness or loneliness. Alcohol and other drugs may be used as a coping mechanism to deal with the pressures of University life.

There are resources available on campus and in the surrounding communities to help deal with the reasons for and the effect of alcohol and drug abuse. For more information about these resources, contact the Office of Student Engagement in Mott 208 or at (269) 749-7607.

For additional resources, please refer to the listing of Local Alcohol and Drug Addiction and Mental Health Resources within this document.

Alcohol Policy

The following policy is designed to foster an atmosphere of individual and community responsibility as outlined in the University academic vision of *Education for Individual and Social Responsibility* and encompass the principles of the The University of Olivet Compact.

In addition, the policy is designed to:

1. Adhere to all federal, state and local laws regarding the consumption of alcoholic beverages.
2. Stress moderation, safety, and individual accountability for those who choose to drink lawfully.
3. Provide information and education.
4. Work toward a University atmosphere that is free from pressure for those who choose not to drink.
5. Prevent alcohol abuse and its effects.

All members of the University community are expected to comply with University policy, and city, county, state and federal laws regarding the unlawful possession, use or distribution of alcohol. Consistent with the principles in the The University of Olivet Compact, it is the responsibility of each student and employee to report infractions of the The University of Olivet alcohol policy to Campus Safety officers.

Intoxication is prohibited on campus. Effects of intoxication includes but are not limited to slurred speech, unsteady gate, excessive noise, odor of alcohol, disrespect for authority, and slow verbal response.

The first step toward prevention of alcohol abuse is education. Alcohol awareness programs such as AlcoholEdu will be promoted through the curriculum and co-curriculum. Clubs, organizations, societies and athletic teams will be asked to make their members knowledgeable about the alcohol policy, including the sanctions.

Supplying Alcohol to Minors

Anyone found responsible by a judicial board for supplying alcohol to minors will be turned over to the local police department, along with all testimony and information in regard to the case.

Alcohol Policy, continued

Furnishing and/or Consuming Alcohol

Students and guests who are of legal drinking age and desire to consume alcohol on University premises should abide by The University of Olivet Compact and the following rules.

1. Consumption of alcohol in the presence of a person below the legal drinking age is not permissible in the residence halls, theme houses, and apartments. There may only be one open and unfinished container (single serving) per person of legal drinking age in the room. A single serving is defined as one shot (one ounce) or one beer (12 ounces) or one glass of wine (4 ounces) or one mixed drink (6 ounces = one ounce alcohol, 5 ounces of mixer and ice.) Students under 21 years of age found in a room or location where alcohol is present will be considered in violation of The University of Olivet Alcohol Policy.
2. No more than a 12 pack of standard cans or bottles of beer or 1 pint of liquor or one bottle (750 ml) of wine or three 40 ounce containers of beer are to be in a room at any time.
3. Students of legal drinking age may consume alcohol in their residence hall room, with the door closed, as long as they are also in compliance with the visitation policy.
4. Students under 21 years of age found with alcohol on their breath or other signs of alcohol in their system will be considered in violation of The University of Olivet Alcohol Policy.
5. Consumption of alcohol in common areas of the University premises, including apartments and houses, is not permissible, except on the premises of society houses or theme houses, and in designated areas during a registered social function.
6. Possession of common sources of alcohol or consumption of alcohol from common sources such as kegs, trash cans, etc., is not permissible.
7. University funds cannot be used for the purchase of alcoholic beverages.
8. Devices for rapid consumption (e.g. funnels, beer bongs) and all other alcohol-related paraphernalia are prohibited.
9. Persons serving or providing alcohol to minors are in violation of the University alcohol policy.
10. No alcoholic beverages are permitted in the all-freshmen living areas or substance-free living areas.
11. The University of Olivet employees may not purchase for or distribute alcohol to any student on University premises or at University related events (other than as stated in 12, below).
12. Alcohol may be served at specifically designated events hosted or approved by the Office of the President or the Office of Institutional Advancement. The University of Olivet students and employees may be invited to attend these events, but only those of legal drinking age may consume alcohol at these events.
13. Full-time Residence Life staff are not allowed to consume alcohol with students.
14. Resident assistants are not allowed to consume alcohol while on duty.
15. Any drinking game is prohibited.
16. Minors are not permitted to collect empty beer bottles , cans, or alcohol containers of any kind.
17. All beverage containers brought to Greek Society or University club/organization parties must be sealed.
18. Being under the influence is not an excuse for sexual assault and violators will be processed under the college's sexual assault policy and Title IX.

Alcohol Sanctions

First Offense

Minimum fine of **$150** to be paid to Student Services; an assessment by a counseling and/or health official; AlcoholEdu Online program; and adherence to the findings and recommendations of the judicial board for educational sanctions. *Educational sanctions may include, but are not limited to, attendance to two Alcoholics Anonymous meetings, 20 hours of community service, and/or contact of coach, if student athlete. When the police are notified it may lead to a Minor In Possession (MIP) charge. We reserved the right to contact parents.*

Second Offense

Minimum fine of **$300** to be paid to Student Services; an assessment by a counseling and/or health official; and adherence to the findings and recommendations of the judicial board for educational sanctions. *Educational sanctions may include, but are not limited to, attendance to 10 Alcoholics Anonymous meetings, 50 hours of community service, and/or contact of coach, if student athlete.*

Third Offense

Suspension from The University of Olivet Housing for a length of time (at least one week) to be determined at the sanctions phase of a judiciary hearing and minimum **$500** fine. Community service hours must be completed within 30 days of violation. If sanctions are not completed within the designated time, students are subject to more severe sanctions that may include, and are not limited to, more severe fines, suspension and expulsion. There are no exceptions.

Alcohol Policy--Judicial and Appeals Process

Students and student organizations charged with violating the University's Alcohol Policy will be subject to the judicial and appeals process.

Medical Amnesty Protocol Michigan State Law - Alcohol

The Medical Amnesty Protocol (MAP) is designed to encourage students to call for help in an alcohol or drug-related medical emergency. Under MAP:

- A student in need of medical help is not subject to judicial action for underage possession of alcohol or limited disorderly conduct if that student completes a required psycho-educational intervention.
- An individual who calls for emergency assistance on behalf of a person experiencing an alcohol-related emergency is not subject to judicial action for underage possession of alcohol, drugs, or provision of alcohol to an underage person, or limited disorderly conduct.
- If a representative of an organization hosting an event calls for medical assistance, this act of responsibility will mitigate any judicial consequences against the organization that may arise.
- Student/organizations will become exempt from MAP under the following circumstances:
  --repeated alcohol offenses and/or abuse of MAP
  –disrespectful behavior during an emergency
  –further offenses involving University policy during or immediately following the event,or
  --under the discretion of a Campus Safety, a Hall Director and/or Dean of Student Engagement.

In order for a student to use the MAP, the student must voluntarily present themselves for help at the time of the incident. A student who is passed out is not voluntarily presenting themselves. A student who notifies the University about a passed out student is exempt from sanctions. Students cannot claim MAP at the time of their Judicial Hearing or when Judicial paperwork is being presented.

Sanctions under Michigan State Law – Alcoholic Liquor

1. A person less than 21 years of age shall not purchase, consume, or posses alcoholic liquor. Violations of this law could result in a penalty of 93 days in jail and/or a $500 fine.
2. A person less than 21 years of age who uses fraudulent identification to purchase alcoholic liquor is guilty of a misdemeanor and will be subject to the penalties listed: 93 days in jail and/or $500 fine and 90-day suspension of driver's license.

Illegal Drug Policy

In accordance with the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226), the following information is provided for all students. The unlawful possession, use or distribution of drugs and alcohol on the University campus, at University sponsored activities, or in society houses is strictly prohibited. The University of Olivet is a drug-free campus and does not tolerate the use, possession, sale or exchange of illegal drugs or drug paraphernalia. If a student is found where drug use or paraphernalia exists, he/she will be disciplined under the drug use policy.

Note: Although the use of marijuana has been legalized in the state of Michigan, on the University campuses, federal law supersedes state law, therefor marijuna is an illegal drug on campus.

Specifically, students shall not:

- Possess, use, manufacture, sell, exchange or otherwise distribute any drug prohibited by local, state and/or federal law. A student found with the odor of marijuana on his/her person and/or other signs of drug use will be suspected of violating The University of Olivet Illegal Drug Policy. A student's vehicle, dorm room and personal clothing may be searched by Campus Safety and/or Residence Life staff to determine whether the student is in violation. The University also bans all mind altering and synthetic substances, even if they are pending government approval.
- Possess scales, containers, and/or other drug selling paraphernalia. Students found in possession of these will be considered dealers and subject to suspension or expulsion on top of additional fines.
- Possess or use drug paraphernalia. Drug paraphernalia is any item designed for the use of illegal drugs or any item fashioned for the purpose of facilitating or disguising drug use. Examples are: bongs, hookahs, rolling papers, pipes, bowls, etc.

Sanctions Students found responsible for violating this policy will face at least the following:

- **First Violation** – Disciplinary probation for a minimum of one year, substance abuse assessment to be completed within 30 days of the hearing date, maximum $500 fine and/or suspension or expulsion. If suspended or expelled, the student will be banned from The University of Olivet. A trespass notice will be sent to all The University of Olivet staff and personnel. If seen on campus, he/she will be considered to be trespassing and reported to local law enforcement.
- **Second Violation** - Suspension from The University of Olivet for at least one year. These are minimum sanctions. Additional sanctions including expulsion may be used depending on the severity of the violation and the student's prior record. If suspended or expelled, the student will be banned from The University of Olivet as above.
- Students with drug-related offenses are on Disciplinary Probation and considered not in good standing with the University for 12 months.

Medical Marijuana Tobacco Policy

Medical Marijuana

The Michigan Medical Marijuana Act authorizes the Michigan Department of Community Health to issue a Registry Identification card that allows individuals to distribute, possess, or use marijuana for medical purposes. **Possession of a Registry Identification card, however, does not authorize the distribution, possession, or use of marijuana at any time by any person on The University of Olivet property.**

Students who obtain a Registry Identification card prior to residing in University-owned housing may petition for an exemption to the Student Residence and Board Policy. Students who obtain a Registry Identification card while residing in University-owned housing must immediately contact the Dean of Student Engagement to discuss the petitioning process to be allowed to reside in non-University-owned housing. Failure to notify the Dean of Student Engagement could lead to further judicial actions. A petition with supporting documentation must be submitted to the Office of Student Engagement for consideration, and this office will notify students of the outcome of a petition.

Tobacco Policy

Smoking is NOT allowed in the Cutler Athletic Complex or at the main entrance or front entrance to any campus building. Smoking and tobacco use are prohibited in all buildings, residence halls and offices. This ban includes, but is not limited to, the use of chewing tobacco, pipe tobacco, electronic cigarettes, and/or any type of electronic smoking device. Any derivatives that result from smoking or tobacco use (i.e., cigarette butts, ashes or chew bottles) that are found within any of the areas stated above will be recognized as evidence confirming violation of the tobacco policy. **Hookahs are prohibited on campus.**

Local Alcohol & Drug Addiction Mental Health Resources

Professional resources identified below are local programs that are certified and subject to regular review by accrediting bodies in the health care field and/or subject to State of Michigan Substance Abuse Coordinating Agency Review. For more information about services offered and fees, please visit the websites listed or call the program directly. **This is not intended to be a complete list of available resources.**

- **Alcoholics Anonymous Support Groups and Online Resources.** Lansing, MI (517) 377-1444, 24-hour hotline, www.aalansingmi.org AA offers free support groups for individuals seeking support in not drinking. Lansing Alcoholics Anonymous Central Office and website have schedules for AA, Al-Anon, and Adult Children of Alcoholics (ACA) meetings currently held throughout Clinton, Eaton and Ingham counties.
- **Central Diagnostic & Referral Services.** East Lansing, MI (517) 337-7209 or (800) 342-0349 CDRS serves residents of Clinton, Eaton and Ingham Counties and will help determine what kind of services would be most helpful to you. They will refer you to a treatment center that can assist you if you do not have health insurance benefits to cover treatment.
- **Child & Family Services – Capital Area.** Lansing, MI (517) 882-4000 www.childandfamily.org Child and Family Services offers screening, assessment, outpatient, and outreach programs for teens.
- **Clinton County Counseling Center Professional Resources for Assessment and Treatment.** St. Johns, MI Access Center (888) 800-1559 www.ceicmh.org Clinton County Counseling is part of the Clinton-Eaton-Ingham Community Mental Health Board and offers assessment services and outpatient treatment for teens and adults. Call the Access Center for an initial telephone screening.
- **Clinton-Eaton-Ingham Community Mental Health Board/Comprehensive Substance Abuse Treatment Program.** www.ceicmh.org
- **Cristo Rey Counseling Services.** Lansing, MI. (517) 372-4700. www.cristo-rey.com This clinic offers assessment, outpatient treatment, and a specialized women's program.
- **Eaton Substance Abuse Program.** Charlotte, MI (517) 882-4000 www.childandfamily.org Child and Family Services offers screening, assessment, out patient, and intensive outpatient treatment for adults, including specialized services for women and teens.
- **G-14 Outpatient Clinic.** Lansing, MI Access Center (888) 800-1559. This clinic offers assessment, outpatient treatment, methadone, and case management.
- **Glass House.** (517) 482-2028. This program provides long-term and short-term residential treatment for adult women.
- **HelpNet EAP Counseling Services.** (517) 882-6071 www.helpneteap.com This agency offers assessment and outpatient treatment services.
- **Holden House**. (517) 394-0004. This program provides long-term residential treatment for adult men.
- **Insight Recovery Center.** (517) 371-4971 www.insightrecovery.org This agency offers teen and adult assessment, outpatient and intensive services.
- **Men's Residential Program**. Mason, MI (517) 244-0393
- **National Council on Alcoholism/Lansing Regional Area (NCA/LRA).** www.ncalra.com (517) 482-0226. This agency provides education, assessment, and a full continuum of treatment services for adults regardless of their ability to pay.
- **Sparrow Substance Abuse Services**. St. Lawrence Campus, Lansing, MI. 24-hour referral line (517) 364-7740 www.sparrow.org This program offers detoxification, short-term rehabilitation, partial hospitalization, intensive and individual outpatient services, relapse prevention, and mental health services.
- **Sub-Acute Detoxification Program**. Mason, MI (517) 676-3674. This Program offers sub-acute detoxification for adult men and women.

Schedules of Controlled Substances

Source https://www.dea.gov/druginfo/ftp3.shtml

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)				
Schedule	**Substance/Quantity**	**Penalty**	**Substance/Quantity**	**Penalty**
II	Cocaine 500-4999 grams mixture	**First Offense:** Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than $5 million if an individual, $25 million if not an individual. **Second Offense:** Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $8 million if an individual, $50 million if not an individual.	Cocaine 5 kilograms or more mixture	**First Offense:** Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than $10 million if an individual, $50 million if not an individual. **Second Offense:** Not less than 20 yrs, and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $20 million if an individual, $75 million if not an individual. **2 or More Prior Offenses:** Life imprisonment. Fine of not more than $20 million if an individual, $75 million if not an individual.
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	

Substance/Quantity	**Penalty**
Any Amount Of Other Schedule I & II Substances	**First Offense**: Not more that 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine $1 million if an individual, $5 million if not an individual. **Second Offense:** Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine $2 million if an individual, $10 million if not an individual.
Any Drug Product Containing Gamma Hydroxybutyric Acid	
Flunitrazepam (Schedule IV) 1 Gram	
Any Amount Of Other Schedule III Drugs	**First Offense**: Not more than 10 yrs. If death or serious bodily injury, not more that 15 yrs. Fine not more than $500,000 if an individual, $2.5 million if not an individual. **Second Offense**: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than $1 million if an individual, $5 million if not an individual.
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)	**First Offense**: Not more than 5 yrs. Fine not more than $250,000 if an individual, $1 million if not an individual. **Second Offense:** Not more than 10 yrs. Fine not more than $500,000 if an individual, $2 million if other than an individual.
Any Amount Of All Schedule V Drugs	**First Offense:** Not more than 1 yr. Fine not more than $100,000 if an individual, $250,000 if not an individual. **Second Offense**: Not more than 4 yrs. Fine not more than $200,000 if an individual, $500,000 if not an individual.

Schedules of Controlled Substances

Source https://www.dea.gov/druginfo/ftp3.shtml

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	**First Offense:** Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than $10 million if an individual, $50 million if other than an individual. **Second Offense:** Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $20 million if an individual, $75 million if other than an individual.
Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	**First Offense:** Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than $5 million if an individual, $25 million if other than an individual. **Second Offense:** Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $8 million if an individual, $50million if other than an individual.
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	**First Offense:** Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine $1 million if an individual, $5 million if other than an individual. **Second Offense:** Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine $2 million if an individual, $10 million if other than an individual.
Hashish More than 10 kilograms	
Hashish Oil More than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants	**First Offense:** Not more than 5 yrs. Fine not more than $250,000, $1 million if other than an individual. **Second Offense:** Not more than 10 yrs. Fine $500,000 if an individual, $2 million if other than individual.
Hashish 10 kilograms or less	
Hashish Oil 1 kilogram or less	

Fire Safety Report 2024

Fire Safety General Information

2021 Fire Safety Report – In August 2008, the Higher Education Opportunity Act instructed institutions of higher education to annually disclose information regarding fires and fire safety in residential buildings.

Reporting Fires – All fires or suspected fires should be reported immediately to Campus Safety by calling 269-749-7911. Campus Safety can also be reached by dialing extension 7911 from any campus phone. Fires can also be reported to the Olivet Police and Fire Department by call 9-1-1.

Malfunctioning Safety Equipment – Report any malfunction safety equipment immediately to Campus Safety, Hall Director, Resident Advisor (RA), or Physical Plant staff.

Supervised Fire Drills – Mandatory, supervised fire drills are conducted for each residence hall unannounced in the first two weeks of school (August/September) and once in the Spring Semester between January and April, when students are on campus for classes. Fire drills are conducted to ensure the students of The University of Olivet know the alarm protocols and evacuation routes for all buildings.

Evacuation Procedures Policy – Evacuation emergencies include fires, hazmat and explosion emergencies (when evacuation is directed by emergency personnel), natural gas leaks, unplanned utility outages, bomb threats and other situations where Campus Safety or Physical Plant personnel direct evacuation of a building. In the event of fire, fire alarm signal, or other evacuation emergencies at The University of Olivet, everyone in the affected premises must evacuate immediately. The University of Olivet staff and students will be notified of a fire or other evacuation emergency by a fire alarm signal, which may be a bell or a horn, depending on the building. Other emergency notification methods may include an email, phone communication, or in person, as appropriate or warranted by the situation. All residence hall hallways are equipped with evacuation signs posted in the hallways which indicate the safest and most direct exit routes from the room in an emergency.

Discovery of a Fire – If you discover fire or a smoke situation, activate the fire alarm pull station and contact Campus Safety at the college's phone extension 7911 or 269-749-7911 or call 9-1-1.

If you feel comfortable doing so, use a fire extinguisher to control or extinguish the fire while emergency personnel are en route to your location.

When the Fire Alarm Sounds

- Close all windows, but leave curtains and drapes open.
- Leave the overhead lights on.
- Before opening any door, feel the door with the back of your hand. If it is hot, do not open it. If it is not hot, open the door slightly. If you encounter heat or heavy smoke, close the door and stay in the room.
- **If you cannot leave the room**, open the window slightly and hang a sheet or other light colored cloth out the window to attract the attention of emergency personnel. If there is a landline phone in the dorm room, call Campus Safety at 7911 or call 911 and report that you are trapped. If you are using a cell phone call Campus Safety 269-749-7911 or Emergency personnel 911. Remain calm and give your room number and building location. Stay close to the floor if smoke enters the room.
- If conditions allow you to leave the room, close but do not lock the door, walk directly to the nearest exit, and leave the building.
- If you are away from your room when the alarm sounds, do not return to your room, but leave the building via the nearest exit.
- **DO NOT** use elevators in the University buildings during a fire. If hallway and/ or exit stairwells are not accessible because of heavy smoke, return to your room, close the door and follow the instructions given above.
- If you have exited the facility, stand clear of the building. Emergency equipment or vehicles may be maneuvering around the building.
- Follow the directions of the fire and police personnel and never re-enter the building until they give permission to do so.

Building Safety Features

Fire Doors – Stairwell fire doors should be kept closed at all times. During a fire the stairwells will provide a place of refuge and will protect you during your escape from the building. If the fire doors are left open, the stairwells will act as chimneys, rapidly spreading fire and smoke throughout the building.

Exits – Each exit or exit access should be kept clearly marked with a lighted or fluorescent exit sign. You should familiarize yourself with all exit routes in your residential building.

Fire Alarms – Fire alarm systems provide a rapid means of notifying all occupants of an emergency. Continued abuse of these systems creates a complacent attitude among the building residents which may result in injury or death when the alarm is ignored in an actual emergency situation. Fire alarm systems such as pull boxes and smoke alarms may not be tampered with or altered for any reason.

Fire Extinguishers – Multi-purpose ABC fire extinguishers are located throughout all the University buildings and residential halls for use by the occupants on most types of small fires. When using a fire extinguisher use the P.A.S.S. method –

Potential Hazards

Appliances – Sun lamps, halogen lamps, hot plates, toaster ovens, electric skillets, rice steamers, woks, indoor or outside grills, space heaters and other high-powered electrical appliances are prohibited in dorm rooms. Items such as iron and hair dryers should be unplugged after use and not stored until they are cool enough to touch. Too many appliances plugged into the same outlet or extension cord may cause an overloading of the circuit resulting in loss of power or possible fire.

Obstacles – Storage of bicycles, chairs, desks, trunks, etc. in hallways, stairwells, or any place which would interfere with public access or exit areas of the building is strictly prohibited. These items left unattended in such areas are in violation of fire safety codes and will be removed by authorized personnel.

Open Flames – Open flames, such as candles, incense, charcoal grills, etc. are not permitted in any residential building.

Flammable Liquids and Gasses – Gasoline, paint, ether, propane or any other flammable liquids or gasses are not allowed in any residential building for any reason.

Fireworks – Fireworks, gunpowder or any type of explosives are not allowed in residential buildings per fire code.

Elevators are Hazardous to Use in Fires – Elevators should not be used as means of evacuation during an emergency. In a fire, the elevator shaft could act as a chimney in transmitting heat and smoke from floor to floor. In addition, elevators may malfunction and stop at the floor involved in the fire, opening automatically and exposing the passengers to heat and smoke.

Decorations – The use of crepe paper, cloth, corn stalks, and bales of hay or other combustible materials for party decorations is strictly prohibited in residential buildings.

Prohibited Items in University Residences

The following prohibited items include but are not limited to:

- Fireworks and any incendiary devices
- Guns, paint ball guns, or other dangerous instrumentality
- Chef, butcher, and carving knives
- Flammable liquids
- Dangerous, chemicals (mace, etc.)
- Candles/open flame devices
- Excessive dirt/garbage, etc.
- Animals (fish are permitted)
- Internal combustion engines
- Game/fish cleaning on campus
- Draperies/tapestries covering lights
- Flags or other cloths on ceilings above beds or lofts
- Extension cords
- Non-UL-approved appliances

Electronic appliances that have high surface temperatures or which may create fire or shock hazard such as:

- Sun lamps
- Halogen lamps
- Hot plates
- Toaster ovens
- Electric skillets, rice steamers, woks
- Indoor and outdoor grills
- Space heaters

Electrical appliances that have high power needs such as:

- Microwaves exceeding 600 watts
- Refrigerators exceeding 3.5 cubic feet or exceeding 1.4 amps

Only two items should be plugged into each outlet. While extension cords are not permitted, a power strip with a circuit breaker is allowed and encouraged for students to use with electrical equipment. Two high-voltage items should not be plugged in to the same outlet.

Please remember that most outlets in the residences are back to back. Be aware of the items that neighbors have plugged into their outlets. All electrical appliances must carry the Underwriters Laboratories, Inc. seal (UL).

Students are urged to be mindful of conserving energy when using electrical appliances and not create a fire hazard by overloading electric circuits.

Fireworks/Incendiary Devices

The possession or use of fireworks or any incendiary devices is prohibited. Failure of students to comply with this regulation will result in University disciplinary action, up to and including suspension or expulsion from the University.

Fire Safety & System Inspections

Fire Safety Education and Training Programs

All Hall Directors and Resident Advisors receive fire safety and emergency action plan training and are responsible for providing fire safety information to students in residential buildings. Hall Directors and Resident Advisors conduct mandatory residential housing meetings for students during which evacuation procedures and fire safety rules are reviewed with new and returning residents.

Fire Safety and Regulations

- Fire alarms, smoke detectors, fire sprinklers, and fire extinguishers are provided for students' safety and should be activated in cases of suspected or actual fire.
- Activation of this equipment should be reported immediately to Campus Safety.
- All students, visitors, and guests must cooperate with fire alarm evacuation procedures and follow all fire safety regulations.
- Tampering with sprinkler systems and other fire safety equipment, malicious activations of fire alarms or sprinklers through negligence, vandalism, horseplay, or other acts, or engaging in other activities that may endanger the lives of others or threatens or causes damage to The University or personal property can result in judicial or legal actions.
- Restitution can be levied for damages and expenses as a result of the behavior or activity that leads to the damage of safety equipment.
- Fire safety doors should not be locked, propped open, or blocked.
- Candles and other flame-producing accessories, incense, and live Christmas trees are potential fire hazards and are prohibited in student residences.

Fire System Inspections

During the summer of 2016 all fire alarm systems, fire extinguishers and sprinkler systems in all The University of Olivet owned buildings were inspected and certified by an authorized contracted company.

As of the spring 2016 all Greek Houses, Residence Halls, and Other Residence Housing on The University of Olivet property have had fire inspections and fire drills as required during the academic school year.

Buildings included in the fire inspections are: Mott Academic Building, Conservatory, Kirk Center, Shipherd Hall, Blair Hall, Dole Hall, Gillette Student Village, Long Apartments, Oak Hill Apartments, 510 Shipherd, Sigma Beta House, Phi Alpha Pi House, Nu Gamma Xi House, ELITE house, Soronian House, Alpha E House, Kappa Sig House, A Phi K/Eta Psi House, and Adelphic House.

In 2016 the Fire Protection Systems were updated as follows: Summer 2016 the systems were checked in all buildings and any sensors that were going bad were replaced and anything else was fixed so that it is functioning properly.

Fires on Campus: There were no fires to report for 2020, 2019 or 2018.

Fire Report 2024

Building	Monitored Fire Alarm System	Smoke Detectors Hardwired	Smoke Detectors (Battery Only)	Alarm Strobe Lighting	Audible Alarm Horns/Siren	Wet Sprinkler System	Fire Extinguishers	Marked Fire Exits	Fire Drills
Adelphic	No	Yes	Yes	No	Yes	No	Yes	Yes	Yes
Alpha E	No	Yes	Yes	No	No	No	Yes	Yes	Yes
Art Bldg.	No	Yes	No	Yes	Yes	No	Yes	Yes	Yes
Blair Hall	No	Yes	No	Yes	Yes	No	Yes	Yes	Yes
510 Shipherd	No	Yes	No	No	No	No	Yes	Yes	Yes
402 Shipherd	No	Yes	No	No	No	No	Yes	Yes	Yes
Church	No	Yes	No	Yes	Yes	No	Yes	Yes	Yes
Conservatory	No	Yes	No	Yes	Yes	No	Yes	Yes	Yes
Cutler	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes
Dole Hall	No	Yes	No	Yes	Yes	No	Yes	Yes	Yes
Elite	No	Yes	No	No	No	No	Yes	Yes	Yes
Eta Psi/A Phi K	No	Yes	No	No	No	No	Yes	Yes	Yes
Gillette	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes
Gruen	No	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ham	No	Occupied	Yes	No	No	No	Yes	Yes	Yes
Hance	No	Yes	No	Yes	Yes	No	Yes	Yes	Yes
Hosford	No	Yes	No	No	Yes	No	Yes	Yes	Yes
Kappa Sig	No	Yes	Yes	No	No	No	Yes	Yes	Yes
Kirk Center	No	Yes	No	Yes	Yes	50%	Yes	Yes	Yes
Library	No	Yes	No	Yes	Yes	DrySystem	Yes	Yes	Yes
Long Apts.	No	Yes	Yes	Yes	Yes	No	Yes	No	Yes
Oak Hill Apts.	No	No	Yes	No	No	No	No	No	Yes
MacKay	No	Yes	No	No	Yes	No	Yes	Yes	Yes
Mott	No	Yes	No	No	Yes	5%	Yes	Yes	Yes
Mu Omega Pi	No	Yes	No	No	No	No	Yes	Yes	Yes
Nu Gamma	No	Yes	No	No	No	No	Yes	Yes	Yes
Phi Alph	No	Yes	No	No	No	No	Yes	Yes	Yes
Phys. Plant	No	Yes	No	No	No	No	Yes	Yes	Yes
Shipherd Hall	No	Yes	No	Yes	Yes	No	Yes	Yes	Yes
Sigma Beta	No	Yes	No	No	No	No	Yes	Yes	Yes
Soronian	No	Yes	No	No	No	No	Yes	Yes	Yes
Upton	No	Yes	No	Yes	Yes	No	Yes	Yes	Yes

Appendix A

Appendix A

I. Rape Trauma Syndrome

Rape Trauma Syndrome is a stress reaction, resulting from either a completed or attempted sexual assault. Not all the reactions encompassed by RTS are experienced by each survivor; rather, RTS represents a range of possible reactions. RTS reactions vary from person to person. RTS has two major phases: the immediate or acute phase, in which the survivor's lifestyle is completely disrupted, and the long-term phase, in which the survivor must reorganize this disrupted lifestyle.

Characteristics of the first phase include anger, confusion, shock, disbelief, fear, shame, guilt, lack of self-esteem, and flashbacks to the incident. The long-term phase may be characterized by difficulty in concentrating, sleeping and eating pattern disturbances, inability to trust, anxiety and mood swings, and continued flashbacks.

II. How to Help a Friend who has been sexually assaulted

· Listen and Believe.

· Reinforce that the assault was not her/his fault.

· Validate her/his experience.

· Be supportive and try to remain calm.

· Allow the survivor to offer or not offer details of the assault. Don't pry.

· Understand that she/he might not want to be touched.

· Don't gossip. Keep all information confidential.

III. Important Features of the Michigan Criminal Sexual Conduct Law

See Appendix B to read the law in its entirety

· The victim does not need to prove that he/she physically resisted during the assault. Sexual assault is defined by the actions of the abuser.

· During a trial the victim's sexual history cannot be brought into the case.

· It is against the law to have sexual contact with someone who is incapacitated (drunk, drugged, unconscious, or asleep) because they cannot give consent.

Appendix B

Appendix B

THE MICHIGAN PENAL CODE (EXCERPT)

Act 328 of 1931

CRIMINAL SEXUAL CONDUCT

750.520b Criminal sexual conduct in the first degree; felony; consecutive terms.

Sec. 520b.

(1) A person is guilty of criminal sexual conduct in the first degree if he or she engages in sexual penetration with another person and if any of the following circumstances exists:

(a) That other person is under 13 years of age.

(b) That other person is at least 13 but less than 16 years of age and any of the following:

(i) The actor is a member of the same household as the victim.

(ii) The actor is related to the victim by blood or affinity to the fourth degree.

(iii) The actor is in a position of authority over the victim and used this authority to coerce the victim to submit.

(iv) The actor is a teacher, substitute teacher, or administrator of the public school, nonpublic school, school district, or intermediate school district in which that other person is enrolled.

(v) The actor is an employee or a contractual service provider of the public school, nonpublic school, school district, or intermediate school district in which that other person is enrolled, or is a volunteer who is not a student in any public school or nonpublic school, or is an employee of this state or of a local unit of government of this state or of the United States assigned to provide any service to that public school, nonpublic school, school district, or intermediate school district, and the actor uses his or her employee, contractual, or volunteer status to gain access to, or to establish a relationship with, that other person.

(c) Sexual penetration occurs under circumstances involving the commission of any other felony.

(d) The actor is aided or abetted by 1 or more other persons and either of the following circumstances exists:

(i) The actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless.

(ii) The actor uses force or coercion to accomplish the sexual penetration. Force or coercion includes, but is not limited to, any of the circumstances listed in subdivision (f).

(e) The actor is armed with a weapon or any article used or fashioned in a manner to lead the victim to reasonably believe it to be a weapon.

(f) The actor causes personal injury to the victim and force or coercion is used to accomplish sexual penetration. Force or coercion includes, but is not limited to, any of the following circumstances:

(i) When the actor overcomes the victim through the actual application of physical force or physical violence.

(ii) When the actor coerces the victim to submit by threatening to use force or violence on the victim, and the victim believes that the actor has the present ability to execute these threats.

(iii) When the actor coerces the victim to submit by threatening to retaliate in the future against the victim, or any other person, and the victim believes that the actor has the ability to execute this threat. As used in this subdivision, "to retaliate" includes threats of physical punishment, kidnapping, or extortion.

(iv) When the actor engages in the medical treatment or examination of the victim in a manner or for purposes that are medically recognized as unethical or unacceptable.

(v) When the actor, through concealment or by the element of surprise, is able to overcome the victim.

(g) The actor causes personal injury to the victim, and the actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless.

(h) That other person is mentally incapable, mentally disabled, mentally incapacitated, or physically helpless, and any of the following:

(i) The actor is related to the victim by blood or affinity to the fourth degree.

(ii) The actor is in a position of authority over the victim and used this authority to coerce the victim to submit.

(2) Criminal sexual conduct in the first degree is a felony punishable as follows:

(a) Except as provided in subdivisions (b) and (c), by imprisonment for life or for any term of years.

(b) For a violation that is committed by an individual 17 years of age or older against an individual less than 13 years of age by imprisonment for life or any term of years, but not less than 25 years.

(c) For a violation that is committed by an individual 17 years of age or older against an individual less than 13 years of age, by imprisonment for life without the possibility of parole if the person was previously convicted of a violation of this section or section 520c, 520d, 520e, or 520g committed against an individual less than 13 years of age or a violation of law of the United States, another state or political subdivision substantially

corresponding to a violation of this section or section 520c, 520d, 520e, or 520g committed against an individual less than 13 years of age.

(d) In addition to any other penalty imposed under subdivision (a) or

(b), the court shall sentence the defendant to lifetime electronic monitoring under section 520n.

(3) The court may order a term of imprisonment imposed under this section to be served consecutively to any term of imprisonment imposed for any other criminal offense arising from the same transaction.

750.520c Criminal sexual conduct in the second degree; felony.

Sec. 520c.

(1) A person is guilty of criminal sexual conduct in the second degree if the person engages in sexual contact with another person and if any of the following circumstances exists:

(a) That other person is under 13 years of age.

(b) That other person is at least 13 but less than 16 years of age and any of the following:

(i) The actor is a member of the same household as the victim.

(ii) The actor is related by blood or affinity to the fourth degree to the victim.

(iii) The actor is in a position of authority over the victim and the actor used this authority to coerce the victim to submit.

(iv) The actor is a teacher, substitute teacher, or administrator of the public school, nonpublic school, school district, or intermediate school district in which that other person is enrolled.

(v) The actor is an employee or a contractual service provider of the public school, nonpublic school, school district, or intermediate school district in which that other person is enrolled, or is a volunteer who is not a student in any public school or nonpublic school, or is an employee of this state or of a local unit of government of this state or of the United States assigned to provide any service to that public school, nonpublic school, school district, or intermediate school district, and the actor uses his or her employee, contractual, or volunteer status to gain access to, or to establish a relationship with, that other person.

(c) Sexual contact occurs under circumstances involving the commission of any other felony.

(d) The actor is aided or abetted by 1 or more other persons and either of the following circumstances exists:

(i) The actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless.

(ii) The actor uses force or coercion to accomplish the sexual contact.

Force or coercion includes, but is not limited to, any of the circumstances listed in section 520b (1) (f).

(e) The actor is armed with a weapon, or any article used or fashioned in a manner to lead a person to reasonably believe it to be a weapon.

(f) The actor causes personal injury to the victim and force or coercion is used to accomplish the sexual contact. Force or coercion includes, but is not limited to, any of the circumstances listed in section 520b (1) (f).

(g) The actor causes personal injury to the victim and the actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless.

(h) That other person is mentally incapable, mentally disabled, mentally incapacitated, or physically helpless, and any of the following:

(i) The actor is related to the victim by blood or affinity to the fourth degree.

(ii) The actor is in a position of authority over the victim and used this authority to coerce the victim to submit.

(i) That other person is under the jurisdiction of the department of corrections and the actor is an employee or a contractual employee of, or a volunteer with, the department of corrections who knows that the other person is under the jurisdiction of the department of corrections.

(j) That other person is under the jurisdiction of the department of corrections and the actor is an employee or a contractual employee of, or a volunteer with, a private vendor that operates a youth correctional facility under section 20g of the corrections code of 1953, 1953 PA

232, MCL 791.220g, who knows that the other person is under the jurisdiction of the department of corrections.

(k) That other person is a prisoner or probationer under the jurisdiction of a county for purposes of imprisonment or a work program or other probationary program and the actor is an employee or a contractual employee of or a volunteer with the county or the department of corrections who knows that the other person is under the county’s jurisdiction.

(l) The actor knows or has reason to know that a court has detained the victim in a facility while the victim is awaiting a trial or hearing, or committed the victim to a facility as a result of the victim having been found responsible for committing an act that would be a crime if committed by an adult, and the actor is an employee or contractual employee of, or a volunteer with, the facility in which the victim is detained or to which the victim was committed.

(2) Criminal sexual conduct in the second degree is a felony punishable as follows:

(a) By imprisonment for not more than 15 years.

(b) In addition to the penalty specified in subdivision (a), the court shall sentence the defendant to lifetime electronic monitoring under section

520n if the violation involved sexual contact committed by an individual 17 years of age or older against an individual less than 13 years of age.

750.520d Criminal sexual conduct in the third degree; felony.

Sec. 520d.

(1) A person is guilty of criminal sexual conduct in the third degree if the person engages in sexual penetration with another person and if any of the following circumstances exist:

(a) That other person is at least 13 years of age and under 16 years of age.

(b) Force or coercion is used to accomplish the sexual penetration. Force or coercion includes but is not limited to any of the circumstances listed in section 520b(1)(f)(i) to (v).

(c) The actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless.

(d) That other person is related to the actor by blood or affinity to the third degree and the sexual penetration occurs under circumstances not otherwise prohibited by this chapter. It is an affirmative defense to a prosecution under this subdivision that the other person was in a position of authority over the defendant and used this authority to coerce the defendant to violate this subdivision. The defendant has the burden of proving this defense by a preponderance of the evidence. This subdivision does not apply if both persons are lawfully married to each other at the time of the alleged violation.

(e) That other person is at least 16 years of age but less than 18 years of age and a student at a public school or nonpublic school, and either of the following applies:

(i) The actor is a teacher, substitute teacher, or administrator of that public school, nonpublic school, school district, or intermediate school district. This subparagraph does not apply if the other person is emancipated or if both persons are lawfully married to each other at the time of the alleged violation.

(ii) The actor is an employee or a contractual service provider of the public school, nonpublic school, school district, or intermediate school district in which that other person is enrolled, or is a volunteer who is not a student in any public school or nonpublic school, or is an employee of this state or of a local unit of government of this state or of the United States assigned to provide any service to that public school, nonpublic school, school district, or intermediate school district, and the actor uses his or her employee, contractual, or volunteer status to gain access to, or to establish a relationship with, that other person.

(f) That other person is at least 16 years old but less than 26 years of age and is receiving special education services, and either of the following applies:

(i) The actor is a teacher, substitute teacher, administrator, employee, or contractual service provider of the public school, nonpublic school, school district, or intermediate school district from which that other person receives the special education services. This subparagraph does not apply if both persons are lawfully married to each other at the time of the alleged violation.

(ii) The actor is a volunteer who is not a student in any public school or nonpublic school, or is an employee of this state or of a local unit of government of this state or of the United States assigned to provide any service to that public school, nonpublic school, school district, or intermediate school district, and the actor uses his or her employee, contractual, or volunteer status to gain access to, or to establish a relationship with, that other person.

(2) Criminal sexual conduct in the third degree is a felony punishable by imprisonment for not more than 15 years.

750.520e Criminal sexual conduct in the fourth degree; misdemeanor. Sec. 520e.

(1) A person is guilty of criminal sexual conduct in the fourth degree if he or she engages in sexual contact with another person and if any of the following circumstances exist:

(a) That other person is at least 13 years of age but less than 16 years of age, and the actor is 5 or more years older than that other person.

(b) Force or coercion is used to accomplish the sexual contact. Force or coercion includes, but is not limited to, any of the following circumstances:

(i) When the actor overcomes the victim through the actual application of physical force or physical violence.

(ii) When the actor coerces the victim to submit by threatening to use force or violence on the victim, and the victim believes that the actor has the present ability to execute that threat.

(iii) When the actor coerces the victim to submit by threatening to retaliate in the future against the victim, or any other person, and the victim believes that the actor has the ability to execute that threat. As used in this subparagraph, “to retaliate” includes threats of physical punishment, kidnapping, or extortion.

(iv) When the actor engages in the medical treatment or examination of the victim in a manner or for purposes which are medically recognized as unethical or unacceptable.

(v) When the actor achieves the sexual contact through concealment or by the element of surprise.

(c) The actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless.

(d) That other person is related to the actor by blood or affinity to the third degree and the sexual contact occurs under circumstances not otherwise prohibited by this chapter. It is an affirmative defense to a prosecution under this subdivision that the other person was in a position of authority over the defendant and used this authority to coerce the defendant to violate this subdivision. The defendant has the burden of proving this defense by a preponderance of the evidence. This subdivision does not apply if both persons are lawfully married to each other at the time of the alleged violation.

(e) The actor is a mental health professional and the sexual contact occurs during or within 2 years after the period in which the victim is his or her client or patient and not his or her spouse. The consent of the victim is not a defense to a prosecution under this subdivision. A prosecution under this subsection shall not be used as evidence that the victim is mentally incompetent.

(f) That other person is at least 16 years of age but less than 18 years of age and a student at a public school or nonpublic school, and either of the following applies:

(i) The actor is a teacher, substitute teacher, or administrator of that public school, nonpublic school, school district, or intermediate school district. This subparagraph does not apply if the other person is emancipated or if both persons are lawfully married to each other at the time of the alleged violation.

(ii) The actor is an employee or a contractual service provider of the public school, nonpublic school, school district, or intermediate school district in which that other person is enrolled, or is a volunteer who is not a student in any public school or nonpublic school, or is an employee of this state or of a local unit of government of this state or of the United States assigned to provide any service to that public school, nonpublic school, school district, or intermediate school district, and the actor uses his or her employee, contractual, or volunteer status to gain access to, or to establish a relationship with, that other person.

(g) That other person is at least 16 years old but less than 26 years of age and is receiving special education services, and either of the following applies:

(i) The actor is a teacher, substitute teacher, administrator, employee, or contractual service provider of the public school, nonpublic school, school district, or intermediate school district from which that other person receives the special education services. This subparagraph does not apply if both persons are lawfully married to each other at the time of the alleged violation.

(ii) The actor is a volunteer who is not a student in any public school or nonpublic school, or is an employee of this state or of a local unit of government of this state or of the United States assigned to provide any service to that public school, nonpublic school, school district, or intermediate school district, and the actor uses his or her employee, contractual, or volunteer status to gain access to, or to establish a relationship with, that other person.

(2) Criminal sexual conduct in the fourth degree is a misdemeanor punishable by imprisonment for not more than 2 years or a fine of not more than $500.00, or both.

(d) That other person is related to the actor by blood or affinity to the third degree and the sexual contact occurs under circumstances not otherwise prohibited by this chapter. It is an affirmative defense to a prosecution under this subdivision that the other person was in a position of authority over the defendant and used this authority to coerce the defendant to violate this subdivision. The defendant has the burden of proving this defense by a preponderance of the evidence. This subdivision does not apply if both persons are lawfully married to each other at the time of the alleged violation.

(e) The actor is a mental health professional and the sexual contact occurs during or within 2 years after the period in which the victim is his or her client or patient and not his or her spouse. The consent of the victim is not a defense to a prosecution under this subdivision. A prosecution under this subsection shall not be used as evidence that the victim is mentally incompetent.

(f) That other person is at least 16 years of age but less than 18 years of age and a student at a public school or nonpublic school, and either of the following applies:

(i) The actor is a teacher, substitute teacher, or administrator of that public school, nonpublic school, school district, or intermediate school district. This subparagraph does not apply if the other person is emancipated or if both persons are lawfully married to each other at the time of the alleged violation.

(ii) The actor is an employee or a contractual service provider of the public school, nonpublic school, school district, or intermediate school district in which that other person is enrolled, or is a volunteer who is not a student in any public school or nonpublic school, or is an employee of this state or of a local unit of government of this state or of the United States assigned to provide any service to that public school, nonpublic school, school district, or intermediate school district, and the actor uses his or her employee, contractual, or volunteer status to gain access to, or to establish a relationship with, that other person.

(g) That other person is at least 16 years old but less than 26 years of age and is receiving special education services, and either of the following applies:

(i) The actor is a teacher, substitute teacher, administrator, employee, or contractual service provider of the public school, nonpublic school, school district, or intermediate school district from which that other person receives the special education services. This subparagraph does not apply if both persons are lawfully married to each other at the time of the alleged violation.

(ii) The actor is a volunteer who is not a student in any public school or nonpublic school, or is an employee of this state or of a local unit of government of this state or of the United States assigned to provide any service to that public school, nonpublic school, school district, or intermediate school district, and the actor uses his or her employee, contractual, or volunteer status to gain access to, or to establish a relationship with, that other person.

(2) Criminal sexual conduct in the fourth degree is a misdemeanor punishable by imprisonment for not more than 2 years or a fine of not more than $500.00, or both.