

## FEEL WELCOME, BE SAFE INFORMATION YOU NEED TO KNOW

We Care About Our Students - Responding to Student Complaints

2015/2016

### What is Title IX?

The federal law prohibiting sex discrimination in educational institutions is Title IX of the Educational Amendments Act of 1972 (amending the Higher Education Act of 1965). The law states that "no person in the United States shall on the basis of sex be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance." Source: U.S. Department of Education, Office for Civil Rights.

### An Ethical Community - Keeping Our Community Safe

Ferris State University "recognizes the inherent dignity of each member of the University community and treats everyone with respect. Our actions are guided by fairness, honesty, and integrity" (University Core Value). A critical foundation for an ethical University community is an environment that actively promotes the safety, respect, and well-being of its students, its employees, and the visitors to the campus.

Anyone, regardless of gender, racial background, sexual orientation or education level can be impacted by sexual violence/misconduct, stalking, sexual gender based harassment, domestic violence, and/or retaliation. These pages will help you learn more about the University's stance on these violations and how to report allegations of these violations. You will find information related to resources available both on and off campus, links to information for more education and awareness, University policies, your rights under Title IX, and ways you can look out for the health and safety of friends and loved ones who attend Ferris State University.

### KNOW YOUR RIGHTS

#### UNDER TITLE IX.....If the

University knows or reasonably should know about sexual violence/misconduct, stalking, sexual and gender based harassment, domestic violence, and/or related retaliation, it must promptly investigate to determine what occurred and take appropriate steps to resolve the situation.

### Ask

### Listen

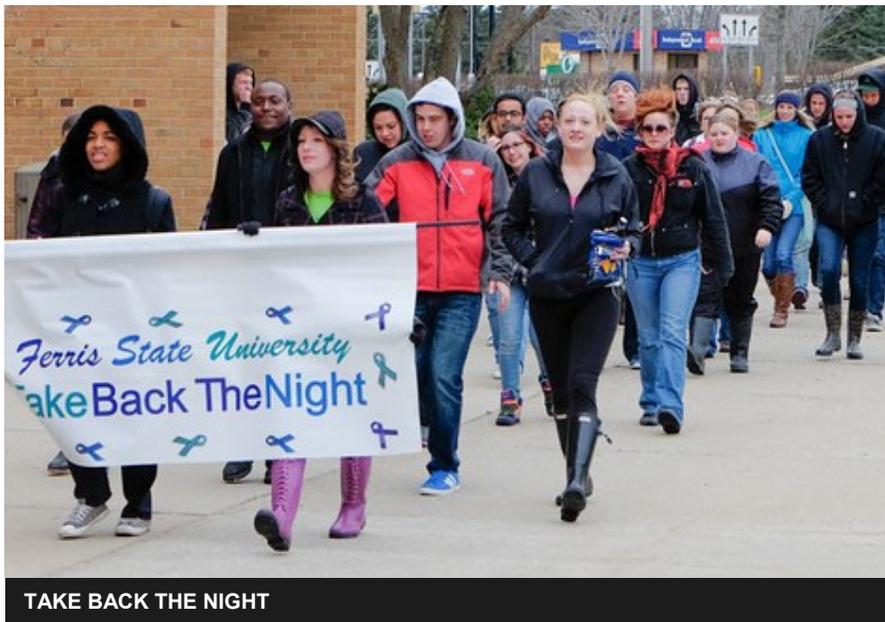
### Respect



Bulldogs Taking Action — Looking Out for Our Friends and Fellow Students

### I'M A BULLDOG

- I will do what I can to encourage a safe and respectful campus community.
- I will look out for my fellow bulldogs.
- I will help end violence in any form on and off campus.



TAKE BACK THE NIGHT

## University Compliance

Ferris State University does not tolerate sexual violence/misconduct, stalking, sexual and gender based harassment, domestic violence, and/or related retaliation in any form. The Board of Trustee Policy along with the Student and Employee Dignity Policies demand all University community members to act with dignity and treat each other with respect. Sexual violence/misconduct, stalking, sexual and gender based harassment, or domestic violence is a violation of the dignity and respect policies, as well as other policies and criminal law. The University will strongly pursue disciplinary action and sanctions against all employee and student respondents found responsible, up to and including termination of employment or dismissal from the University.

Ferris State University complies with the following requirements and regulations as defined by:

- Title IX of the Education Amendments of 1972
- The Reauthorized Violence Against Women Act
- The Jeanne Clery Act
- Guidance documents issued by the Department of Education's Office for Civil Rights
- The White House Task Force to Protect Students from Sexual Assault

### Responsible Employees

Certain Ferris State University employees are required to report incidents of sexual violence/misconduct, stalking, sexual and gender based harassment, or domestic violence to the Title IX Coordinator. A "Responsible Employee" is defined as:

- Those with supervisory responsibilities or the authority to address or remediate misconduct
- Those whom students might reasonably believe have such supervisory responsibility or authority

The key role of the responsible employee is to promptly place incidents of sexual violence/misconduct, stalking, sexual and gender based harassment, domestic violence and related retaliation into the hands of the University personnel with the experience necessary to handle them. A responsible employee will inform the student (complainant) of the importance of reporting the incident to the Ferris State University Department of Public Safety and will assist the complainant who elect to report with contacting the proper authorities. The responsible employee, will also provide information related to confidential reporting and additional support resources to the student (complainant). The student has the option of connecting with the Ferris State University Personal Counseling Center.

## Types of Investigations

### Criminal Investigation

FSU Department of Public Safety will actively investigate reports of criminal sexual violence/misconduct, stalking, sexual and gender based harassment, domestic violence, and/or related retaliation in any form and will make available to the complainant and the alleged perpetrator a variety of support services located both at Ferris State University and in the local community.

### University Investigation

Ferris State University independent of the policies, is required to investigate allegations of sexual violence/misconduct, stalking, sexual and gender based harassment, domestic violence, and/or related retaliation in any form to ensure that an appropriate course of action is being taken to provide a safe environment for all students involved.

The University will respond to all reports of sexual violence in a timely and equitable manner. One of our many goals of investigating an allegation is to gather all the facts that will help guide us to an appropriate response and outcome.

The Title IX Coordinator will designate a University Official to investigate the allegations as appropriate while also following Title IX requirements. The investigator will make available to the complainant and the alleged respondent a variety of support services located both at Ferris State University and in the local community.



SPEAK OUT

## **Bulldog Awareness Orientation 2015**

**Checkout these  
informative learning  
opportunities at  
New Student Orientation:**

### **StepUp!Ferris**

**An on-campus training  
program to teach you how  
to be proactive in identify-  
ing potential problem situ-  
ations and the skills to  
intervene successfully**

### **HAVEN**

**A confidential,  
personalized, online course  
that answers your ques-  
tions and dispels myths  
about sexual violence,  
dating violence, domestic  
violence, and stalking.**

### **Student Health 101**

**An electronic student total  
-health magazine delivered  
to your phone with weekly  
text updates. You will  
receive information from  
workout advice and  
protecting against illness  
to sexual health and gen-  
der identiy issues.**



# **Who's the Title IX Coordinator?**

## **Title IX Coordinator**

The Title IX Coordinator is the Ferris State University official with responsibility for monitoring and the oversight of overall implementation of Title IX compliance at Ferris State University, including coordination of training, education and communication, and assisting complainants in consulting with the appropriate deputy coordinator (s) and utilization of the appropriate process to investigate and resolve complaints.

The Ferris State University Title IX Coordinator/Associate Dean of Student Life is:

Name: Kevin Carmody  
Office Location: University Center 129A  
Address: 805 Campus Drive, Big Rapids, MI 49307  
Email: KevinCarmody@ferris.edu  
Phone: (231) 591-2088

## **Deputy Title IX Coordinator for Students**

To file a complaint against a Ferris State University student for sexual violence/ misconduct, stalking, sexual and gender based harassment, domestic violence, and/or related retaliation, contact:

Name: Nicholas Campau  
Title: Associate Dean of Student Life  
Office Location: University Center 129E  
Address: 809 Campus Drive, Big Rapids, MI 49307  
Email: NicholasCampau@ferris.edu  
Phone: (231) 591-2949

The university official listed above has been designated as a deputy Title IX coordinator and is responsible for compliance in matters involving students; including assisting in the coordination of training, education, and communication, as well as administration of complaints/grievances adjudicated under the Code of Student Community Standards.

## **Deputy Title IX Coordinator for Gender Equity in Athletics**

To file a complaint regarding athlete discrimination and inequities in athletics as it relates to gender, contact:

Name: Sara Higley  
Title: Compliance Coordinator/Senior Women's Administrator  
Office Location: Athletics  
Address: 210 Sports Drive, Big Rapids, MI 49307  
Email: higleys@ferris.edu  
Phone: (231) 591-2860

The university official listed above has been designated as a deputy Title IX coordinator and is responsible for compliance in matters involving inequities in athletics including; coordination of training, education, and communication , as well as administration of complaints/grievances as required under Title IX.

# ADDITIONAL RESOURCES

## Ferris State University Department of Public Safety

Office Location: West Commons – FSU Department of Public Safety  
Address: 1319 Cramer Circle, Big Rapids, MI 49307  
**Emergencies: Dial 911**  
Non – Emergency Phone: (231) 591-5000  
Campus Crime Hotline: (231) 591-5900

The Ferris State University Department of Public Safety encourages anyone impacted by a crime to report the incident. Reporting a crime to the Department of Public Safety does not mean that the person reporting has to press criminal charges; however, it begins the process and secures and preserves evidence in the event that the person reporting wishes to press charges later.

## Ferris State University Office of the Dean of Student Life

Office Location: Office of the Dean of Student Life  
Address: University Center, 805 Campus Drive, Big Rapids, MI 49307  
Phone: (231) 591-5916

The Office of the Dean of Student Life is available for all students who wish to report an incident to the University. The Office of the Dean of Student Life is not a confidential reporting option, but will maintain the highest degree of privacy for anyone reporting an incident.

## Ferris State University Birkam Health and Personal Counseling Center

If you need counseling and/or additional support, please contact the Personal Counseling Center at (231) 591-5968 to make an appointment. The center provides confidential, no cost support and counseling provided to all students. Talking with the Counseling Center staff DOES NOT start a formal misconduct or criminal process, unless you want to access those options.

If you are in need of medical support while on campus, please contact the Birkam Health Center at (231) 591-2614, Monday – Friday 8 am -5 pm.

## Women’s Information Service, Inc. (WISE)

Women Information Services Inc (WISE) is an local off-campus agency that support men and women who have experienced sexual assault and domestic violence. They provide advocacy, safety options and support services to assist survivors through their crisis.

**The WISE 24-Hour Crisis Line is 1-800-374-WISE (9473).**

## Other Local Law Enforcement Agencies

Mecosta County Sheriff’s Department (231) 592-0150  
Big Rapids Public Safety (231) 796-4811



## Title IX: The Basics at Your Finger Tips

1. Title IX is a landmark federal civil right that prohibits sex discrimination in education.
2. Title IX does not apply to female students only.
3. Schools must be proactive in ensuring that your campus is free of sex discrimination.
4. Schools must have an established procedure for handling complaints of sex discrimination, sexual harassment or sexual violence.
5. Schools must take immediate action to ensure a complainant/victim can continue his or her education free of ongoing sex discrimination, sexual harassment or sexual violence.
6. Schools may not retaliate against someone filing a complaint and must keep a complainant/victim safe from other retaliatory harassment or behavior.
7. Schools can issue a no contact directive under Title IX to prevent the accused/perpetrator/student from approaching or interacting with you.
8. In cases of sexual violence, schools are prohibited from encouraging or allowing mediation (rather than a formal hearing) of the complaint.
9. Schools cannot discourage you from continuing your education.

Source: <http://knowyourix.org/title-ix/title-ix-the-basics/>

## Other Online Educational Resources

- Rape Abuse & Incest National Network (RAINN)  
<https://rainn.org/>
- National Sexual Violence Resource Center (NSVRC)  
<http://www.nsvrc.org/>
- The US Department of Justice—NSOPW (Education)  
<http://www.nsofw.gov/en/Education>