

Standard Practice Guide Policies

Violence in the University Community

601.18

Applies to: All Faculty, Staff, Contractors, Students, and Visitors

I. Policy

The University is committed to maintain an environment that is safe and free from violence and will not tolerate violent and threatening behavior. All University community members share the responsibility and are expected to maintain a climate of behavior that does not foster acts of violence, threats, and aggression.

Acts of violence, threats, and aggression are considered to be misconduct. Refer to SPG 201.12 regarding discipline (Performance and Conduct Standards) for issues related to employee misconduct. Refer to Regent's Bylaw 5.09 for faculty conduct. Refer to the Statement of Student Rights and Responsibilities regarding issues of student conduct.

1. Definitions

Acts of violence and aggression include verbal or physical actions that create fear or apprehension of bodily harm or threaten the safety of a supervisor, co-worker, faculty member, student, patient, general public or the University community at large. Examples of such behavior include on or off duty or off premises acts that adversely affect the University:

1. Any act which is physically assaulting
2. Behavior or actions that would be interpreted by a reasonable person as carrying a potential for violence and/or acts of aggression
3. Any act that threatens harm to another person or damage to property
4. Domestic Violence

5. Stalking (including electronic stalking)

If you see or suspect violent behavior:

SEEKING EMERGENCY ASSISTANCE

Should a violent act occur and/or you need immediate assistance, contact the University of Michigan Police Department at 911.

SEEKING ASSISTANCE FROM UNIVERSITY RESOURCES

The University provides a host of resources to address potential or actual acts of violence and aggression. Individuals are encouraged to seek assistance from the law enforcement, Academic Human Resources and Staff HR Services, and professional counseling services.

REPORTING A VIOLATION OF UNIVERSITY POLICY

Any University provides a host of resources to address potential or actual acts of violence and aggression. Individuals are encouraged to seek assistance from the law enforcement, Academic Human Resources and Staff HR Services, and professional counseling services.

1. The University of Michigan Police Department serves members of the University community, contractors and visitors who experience violence or threats of violence. UMPD provides consultation and preventive services as well as an immediate law enforcement response.

- Ann Arbor Campus <http://police.umich.edu/> (<http://police.umich.edu/>)
- Michigan Medicine Michigan Medicine Security
(<https://www.dpss.umich.edu/content/about/our-departments/michigan-medicine-security/>)
- Flint Campus <http://www.umflint.edu/>
(<http://www.umflint.edu/>)<http://www.umflint.edu/safety/>
(<http://www.umflint.edu/safety/>)
- Dearborn Campus <http://www.umd.umich.edu/dept/safety/>
(<http://www.umd.umich.edu/dept/safety/>)

2. Members of the University community, contractors and visitors concerned about violence or threats of violence perpetrated by a student should contact the appropriate dean or department chair, and/or the following offices regarding issues of student conduct:

- Ann Arbor Campus, the Office of Student Conflict Resolution,
<http://www.umich.edu/~oscr/> (<http://www.umich.edu/~oscr/>)
- Dearborn Campus, the Office of Enrollment Management and Student Life,
<http://www.umd.umich.edu/emsl/> (<http://www.umd.umich.edu/emsl/>)

- Flint Campus, the Division of Student Affairs,
<http://www.umflint.edu/ssem/> (<http://www.umflint.edu/ssem/>)

3. The offices of Academic Human Resources and Staff HR Services address violence or threats of violence that involve a faculty or staff member. Members of the University community, contractors and visitors concerned about such violence should report to the appropriate manager and/or to the appropriate Human Resources office.

- Ann Arbor Campus <http://www.hr.umich.edu/> (<http://www.hr.umich.edu/>)
- Michigan Medicine Human Resources <http://www.med.umich.edu/umhshr>
(<http://www.med.umich.edu/umhshr>)
- Flint Campus <http://www.umflint.edu/hr/> (<http://www.umflint.edu/hr/>)
- Dearborn Campus <http://www.umd.umich.edu/hr/>
(<http://www.umd.umich.edu/hr/>)

Seeking Confidential Counseling

1. Ann Arbor faculty and staff and their family members may contact the Faculty and Staff Counseling and Consultation Services (FASCCO) for any personal concerns related to violence at (734) 936-8660 and <https://hr.umich.edu/fascco> (<https://hr.umich.edu/fascco>).
2. Michigan Medicine employees and family members may contact Michigan Medicine Office of Counseling and Workplace Resilience (Hospital and Health Centers Staff) at (734) 763-5409 and <https://hr.umich.edu/michigan-medicine-employee-assistance-program-eap> (<https://hr.umich.edu/benefits-wellness/health-well-being/mental-health-counseling-consultation-services/michigan-medicine-employee-assistance-program-eap>).
3. Flint Campus faculty and staff and their family members may contact the Faculty and Staff Counseling and Consultation Services (FASCCO) for any personal concerns related to violence at (734) 936-8660 and <https://hr.umich.edu/fascco> (<https://hr.umich.edu/fascco>).
4. Dearborn Campus faculty and staff and their family members may contact the Faculty and Staff Assistance Program (FASAP) at Dearborn's Office of Counseling and Disability Services at (313) 593-5430 and UM - Dearborn Counseling and Disability Services (<http://www.umd.umich.edu/support/fasap.html>).
5. Faculty, staff, and students may contact the Sexual Assault and Prevention Awareness Center (SAPAC) in the case of sexual assault, domestic violence, stalking and sexual harassment at (734) 936-3333 and SAPAC (<http://www.umich.edu/~sapac/>).
6. Students may seek services from:

- Ann Arbor Campus: Office of Student Affairs Counseling and Psychological Services (CAPS) at (734) 764-8312 and Counseling and Psychological Services (<http://www.umich.edu/~caps/>)
- Dearborn Campus: Office of Counseling and Disability Services at (313) 593-5430 and Counseling and Disability Services (<http://www.umd.umich.edu/support/>)
- Flint Campus: Counseling Services (CAPS) at (810) 762-3465 and Counseling, Accessibility and Psychological Services (<http://www.umflint.edu/caps/>)

Notes

7/1/2016 update reflects new Policy and Procedures on Student Sexual and Gender Based Misconduct and Other Forms of Interpersonal Violence.

7/3/18 Changes were made to this SPG on July 2, 2018 to reflect changes to the names of the University's employee assistance programs: Faculty and Staff Counseling and Consultation Office and Michigan Medicine Office of Counseling and Workplace Resilience.

File Attachments

Printable PDF of SPG 601.18, Violence in the University Community (<http://www.spg.umich.edu/sites/default/files/policies/601x18.3.pdf>)

SPG Number:

601.18

Applies To:

All Faculty, Staff, Contractors, Students, and Visitors

Date Issued:

April 1, 2005

Owner:

University Human Resources

Last Updated:

July 2, 2018

Primary Contact:

Staff HR

Next Review Date:

July 2, 2022

Related Policies:

Weapon Possession (</policy/201.94>)

Related Links:

Guidelines to Address Domestic Violence (<http://hr.umich.edu/stopabuse/supervisors/guidelines.html>)

The University of Michigan Policy and Procedures on Student Sexual and Gender B...
(<https://studentsexualmisconductpolicy.umich.edu/>)

Hard copies of this document are considered uncontrolled. If you have a printed version, please refer to the University SPG website (spg.umich.edu) for the official, most recent version.

© 2018 The Regents of the University of Michigan