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ADMINISTRATIVE POLICY

Sexual Assault, Stalking and Relationship Violence

Responsible University Officer(s):	Policy Owner(s):	Policy contact(s):	Date Revised:
<ul style="list-style-type: none"> Vice President and Vice Provost for Equity and Diversity (Interim) 	<ul style="list-style-type: none"> Director and Title IX Coordinator, Office of Equal Opportunity and Affirmative Action 	<ul style="list-style-type: none"> Tina Marisam 	August 2015
			Effective Date:
			May 2001

POLICY STATEMENT

The University of Minnesota is committed to the safety, dignity and respect of all of its students, staff, faculty, volunteers and visitors. The University prohibits all forms of sexual assault, stalking and relationship violence and provides comprehensive support and reporting mechanisms for all members of the community.

Any individual who believes that they have been subjected to sexual assault, stalking and/or relationship violence can report the incident(s) to the police department; victim survivor assistance; and/or internal mechanisms for discipline and dispute resolution, prevention training and other related services. University employees must report incidents of assault or abuse of a child (i.e. under age 18) that they know about or have reason to believe is occurring or occurred to the police. University employees with supervisory or advising responsibilities must report incidents of sexual assault, stalking and/or relationship violence of any staff, faculty or student, when they learn about the incident, to the appropriate University office.

No one acting on behalf of the University may retaliate against an individual for having made a report in good faith under this policy or having participated in an investigation of sexual assault, stalking and/or relationship violence. Retaliation against any individual for reporting under this policy is prohibited and may result in disciplinary action. Reports of retaliation will be reviewed and investigated in the same manner in which other allegations of misconduct are handled.

REASON FOR POLICY

Board of Regents Policies on [Sexual Harassment](#) and [Safety of Minors](#) prohibit conduct covered by this administrative policy and Board of Regents Policy: [Student Conduct Code](#). Further, this policy implements the Regent's policy in part and establishes procedures for responding to incidents involving sexual assault and relationship violence. The commitment of the entire University community to this policy contributes to our goal of creating a campus free from sexual assault and from other violence that may occur within a personal, intimate relationship.

PROCEDURES

- [Responding to Incidents of Sexual Assault, Stalking and Relationship Violence](#)

FORMS/INSTRUCTIONS

There are no forms associated with this policy.

APPENDICES

- [Affirmative Consent](#)

FREQUENTLY ASKED QUESTIONS

- [Sexual Assault, Stalking and Relationship Violence FAQ](#)
- [University Employees Reporting Child Abuse, Neglect, and Sexual Assault](#)

CONTACTS

Subject	Contact	Phone	Fax/Email
Primary Contact(s)	Tina Marisam	612-626-9357	marisam@umn.edu
Anonymous/confidential reporting of legal/policy violations	Toll Free Outside Reporting Service	1-866-294-8680	U Report
University of Minnesota - Crookston			
Subject	Contact	Phone	Email
For victim/survivor services	Polk County Coordinated Victims Services	218-281-1554 1-800-524-1993	
To report a possible crime	Crookston police	911 or 218-281-3111	
To report an alleged violation by a student	Office of Student Affairs	218-281-8505	
To report an alleged violation by an	Human Resources	218-281-8345	

employee	Office of Equal Opportunity and Affirmative Action on the Twin Cities Campus	or 218-281-8346 612-624-9547	
To report an incident occurring in a residence hall	Residential Life Counseling Services Student Health Services	218-281-8531 or 218-281-8533 218-281-8586, or 218-281-8585 218-281-8512	
University of Minnesota - Duluth			
Subject	Contact	Phone	Email
For victim/survivor services	Women's Resource and Action Center (WRAC) Program for Aid to Victims of Sexual Assault (PAVSA) Counseling: Health Services	218-726-6292 218-726-1931 218-726-7913	
To report a possible crime	UMD Police - 911	218-726-7000	
To report an alleged violation by a student	Student Life	218-726-8969 218-726-8501	
To report an alleged violation by an employee	UMD Department of Human Resources and Equal Opportunity	218-726-6827	
For assistance if a university housing student is involved	Housing and Residence Life UMD Police	218-726-8178 218-726-8768	
University of Minnesota - Morris			
Subject	Contact	Phone	Email
For victim/survivor services	Student Counseling	320-589-6060	
	Someplace Safe	800-974-3359	
	Health Services	320-589-6070	
	Stevens Community Medical Center	320-589-1313	
To report a possible crime	UMM Campus Police (evenings, weekends)	911 320-589-6000 320-287-1601	
To report an alleged violation by a student	Student Affairs	320-589-6013	
To report an alleged violation by an employee	Human Resources/Equal Opportunity The Office of Equal Opportunity and Affirmative Action on the Twin Cities Campus	320-589-6021 612-624-9547	
For assistance if a residence hall student is involved	Community Advisor, Hall Director, or Residential Life Director Or UMM Police	320-589-6475 320-589-6000	
University of Minnesota - Rochester			
Subject	Contact	Phone	Email
For victim/survivor services	Crisis Hotline	507-269-4511	
To report a possible crime	Premier Security Rochester City Police	507-281-4952 507-285-8300	
To report an alleged violation by a student	Director of Student Development	507-258-8023	
To report an alleged violation by an employee	Human Resources The Office of Equal Opportunity and Affirmative Action on the Twin Cities Campus	507-258-8010 612-624-9547	
University of Minnesota - Twin Cities			
Subject	Contact	Phone	Email
For victim/survivor services	Aurora Center for Advocacy & Education or 24 hour crisis line Boynton Health Service or (after hours recorded info) Fairview-University Medical Center Emergency Room University Counseling Services	612-626-2929 612-626-9111 612-625-8400 612-273-3000 612-624-3323	
To report a possible crime	UM Police Department	911, or 612-624-3550	
To report an alleged violation by a student	Office for Community Standards	612-624-6073	
To report an alleged violation by an employee	The Office of Equal Opportunity and Affirmative Action	612-624-9547	
For assistance if a residence hall student is involved	Hall director or community advisor		

DEFINITIONS

Affirmative Consent

Informed, freely and affirmatively communicated willingness to participate in sexual activity that is expressed by clear and unambiguous words or actions. This definition of consent does not vary based upon a person's sex, sexual orientation, gender identity or gender expression.

*See Appendix: [Affirmative Consent](#) for further guidance.

Relationship Violence

Causing physical harm or abuse, and threats of physical harm or abuse, arising out of a personal, intimate relationship. Relationship violence often is a criminal act that can be prosecuted under Minnesota state law, as well as under the Student Conduct Code and employee discipline procedures.

Reporting Party

The individual who was subjected to the sexual assault, stalking or relationship violence

Sexual Assault

Actual, attempted or threatened sexual contact with another person without that person's affirmative consent. Sexual assault often is a criminal act that can be prosecuted under Minnesota state law, as well as under the Student Conduct Code and employee discipline procedures.

Stalking

A course of conduct directed at a specific person that is unwanted, unwelcome, or unreciprocated and that would cause a reasonable person to feel fear.

RESPONSIBILITIES

Counseling Services

Provide counseling services and referrals.

Equal Opportunity and Affirmative Action

Oversight of policy and complaint services, consultation regarding allegations, and in the Twin Cities system office, investigation of allegations against employees and students.

Health Care Services

Provide health care and counseling, and referrals

Housing/Residential Life Offices

Provide assistance to residents, including changing living situations if requested and reasonably available

Police Departments

Investigate allegations for possible criminal prosecution.

Student Conduct Offices

- Respond to and resolve allegations by students consistent with the Student Conduct Code. This includes advising and sanctioning student offenders when warranted. Some offices, including the Twin Cities campus, will also investigate allegations, unless an appropriate and timely investigation is being conducted by police for use by the student conduct office.
- Provide resource and guidance for training for University presenters and formal hearing board members and chairs.

Victim/Survivor Services

- Maintain all contacts and reports as strictly confidential.
- Provide crisis intervention and advocacy
- Assist victim/survivor in contacting police and/or reporting to other University offices, if the victim/survivor consents (some can assist in obtaining restraining orders).
- Assist victim/survivor in obtaining medical assistance and counseling, changing academic programs or housing, etc.
- Campus-based programs will also provide awareness, prevention and risk-reduction training, and educational programming for students and employees.

RELATED INFORMATION

- Board of Regents Policy: [Student Conduct Code](#)
- Board of Regents Policy: [Code of Conduct](#)
- Board of Regents Policy: [Sexual Harassment](#)
- Regulations Concerning Faculty Tenure
- [Civil Service Rules](#)
- Academic Professional and Administrative employee policies and procedures
- [All Collective Bargaining Contracts](#)
- [Sexual Assault Victim's Rights Statement](#)
- Twin Cities: [Campus Committee on Student Behavior-Hearing Procedures](#)

HISTORY

Amended:

August 2015 - Comprehensive Review, Major Revision. Added a new appendix that covers affirmative consent prior to engaging in sexual activity.

Amended:

January 2014 - Comprehensive Review, Minor Revision. Emphasizes the reporting of incidents. Aligns the policy with the writing style of other administrative policies.

Amended:

August 2008 - Clarified Policy Statement, Reason, added FAQ, and clarified procedure. Statement now explicitly mentions that stalking is prohibited (previously it mentioned that sexual assault and relationship violence were prohibited.) Title changed to reflect this.

Amended:

July 2004 - Updated contacts section and Police Department instructions in Procedure.

Effective:

May 2001

Supersedes:

1993 Memo on Sexual Assault by Marvalene Hughes.

University Policy Program

350-2 McNamara Alumni Center, Minneapolis, MN 55455 - P: [612-624-8081](tel:612-624-8081), policy@umn.edu

Have a good faith belief there has been a violation of University policy? Please report concerns to your supervisor, the appropriate University administrator to investigate the matter, or submit a report to [UReport](#).



POLICY EXPIRED ON 12/31/17