

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 maintaining 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) or relevant labor agreements for issues related to employee misconduct. Refer to Regent's Bylaw 5.09 for faculty conduct. Refer to the student disciplinary code for the applicable campus regarding issues of student conduct.

Where behavior may fall within the scope of this Policy and the Policy on Sexual and Gender-Based Misconduct (e.g., Sex and/or Gender-Based Stalking, Intimate Partner Violence), it will be addressed under the Policy on Sexual and Gender-Based Misconduct and applicable related procedures.

II. 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:

- A. Any act which is physically assaulting
- B. Behavior or actions that would be interpreted by a reasonable person as carrying a potential for violence and/or acts of aggression
- C. Any act that threatens harm to another person or damage to property

D. Stalking (including electronic stalking) that is not sex and/or gender-based, as defined in the Policy on Sexual and Gender-Based Misconduct

If you see or suspect violent behavior:

A. SEEKING EMERGENCY ASSISTANCE/REPORTING A CRIME IN PROGRESS

Should a violent act occur and/or you need immediate assistance, call 911.

B. 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, applicable Human Resources representatives, and professional counseling services.

C. REPORTING A NON-EMERGENCY CRIME

The Division of Public Safety and Security (DPSS) serves members of the University community, contractors and visitors who experience violence or threats of violence. DPSS provides consultation and preventive services as well as an immediate law enforcement response.

1. Ann Arbor Campus: University of Michigan Police (UMPD)
 - a. UMPD Special Victims Unit (SVU) (734) 763-1131
2. Michigan Medicine: Michigan Medicine Security (734) 763-1131
3. Flint Campus: UM-Flint Department of Public Safety (810) 762-3333
4. Dearborn Campus: UM-Dearborn Department of Public Safety (313) 593-5333

D. REPORTING A VIOLATION OF UNIVERSITY POLICY

The University provides a host of resources to address potential or actual acts of violence and aggression. Individuals are encouraged to seek assistance from any of the below resources.

1. The Equity, Civil Rights and Title IX Office (ECRT) addresses concerns under the Policy on Sexual and Gender-Based Misconduct (SPG 601.89) and the Discrimination and Harassment Policy (SPG 201.89-1). Anyone with concerns regarding Prohibited Conduct under the Policy on Sexual and Gender-Based Misconduct (Sexual Assault, Sexual Exploitation, Sexual Harassment, Gender-Based Harassment, Sex and/or Gender-Based Stalking, Intimate Partner Violence, Sex and Gender-Based Discrimination, or related Retaliation, Violation of Interim Measures, or Title IX Misconduct) should report those concerns to ECRT:
 - a. Ann Arbor Campus (<https://oie.umich.edu/discrimination-and-harassment-resolution-process/discrimination-discriminatory-harassment-and-sexual->

- misconduct-reporting-form/)
 - b. Dearborn Campus (<https://umdearborn.edu/dean-students/incident-and-complaint-reporting>)
 - c. Flint Campus
(https://umflint.ut1.qualtrics.com/jfe/form/SV_bkLlhN2wWKWyNbD)
2. Members of the University community, contractors and visitors concerned about violence or threats of violence perpetrated by a student should contact the following offices regarding issues of student conduct::
- a. Ann Arbor Campus, the Office of Student Conflict Resolution
(<https://oscr.umich.edu/>)
 - b. Dearborn Campus, Dean of Students (<https://umdearborn.edu/dean-students>)
 - c. Flint Campus, the Division of Student Affairs
(<https://www.umflint.edu/dsa/>)
3. The appropriate Human Resources Offices address violence or threats of violence that involve a faculty or staff member. Members of the University community concerned about such violence should report to their manager and/or to the appropriate Human Resources office listed below:
- a. Ann Arbor Campus, Staff Human Resources (<http://www.hr.umich.edu/>)
 - b. Ann Arbor Campus, Academic Human Resources
(<http://www.hr.umich.edu/>)
 - c. Michigan Medicine, Human Resources
(<http://www.med.umich.edu/umhshr>)
 - d. Flint Campus (<http://www.umflint.edu/hr/>)
 - e. Dearborn Campus (<http://www.umd.umich.edu/hr/>)

III. SEEKING CONFIDENTIAL COUNSELING

- A. 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>).
- B. 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/benefits-wellness/health-well-being/mental-emotional-health/mental-health-counseling-consultation-services/michigan-medicine-office-counseling-workplace-resilience> (<https://hr.umich.edu/benefits-wellness/health-well-being/mental-emotional->

health/mental-health-counseling-consultation-services/michigan-medicine-office-counseling-workplace-resilience) and <https://hr.umich.edu/fascco> (<https://hr.umich.edu/fascco>).

- C. 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>).
- D. Dearborn 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 FASCCO.
- E. 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) 764-7771 and SAPAC (<http://www.umich.edu/~sapac/>).
- F. Students may seek services from:
 - 1. Ann Arbor Campus: Counseling and Psychological Services (CAPS) at (734) 764-8312 and Counseling and Psychological Services (<https://caps.umich.edu/>)
 - 2. Ann Arbor Campus: Sexual Assault Prevention and Awareness Center at (734) 764-7771 and SAPAC (<http://sapac.umich.edu/>)
 - 3. Dearborn Campus: Counseling and Psychological Services (CAPS) (<https://umdearborn.edu/counseling-and-psychological-services-caps>) (313) 593-5430
 - 4. Flint Campus: Counseling Services (CAPS) at (810) 762-3465 and Counseling and Psychological Services (CAPS) (<https://www.umflint.edu/caps/>)

Notes

July 1, 2016 - Update reflects new Policy and Procedures on Student Sexual and Gender Based Misconduct and Other Forms of Interpersonal Violence.

July 3, 2018 - 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.

March 28, 2022 - Revised to reflect changes to SPG 601.89, Sexual and Gender Based Misconduct.

File Attachments

Printable PDF of SPG 601.18, Violence in the University Community (https://spg.umich.edu/sites/default/files/policies/601x18_3.pdf)

SPG Number:

601.18

Applies To:

All Faculty, Staff, Contractors, Students, and Visitors

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April 1, 2005

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Academic Affairs and University Human Resources**Last Updated:**

March 28, 2022

Primary Contact:

Staff HR

Next Review Date:

March 28, 2027

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/>)Sexual Misconduct Reporting and Resources web site (<https://sexualmisconduct.umich.edu/>)

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