University Policy on Relationship Violence & Sexual Misconduct

Table of Contents

I. Introduction .................................................................................................................. - 4 -
II. Prohibition .................................................................................................................. - 4 -
III. Title IX Coordinator ................................................................................................ - 4 -
IV. Relationship Violence and Sexual Misconduct .......................................................... - 5 -
V. Relationship Violence ................................................................................................. - 5 -
   A. Domestic Violence .................................................................................................... - 5 -
   B. Dating Violence ....................................................................................................... - 5 -
   C. Stalking .................................................................................................................... - 6 -
VI. Sexual Misconduct ...................................................................................................... - 6 -
   A. Sexual Harassment .................................................................................................. - 6 -
   B. Examples of Sexual Harassment ............................................................................. - 7 -
   C. First Amendment Protections ............................................................................... - 8 -
   D. Sexual Violence ..................................................................................................... - 8 -
   E. Consent ................................................................................................................... - 9 -
VII. Victim Assistance ...................................................................................................... - 9 -
VIII. Violations: Complaint Procedures .......................................................................... - 10 -
   A. Reporting Relationship Violence or Sexual Misconduct ........................................ - 10 -
   B. Contact Information ................................................................................................ - 10 -
   C. Explanation of Rights and Options .......................................................................... - 11 -
   D. Employee Reporting Obligations, Confidentiality, and Safety Concerns ............... - 11 -
      1. Privileged Communications ............................................................................... - 12 -
      2. Confidential Communications ............................................................................ - 12 -
1. Investigation Overview ................................................................. - 17 -
2. Sharing Information with Law Enforcement ..................................... - 17 -
3. Preservation of Evidence ............................................................. - 18 -
4. Investigation Timelines ............................................................... - 18 -
5. Interim Measures ...................................................................... - 18 -
6. Complaints Against a Student .................................................... - 18 -
7. Complaints Against an Employee ............................................... - 19 -
K. Investigations Without A Complaint ............................................ - 19 -
L. Informal Resolution of Complaints .............................................. - 19 -
M. Confidentiality of Investigations ................................................ - 19 -
N. Retaliation ................................................................................. - 20 -
O. Participation .............................................................................. - 20 -
P. Unit Administrator Responsibilities .............................................. - 20 -
Q. False Complaints .................................................................... - 20 -
IX. Prevention and Resources .......................................................... - 21 -
A. Education .................................................................................. - 21 -
B. Unit Liaisons ............................................................................. - 21 -
C. Other Relevant University Policies ............................................. - 21 -
D. WWW.NOTALONE.GOV .......................................................... - 21 -
X. Annual Crime Reporting & Timely Warnings ............................... - 22 -
XI. Policy History ........................................................................ - 22 -
Appendix A: Relationship Violence & Sexual Misconduct Reporting Process Summary ...... - 23 -
Appendix B: Michigan Criminal Statutes ........................................................................................................- 26 -
Appendix C: Frequently Asked Questions .....................................................................................................- 31 -
I. Introduction

Michigan State University is committed to maintaining a learning and working environment for all students, faculty, and staff that is fair, humane, and responsible - an environment that supports career and educational advancement on the basis of job and academic performance. Relationship violence and sexual misconduct subverts the mission of the University and offends the integrity of the University community. They are not tolerated at Michigan State University.

II. Prohibition

This policy applies to all members of the University community - faculty, staff, and students – regardless of gender, sexual orientation, or gender identity. Members of the University community shall not engage in relationship violence or sexual misconduct. Persons who do so are subject to disciplinary action, up to and including discharge for employees and dismissal for students. The University also prohibits sexual misconduct by third parties towards members of the University community.

III. Title IX Coordinator

The University’s Title IX Coordinator\(^1\) oversees the University’s process to ensure compliance with Title IX, including its grievance procedure, education/prevention efforts, and training. The Title IX Coordinator manages all relationship violence and sexual misconduct complaints and identifies and addresses any patterns or systemic problems that arise during the review of such complaints.

Contact Information:

Paulette Granberry Russell  
Office for Inclusion and Intercultural Initiatives  
101 Olds Hall  
East Lansing MI 48824  
(517) 353-3922  
inclusion@msu.edu

\(^1\) Title IX of the Educational Amendments of 1972 prohibits gender discrimination at institutions of higher education. Sexual harassment, including sexual assault and other kinds of sexual violence, is a form of gender discrimination.
IV. Relationship Violence and Sexual Misconduct

“Relationship violence and sexual misconduct” is a broad term that encompasses sexual harassment, sexual violence, domestic violence, dating violence, and stalking. Definitions for each of these terms are provided below.

V. Relationship Violence

“Relationship violence” is a broad term that encompasses domestic violence, dating violence, and stalking. Definitions for each of these terms are provided below.

A. Domestic Violence

Domestic violence is defined as an act of violence committed by any of the following individuals:

- A current or former spouse or intimate partner 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 or intimate partner
- A resident or former resident of the victim’s household

An incident of domestic violence can consist of a single act of violence or a pattern of violent acts that includes, but is not limited to, sexual or physical abuse.

B. Dating Violence

Dating violence is defined as an act of violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim that does not fall within the definition of “domestic violence.” For the purposes of this definition:

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2 It is important to note that domestic violence may also include ongoing emotional, psychological, and fiscal abuse. While this Policy addresses the physical aspects of domestic violence, individuals experiencing other facets of relationship violence should seek help from campus resources, regardless of whether the abuse is occurring on campus.

3 For the purposes of this Policy, individuals are not covered within the scope of this definition solely by virtue of their status as a roommate or former roommate in University housing or as a co-tenant or former co-tenant in off-campus housing shared with other students. Such individuals may, however, face criminal consequences for violation of state law for engaging in such conduct.

4 Domestic violence is a crime under Michigan law. Specific information about the criminal offense can be found in the Michigan penal code at MCLA § 750.81 and MCLA § 750.81a and in Appendix B.

5 Dating violence may also include ongoing emotional, psychological, and fiscal abuse. While this Policy addresses the physical aspects of dating violence, individuals experiencing other facets of relationship violence should seek help from campus resources, regardless of whether the abuse is occurring on campus.
• Whether the relationship is of a romantic or intimate nature is determined by a variety of factors, including the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

• A relationship of a romantic or intimate nature means a relationship that is characterized by the expectation of affection or sexual involvement between the parties.

• An incident of dating violence can be a single act of violence or a pattern of violent acts that includes, but is not limited to, sexual or physical abuse, or the threat to engage in such abuse.

C. Stalking

Stalking is defined as engaging in a course of conduct that is directed at a specific person that would cause a reasonable person to feel fear for herself or himself or for the safety of others, or to suffer substantial emotional distress.

• A “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.

• “Substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical treatment or professional counseling.

• A “reasonable person” means a reasonable person under similar circumstances and with similar identities to the victim.

VI. Sexual Misconduct

“Sexual misconduct” is a broad term that encompasses sexual harassment and sexual violence. Definitions of relevant terms and a discussion of First Amendment protections are included below.

A. Sexual Harassment

Sexual harassment is a form of unlawful gender (sex) discrimination. "Sexual harassment" means unwelcome sexual advances, unwelcome requests for sexual favors, or other unwelcome behavior of a sexual nature. Sexual harassment violates University policy when:

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6 Dating violence is a form of domestic violence under Michigan law. Specific information about the criminal offense can be found in the Michigan penal code at MCLA § 750.81 and MCLA § 750.81a and in Appendix B.

7 Stalking is a crime under Michigan law. Specific information about the criminal offense can be found in the Michigan penal code at MCLA § 750.411h and MCLA § 750.411i and in Appendix B.
1. Submission to such behavior is made, explicitly or implicitly, a term or condition of an individual's employment or status in a course, program, or activity; or

2. Submission to or rejection of such behavior is used as a basis for a decision affecting an individual's employment or participation in a course, program, or activity; or

3. Such behavior is so severe, persistent, or pervasive that a reasonable person would find that it:
   a. Alters the terms or conditions of a person's employment or educational experience, or
   b. Unreasonably interferes with an individual's work or performance in a course, program, or activity, thus creating a hostile or abusive working or educational environment.

A person's subjective belief alone that behavior is offensive does not necessarily make that behavior sexual harassment. The behavior must also be objectively unreasonable.

In determining whether behavior is sexual harassment, the totality of the circumstances, including the nature of the behavior and the context in which it occurred, must be considered. Sexually harassing conduct often involves a pattern of offensive behavior. A single incident may also constitute sexual harassment, depending on the severity of the conduct and on factors such as the degree to which the conduct affected the student’s education or the employee’s work environment; the type of conduct; and the relationship between the alleged harasser and the student or employee.

B. Examples of Sexual Harassment

Many kinds of behavior may fit within the preceding definition of sexual harassment. Speech and expressive conduct can also be sexual harassment. The following list of examples of sexual harassment is not exhaustive:

- Sexual violence, including sexual assault, rape, and sexual coercion
- Threats or insinuations that lead the recipient reasonably to believe that granting or denying sexual favors will affect her or his reputation, education, employment, advancement, or standing within the University
- Sexual advances, sexual propositions, or sexual demands that are not agreeable to the recipient
- Sexually explicit material sent by email, text message, or other electronically transmitted communication
- Sexual misconduct such as stalking, cyberstalking, recording or transmitting sexual images, and voyeurism

8 Discrimination or harassment based on gender that does not involve unwanted sexual attention is prohibited gender discrimination under the University’s Anti-Discrimination Policy.
• Unwelcome and persistent sexually explicit statements or stories that are not legitimately related to employment duties, course content, research, or other University programs or activities
• Repeatedly using sexually degrading words or sounds to a person or to describe a person
• Unwanted and unnecessary touching, patting, hugging, or other physical contact
• Recurring comments or questions about an individual's sexual prowess, sexual deficiencies, or sexual behavior

Behavior of a sexual nature that is not sexual harassment may nonetheless be unprofessional in the workplace, disruptive in the classroom, or violate other University policies and, like other behavior that is unprofessional, disruptive, or violates policy, could warrant discipline.

C. First Amendment Protections

This Policy shall not be interpreted to abridge First Amendment rights or to infringe academic freedom, as defined in the Faculty Handbook, the Faculty Rights and Responsibilities policy, and the document entitled Student Rights and Responsibilities at Michigan State University. The protections of the First Amendment must be carefully considered in all complaints involving speech or expressive conduct. The fact that speech or a particular expression is offensive is not, standing alone, a legally sufficient basis to establish a violation of this policy. In order to violate this Policy, speech or expressive conduct must constitute sexual harassment, as defined in Section IV.A above. Speech or expressive conduct that constitutes sexual harassment is neither legally protected expression nor the proper exercise of academic freedom.

D. Sexual Violence

Sexual violence is defined as a physical sexual act perpetrated against a person’s will or where a person is incapable of giving consent. A number of different acts can fall within the definition of sexual violence, including rape, sexual assault, and sexual coercion.

• “Sexual Assault” is defined as actual, attempted, or threatened sexual contact with another person without that person’s consent.9

• “Rape” is defined as sexual penetration of another person without that person’s consent. Penetration can be of the mouth, vagina, or anal opening, and can be with a penis, tongue, finger, or foreign object.

• “Sexual coercion” is defined as the act of using pressure, manipulation, or alcohol or drugs to have unwanted sexual contact with someone against his or her will, without the use of physical force. Pressure can mean verbal pressure or emotional pressure.

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9 Sexual assault is a crime under Michigan law. Specific information about the criminal offense can be found in the Michigan penal code at MCLA § 750.520 and in Appendix B.
E. Consent

Consent means the voluntary, willful, and unambiguous agreement to engage in a specific sexual activity during a sexual encounter. Consent cannot be given by someone who is:

- Sleeping
- Unconscious, unaware, or otherwise mentally or physically helpless because of drugs, alcohol, or other contributing factor (“incapacitated”)
- Unable to understand the nature of the sexual activity due to a mental disease or condition (“mentally incapable”)
- Under duress, threat, coercion, or force

Consent must be clear and communicated by mutually understandable words or actions. Consent cannot be inferred. The following are examples of situations that do not imply consent:

- Silence
- The absence of a verbal “no” or “stop”
- The absence of resistance
- The existence of a prior or current relationship or sexual activity

Consent to sexual activity on one occasion does not imply consent to future sexual activity. Consent to any one form of sexual activity does not automatically imply consent to other forms of sexual activity. Consent can be withdrawn at any time during a sexual encounter. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.

VII. Victim Assistance

The University and surrounding communities have a wide range of resources to provide medical, emotional, legal, victim advocacy, and other support to victims of relationship violence or sexual misconduct. A comprehensive list of campus and community resources and contact information related to sexual assault and other sexual violence is available in the Sexual Assault Resource Guide, [http://inclusion.msu.edu/equity/Sexual%20Assault%20Resource%20Guide.pdf](http://inclusion.msu.edu/equity/Sexual%20Assault%20Resource%20Guide.pdf), and online at [www.sexualassault.msu.edu](http://www.sexualassault.msu.edu) and [www.endrape.msu.edu](http://www.endrape.msu.edu). Comprehensive information about relationship violence and stalking can be found at [http://safeplace.msu.edu](http://safeplace.msu.edu).

Services offered through the MSU Sexual Assault Program and MSU Safe Place are free and confidential.
VIII. Violations: Complaint Procedures

A. Reporting Relationship Violence or Sexual Misconduct

A member of the University community who has experienced relationship violence or sexual misconduct and wishes to file a complaint should take the following action:

- If the allegation is against a faculty or staff member, the complaint should be made, orally or in writing, to the faculty or staff member’s supervisor or to the University’s Title IX Coordinator.\(^{10}\)

- If the allegation is against the employee’s supervisor, the complaint should be made, orally or in writing, to the supervisor’s superior or to the University’s Title IX Coordinator.

- If the allegation is against a student, the complaint should be made to the University’s Title IX Coordinator.

The University can only take corrective action when it becomes aware of problems. Therefore, the University encourages persons who believe that they have experienced relationship violence or sexual misconduct to contact the Title IX Coordinator and the MSU Police.\(^ {11}\) Individuals are also encouraged to contact either the MSU Sexual Assault Program or MSU Safe Place for support. The University can most effectively investigate and respond to alleged relationship violence or sexual misconduct if the complaint is made as promptly as possible after the alleged violence or misconduct occurs.

The University understands that a person may choose not to report relationship violence or sexual misconduct immediately. Even in such circumstances, members of the University community are encouraged to seek support from confidential counselors if they are dealing with these issues. See Section VIII.D below.

B. Contact Information

1. Title IX Coordinator:
Paulette Granberry Russell
Office for Inclusion and Intercultural Initiatives
101 Olds Hall
East Lansing MI 48824
(517) 353-3922
inclusion@msu.edu

\(^{10}\) Policy references to the Title IX Coordinator also include the Office for Inclusion and Intercultural Initiatives (I3) and its investigators.

\(^{11}\) The University’s Sexual Assault Reporting Process document outlines both the MSU Police and I3 processes and is included as Appendix A.
C. Explanation of Rights and Options

Upon receipt of a report of relationship violence or sexual misconduct, the Title IX Coordinator will provide a written explanation to the victim and accused summarizing their respective rights and options. This written explanation will include information about reporting procedures, investigation procedures, law enforcement, legal options, confidentiality protections, campus resources, interim measures, and campus disciplinary procedures.

D. Employee Reporting Obligations, Confidentiality, and Safety Concerns

The University encourages victims of relationship violence or sexual misconduct to talk to someone about what happened and obtain support services. The University also needs to respond appropriately to reports of relationship violence or sexual misconduct in order to provide a safe and effective learning environment.

Most University employees are obligated to bring reports of relationship violence and sexual misconduct to the attention of the Title IX Coordinator and the MSU Police, but some can maintain confidentiality of such reports if the victim so requests. See Sections D.1-3 below. Students and employees should be aware of the reporting options available to them so that they can make informed choices about the consequences of disclosing details of an incident of relationship violence or sexual misconduct.

Individuals who choose to discuss an incident of relationship violence or sexual misconduct only in a privileged or confidential setting should understand that the University will not be able to conduct an investigation into the particular incident, or pursue disciplinary action against the alleged perpetrator, unless the incident is reported to the Title IX Coordinator directly by the victim, law enforcement, or someone else who does not have the ability to keep it confidential. Counselors and advocates who are able to maintain confidentiality if the victim so requests will still assist the victim in receiving support services. At the victim’s option, this will include coordinating with the Title IX Coordinator to provide any necessary interim measures. A victim who requests confidentiality may later decide to file a complaint to the Title IX Coordinator or law enforcement and have the incident fully investigated.

12 Students who are not also employees do not have reporting obligations under this Policy. Nevertheless, students who have witnessed relationship violence or sexual misconduct are encouraged to promptly report such information to the Title IX Coordinator.

13 The disclosure options described in this Policy involve disclosures made by adults and conduct involving adults. Disclosures involving minors are governed by the reporting obligations outlined in the Reporting Protocols: Child Abuse, Sexual Assault, and Child Pornography. Disclosures involving imminent harm to self or others may also override confidentiality and require reporting to appropriate authorities.
Safety risks associated with the Title IX Coordinator or MSU Police contacting or interviewing the accused will be taken into consideration before that occurs, especially in cases where the victim is fearful and does not want the perpetrator contacted, or when the threats and abuse may escalate and put the victim in increased danger due to the investigation process.

1. Privileged Communications

Professional, licensed counselors who provide mental-health counseling to members of the community are not required to report any information to the Title IX Coordinator without the victim’s permission. Licensed counselors are available in the following offices:

- MSU Counseling Center
- MSU Sexual Assault Program
- MSU Safe Place
- MSU Psychological Clinic
- MSU Couple and Family Therapy Clinic
- MSU Olin Psychiatry

2. Confidential Communications

Individuals who work or volunteer in the following campus offices, including peer educators, can talk to a student or employee about an incident of relationship violence or sexual misconduct without triggering the need to report personally identifiable information about the incident to the Title IX Coordinator.

- MSU Sexual Assault Program & 24-hour Sexual Assault Crisis Line
- MSU Safe Place
- MSU Sexual Assault & Relationship Violence (SARV) Prevention Program
- University Ombudsperson

These offices will periodically report non-personally identifiable information about relationship violence and sexual misconduct reports that the offices have received to the Title IX Coordinator to keep the Title IX Coordinator informed of the general extent and nature of relationship violence and sexual misconduct on and off campus. This will help the Title IX Coordinator track patterns, evaluate the scope of the problem, and formulate appropriate campus-wide responses. Individuals in these offices will not share personally identifiable information with the Title IX Coordinator without the victim’s consent.

3. Reports to Mandatory Reporters

All University employees, other than those appointed in the offices listed above, have the following reporting obligation when the employee becomes aware of relationship violence or sexual misconduct perpetrated by a member of the University community (faculty, staff, or student) or occurring at a University event or on University property.
<table>
<thead>
<tr>
<th>CATEGORY OF REPORT: STATUS OF PERSON VICTIMIZED</th>
<th>TYPE OF VIOLENCE OR MISCONDUCT</th>
<th>WHERE TO FILE REPORT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student</td>
<td>Sexual Violence</td>
<td>Title IX Coordinator and MSU Police</td>
</tr>
<tr>
<td>Student</td>
<td>Sexual Harassment</td>
<td>Title IX Coordinator</td>
</tr>
<tr>
<td>Student</td>
<td>Relationship Violence</td>
<td>Title IX Coordinator and MSU Police</td>
</tr>
<tr>
<td>Employee</td>
<td>Sexual Violence</td>
<td>Title IX Coordinator and MSU Police</td>
</tr>
<tr>
<td>Employee</td>
<td>Sexual Harassment</td>
<td>Supervisors must report to Title IX Coordinator</td>
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<td></td>
<td></td>
<td>All other employees strongly encouraged to report to supervisor or Title IX Coordinator</td>
</tr>
<tr>
<td>Employee</td>
<td>Relationship Violence</td>
<td>Title IX Coordinator and MSU Police</td>
</tr>
<tr>
<td>Third Party</td>
<td>Sexual Violence</td>
<td>Title IX Coordinator and MSU Police</td>
</tr>
<tr>
<td>Third Party</td>
<td>Sexual Harassment</td>
<td>Title IX Coordinator</td>
</tr>
<tr>
<td>Third Party</td>
<td>Relationship Violence</td>
<td>Title IX Coordinator</td>
</tr>
</tbody>
</table>

Once a report is made to the Title IX Coordinator, the University will take immediate steps to initiate the investigatory process to determine what happened and to resolve the matter promptly and equitably. See Section J below. Questions about whether a disclosure must be reported can be referred to the Office of the General Counsel, Office for Inclusion and Intercultural Initiatives, MSU Police, or University Ombudsperson.

The employee must report all relevant details about the alleged relationship violence or sexual misconduct shared by the victim that occurred on campus or at a campus-sponsored event, including the name of the victim, the accused, any witnesses, and any other relevant facts, including the date, time, and specific location of the incident.

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14 Reports involving student employees are considered student reports.
4. Requests for Confidentiality

If the victim wants to tell the mandatory reporter what happened, but also wants to maintain confidentiality, the employee should tell the victim that the University will consider the request but cannot guarantee confidentiality. The employee should advise the victim that the details of the incident will be disclosed only to those officials with a legitimate institutional interest in knowing the information. In reporting the details of the incident to the Title IX Coordinator, the employee will inform the Coordinator of the victim’s request for confidentiality.

The Title IX Coordinator will weigh the victim’s request for confidentiality against the University’s obligation to provide a safe, non-discriminatory environment for all students, including the victim. The Title IX Coordinator will consider a range of factors in weighing the request for confidentiality, including:

- The increased risk that the alleged perpetrator will commit additional acts of relationship violence or sexual misconduct, such as:
  - Whether there have been other relationship violence or sexual misconduct complaints about the same alleged perpetrator
  - Whether the alleged perpetrator has a history of arrests or records from a prior school indicating a history of violence
  - Whether the alleged perpetrator threatened further relationship violence or sexual misconduct against the victim or others
  - Whether the relationship violence or sexual misconduct was committed by multiple perpetrators
  - Whether there have been threats to kill or harm the victim
- Whether the relationship violence or sexual misconduct was perpetrated with a weapon
- Whether the victim is a minor
- Whether the University possesses other means to obtain relevant evidence of the relationship violence or sexual misconduct (e.g., security cameras or personnel, physical evidence)
- Whether the victim’s report reveals a pattern of relationship violence or sexual misconduct at a specific location or by a particular group

If the University honors the request for confidentiality, the Title IX Coordinator will explain to the victim that the University’s ability to meaningfully investigate the incident and pursue disciplinary action against the alleged perpetrator may be limited. The Title IX Coordinator will also explain that the University prohibits retaliation for filing a complaint and that the Title IX
Coordinator will take steps to prevent retaliation and take strong responsive action if any retaliation occurs.

Regardless of whether the request for confidentiality is honored, the University will take steps to limit the effects of the alleged relationship violence or sexual misconduct and prevent its recurrence when possible. Such steps might include providing increased security or supervision at locations or activities where a pattern of relationship violence or sexual misconduct exists; providing education and training materials for students, student groups, or employees; reviewing applicable relationship violence and sexual misconduct or disciplinary policies; and conducting climate surveys regarding relationship violence and sexual misconduct.

At times, in order to provide a safe, non-discriminatory environment for members of the campus community, the University may not be able to honor a victim’s request for confidentiality. In such circumstances, the Title IX Coordinator will inform the victim prior to starting an investigation and will share information only with people involved in the University’s investigation.15

E. Public Awareness Events

Public awareness events such as Take Back the Night and other public forums at which students or employees disclose experiences with relationship violence or sexual misconduct are not considered notice to the University for the purposes of this Policy unless the victim also initiates a complaint under this Policy.

F. Third Party and Anonymous Complaints

The Office of the Title IX Coordinator processes all complaints of relationship violence and sexual misconduct it receives, regardless of who files the complaint. Third party and anonymous complaints will not be rejected. However, without the participation or identity of the victim or third party, the University may have insufficient information to conduct a formal investigation.

G. Amnesty for Drug or Alcohol Possession and Consumption Violations

The University encourages students to report all incidents of relationship violence or sexual misconduct. Therefore, students who report relationship violence or sexual misconduct will not be disciplined by the University for a violation of the University’s drug and alcohol possession or consumption policies that may have occurred in connection with the reported incident. Students are also protected by a Michigan law that provides amnesty for alcohol-related crimes if an underage individual, after consuming alcohol, presents (or accompanies an underage person presenting) at a health facility or agency for treatment or observation as a result of sexual assault.16

15 The victim may decide whether other individuals, such as parents, instructors, or colleagues, will be informed of the investigation unless special circumstances (such as the sexual assault of a minor) exist.

16 MCLA § 436.1703(10)
H. Relationship Violence or Sexual Misconduct by Third Parties

The University prohibits relationship violence and sexual misconduct by third parties towards members of the University community when the third party has been brought into contact with the member of the University community through a University program or activity. Although individuals who are not students or employees of the University are not subject to discipline under the University’s internal processes, the University will take prompt, corrective action to eliminate relationship violence and sexual misconduct and prevent its recurrence in those circumstances.

If a University student believes that she or he has experienced relationship violence or sexual misconduct in a University program or activity by an individual who is not a University employee or student, the student should report the conduct to the Title IX Coordinator or the unit administrator (e.g., supervisor, department chair, or dean) responsible for that program or activity. The unit administrator will report the alleged relationship violence or sexual misconduct to the Title IX Coordinator and to the MSU Police.

If a University employee (including a student employee) believes that he or she has been subjected to relationship violence or sexual misconduct within the scope of his or her employment activities by an individual who is not a University employee or student, the University employee should report the conduct to his or her supervisor or to the Title IX Coordinator. The supervisor must report the alleged relationship violence or sexual misconduct to the Title IX Coordinator and to the MSU Police.

Individuals experiencing third party relationship violence or sexual misconduct are encouraged to contact the MSU Sexual Assault Program or MSU Safe Place. Both programs offer a variety of services, including counseling, safety planning, and information about legal options and protections through the criminal and civil courts.

I. Outside Options for Resolution of Complaints

Students may file complaints under Title IX with the Office for Civil Rights, U.S. Department of Education. Contact the Office for Inclusion and Intercultural Initiatives for current contact information.

Faculty and staff may file complaints under Title IX with the Office for Civil Rights, U.S. Department of Education in certain circumstances; under Title VII with the Equal Employment Opportunity Commission; or under the Elliott-Larsen Civil Rights Act with the Michigan Department of Civil Rights. Contact the Office for Inclusion and Intercultural Initiatives for current contact information.

J. Processing Complaints

All complaints of alleged relationship violence or sexual misconduct are investigated under the oversight of the University’s Title IX Coordinator. The University will process all formal complaints of relationship violence or sexual misconduct it receives, regardless of where the
conduct which is the basis for the complaint allegedly occurred.\textsuperscript{17} The Title IX Coordinator may also determine that an investigation is warranted without a formal complaint if the University has sufficient notice that relationship violence or sexual misconduct may have occurred.

1. Investigation Overview

Trained professionals conduct investigations under the oversight of the Title IX Coordinator. Investigations begin with a determination of whether the University has jurisdiction over the matter. If jurisdiction is established, investigations include interviews of the complainant, respondent, and any witnesses. A review of evidence, such as electronic and written material, will be conducted if any such evidence exists. The University utilizes a preponderance of the evidence standard during the investigation process, as well as in all related proceedings, including disciplinary hearings. Both the complainant and the respondent will be notified in writing of the outcome of an investigation and provided with an opportunity to respond before a final report is issued.

If an investigation results in a determination that relationship violence or sexual misconduct has occurred, the University will take remedial action, including, where appropriate, disciplinary action, to eliminate the relationship violence or sexual misconduct and prevent its recurrence. For students, this means that the matter will be referred to the student conduct process to determine the appropriate sanction. For employees, this means that the matter will be referred to the unit supervisor and Human Resources/Academic Human Resources to determine the appropriate personnel action.

The Title IX Coordinator, in cooperation with the relevant University officials, will also confirm that appropriate non-disciplinary remedies have been provided to the complainant and will monitor the matter to increase the likelihood that the relationship violence or sexual misconduct does not recur.

A detailed summary of the Title IX Coordinator’s complaint procedures are available online at: http://www.inclusion.msu.edu/equity/ComplaintInvestigation.html.

2. Sharing Information with Law Enforcement

The MSU Police Department and Office for Inclusion and Intercultural Initiatives independently investigate complaints of relationship violence and sexual misconduct. The Police investigate to determine whether there has been a violation of criminal laws. The Office for Inclusion and Intercultural Initiatives investigates to determine whether there has been a violation of University policy. The investigations proceed concurrently, and the outcome of one investigation does not determine the outcome of the other investigation.

\textsuperscript{17} The University generally does not investigate allegations of harassment or discrimination that fall outside the jurisdictional limits of the Anti-Discrimination Policy and General Student Regulations. Nevertheless, the University will process all complaints of relationship violence and sexual misconduct in accordance with this Policy, regardless of where the conduct that is the basis for the complaint allegedly occurred, in order to evaluate whether there is a hostile environment on campus that would be contrary to the University’s legal obligations.
The MSU Police provide all victims of relationship violence and sexual misconduct with information about the Office for Inclusion and Intercultural Initiatives investigation process, as well as information about available campus and community resources. The MSU Police Department shares information about ongoing investigations with the Office for Inclusion and Intercultural Initiatives to the extent such information will not interfere with law enforcement proceedings.

3. **Preservation of Evidence**

Individuals involved in an allegation of relationship violence or sexual misconduct should preserve evidence to the extent possible that may assist investigators in determining whether the alleged violence or misconduct occurred or might be relevant to the issuance of a Personal Protection Order. Specific suggestions for preservation of evidence in cases of sexual assault can be found online at [http://www.endrape.msu.edu/](http://www.endrape.msu.edu/). In cases involving relationship violence, victims may contact MSU Safe Place at 517-355-1100 or noabuse@msu.edu to speak with an advocate.

4. **Investigation Timelines**

Investigations of relationship violence or sexual misconduct will normally be completed within 90 calendar days, with an additional 30 calendar days to complete a formal report where appropriate. If the investigation cannot be completed within that timeframe, the complainant and the respondent will be contacted and provided an estimated date of completion. Specific timeframes for completion of each step of the investigation process are outlined in the Office for Inclusion and Intercultural Initiatives Complaint Procedures ([www.inclusion.msu.edu/files/I3_COMPLAINT_PROCEDURES.pdf](http://www.inclusion.msu.edu/files/I3_COMPLAINT_PROCEDURES.pdf)).

5. **Interim Measures**

The University may take interim measures it deems necessary during an investigation. Interim measures will be consistent with University policies and might include academic accommodations (e.g., withdraw from or retake a class without financial or academic penalty), academic support services, or an opportunity to change class, housing, or work assignments. The University may also issue “no-contact orders” between the complainant and respondent. Interim measures are available regardless of whether the victim chooses to report the relationship violence or sexual misconduct to law enforcement.

6. **Complaints Against a Student**

Complaints of alleged relationship violence or sexual misconduct by a student will be investigated under the oversight of the University’s Title IX Coordinator. If that investigation results in a determination that relationship violence or sexual misconduct has occurred, the Title IX Coordinator (or designee) will file a complaint with the Department of Student Life, Student Conduct and Conflict Resolution to determine the appropriate sanction. Such a complaint will be heard by the Anti-Discrimination Policy/Relationship Violence Sexual Misconduct Policy Hearing Board (“ADP/RVSMP Hearing Board.”) In those cases, the Title IX Coordinator will
be identified as the complainant, and it will be the prerogative of the victim to determine in what capacity, if any, he or she will participate (i.e., co-complainant, witness, or no participation).

A detailed description of the ADP/RVSMP Hearing Board can be found online at: http://www.inclusion.msu.edu/equity/Interim%20ADP%20Student%20Disciplinary%20Hearing%20Procedures.pdf.

7. **Complaints Against an Employee**

Complaints of alleged relationship violence and sexual misconduct by a faculty or staff member will be investigated under the oversight of the University’s Title IX Coordinator, with the cooperation and involvement of the relevant unit administrator (e.g., supervisor, department chair, director). In most cases, the Office for Inclusion and Intercultural Initiatives will be the primary investigator of the complaint.

In addition to conferring with the Office for Inclusion and Intercultural Initiatives, the responsible unit administrator may confer with the Office of the General Counsel and with academic or human resources administrators. Guidelines for investigations conducted by the Office for Inclusion and Intercultural Initiatives are available at www.inclusion.msu.edu/files/I3_COMPLAINT_PROCEDURES.pdf.

K. **Investigations Without A Complaint**

When necessary to meet its commitment to provide an environment free of unlawful relationship violence or sexual misconduct, the University may investigate alleged incidents of relationship violence or sexual misconduct of which it becomes aware, even if no complaint has been filed or the individual(s) involved is unwilling to pursue a complaint or participate in an investigation. If a University employee becomes aware of specific and credible allegations of relationship violence or sexual misconduct, whether through a complainant or otherwise, the allegations should be reported promptly to the Title IX Coordinator.

L. **Informal Resolution of Complaints**

Informal resolution, such as mediation, will not be used to resolve relationship violence or sexual violence complaints. On occasion, other complaints may be resolved informally. Informal resolution efforts are voluntary, and either party may request that a formal investigation of the complaint be commenced at any time. Informal resolution is facilitated by the Title IX Coordinator and does not involve any requirement that the parties meet unless both parties request such a meeting and the Title IX Coordinator determines such a meeting would be appropriate.

M. **Confidentiality of Investigations**

The investigation of relationship violence and sexual misconduct complaints will be conducted confidentially to the extent permitted by law, except insofar as information needs to be disclosed so that the University may effectively investigate the matter or take corrective action.
N. Retaliation

Persons who report relationship violence or sexual misconduct, or who participate in the University's investigation and handling of such reports, shall not be subject to retaliation for reporting or participating, even if the University finds that no relationship violence or sexual misconduct occurred. The University will take strong responsive action if retaliation occurs.

If a complainant or witness believes that she or he is being subjected to retaliation, she or he should promptly contact the Title IX Coordinator.

O. Participation

Members of the University community are expected to participate in the University’s investigations of alleged relationship violence or sexual misconduct. If individuals choose not to participate, the investigation will, nonetheless, proceed based on the information available.

P. Unit Administrator Responsibilities

The Office for Inclusion and Intercultural Initiatives is responsible for monitoring the University’s compliance with federal and state nondiscrimination laws. However, a discrimination-free environment is the responsibility of every member of the community. Unit administrators set the tone regarding acceptable conduct and climate within their units. Unit administrators are responsible for providing assistance to the Office for Inclusion and Intercultural Initiatives regarding complaints under this Policy in which the alleged harasser is an employee. Unit administrators who need assistance interpreting this Policy, obtaining education and training with respect to the Policy, or who have questions about relationship violence or sexual misconduct prevention, may contact the Assistant Vice President for Human Resources or the Associate Provost/Associate Vice President for Academic Human Resources, whichever is appropriate; the Director of the Office for Inclusion and Intercultural Initiatives; and/or the Office of the General Counsel.

Q. False Complaints

Any member of the University community who knowingly files a false complaint of relationship violence or sexual misconduct, or who knowingly provides false information to or intentionally misleads University officials who are investigating or reviewing a complaint, is subject to disciplinary action, up to and including discharge for employees and dismissal for students. Disciplinary action under this section of the Policy is not considered prohibited retaliation.

Investigators will differentiate false reports from recanting or mental health issues in determining whether an individual has knowingly filed a false complaint or provided false information in connection with a complaint.
IX. Prevention and Resources

A. Education

The University is committed to enforcing this Policy and thereby helping to stop relationship violence and sexual misconduct among its students, faculty, and staff. To that end, this Policy will be published on the University’s web site. Information regarding this Policy will be included in orientation materials for new students, faculty, and staff; made available in the Office for Inclusion and Intercultural Initiatives, as well as on its website; and shared in other appropriate campus locations. In addition, the University will conduct educational sessions to: (1) inform students, faculty, and staff about identifying relationship violence and sexual misconduct, the problems they cause, and its impact on the campus community, (2) advise members of the University community about their rights and responsibilities under this Policy, and (3) train personnel in the administration of this Policy. Each unit is responsible for obtaining this training for its staff.

B. Unit Liaisons

Each college and major administrative unit must designate at least one individual as a contact person under this Policy who will be trained to answer questions and provide information about this Policy and to take and refer, as appropriate, complaints of relationship violence and sexual misconduct. This individual is responsible for attending training programs and regularly meeting with the Office for Inclusion and Intercultural Initiatives to receive training updates and to discuss issues arising in his or her college or unit. A list of liaisons can be found at www.inclusion.msu.edu.

C. Other Relevant University Policies

Since relationship violence and sexual misconduct may be forms of unlawful gender discrimination, a member of the University community who violates this Policy may also violate the University's Anti-Discrimination Policy. Other University policies relevant to behavior of a sexual or violent nature by members of the University community include Conflict of Interest in Educational Responsibilities Resulting from Consensual Amorous or Sexual Relationships, Conflict of Interest in Employment, Article 2.00 of the General Student Regulations, Article 3.00 of the Graduate and Undergraduate Residence Hall Regulations, and Ordinance 22.00.

D. WWW.NOTALONE.GOV

The U.S. Government maintains a comprehensive website regarding sexual assault, including information about applicable laws, what to do as a victim of sexual assault, confidentiality, and key terms and definitions. The website can be located at www.notalone.gov.
X. Annual Crime Reporting & Timely Warnings

As part of its annual reporting obligations under the Clery Act, the University discloses statistics regarding domestic violence, relationship violence, stalking, and sexual assaults that meet the definition of rape, sodomy, sexual assault with an object, fondling, incest, or statutory rape under federal law.

The MSU Police Department issues “timely warnings” to the campus community when a Clery crime (1) occurs on campus, in a non-campus building or property (as defined by law), or on public property immediately adjacent to campus and (2) poses a threat to students, employees, or visitors. The method of communication to the campus community will depend on the specifics of the crime reported and the immediacy of the danger to those on campus.

XI. Policy History

The Sexual Harassment policy was issued by the Office of the President on September 1, 1992 and revised in May 1999, January 2011, and June 2011. The Office of the President issued this expanded Relationship Violence & Sexual Misconduct Policy on ____ 2014.
Appendix A: Relationship Violence & Sexual Misconduct Reporting Process Summary
Relationship Violence & Sexual Misconduct Reporting Process

**MSU Police Department** ([www.police.msu.edu](http://www.police.msu.edu)) 517-355-2222
Per our Sexual Assault Response Guarantee:
- We will fully investigate your case. You will be kept up-to-date on the progress of the investigation. Each investigation is forwarded to the prosecutor’s office for review, with your input taken into consideration as to the best possible outcome.
- We will continue to be available for you, to answer your questions, to explain the systems and processes involved (prosecutor’s office, court proceedings, university investigation), and to be a listening ear if you wish.

**Office for Inclusion** ([www.inclusion.msu.edu](http://www.inclusion.msu.edu)) 517-353-3922
Please be aware that Michigan State University has a policy that prohibits relationship violence and sexual misconduct, including sexual assault. The Office for Inclusion and Intercultural Initiatives (I3) is responsible for enforcement of the university’s policy. The I3 process includes:
- An investigation into the allegations of relationship violence or sexual misconduct to determine whether university policy has been violated.
- If there is a finding of a policy violation committed by an MSU student, I3 files a complaint with the Department of Student Life under the student conduct process. This process may end in the respondent’s (alleged perpetrator’s) suspension or expulsion from the university.
- If I3 files a claim with Student Life, you will have the choice to determine your level of participation, if any.
- The MSU Police Department can contact I3 on your behalf, with your permission.
IMMEDIATE RESOURCES


(a) Rights of Crime Victims - A crime victim has the following rights:

(1) The right to be reasonably protected from the accused.
(2) The right to reasonable, accurate, and timely notice of any public court proceeding, or any parole proceeding, involving the crime or of any release or escape of the accused.
(3) The right not to be excluded from any such public court proceeding, unless the court, after receiving clear and convincing evidence, determines that testimony by the victim would be materially altered if the victim heard other testimony at that proceeding.
(4) The right to be reasonably heard at any public proceeding in the district court involving release, plea, sentencing, or any parole proceeding.
(5) The reasonable right to confer with the attorney for the Government in the case.
(6) The right to full and timely restitution as provided by law.
(7) The right to proceedings free from unreasonable delay.
(8) The right to be treated with fairness and with respect for the victim’s dignity and privacy.

Personal Protection Orders (PPO)

- A PPO is an order issued by Circuit Court that forbids or requires a person (the respondent) to do something. If you want to obtain a PPO, you (the petitioner) have to file a petition with the court. PPOs can be issued for victims of relationship violence, sexual assault, and stalking.
- The PPO office and Circuit Court are located in the Veteran’s Memorial Courthouse at 313 E. Kalamazoo St, Lansing MI 48933. The phone number is (517) 483-6545.
- More information pertaining to PPO’s can be found at: http://www.evencourts.org/main/index.php/personal-protection-order-assistance

VINELink - (800) 770-7657

- A free anonymous service that gives victims of crime information and notification about offender custody status and related court events, with an option to receive automatic notifications.
- More information can be found at: https://www.vinelink.com/vinelink/siteInfoAction.do?siteld=23005

Relationship/Domestic Violence Services:

- MSU Safe Place: 355-1100, safeplace.msu.edu, Email: noabuse@msu.edu
- End Violent Encounters (EVE, Inc): 372-5976, 372-5572 (24hr Crisis Line)
- Personal Protection Order Office: 483-6545

Sexual Assault Services:

- MSU Sexual Assault Program – Counseling Center: 355-3551 (Business Line), 372-6666 (24hr Crisis Line), www. endrape.msu.edu
- Listening Ear: 337-1728 (Business Line), 337-1717 (24hr Crisis Line), www.thelisteningear.net

Medical Services:

- Sparrow Hospital: Sexual Assault Nurse Examiner Unit (SANE)
  - Free and confidential: (517) 364-7072, www.sparrow.org/SANE
- Olin Health Center: 355-4510, 355-5557(24hr nurse line), www.olin.msu.edu
- Ingham Regional Medical Center: 334-2121, www.irmc.org

Officer’s Name: _____________________ Report Number: ___________
Appendix B: Michigan Criminal Statutes

**Domestic Violence (Includes Dating Violence): MCLA § 750.81**

Domestic violence is defined as the assault or assault and battery of:

- A spouse or former spouse
- An individual with whom the assailant has or has had a dating relationship
- An individual with whom the assailant has had a child in common
- A resident or former resident of the assailant’s household

The term “dating relationship” is defined as frequent, intimate associations primarily characterized by the expectation of affectional involvement. This term does not include a casual relationship or an ordinary fraternization between two individuals in a business or social context.

**Aggravated Domestic Violence (Includes Dating Violence): MCLA § 750.81a**

Aggravated domestic violence is defined as the assault without a weapon, inflicting serious or aggravated injury (without intent to commit murder or inflict great bodily harm less than murder) of any of the following individuals:

- A spouse or former spouse
- An individual with whom the assailant has or has had a dating relationship
- An individual with whom the assailant has had a child in common
- A resident or former resident of the assailant’s household

The term “dating relationship” is defined as frequent, intimate associations primarily characterized by the expectation of affectional involvement. This term does not include a casual relationship or an ordinary fraternization between two individuals in a business or social context.

**Stalking: MCLA § 750.411h**

Stalking is defined as a willful course of conduct involving repeated or continuing harassment of another individual that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested and that actually causes the victim to feel terrorized, frightened, intimidated, threatened, harassed, or molested.

“Course of conduct” means a pattern of conduct composed of a series of 2 or more separate noncontinuous acts evidencing a continuity of purpose.

“Emotional distress” means significant mental suffering or distress that may, but does not necessarily, require medical or other professional treatment or counseling.
“Harassment” means conduct directed toward a victim that includes, but is not limited to, repeated or continuing unconsented contact that would cause a reasonable individual to suffer emotional distress and that actually causes the victim to suffer emotional distress. Harassment does not include constitutionally protected activity or conduct that serves a legitimate purpose.

“Unconsented contact” means any contact with another individual that is initiated or continued without that individual's consent or in disregard of that individual's expressed desire that the contact be avoided or discontinued. Unconsented contact includes, but is not limited to, any of the following:

- Following or appearing within the sight of that individual.
- Approaching or confronting that individual in a public place or on private property.
- Appearing at that individual's workplace or residence.
- Entering onto or remaining on property owned, leased, or occupied by that individual.
- Contacting that individual by telephone.
- Sending mail or electronic communications to that individual.
- Placing an object on, or delivering an object to, property owned, leased, or occupied by that individual.

Aggravated Stalking: MCLA § 750.411i

An individual who engages in stalking is guilty of aggravated stalking if the violation involves any of the following circumstances:

- At least 1 of the actions constituting the offense is in violation of a restraining order and the individual has received actual notice of that restraining order or at least 1 of the actions is in violation of an injunction or preliminary injunction.
- At least 1 of the actions constituting the offense is in violation of a condition of probation, a condition of parole, a condition of pretrial release, or a condition of release on bond pending appeal.
- The course of conduct includes the making of 1 or more credible threats against the victim, a member of the victim's family, or another individual living in the same household as the victim.
- The individual has been previously convicted of a violation of this section or section 411h.

“Credible threat” means a threat to kill another individual or a threat to inflict physical injury upon another individual that is made in any manner or in any context that causes the individual hearing or receiving the threat to reasonably fear for his or her safety or the safety of another individual.
**Criminal Sexual Conduct (Sexual Assault): MCLA § 750.520**

Michigan criminal laws regarding sexual assault are separated into four degrees of criminal sexual conduct. For each of those criminal offenses, the following definitions apply:

“Sexual contact” includes the intentional touching of the victim's or actor's intimate parts or the intentional touching of the clothing covering the immediate area of the victim's or actor's intimate parts, if that intentional touching can reasonably be construed as being for the purpose of sexual arousal or gratification, done for a sexual purpose, or in a sexual manner for:

- Revenge
- To inflict humiliation
- Out of anger.

“Sexual penetration” means sexual intercourse, cunnilingus, fellatio, anal intercourse, or any other intrusion, however slight, of any part of a person's body or of any object into the genital or anal openings of another person's body, but emission of semen is not required.

“Intimate parts” includes the primary genital area, groin, inner thigh, buttock, or breast of a human being.

“Physically helpless” means that a person is unconscious, asleep, or for any other reason is physically unable to communicate unwillingness to an act.

A chart summarizing the four degrees of criminal sexual conduct is included below.
## CRIMINAL SEXUAL CONDUCT OFFENSES

<table>
<thead>
<tr>
<th>Elements of Offense</th>
<th>CSC 1º Degree</th>
<th>CSC 2º Degree</th>
<th>CSC 3º Degree</th>
<th>CSC 4º Degree</th>
<th>Assault with Intent to Commit CSC Involving Penetration</th>
<th>Assault with Intent to Commit CSC 2º Degree (contact)</th>
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<tr>
<td><strong>Sexual penetration and if any one of the following circumstances exist:</strong></td>
<td><strong>Sexual contact with another person and if any of the following circumstances exist:</strong></td>
<td><strong>Sexual penetration and if any of the following circumstances exist:</strong></td>
<td><strong>Sexual contact and if any of the following circumstances exist:</strong></td>
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<td>Commission of assault with intent to commit sexual penetration.</td>
<td>The following elements are needed to establish assault with intent to commit CSC second degree:</td>
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<td>1. Victim is one of the following: a. under 13; b. 13-15 (inclusive) and - a household member; - related by blood or affinity to the 4º degree; - actor in a position of authority; - actor is a teacher, substitute teacher, or administrator in school or school district; - actor is an employee or contractor of school or school district; - actor is a volunteer; or actor is a government employee who provides services to school or school district; or - actor is an employee, contractor, or volunteer of a child care organization; or actor is a person licensed to operate a foster care home</td>
<td>1. Victim is one of the following: a. under 13; b. 13-15 (inclusive) and - a household member; - related by blood or affinity to the 4º degree; - actor in a position of authority; - actor is a teacher, substitute teacher, or administrator in school or school district; - actor is an employee or contractor of school or school district; - actor is a volunteer; or actor is government employee who provides services to school or school district; or - actor is an employee, contractor, or volunteer of a child care organization; or actor is a person licensed to operate a foster care home</td>
<td>1. Victim is one of the following: a. 13-15 (inclusive); b. mentally incapable; c. mentally incapacitated; d. physically helpless; e. related to the actor by blood or affinity to the 3º degree</td>
<td>2. Force or coercion</td>
<td>2. Force or coercion</td>
<td>1. Assault 2. Intend to commit sexual contact for the purpose of sexual arousal or sexual gratification (actual touching is not required). 3. Actor must have intended to touch victim’s genital area, groin, inner thigh, buttock, breast, or clothing covering those areas, or actor must have specifically intended to have the complainant touch such area on him. 4. Aggravating circumstance i.e. force or coercion</td>
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<td>2. Involves the commission of any other felony.</td>
<td>2. Involves the commission of any other felony.</td>
<td>2. Force or coercion</td>
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<td>3. Actor aided and abetted by one or more persons and victim is one of the following: a. mentally incapable; b. mentally incapacitated; c. physically helpless; or d. forced or coerced</td>
<td>3. Victim is 16-17 (inclusive) and a student and either of the following applies: a. actor is a teacher; substitute teacher, or administrator in school or school district; b. actor is an employee or contractor of school or school district; c. actor is a volunteer; or actor is government employee who provides services to school or school district</td>
<td>3. Victim is 16-17 (inclusive) and a student and either of the following applies: a. actor is a teacher; substitute teacher, or administrator in school or school district; b. actor is an employee or contractor of school or school district; c. actor is a volunteer; or actor is government employee who provides services to school or school district</td>
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<tr>
<td>4. Force or coercion and personal injury. Force includes: a. physical force or violence;</td>
<td>4. Assault with Intent to Commit CSC with Intent to Commit CSC</td>
<td>4. Victim is 16-25 (inclusive) and receiving special education services and any of the following apply: a. actor is a teacher, substitute teacher, or administrator in school or school district; or b. actor is a volunteer or government employee who provides services to school or school district</td>
<td></td>
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<td>3. Victim is 16-17 (inclusive) and a student and either of the following applies: a. actor is a teacher; substitute teacher, or administrator in school or school district; b. actor is an employee or contractor of school or school district; c. actor is a volunteer; or actor is government employee who provides services to school or school district</td>
<td>4. Force or coercion</td>
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<td>b. coercion by threat of force;</td>
<td>a. mentally incapable;</td>
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<td>c. coercion by threat of future retaliation;</td>
<td>b. mentally incapacitated; or</td>
<td>a. actor is a teacher, substitute teacher, or administrator in school or school district;</td>
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<td>d. medical examination or treatment for unethical reasons;</td>
<td>c. physically helpless</td>
<td>or</td>
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<td>e. overcome victim through concealment or surprise</td>
<td>7. Victim is mentally incapable, mentally incapacitated, or physically helpless and any of the following:</td>
<td>b. actor is a volunteer or government employee who provides services to school or school district</td>
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<td>6. Personal injury and victim is:</td>
<td>a. related by blood or affinity to the 4th degree; or</td>
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<td>a. mentally incapable</td>
<td>b. actor in a position of authority</td>
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<td>b. mentally incapacitated; or</td>
<td>8. Victim under jurisdiction of department of correction and actor is an employee, contractor, or volunteer with department of corrections.</td>
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<td>c. physically helpless</td>
<td>9. Victim under jurisdiction of department of corrections and actor is an employee, contractor, or volunteer with a private vendor that operates a youth facility.</td>
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<td>7. Victim is mentally incapable, mentally disabled, mentally incapacitated, or physically helpless and any of the following:</td>
<td>10. Victim is a prisoner or probationer and actor is an employee, contractor, or volunteer with department of corrections.</td>
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<td>a. related by blood or affinity to the 4th degree; or</td>
<td>11. Victim detained or committed to a facility and actor is an employee, contractor, or volunteer with the victim’s facility.</td>
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<td>b. actor in a position of authority</td>
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Original content: Michigan Judicial Institute 2002
Updated content: MSU Office of the General Counsel (August 2014)
Appendix C: Frequently Asked Questions

This section is under development