MID MICHIGAN COLLEGE

Annual SECURITY REPORT 2021

Covering Crime Statistics for 2018, 2019, & 2020

Submitted by the Office of College Compliance and Ethics
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Mid Michigan College’s 2021 Annual Security Report

Section I: Overview
Welcome
Mid Michigan College recognizes a fundamental responsibility in providing a safe environment for the Mid community that cultivates value, perseverance, and excellence in its students and staff. Through this, the College encourages all its members to pursue their academic and career ambitions. As part of this

commitment, the Office of College Compliance and Ethics publishes this 2021 Annual Security Report. The information contained within this report stands in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. It presents information that is gathered from law enforcement agencies, various college departments, officials and Campus Security Authorities (CSA). Mid’s 2021 Annual Security Report contains crime statistics that cover our prior three-year period along with current policies, procedures and implemented measures. Crime statistics contained within this Report cover the following areas: in/on campus property, on public property within or immediately adjacent to College owned buildings, and on any properties frequented by students that are owned or otherwise controlled by the College but not immediately adjacent to Campus property. College policies addressed within this Report include: Drug and Alcohol; Smoke-Free Campus; Non-Discrimination, Harassment, and Sexual Misconduct; Title IX Sexual Harassment; Employee Nondiscriminatory Procedures; Student Code of Conduct; Weapons; and various Campus Safety and Security policies such as Timely Warning, Emergency Notification, and Campus Evacuations and Emergency Modes. Statistics, policies, and procedures are reported and apply to both College campuses. This Report is designed to provide the campus community with timely, accurate and replete information about the safety of our campuses and any reported crime statistics. This Report is required to be published by October 1st of each year and College employees and students are notified and provided, via email, a copy of the Annual Security Report along with information on how to access the Report from the Safety and Security webpage.

Addressing the COVID 19 Pandemic
During the preparation of this 2021 Annual Security Report, the world continues to grapple with the widespread effects and challenges of the COVID-19 pandemic. Although this pandemic continues to put Mid’s day-to day operations in flux, the safety and wellness of the campus community remains constant. To help educate the campus community about Mid’s mitigation strategies and the safety steps that individuals can take while on and off campus, Mid maintains the Study Safe, Stay Healthy webpage. Topics include, but are not limited to, how to self-report COVID 19 test results, guidelines for individuals that have been exposed and/or tested positive for COVID 19, campus COVID 19 confirmed case information, internal and external resources, vaccination and testing sites, and information from the CDC; also, the Michigan Department of Health and Human Services.

About Mid
Mid Michigan College (Mid) is a two-year public community college. The College has two primary campus locations. The Harrison Campus is located at 1375 S. Clare Avenue on the corner of Clare Avenue and Mannsiding Road. It sits on 560 acres in Harrison, Michigan which is the County Seat of Clare County. Mid Michigan College also operates a 44-acre campus in Mt. Pleasant, Michigan located at 2600 S. Summerton Road, on the corner of Summerton and Broadway Streets. In an effort to bring classes closer to rural areas and high school students, Mid also offers classes at various off-campus sites across central Michigan. For the 2021-22 academic year, Memorandums of Understanding are in place with Alma High School, Big Rapids Public Schools, Clare Public Schools, Farwell Public Schools, Huron Intermediate School District, Marlette Community Schools, Mecosta-Osceola Intermediate School District, Morley Stanwood Community Schools, Reed City Public Schools, Sacred Heart Academy, Shepherd Public Schools, Tuscola Intermediate School District and Vassar Public Schools. Agreements are also in place with Morey Courts and Riverwood Bowling and Golf in Mt. Pleasant, MI where the Mid Michigan College Laker Basketball and Bowling Teams practice and hold events. Our baseball and softball programs also utilize Shepherd High School’s baseball and softball complex for their fall and spring activities and the Pickens Baseball Academy in the winter. No students reside on campus as the College does not have residential living locations.
Mid Michigan College’s Fall 2021 enrollment was approximately 3300 students. The employee population is comprised of 136 full-time, 105 part-time (including student workers), 14 working retired and 174 EDU Staff.

The intent of this Report is to provide the campus community with current information about crime and campus safety so that individuals can make informed choices to keep themselves safe and be cognizant of the protocols Mid has implemented. This Report will provide the reader with valuable safety and security information about Mid and we ask that it be reviewed carefully, especially the information about crime prevention tips, evacuation procedures, safety modes, and reporting procedures.

As an institution of education, Mid has an inherent obligation to provide a learning environment for students, faculty, staff, and visitors that is welcoming and reliably safe and healthy. Our primary considerations are to provide an equitable and secure College environment. The success of such an endeavor does not rest solely with those individuals charged with enforcing laws, policies and rules. This activity involves the entire campus community. As such, we rely on all members of the Mid community to follow good safety practices, identify safety concerns, and report issues that they become aware of. An important part of this process is through educating the community about guidelines for safety measures, reporting processes, potential hazards, available resources, and disclosed crime statistics that are reported to Campus Security, Campus Security Authorities, the local law enforcement that borders our Harrison and Mt. Pleasant campuses, and our off-campus locations.

This Annual Security Report (ASR) is required in accordance with federal law, specifically the Student Right to Know and Campus Security Act of 1990. This act was renamed The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act in memory of Jeanne Clery, a Lehigh University student who was slain in her dorm room in 1986. The Act is identified and referred to as the Clery Act. Several amendments have been made to the Act; the most significant amendment taking effect in 2013 when then President Obama signed the Violence Against Women Reauthorization Act (VAWA). VAWA amended the Clery Act and requires institutions to compile additional statistics on the number of incidents of dating violence, domestic violence, sexual assault and stalking; also, to include certain policies, procedures, and programs pertaining to these incidents in the Report.

Campus Security Act Legal Requirements
The Higher Education Act and Campus Security Act requires colleges and universities to:

- Collect, classify and count crime reports and crime statistic for the campus, public areas immediately adjacent to the campus, and certain non-campus facilities and remote classrooms. The statistics must be gathered from Campus Security, those individuals identified as Campus Security Authorities, local law enforcement agencies, and other college officials who have “significant responsibility for student and campus activities”
- Issue campus alerts through Timely Warnings and Emergency Notifications which provide the campus community with information necessary to make educated decisions about their health and safety
- Provide educational programs and campaigns to promote awareness about dating violence, domestic violence, sexual assault, and stalking
- Have procedures established for institutional disciplinary action in cases of dating violence, domestic violence, sexual assault and stalking
- Publish the Annual Security Report (ASR) by October 1 of each calendar year and include campus crime statistics for the previous three years in the Report; provide information on campus security policies and procedures
• Submit crime statistics reported in the ASR to the Department of Education
• Maintain a Daily Crime Log and disclose any criminal incident or alleged criminal incidents (not just Clery specific crimes) that are reported to Campus Security; or crimes that were initially reported to Campus Security Authorities or local law enforcement agencies who subsequently reported them to Campus Security
• Disclose any agreements with state and/or local law enforcement

Preparation and Distribution of the Annual Security Report
The Office of College Compliance and Ethics’ Annual Security Report is prepared in cooperation with various Mid Departments, Campus Security, Campus Security Authorities, as well as state and/or local law enforcement agencies who have jurisdiction over the College’s Clery geography (including outlying off-campus locations). These entities comply with the Clery Act by providing information on campus policies, educational efforts, programs, and crime statistical data. To produce this Report, the Office of College Compliance and Ethics disseminates an annual written request for statistical information to Campus Security/Security Officials, Campus Security Authorities and law enforcement agencies with proper jurisdiction. All reported statistics are gathered, compiled and published in this Annual Security Report. The Office of College Compliance and Ethics submits the annual crime statistics, published herein, to the Department of Education (ED). The statistical information gathered by the Department of Education is available to the public through the ED Website.

The policies and procedures presented within this Report are applicable to both Mid Locations. Students, faculty, staff and visitors are encouraged to use this Report as a reference for safe practices and procedures on and off campus. This Report, as well as various other College policies, procedures, and safety information is available on the College’s Campus Safety and Security webpage. Each member of the college community receives an e-mail notification that the current year’s Report has been published. The Report is attached to the email and the body of the email provides a link to access it online as well as information on obtaining a paper copy. Further, prospective students and employees, through the online application process, are provided with information about the Report and the address of the website for accessing it. Paper copies of the Report can be obtained by contacting Martricia M. Farrell, Director of College Compliance and Ethics, 1375 S. Clare Ave., Harrison, Michigan 48625, (989) 386-6622, Ext. 394, or by emailing sos@midmich.edu.

Daily Crime Log
The College is required to maintain a Daily Crime Log for the purpose of recording any criminal incidents or alleged criminal incidents that are reported to or identified by Campus Security or the Office of College Compliance and Ethics. The Daily Crime Log is housed with College Compliance and Ethics and reflects all crimes reported (including Clery crimes) that occurred on campus-defined geography. The Daily Crime Log does not include violations of college policies unless those violations are also a violation of law. Reported crimes are placed into the Daily Crime Log within two business days after a crime has been reported. Received reports are cataloged by the Director of College Compliance and Ethics with the date reported, date incident occurred, crime location, nature of incident, and the disposition of the incident. The most recent 60 days of the Daily Crime Log are available for immediate public inspection in the Office of College Compliance and Ethics, 1375 S. Clare Avenue, Harrison, Michigan or 2600 S. Summerton Road, Mt. Pleasant, Michigan; Monday through Friday between 8:30 AM and 4:30 PM. Crime Logs older than 60 days will be made available, upon request and free of charge, within two business days. Requests for Logs older than 60 days can be made to the Office of College Compliance and Ethics at either campus location by emailing sos@midmich.edu or by contacting (989) 386-6622 ext. 394. Students, faculty and
staff are encouraged to periodically review these logs to become more familiar with the types and locations of criminal incidents that may impact the College’s campus community.

Section II: Security of Campus

Campus Safety Oversight

Mid’s Safety and Security Policies are designed to safeguard persons visiting or utilizing our campuses. College security concerns are coordinated through the Office of College Compliance and Ethics, the College’s Core Crisis Team with assistance from Campus Liaison and Security Officers. The Core Crisis Team is comprised of the College President, Vice President of Academic Affairs and Community Outreach, Vice President of Student Services, Vice President of Finance and Administrative Services, Assistant Vice President of Human Resources, Facilities Director, Director of Information Technology, Mt. Pleasant Liaison Officer, Harrison Liaison Officer, Director of College Compliance and Ethics, and the Executive Assistant to the President and Board of Trustees. External members include local Emergency Managers, Homeland Security Officers, and STT Security administration.

Day-to-day campus safety and security efforts rest with:

Martricia Farrell, Director of College Compliance and Ethics
Title IX/Civil Rights Coordinator & Clery Compliance Officer
1375 S. Clare Ave, Harrison, MI  48625
2600 S. Summerton Rd., Mt. Pleasant, MI  48858
(989) 386-6622, Ext. 394
mfarrell@midmich.edu

The College maintains and regularly updates a Campus Safety and Security webpage. The Webpage houses the vast majority of information contained within this Report such as safety policies and procedures, contact information for Campus Liaison & Security Officers, local law enforcement, various options for reporting crimes and incidents occurring on campus-defined geography, emergency notification systems and protocols, links to the college’s Civil Rights & Title IX webpage with information about the college’s Civil Rights/Title IX Coordinator, policies relating to dating violence, domestic violence, sexual assault and stalking, as well as resources for survivors of crimes of violence.

Campus Security and Law Enforcement

Mid endeavors to provide a safe, secure educational environment for all students and employees. Liaison and Security Officers maintain a Security Officer presence on both the Harrison and Mt. Pleasant campuses. Mid holds a written agreement with both the Clare and Isabella County Sheriff’s Departments, which assign sworn law enforcement officers to Mid’s Harrison and Mt. Pleasant Campuses. These uniformed liaison officers are armed and have full powers of arrest. Their role is to maintain a peaceful campus environment by carrying out the responsibilities of certified law enforcement officers, including but not limited to, responding to reports of alleged criminal incidents, deterrence of criminal behavior, furnishing guidance to the campus community on safety and security issues and upholding local, state and federal laws. Mid also has a written contract with STT Security to provide uniformed security officers for the Harrison and Mt. Pleasant Campuses. These officers are unarmed and do not have arrest powers. Both Liaison and Security Officers assist the College with enforcement of College policies and the investigation of incidents for administrative purposes as they relate to the College’s judicial process. Criminal incidents may be investigated by the Liaison Officers or transferred to local law enforcement with proper jurisdiction for investigation and possible criminal prosecution.
Security coverage is generally provided from 7:00 AM to 10:00 PM Monday through Thursday and from 7:00 AM to 5:00 PM on Friday. Summer hours may vary but will be maintained for the duration of daily class times and while Mid buildings are open to students, staff, and visitors. Security Coverage will also be available for all on-campus events and activities when buildings are open and accessible to the campus community or when events occur outside of normal operational hours. Requests for security coverage outside of normal operational hours should be coordinated through the office of Security Operations and Systems.

Liaison and Security Officers have jurisdiction on College-owned property and conduct regular foot and vehicle patrols of the campus grounds and buildings. These patrols are intended to prevent, deter, and detect crimes and prevent property loss from crime or other kinds of emergencies. Officers may also patrol the public property adjacent to and accessible from on-campus property areas (streets and sidewalks) bordering or connecting the campus. Certain areas of the campuses are monitored by use of security cameras.

Campus Security contact information is:

*Harrison Campus Security*
(989) 339-4204
security@midmich.edu

*Mt. Pleasant Campus Security*
(989) 339-7323
security@midmich.edu

Additional services provided by Campus Security include escort service, access control, campus surveillance, property patrol, parking enforcement, emergency assistance (first aid, auto-jump start), and general campus information and directions. Additionally, Officers have been trained on the College’s emergency notification system and have the ability to provide coordinated communications to all areas of the campus in the event of a natural disaster or criminal activity/incident that could pose an ongoing threat to the campus community. Officers are members of our Core Crisis Team. Lost and Found is also housed with Campus Security.

As Liaison and Campus Security Officers are considered Campus Security Authorities and Responsible Employees, they have a duty to report crime statistics to the Director of College Compliance and Ethics for inclusion in the Daily Crime Log. They also are obliged to report incidents of discrimination, harassment, or sexual misconduct to the College’s Civil Rights/Title IX Coordinator.

While no formal Memorandum of Understanding is engaged, Mid maintains a collaborative working relationship with all local, state, and federal law enforcement agencies (with responding jurisdiction). The Director of College Compliance, as well as the Core Crisis Team, holds periodic meetings with the Clare and Isabella County Sheriff’s Departments and members of Homeland Security to discuss safety and security issues that may involve or impact the campus community. Additionally, as part of the Core Crisis Team, these same individuals actively assist in the coordination and participation of various emergency response drills.

The prosecution of all serious crimes is referred to the appropriate court venue and may also be addressed under the Code of Conduct or the College Disciplinary Procedure. Mid, in an effort to keep the campus community apprised, will disseminate timely warnings or emergency notifications of incidents that may pose a serious or ongoing threat to students and employees.
Campus Security does not monitor off-campus locations and should an incident occur at an off-campus location during a time when a Mid-sponsored class/event or activity occurs, local law enforcement (with the proper jurisdiction) should be contacted and thereafter, reported to Campus Security. Crime statistics reported to local law enforcement that occur on Clery-defined campus geography will be requested, tallied, and included in the Annual Security Report.

Campus Facilities
Mid’s campuses are generally open to the public. During normal operation hours (generally Monday – Thursday 7am – 10pm, Friday 7am – 5pm, except holidays) most buildings are open to students, faculty, staff, contractors, guests, and invitees. The buildings are secured during the late evening hours. There may be restricted areas that are not open to the public or accessible without permission from a college official. On evenings and weekends, certain buildings may be open for scheduled classes, events, meetings or community usage. When buildings are closed, only those individuals with specific authorization are provided access keys and permitted inside. Emergencies may necessitate changes or alterations to any posted schedules. Buildings may be secured in the event of a serious threat or evacuation and restricted to appointed personnel only.

During non-operational hours, access to all College facilities is by an issued key or admittance via Facility Services Staff. If Campus Security is not on duty, after-hour users of the campus facilities are strongly encouraged to take special personal precautions such as locking the office doors where they are working. Individuals working alone and after hours should be careful when using restrooms and break areas and should consider letting someone know where they are and when they plan to return.

Contractors may be provided temporary access to facilities to perform services or construction work during times when the College is closed.

Facilities and landscaping are maintained in a manner that minimizes hazardous conditions. Campus Security regularly patrols both campus locations and reports malfunctioning lights and other unsafe physical conditions to Facilities Management for a problem resolution. Pedestrian walkways and parking lots have proper lighting and are routinely patrolled by Campus Security. The College is appreciative when other members of the campus community report equipment problems to Campus Security, the helpdesk system, or Facilities Management. Overall campus safety and security initiatives are supplemented by a variety of technological systems such as access controls, security cameras, alarms; fire detection, suppression and reporting systems.

Section III: Incident Reporting and Response
To facilitate the College’s commitment in maintaining a safe learning and work environment, the College offers robust reporting options which include reporting to law enforcement, Campus Security, or by utilizing our online reporting system. Students, staff, and visitors are encouraged to promptly report any incidents, crimes, or emergencies occurring within the College’s Clery geography to Campus Security in an accurate and timely manner so that issues can be assessed and properly addressed. The office of Security Operations and Systems (SOS) has been designated by Mid as the official office for campus crime reporting. All reports received will be reviewed and appropriate action will be taken as deemed necessary. Members of Security Operations and Systems, as well as the Director of College Compliance and Ethics are trained to collect, document, investigate and determine how reported crimes need to be managed and processed. Further, all matters will be reviewed to determine if notification to the campus community is necessitated and/or evaluated for inclusion in the Annual Security Report.
Reporting Options – Criminal Incidents and Emergencies

**Law Enforcement/Emergency Reporting**

In an emergency, please contact 911. For non-emergency matters that may require assistance from law enforcement, please contact the following agency with responding jurisdiction for the Harrison or Mt. Pleasant campuses as follows:

**Harrison Campus**
Clare County Sheriff’s Department
255 W. Main St., Harrison, MI 48625
(989) 539-7166

**Mt. Pleasant Campus**
Isabella County Sheriff’s Department
207 Court St., Mt. Pleasant, MI 48858
(989) 772-5911

For incidents occurring at off-campus events or activities, please contact 911 or the law enforcement agency with responding jurisdiction and follow through with Campus Security.

**Campus Security**

Information of any act (criminal or otherwise) that may have harmful implications, damage property, or threaten the safety of a person or the campus community should be reported immediately to Campus Security.

**Harrison Campus Security**
(989) 339-4204
security@midmich.edu

**Mt. Pleasant Campus Security**
(989) 339-7323
security@midmich.edu

When the victim of a crime elects to or is unable to make a report, the College recommends reporting the crimes to Campus Security and/or local law enforcement.

**Campus Security Response to Reports**

Campus Security is available to answer and respond to calls during the hours that our buildings are open and accessible to students, faculty, staff and visitors. Campus Security will respond immediately to emergency calls. Non-emergency calls will be handled in a timely manner with crimes against persons and personal injuries receiving priority assistance/response. Campus Security responds to all reports, crimes, injuries, and emergencies that occur on campus and the public property immediately adjacent and accessible from campus.

If the report is criminal in nature and directed to a Liaison Officer, the Officer may investigate and/or make an arrest or contact law enforcement with responding jurisdiction for assistance. The situation would be released to law enforcement for investigation, arrest, and possible criminal prosecution. Liaison Officers have the ability to respond to calls and notify central dispatch of any emergency situation occurring on campus via portable, two-way communication radios. Contract Security Officers carry College-issued cellphones and can contact 911 or central dispatch for matters that are criminal in nature or require response from emergency services (ambulance, fire, or law enforcement).
If the Liaison Officer is not on duty and a reported situation does not pose an immediate risk to the campus community but is criminal in nature, Contract Security is instructed to transfer the matter over to the Liaison Officer. If the incident poses an ongoing risk or requires immediate emergency assistance, Contract Security is to contact 911 or Central Dispatch initially and then communicate with the Liaison Officer.

All incidents (criminal or otherwise) are documented and processed for possible additional investigation and then turned over to the Director of College Compliance and Ethics. The Director reviews the incident, provides support to individuals that have fallen victim to a crime and/or who report a crime. Further, depending on the nature, severity and individuals involved, the Director will forward the matter to the proper College Official with the authority to address the situation under the appropriate College policy.

**Reporting Options – Non-Emergency & Violations of College Policy**

**Online Reporting/Mid Cares**

Mid encourages timely reporting of any crime to the individuals listed above. Additionally, to make reporting as easy and convenient as possible, the College also offers online reporting options for matters surrounding conduct issues, wellness concerns, acts of discrimination, harassment, sexual misconduct, and safety and security concerns. The various forms are available on the College’s [Mid Cares webpage](#). The online reporting also provides a safe and anonymous way for reporting incidents. However, it should be noted that while anonymous reporting is welcomed, in some instances it may impede the College’s ability to fully investigate and remedy a situation.

While access to the Mid Cares webpage is available 24 hours a day, 365 days a year, reports submitted through the online system are not monitored outside of normal business hours, on weekends, or during College holidays. Reports submitted through Mid Cares are monitored by the Case Manager and routed to the proper College Official with designated authority. These Officials are as follows:

**Conduct related issues**
Ryan Harkrader, Director of Student Conduct & Athletics  
2600 S. Summerton Rd., Mt. Pleasant, MI 48858  
1375 S. Clare Ave., Harrison, MI 48625  
(989) 773-6622, Ext. 548  
rharkrader@midmich.edu

**Discrimination, Harassment, Sexual Misconduct and Title IX-Sexual Harassment**
Marricia Farrell, Director of College Compliance and Ethics  
Civil Rights &Title IX Coordinator/Clery Compliance Officer  
1375 S. Clare Ave, Harrison, MI 48625  
2600 S. Summerton Rd., Mt. Pleasant, MI 48858  
(989) 386-6622, Ext. 394  
mfarrell@midmich.edu

**Wellness Concerns**
The College recognizes that our focus on safety and security needs to include issues of wellness and the behavioral challenges of our students. These challenges may manifest in academic difficulties or significant life obstacles/disruptions. To address these issues, students can be referred to the College’s Director of Student Wellness and Equity, an extension of Student Services. The Director has established partnerships with external community agencies and can connect students to various resources when faced with significant wellness challenges. For academic concerns, the Director of Student Wellness and Equity has
access to the Referral Messaging System (RMS) which Faculty can utilize to submit concerns about their classroom students. For academic concerns, please utilize the RMS.

Amy Goethe, Director of Student Wellness & Equity
1375 S. Clare Ave, Harrison, MI 48625
2600 S. Summerton Rd., Mt. Pleasant, MI 48858
(989) 386-6622, Ext. 256
agoethe@midmich.edu

**Student Oversight Committee/Behavior Intervention Team**
The College has a collaborative multi-disciplinary team that provides a coordinated response to reports of students or others on campus who have engaged in behavior indicating a possible threat/risk of harm to self or other members of the campus community. This team meets regularly to assess the likelihood of risk and identify any actions that can be taken to potentially mitigate the risk. The core committee is comprised of the Vice President of Student Services, Assistant Vice President of Human Resources, Assistant Vice President of Academics, Associate Dean of Off-Campus Instruction, Director of College Compliance & Ethics, Director of Student Wellness & Equity, and the Director of Student Conduct & Athletics.

**Voluntary Confidential Reporting Options**
If victims of crime do not wish to pursue action within the College’s system and/or the criminal justice system, they should still consider the option of submitting a confidential report. The purpose of a confidential report is to adhere to an individual’s choice to keep the matter private while still taking steps to ensure individual safety and that of the campus community. With reported information, the College can maintain an accurate record of the number of incidents involving students, employees and visitors; determine where there is a pattern of crime with regard to a particular location, method or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics without revealing any personal information. Access to confidential report forms are available on the Mid Cares webpage.

Additionally, if an individual falls victim to, witnesses, or has general information regarding a criminal incident, anonymous tips may be reported to the Michigan State Police, using their tip-line.

**Health**
When addressing health-related reports, matters of this nature may be attended to through several venues. There are various Urgent Care Facilities throughout Clare, Gladwin, and Isabella Counties that offer ‘walk-in’ medical assistance for non-emergency health related concerns. For health-related situations that require immediate emergency assistance, call 911, or visit the nearest emergency room.

**Clare County Emergency Room/Hospital**
**MidMichigan Medical Center-Clare**
703 N. McEwan St., Clare, MI 48617
(989) 802-5000
Open 24 hours

**Gladwin County Emergency Room/Hospital**
**MidMichigan Medical Center-Gladwin**
515 Quarter St., Gladwin, MI 48624
(989) 246-6258
Open 24 hours
Isabella County Emergency Room/Hospital
McLaren Central Michigan
1221 South Drive, Mt. Pleasant, MI 48858
(989) 772-6700
Open 24 hours

***For victims of sexual assault: While most emergency rooms offer sexual assault evidence collection kits, they may not have Sexual Assault Nurse Examiners (SANE) on staff. SANE personnel have received specialized training in the collection of evidence, testing, and treatment. Currently, McLaren Hospital in Mt. Pleasant offers such specialized nursing. For alternate SANE Service locations consider contacting (800) 656-HOPE. ***

Section IV: Emergency Preparedness
Mid’s commitment to provide for the safety of its community includes the work of emergency preparedness and is managed by the College’s Core Crisis Team. This Team adheres to the College’s Crisis Response Plan. Emergency preparedness means preventing, preparing for, responding to, and recovering from any emergencies that could affect the College and local community. The College’s Crisis Response Plan outlines the College’s operational procedures and immediate response to a crisis. The Plan includes various safety modes that may be issued, procedures to follow when a particular mode is enacted and how information will be disseminated to the campus community. The Core Crisis Team along with Campus Security are assisted by local law enforcement and Homeland Security in reviewing and updating emergency policies. The Crisis Response Plan is routinely assessed through training initiatives. The Crisis Response Plan in available for review on the College’s Safety and Security webpage.

Campus Security is positioned to have the initial responsibility of making a determination regarding an incident and requesting the necessary resources needed to assess a situation that may constitute an emergency or dangerous situation. Campus Security has the responsibility of notifying the Core Crisis Team of any such incident so that a determination may be made to ascertain if the situation does, in fact, pose a threat to the health and safety of the campus community. If so, a course of action will be established, the appropriate mode initiated, and the campus community will be notified.

Evacuation Determination and Protocol
Mid recognizes that physical emergencies may occur which would warrant evacuation of College buildings and/or campuses and has developed procedures to help facilitate such events. For evacuation plans to be successful, they must have the cooperation of every member of the campus community. As such, each member should become familiar with the College’s evacuation procedures. Procedures and various other safety information are distributed annually to the campus community, via e-mail, in conjunction with Campus Safety Awareness month.

Preparatory Protocols:

- Exit and Safety Identification: The College has identified and labeled all Fire Exits throughout the buildings
- Emergency Plan Maps: Classrooms, labs, and public areas have Emergency Plan Maps posted
- **Evacuation Maps** are posted and available on the College’s Safety and Security webpage

Decision Making for Evacuation:
• Depending on the severity of the situation and response time, Campus Security and/or the Core Crisis Team will assess the incident and determine if evacuation of all or part of the campus is warranted and what method of notification should be used. Notification(s) will be initiated by Campus Security or a member of the Core Crisis Team who will contact the appropriate local government agency support, as necessary.

• Alarms may be sounded depending on the severity of the situation. Verbal evacuation requests may be given through the Phone and PA system. Evacuation directives may also be assisted by personnel using ‘red flags’ to signify a warning status. Red flags will indicate the directive to evacuate the building. Red flags also denote that building entry is prohibited.

• Emergency Notification messages and subsequent updates will be scripted and issued to the campus community under the direction of the Core Crisis Team through a blast email to all active midmail accounts. A variety of additional components, including but not limited to following, may be utilized:
  • MidAlert! Mid’s Emergency Alert System which includes text messaging and automated voice calls (students, faculty, staff and visitors must enroll)
  • College website and incident update page
  • Postings on college buildings
  • Public address system (PA/phones)
  • Through local media

• Campus Security, members of the Core Crisis Team and appointed College personnel will assist in the evacuation process.

• Campus Security or Administration will keep the Campus community apprised of the situation and any next steps, as they are communicated from the Core Crisis Team.

Safety Modes and Corresponding Procedures
In the event that a serious crime, natural disaster, or man-made emergency occurs, and it is determined that it could and/or does pose a threat to the health and safety of the college community or a segment of the community, the College will initiate one of the following safety modes and provide notice to the campus community by disseminating an emergency notification.

Building Evacuation Mode and Instructions
In the event that an incident necessitates the evacuation of college building(s), individuals inside the building should:

• Immediately find the nearest exit and leave the building; once outside individuals should remain at least 150 feet for the building and should keep emergency lanes open for first responders (emergency maps are available on the College’s Safety and Security Building Evacuation page)

• Assist disable individuals or visitors with exiting the building; do not use elevators

• Close all windows and doors as rooms are vacated

• Use caution at all times and keep sidewalks and streets clear for emergency personnel

• Follow any instructions received through Mid’s emergency alert systems or phone/PA system

• Follow the directions of Campus Security, administration, appointed personnel and/or the responding agencies/authorities

• Remain outside of building(s) until an ‘All Clear’ is issued by the College and/or responding agencies/authorities; note that the ceasing of an alarm may not signify that it is safe to re-enter the building; re-entry should only occur once the ‘All Clear’ has been issued. Green ‘all clear’ flags at the entrances will also supplement the verbal ‘all clear’ message
Campus Evacuation Mode and Instructions
In the event that an incident necessitates an evacuation of one of the campuses, individuals on that campus should:

- Immediately find the nearest exit and leave the campus grounds; this would entail leaving campus in your vehicle if you have one and, if possible, assisting others who do not have transportation
- If you do not have transportation, depart from campus on foot
- Follow any instructions received through Mid’s emergency notification system or the phone/PA systems
- Assist disabled individuals with exiting the building; depending on the nature of event, do not use elevators
- Close all windows and doors as rooms are vacated
- Follow the directives from campus security, administration, appointed personnel and/or responding agencies/authorities
- Remain off campus until an ‘All Clear’ is issued
- If currently off campus, do not approach campus until an ‘All Clear’ is issued
- If you know of others who are planning to travel to campus, alert them of the situation

Outside Threat Mode
A variety of external situations may compel the College to enter this Mode at one or both campus locations. This Mode indicates that there are heightened security protocols in place inside the college. Access to and from the building(s) will be limited and/or restricted. The College community is encouraged to contact police, college authorities, or dial 911 during this Mode if anything suspicious is noticed. This Mode, when issued, will remain in effect until an ‘All Clear’ is issued by the College.

For individuals on the campus(es) affected by the Outside Threat Mode:

- If you are on the campus grounds but not in a building, enter a building immediately or leave the campus grounds. This applies to those in the immediate vicinity; there is a very limited amount of time to react so campus members should request anyone that they see outside the affected building to immediately enter the building or leave the area
- Doors and windows of the campus will be closed and locked; no one should enter or exit the building(s)
- Business and classes already in session when the Mode is issued will continue as usual unless the status of the situation changes
- Attend to alerts, instructions, and updates that the College provides through the College’s emergency notification systems
- Campus staff members who are aware of individuals or groups that are planning to travel to the affected campus(es) should apprise them of the situation
- If off campus, do not travel to the affected campus(es) until an ‘All Clear’ has been issued
- No classes will begin on the affected campus(es) after the issuance of this mode until such time as an ‘All Clear’ has been issued. If only one campus location is involved, the other campus will operate as usual and classes will run as usual

Serious Treat/Lockdown Mode
This mode is reserved for the most serious of threats such as an active assailant or active shooter. In this mode, the safety of people in the buildings or at the campus of concern are in danger and individuals should run, hide, fight.
• **Run** – Based on the nature of the threat, get away. Leave your things behind and run away if there is a clear evacuation route. If safe to do so, warn others nearby. Call 911 when you are safe, and if necessary, describe the intruder or assailant(s)

• **Hide** – If you cannot get away to safety, find the nearest hiding place, preferably one that can be locked or secured. Stay out of sight. Silence yourself and your electronic devices (including vibrate setting). Lock and block doors, close blinds, and turn off lights. Barricade entrances if possible; communicate in silence with Campus Security and/or law enforcement through texts or signs in exterior windows. Stay where you are until your location is secured and cleared by law enforcement

• **Fight** – As a last resort and if you are in immediate danger, defend yourself. Commit to your actions in order to secure your safety

Cooperate with law enforcement when they arrive and remain calm. Keep your hands visible at all times, refrain from sudden and dramatic noises and movements. Follow the instructions and/or directives given.

**Secure Mode**

The campus(es) will enter Secure Mode after being in Serious Threat-Lockdown Mode. During this time, the campus will be cleared by responding authorities/agencies, room-by-room. Individuals on the affected campus should not leave their area until directed by law enforcement to do so. Do not wander halls or corridors. Understand that this process may take some time, so remain calm and patient.

Once law enforcement has cleared the affected campus and at their direction, the College will provide instructions to members of the campus community using the College’s emergency notification systems. Individuals should monitor these systems and follow any instructions/directives provided.

**Tornado/Shelter Mode**

Although tornadoes can strike at any time, they usually occur in the spring and summer. They may develop from severe thunderstorms. Considered nature’s most violent and erratic storm, they consist of whirling winds that can reach up to 300 miles per hour. Tornadoes can sweep through an area, causing serious damage and destruction in their path; then change direction and strike again. In addition to injuries, structural damage, electrical shorts, and gas leaks may create fires or other hazards. Time is critical. There may only be seconds to respond.

**Tornado Watch**

A Tornado Watch occurs when weather conditions are considered favorable for the development of a tornado; for example, during a thunderstorm. When a Tornado Watch is issued, the campus community should:

- Monitor local weather reports
- Visit the [Safety and Security Tornado Procedures](#) webpage
- Stay connected with Campus Security, as well as the College’s ‘incident-update’ webpage
- Review the Mid Emergency Plans/Maps (located in classroom and hallways) for designated tornado shelter areas
- Be prepared to act should conditions change and a Tornado Warning is issued

**Tornado Warning**
A Tornado Warning occurs when a tornado has been sighted or identified by radar in the area. Persons should take shelter immediately. Tornadoes can develop and move quickly. If severe thunderstorms should occur, be alert to the fact that a thunderstorm may possibly trigger a tornado.

When a Tornado Warning is issued by Public Safety Officials or the National Weather Service, a message will come over the phone/PA system in advisement of the warning and if time permits, a message will be sent through the College’s emergency notification system. Individuals on campus should:

- Move to the closest designated shelter area
- Provide assistance to persons with disabilities
- Remain in the designated shelter area until an ‘All Clear’ has been issued
- If people are outside when a tornado occurs and are unable to take shelter, they should lie flat in a ditch or depression and protect their head; avoid large trees, metal poles and other electrical conductors; vehicles should not be used as shelter

**Regardless of the type of evacuation mode, special attention should be provided to individuals with special needs, whether this be due to mobility, hearing, visual, cognitive impairment, a lack of transportation, or a language barrier. Other special considerations that must be addressed may include coordination with high schools, agencies, or visitors that may be on campus.**

Evacuation Testing Procedures

Mid will conduct at least one evacuation test each year (a test is defined as a regularly scheduled drill or exercise with appropriate follow-through activities, designed for assessment and evaluation of emergency plans and capabilities) which is coordinated by the Director of College Compliance and Ethics, Facilities Director, Campus Security and the Core Crisis Team. These tests may be announced or unannounced. The purpose of these tests is to familiarize the campus community with the sound of alarms, locations of emergency exits within the buildings, location of designated meeting or shelter areas, testing of various notification systems such as the public address system, email notification, MidAlert! and to provide guidance about exiting the facility for an emergency evacuation. (Mid Michigan College’s emergency procedures, building evacuation routes and shelter locations are posted in classrooms and various locations throughout the College). Mid will annually publish its Emergency Response Evacuation Procedures in conjunction with the test.

The test will be monitored by members of Campus Security, the Core Crisis Team, and members from governmental agencies who may respond in an actual emergency to evaluate egress, behavioral patterns, and assess and evaluate the emergency response, plans and capabilities. Reports are prepared after each test which identify defective equipment and processes so that corrective action can be taken by the appropriate departments. Recommendations for improvements are also addressed by the Core Crisis Team, Campus Security, and members from governmental agencies. These are presented to the appropriate department or individuals so that improvement of processes can be effected.

Documentation of the test using an After Action Report will be submitted and housed with the Director of College Compliance and Ethics for Clery Act-related documentation. This Report will describe the test, the date the test was conducted, the start and end time of the test, and whether the test was announced or unannounced. Copies of the After Action Report are available by emailing sos@midmich.edu or by calling 989-386-6622 ext. 394.
College Notification Options

MidAlert!

A concerted effort is conducted to keep the campus community informed and responsive. The College uses a notification system, MidAlert! which allows the College to relay notifications out to the campus community. There are two components to this system: (1) an emergency notification which allows members of the Core Crisis Team or Campus Security to send out time-sensitive information such as timely warning notices, emergency situations, inclement weather, and campus closures; (2) a second component sends notification of general campus information such as activities, notices and announcements.

Timely warnings and emergency notifications are sent to all active MidMail Accounts. Students currently enrolled at Mid are, by default, automatically enrolled to receive automated voice calls to the telephone numbers listed on file. Students, faculty, and staff need to enroll in order to receive notifications via text, to update preferences, receive MidAlert! general campus information, or to “opt-out.” Individuals who select to “opt-out” of receiving automated voice calls should understand that in an emergency situation, notifications would be received through their Mid issued email account and any notifications posted on Mid Michigan College’s home webpage or on the ‘incident-update’ page. Individuals may also choose to forward their MidMail account to another e-mail. For assistance in doing so, users should contact the College’s helpdesk available at Ext. 411.

Members of the campus community can enroll, update preferences, or ‘opt-out’ by logging into the College’s Portal and clicking on their name.

Visitor Information

To keep visitors informed, guests to campus or groups that are attending on-campus functions have the opportunity to request MidAlert! emergency notifications and timely warnings during their campus stay. Visitors that choose to enroll will be inserted into a ‘temporary Mid Alert!’ notification file for the day. Telephone numbers provided will be regularly deleted and visitors who desire to receive alerts must re-enroll each time they are on campus. Guests who wish to receive text messages while on Campus should do so by texting the word: visitmmc to 79516. To stop receiving MidAlert! emergency notifications and timely warnings at any time, text the word: stop to 79516. Visitors that choose to text ‘stop’ may be unenrolled at the provider level and may not be able to re-enroll without contacting their cell phone provider.

To further simplify this accommodation, when visitors register an event with our Community Relations Department, they will receive an email/letter addressing the MidAlert! feature and will be directed to a visitors’ webpage that houses this information. Members of the campus community and visitors all have access to Mid’s webpage and in an emergency situation, information would be posted on the ‘incident-update’ page.

Emergency Notifications, Timely Warnings, & Public Health/Safety Advisories

In the event of a substantiated serious safety or health concern on campus, Mid has established policies and procedures to notify the campus community. Information on crime-related matters or situations that pose an ongoing threat to members of the campus community will be carefully disseminated in a timely manner to the campus community through the issuance of an Emergency Notifications (EN) or a Timely Warning Notice (TWN). These notices are designed to help keep the campus community informed about safety and security issues that are timely in nature, provide next steps or required action, and help in the prevention of similar crimes, in criminal matters.
Emergency Notification

Federal Law requires the College to immediately notify the Mid community (or the relevant segments of the community that may be affected by the situation) upon confirmation that a serious crime, legitimate threat, man-made emergency, or natural disaster exists and could pose an immediate risk to the health and safety of the college community. All members of the Mid Community are advised through this Annual Security Report that they are required to notify Campus Security or Security Operations and Systems (SOS) of any situation or incident on campus that may present a significant emergency or situation that could jeopardize the health or safety of students, faculty, staff and visitors on campus. These Departments have a responsibility to determine the existence of a legitimate emergency or dangerous situation, respond to the incident, and summon the necessary resources to mitigate, investigate, and document the incident. In addition, these departments are responsible for notifying Mid’s Core Crisis Team (CCT) of the situation so that they can confirm that a legitimate emergency or threat exists.

The term ‘confirmation’ indicates that a member or members of the College’s Core Crisis Team have verified that a legitimate emergency or dangerous situation exists. Confirmation does not require that ALL pertinent details are known or available. Confirmation will be based upon what authorized, trained individuals conclude. This is dependent upon the facts and information available to them at the time.

Upon recognition and confirmation that a significant emergency, dangerous situation or crime exists, a member or members of the College’s Core Crisis Team shall initiate and/or direct authorized Campus Security personnel to issue the appropriate emergency notification. The messaging content will be determined by the emergency mode initiated and will be disseminated through the appropriate systems (stated below). This will communicate the threat to the Mid community (or the afflicted segment of the community if the situation is limited to a particular population, campus location, or building). Taking the safety of the college community into consideration, the Notification will be disseminated. This communication will be through “blast” e-mails to all active Mid e-mail accounts and may also be delivered by text and automated voice calls, the public address system, College website, posted notices in buildings, and/or local media. Visitors to the campus that have enrolled in MidAlert! will receive a text message. The communication to students, employees, and visitors will provide them with direction and information about the incident. Depending on the nature and severity of the circumstance, the Core Crisis Team may need to confer with local, state and federal agencies to help determine the severity of the situation, how best to respond, and what segments of the greater community may need notification and how best to disseminate the information. In critical events, a member of the Team will post updates on the College website and may send follow up e-mails, texts or automated voice calls.

As required by the Higher Education Opportunity Act (Public Law 110-315), an available member or members of the Core Crisis Team will promptly initiate the Notification System. The safety of the community will be taken into consideration, and the notification will be implemented unless it is determined that it would compromise or hinder the response or efforts of assisting the victim(s) or mitigating the emergency. In such a circumstance, the notification may be delayed. Reports to the Core Crisis Team may be obtained from Campus Security, Security Operations and Systems, any member of the campus community, local law enforcement, homeland security etc.

The Core Crisis Team is composed of: The President, Executive Assistant to the President and Board of Trustees, Vice President of Finance & Business Administration, Facilities, Director of College Compliance & Ethics, Director of Information Technology, Vice President of Student Services, Vice President of Academic Affairs & Community Outreach, Director of Facilities, Assistant Vice President of Human Resources and Liaison Officers.
Examples of situations that may constitute the College’s decision to issue an Emergency Notification include but are not limited to:

1. **Situations where there is potential for serious injuries or serious injuries have occurred**
   Examples:
   - Gas leaks
   - Armed assailant
   - Bomb threat
   - Explosion
   - Fire

2. **Situations that cause a major disruption to the campus community and/or campus operations**
   Examples:
   - Tornado
   - Power outages
   - Severe accident
   - Serious acts or threats to campus property
   - Cyberattacks

**Emergency Notifications Process:**

1. Upon confirmation that a significant emergency, dangerous situation or crime exists that could impact the campus community, a member or members of the College’s Core Crisis Team will assess the level of danger, significance, and threat to the health, safety and security of the college community (this assessment may require consultation with various departments within the college or with external constituents including local law enforcement and/or homeland security personnel). The CCT shall initiate and/or direct authorized Campus Security to issue the appropriate emergency mode.

2. The content of the Notice will be determined by the emergency mode initiated, and the notice will be disseminated unless issuing a notification would, in the professional judgment of the team, compromise or hinder the response or efforts to assist the victim(s) or mitigate the emergency.

3. The Notice will be dispersed to the campus community through a “blast e-mail” to all MidMail accounts; visitors to the campus that have enrolled to receive text messages will receive a text message directing them to a link for the full notice. Mid may also use one or more of the following channels to distribute the notice and/or any subsequent messages:
   - **MidAlert!** Mid’s Emergency Alert System, which includes text messaging and automated voice calls. (Students, faculty, staff and visitors must enroll)
   - E-mail to all active MidMail accounts
   - Visitors to the campus have the option to enroll in MidAlert! text messages; those enrolled will receive a text
   - [College website](#)
   - Posting on college buildings
   - Public address system (PA/phones)
   - Through local media

4. Unlike Timely Warning Notices (addressed below) which must be sent campus-wide, an Emergency Notification may be designated to a specific group of individuals in a specified
building/area. As a general rule, the entire campus community would be notified of the emergency and if limited to a certain campus location or building, that information would be included in the notification. If an Emergency Notification is issued, there is no need to issue a Timely Warning Notice.

Timely Warning Notice

In compliance with the Federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistic Act of 1998, Mid will issue Timely Warning Notices (TWN) when a serious criminal incident is reported and deemed to pose an ongoing threat to the campus community. These efforts help keep the campus community safe and empowered to safeguard itself from harm. The Clery Act defines specific crimes that require the issuance of Timely Warning Notices when crimes are reported to Campus Security Authorities (CSAs-individuals with significant responsibility for student and campus activities), Campus Security, or local law enforcement. Timely Warnings are issued for crimes that are believed to have occurred on campus property, public property immediately adjacent to campus property, or in/on non-campus buildings or property. Clery crime classifications include: aggravated assault, arson, burglary, criminal homicide, dating violence, domestic violence, motor vehicle theft, robbery, sex offenses, and stalking. Occasionally, the College may choose to issue a Public Health/Safety Advisory for non-Clery crimes that do not rise to the level of a serious or continuing threat to the campus community but still warrant notification (examples include patterns of larcenies or vandalisms). All Timely Warnings and Public Health/Safety Advisories will be determined and issued on a case-by-case basis.

Members of Security Operations and Systems (SOS) are responsible for reviewing all reports of criminal activity to determine if they meet the Clery Act’s standard for a Timely Warning Notice. If so, they are to communicate with a member of the College’s Core Crisis Team (CCT). The Core Crisis Team, or member thereof, will review the report to determine if there is an ongoing threat to the community and if a Notice is warranted. The Team, with assistance from Security Operations and Systems or member thereof, will determine the content of the message and a Timely Warning will be communicated to students, faculty, and staff through a “blast e-mail” to all active MidMail accounts. Visitors to the campus who have enrolled to receive notifications, will be sent a text message directing them to a link for the entire Timely Warning Notice. On occasion, other methods of communicating the Timely Warning Notice may be used in conjunction with the “blast e-mail.” These may include any of the following: MidAlert! (voice and text messaging), public address system, College website, posted notices in buildings, and/or local media.

Criteria for Issuance of a Timely Warning Notice

The intent of a Timely Warning Notice (TWN) is to alert the campus community of ongoing threats and enable individuals to protect themselves. It is also considered as a tool for use in the prevention of similar crimes.

The decision to issue a Timely Warning Notice will be decided on a case-by-case basis. Issues taken into consideration are: details surrounding a crime, the nature of the crime, the continuing danger to the campus community, and the possible risk of compromising law enforcement efforts. While the Clery Act does not specifically state what details should be included in a Timely Warning Notice, the Notice should encompass all the information about the crime that would promote personal awareness and safety. Generally, the TWN will specify the type of reported crime, the time and location that the reported crime occurred, a clear description of what occurred, and information to the campus community regarding the measures to take in protection of oneself to avoid becoming a victim. The Timely Warning Notice will not include any information that would identify the victim. A description of a subject in a criminal incident will only be
included in the Notice if there is a sufficient amount of detail to describe the individual. If the only known
descriptors are sex and race, those would not be included in the Notice.

NOTE: The College will not withhold a basic description of the reported crime under auspices of the risk
of compromising law enforcement efforts. Specific details such as the exact location, the specific date, etc.,
could be withheld if releasing such information would compromise law enforcement efforts (such as
conducting an investigation or conducting an undercover operation, etc.).

The College will not issue a Timely Warning Notice if the subject has been apprehended and the threat of
imminent danger to the Mid community has been mitigated by the apprehension. Further, a Timely
Warning Notice may not be issued if the report was not filed with Campus Security, Security Operations
and Systems or reported to a Campus Security Authority in a manner that would allow the issuance of a
“timely” notice to the college community. Additional, if Mid had pastoral or professional counselors on
staff and a Clery Crime was reported to them, these individuals are considered confidential resources and
the College would not be required to issue a Timely Warning for reports made to them in confidence. In
situations such as these, our general guidance is that a report filed more than ten days after the date of the
incident may not enable the College to issue a “timely” notice to the campus community. These situations
would be evaluated on a case-by-case basis.

How Timely Warning Notices are issued:

1. Security Operations and Systems reviews information that is reported by members of the
    community, Campus Security Authorities, Campus Security, and/or local law enforcement to
determine if a reported crime or dangerous situation has occurred that could pose an ongoing threat
to the campus community. If so, it will determine if the incident occurred on campus-defined
geography, was reported to a CSA, meets the Clery Crime definitions and may warrant a Timely
Warning. (The College may choose to issue public safety notices for non-Clery crimes.) Thereafter,
a member of Security Operations and Systems will contact the Core Crisis Team or member
thereof.

2. The Core Crisis Team (CCT) or member thereof will review the incident to determine if there is an
    ongoing threat to the campus community and if a Timely Warning is warranted. If so, without delay
    and with assistance from Security Operations and Systems, they will determine the content of the
notification and initiate the Notification System.

3. The Notice will be disseminated to the campus community through a “blast e-mail” to all MidMail
    accounts; visitors to the campus that have enrolled to receive text messages will receive a text
    message directing them to a link for the full Notice. Mid may also use one or more of the following
    channels to distribute the Timely Warning notice:
    • **MidAlert!** Mid’s Emergency Alert System, which includes text messaging and automated
      voice calls; (Students, faculty, staff and visitors must enroll)
    • E-mail to all active MidMail accounts
    • Visitors to the campus have the option to enroll in MidAlert! text messages, and those enrolled
      will receive a text
    • [College website](#)
    • Posting on college buildings
    • Public address system (PA/phones)
    • Through local media

Public Health & Safety Advisory

When deemed necessary and when the issuance of an Emergency Notification or Timely Warning is not required, the College’s Core Crisis Team (CCT) may choose to provide information to the campus community by way of a Public Health or Safety Advisory. These Advisories may be issued in situations where a serious health risk or significant incident occurs within the College’s Clery reportable geography or outside the reporting area with the potential to affect the campus community. In such instances, information will be provided to students, staff and visitors to alert them of the concerning incident, risk or situation. Details surrounding the health or safety risk would be provided, along with information that would encourage personal health and safety. Advisories may be sent to the entire campus community or a segment of the campus community and would be provided through various formats, depending on the nature of the advisory. Formats may include but are not limited to: blast emails, segmented emails, individual emails to midmail accounts, through MidAlert! (voice and text messaging), public address system, the College website, posted notices in buildings, and/or local media.

Additional Personnel Preparedness Resources

Both the Department of Homeland Security and ready.gov offer information, resources, and training opportunities to help individuals take personal safety precautions and be prepared in various types of emergency situations.

Section V: Crime Prevention, Safety and Security Awareness Programs

Through this Annual Security Report, information is provided using the objective that all members of the campus community will take responsibility for their own safety and be attentive to the welfare of others on our campuses. The overall safety of our College community is our primary concern. In line with this responsibility, Campus Security, the Office of College Compliance and Ethics, Student Life, Athletics, Human Resources, and Student Services work together to promote crime prevention and security awareness programs and activities throughout the year. These programs are designed to provide insight on situational awareness and eliminate or minimize the probability that individuals will fall victim to crime.

Campus Awareness, Activities and Events

Mid Michigan College focuses on community awareness/interaction through the dissemination of college safety procedures and materials/presentations that center on issues of safety and security. Such programs and practices vary in delivery from crime prevention presentations to postings of wellness and safety tips. In detail, some of the activities in the past year included:

- Every Fall semester the Office of College Compliance and Ethics sends out an email to the campus community providing them with general information on the College’s safety and security policies, included in the email is link to the College’s Campus Safety and Security webpage
- Posting Crime Prevention Awareness and Wellness information on college bulletin boards and in the Mid Weekly and Monthly
- Providing Security Cards to Student Services staff to distribute during new student orientation and advising appointments; placing the Cards in high traffic areas, such the Library, Student Services, on bulletin-boards and making copies of the cards available to faculty that contains contact information for Campus Security, as well as a QR Code to the Mid Cares reporting webpage
- Campus Security telephone numbers are on the back of Student ID Cards and by every office telephone
- Providing the Campus community with information on the College’s Director of Student Wellness and Equity; the College’s Civil Rights/Title IX Coordinator and how the individuals may be reached
- Inviting local law enforcement and Homeland Security to participate in security drills
- Providing Campus Life Safety and Awareness modules free of charge to all enrolled students
- Requiring staff to complete various SafeCollege Training Modules focused on safety and security
- Partnering with local law enforcement and supplying faculty and staff with general information on procedures to follow during a serious threat and/or incident
- Providing employees with access to HelpNet which includes information on college health and safety
- Acting as a host site for presentations on current trends in substance use and abuse
- Maintaining the Mid Michigan College Collegiate Recovery and Wellness (CREW) program through grant funding obtained by the Northern Michigan Opioid Response Coalition (NMORC) and partnership with Ten16 Recovery Network.
- Partnerships with local District Court/Recovery Courts, various police agencies (with responding jurisdiction), Woman’s Aid Services etc., in an effort to have transparent and direct lines of communication
- Disseminating the Annual Security Report to all current employees and students; providing a direct link to the Report to all prospective employees and students

Additionally, the College offers several services designed to prevent crime and assist the campus community members with security needs. Some of these assistances include:

- **Escort Service** by Campus Security for students, faculty and staff. For their own safety, students, faculty, and staff are encouraged to walk in groups and not to accept assistance from strangers
- **Patrols** of facilities and grounds performed routinely by Campus Security on both campuses
- **Campus Security and the Student Oversight Committee** serve as resources to all members of the campus community. The Committee and Office are charged with enforcing various policies regarding student conduct and investigating reports of alleged violations. Imbedded within the Committee is the Behavior Intervention Team which provides preventative measures throughout the college community to reduce the risk of student incidents.
- **Expert Speakers** periodically brought in by the College to discuss topics including threat assessment and responding to difficult behavior. Some speakers are nationally-known but additionally, college staff frequently present on topics including Title IX and Student Conduct
- **Consultant-Provided Training** that focuses on issues involving sexual violence prevention including domestic violence, dating violence, sexual assault, and stalking and how to promote bystander intervention and risk reduction strategies.

**Safety Awareness and Tips**
Ultimately, it is imperative that each person take ownership of their own wellbeing. They should be cognizant of their environment and the issues that could hinder or bolster their safety. The information below has been compiled to provide students, faculty, staff and visitors with a clear understanding of measures that can be taken to provide safer surroundings. It is our expectation that individual use of this information will help prevent a person from becoming a victim of crime and will assist the College in establishing the desired secure environment.

**Personal Safety**
- Familiarize yourself with or store Campus Security telephone numbers in your phone
- If at all possible, avoid studying or working alone; if alone, always let someone know where you are and an approximate time when you will be finished
• Keep your personal belongings in view at all times; never leave them behind unattended, even momentarily, to use the restroom or get a drink; carry purses and backpacks securely or leave them safely with friends
• Trust your instincts if you suspect something is wrong or feel uneasy about a situation, do not ignore the feeling; move to a location that is more secure for you
• Walk on well-lit, designated College walkways
• Walk with friends or classmates; or request escorts from Campus Security
• When off campus, avoid shortcuts through dark areas, vacant lots, or other deserted places
• Walk confidently and assertively, limit phone texting as it can distract you from noticing your surroundings; an assailant usually looks for someone that seems distracted and vulnerable
• If you suspect that you are being followed, turn or cross the street; find a “safe” area to proceed to such as an office, highly visible area, or more populated/visible location
• Always keep your keys in your possession—keys can be duplicated
• Immediately report all thefts to the Mid authorities

Vehicle Safety Tips
• Have your keys in your hand before you reach your vehicle
• Check the interior of your vehicle before entering it
• Plan your route in advance and try to travel on well-lit streets
• Keep your car doors locked and your windows rolled up
• If you have a flat tire in a questionable area, drive on it until you reach a safe, well-lighted location
• When parking your vehicle at night, select a spot that is well-illuminated
• If you believe you are being followed, DO NOT DRIVE HOME; stay on busy streets and drive to a police department or busy public place
• Articles can be stolen from vehicles on campus; the items most frequently stolen are book-bags, purses, cellular phones, electronic/music/audio devices, unattached speakers and other items of value that can be seen inside your car

Protecting Your Vehicle
• Mount stereos and music systems on a bracket that allows you to remove them and place them in your trunk
• Take loose articles with you or place them in the trunk
• Use a locking gas cap to prevent fuel theft
• Install locking lug nuts and locking hubcaps

Internet and Social Media Safety
• Keep personal information professional and limited; information you post online is readily available; you would not provide personal information to a complete stranger, don’t provide it to thousands of strangers, online
• Be accountable for your personal information by keeping your Privacy Setting on; Marketers and Hackers prey on information and by keeping privacy settings on, you are taking steps to keep them at bay; major Websites like Facebook have privacy-enhancing settings available; make sure to enable these privacy safeguards and keep them enabled
• Make certain that your internet connection is secure; when possible, use private networks and if using a public network, be careful about the information you provide (such as bank accounts or credit card numbers)
• Choose strong passwords; password breaches are one of the biggest issues for internet security; a strong password is one that is unique and complex, containing at least 10 to 15 character and made up of letters, numbers, and special characters—not the month, date, and year that you were born.
• On social media accounts, set up security questions and answers along with a strong password. This creates an extra level of security.
• Be selective with friend requests; if you do not know the person, do not accept their request; it could be deriving from a fake account or a scammer.
• Install antivirus software to safeguard your computer.
• Always remember to log off when you are walking away from your computer and/or done using it.

Suspicious Activity
It is important for individuals to be aware of their surroundings and to trust their instincts. If something seems off, it probably is. This may include things such as:

• Unusual or suspicious noises, like breaking glass, continued or prolonged pounding, yelling or screaming.
• Vehicles moving slowly without headlights.
• An individual checking for unlocked doors on vehicles in a parking lot or on the street.
• A stranger sitting in a vehicle for an extended period of time, watching a residence, business, or person.
• A person peeping into windows of an apartment, house, or building.

Remember regardless of the situation, if you have doubts, contact 911 or Campus Security. It’s always better to err on the side of caution!

Section VI: Alcohol and Other Drug Policy and Prevention Programming
In accordance with the Drug-Free Workplace Act and Drug-Free Schools and Campuses Act, the College is required to have an Alcohol and Other Drug Policy and Prevention Program that is distributed annually in writing to all students, faculty and staff. The Policy must include: the standards of conduct that clearly prohibits the unlawful use, possession, sale, manufacture, or distribution of illicit drugs and alcohol by students and staff; information regarding the legal sanctions under local, state or federal law for the unlawful use, possession, sale, manufacture, and distribution of illicit drugs and alcohol; sanctions that the College will impose on students and employees along with a description of the sanctions, up to and including expulsion or termination; referral for prosecution for violations of the standard of conduct; a description of any drug or alcohol counseling, treatment, or rehabilitation/reentry programs that are available to students and staff; prevention, educational and intervention efforts; the possible health risks associated with the use and abuse of illicit drugs and alcohol.

Mid is dedicated to providing a healthy environment for its community and as such, recognizes that improper or excessive use of alcohol and other drugs may be disruptive to our students, faculty and staff by negatively impacting their health and safety. Problems such as memory loss, harassment, sexual misconduct, assaults, disorderly/disruptive behavior, and sleep disruption tend to increase in correlation to the misuse of alcohol and/or other drugs.

Policy Statement
Mid prohibits the use, possession, consumption, sale, distribution, and unlawful manufacture of illegal drugs, narcotics or controlled substances on Mid’s campuses, while conducting College business or as part of College sponsored activities or events. Alcohol is prohibited on campus except when a written Exception Request is submitted for consideration and is approved by Mid’s Board of Trustees. It is the responsibility of each student and employee to be familiar with the provisions of the policy and also the State of Michigan laws as they pertain to drug and alcohol use and abuse. The Policy places responsibility for individual and group conduct on the individuals who use drugs and consume alcohol. Using drugs and drinking alcoholic
beverages are not excuses for irresponsible behavior. Individuals and groups are held accountable for their behavior whether or not they have consumed drugs or alcohol.

Michigan law prohibits the dispensing, selling or supplying of drugs or alcohol to any person under the age of 21. Students, employees and visitors to the College may not unlawfully manufacture, consume, possess, sell, distribute, transfer or be under the influence of alcohol, illicit drugs, or a controlled substance on College property, at College-related activities or events, while driving a College vehicle or while otherwise engaged in College business. College property includes all buildings and land owned, leased, or used by the College; motor vehicles operated by employees, including personal motor vehicles when used in connection with work performance on behalf of the College.

Any person taking prescription drugs or over-the-counter medication is solely responsible for ensuring that while taking the drug or medication, they are not a safety risk to themselves or others while on College property, at College-related activities or events, while driving a College or privately-owned vehicle while engaged in College business. It is illegal to misuse prescribed drugs contrary to the prescription; give or sell the prescribed drug(s) to another person.

Pursuant to 34 CFR Part 84 and the Drug-Free Workplace Act, institutions that receive federal funding must certify to the Department of Education that it has in place a drug and alcohol abuse prevention program and policy and strives to provide a drug-free workplace that is secure and reliable for the entire campus community. Further, any employees who are directly engaged in the performance of work pursuant to the provisions of a federal funded grant or contract are required, under the Drug-Free Workplace Act, to notify their supervisor, in writing, if they are convicted for a violation of a criminal drug statute occurring in the workplace and must do so no more than five calendar days after the conviction. In turn, the College is required to notify federal agencies if an employee who is engaged in the performance of an awarded grant/contract is convicted of a criminal drug law violation.

Additionally, 34 CFR section 668.40 entitled Conviction for possession or sale of illegal drugs states if a student, receiving Title IV funding, has been convicted of an offense involving the possession or sale of illegal drugs while enrolled, the student becomes ineligible to receive Title IV funds. If the offense occurred outside of an enrollment period, the student is still eligible to receive funding.

When completing the Federal Student Aid (FAFSA) Free Application, students self-certify and respond to questions regarding drug convictions. Should a conviction occur after a student has submitted the FAFSA, the student must notify the Financial Aid Office, immediately. A conviction denotes a conviction that is on a student’s record. A conviction that was reversed, set aside, or removed from the student’s record is not relevant for these purposes. In addition, it is not a determination or adjudication arising out of a juvenile proceeding.

**Loss of Eligibility and Penalties:**

**Possession of Illegal Drugs**

<table>
<thead>
<tr>
<th>Offense</th>
<th>Ineligibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Offense</td>
<td>Ineligible for one year after date of conviction</td>
</tr>
<tr>
<td>Second Offense</td>
<td>Ineligible for two years after the date of second conviction</td>
</tr>
<tr>
<td>Third Offense</td>
<td>Ineligible indefinitely after the date of the third conviction</td>
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</tbody>
</table>

**Sale of Illegal Drugs**

<table>
<thead>
<tr>
<th>Offense</th>
<th>Ineligibility</th>
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<tbody>
<tr>
<td>First Offense</td>
<td>Ineligible for two years after the date of conviction</td>
</tr>
<tr>
<td>Second Offense</td>
<td>Ineligible indefinitely after the date of conviction</td>
</tr>
</tbody>
</table>

In the event that a student is convicted of both, possessing and selling illegal drugs and the periods of ineligibility differ, it will result in the longer period of ineligibility.
Notice After Loss Eligibility
Students who become ineligible for financial aid due to a drug related conviction will receive written notification from the Financial Aid Office, via e-mail to their midmail account, advising of the loss. Information will also be provided on ways in which eligibility can be regained.

How to Regain Eligibility
A student regains eligibility the day after the period of ineligibility ends or when they successfully complete a qualified drug rehabilitation program. Additional drug related convictions will render a student ineligible again.

A student who successfully completes a drug rehabilitation program following their most recent drug conviction, regains eligibility on the date of the Program completion. A drug rehabilitation program is one that:

- Includes at least two unannounced drug tests and,
- Has received or is qualified to receive funds directly or indirectly under a Federal, State or Local government program;
- Is administered or recognized by a Federal, State, or Local government agency or court;
- Has received or is qualified to receive payment directly or indirectly from a Federally or State licensed insurance company, or
- Is administered or recognized by a Federally or State licensed hospital, health clinic or medical doctor.

State Laws
Michigan Medical Marijuana Act & Michigan Regulation and Taxation of Marijuana Act
The Michigan Medical Marijuana Act (MMMA) and the Michigan Regulation and Taxation of Marijuana Act, conflict with federal criminal laws governing controlled substances, as well as federal laws that require institutions receiving federal funds from contract or grants to maintain a drug-free campus and workplace (see Department of Ed Section 484(r) for information on Higher Education Act of 1965 and rules regarding suspension of Federal Financial Aid for drug-related offenses). Mid receives federal funding that would be jeopardized if those federal laws did not take precedence over state law. Thus, the use, possession, distribution or transportation of marijuana in any form and for any purpose violates the Alcohol and Other Drug Policy and is prohibited on College property or at College sponsored activities or events.

Michigan Laws for Alcohol and Other Drugs
Under Michigan’s Public Health Code, it is illegal to operate a motor vehicle:

- While intoxicated or impaired by alcohol, illegal drugs and some prescribed medications
- With a bodily alcohol content of 0.08 or more (This crime is one of Michigan’s driving while intoxicated offenses)
- With any amount of cocaine or a Schedule 1 controlled substance in your body

Additionally, for persons under the age of 21 it is also against Michigan law to:

- Drive with a bodily alcohol content of 0.02 or more, or with the presence of alcohol in the body, except for that consumed at a generally recognized religious ceremony
- Buy, possess, or consume alcoholic beverages.
- To purchase, provide or serve alcohol to anyone under the age of 21
- To serve anyone under the age of 21 at a private party; hosts of such parties can be held responsible for injuries that an intoxicated person causes or incurs, at or after leaving, a party
Pursuant to MCL 333.7404 et seq., also known as the Public Health Code Act 368 of 1978:

- Individuals shall not use a controlled substance or controlled substance analogue unless the substance was obtained directly from, or pursuant to, a valid prescription or order of a practitioner while acting in the course of the practitioner’s professional practice.

Pursuant to MCL 333.7403 et seq., also known as the Public Health Code Act 368 of 1978:

- It is illegal for a person to knowingly or intentionally possess a controlled substance, a controlled substance analogue, or a prescription form unless the controlled substance, controlled substance analogue, or prescription form was obtained directly from or pursuant to, a valid prescription or order of a practitioner while acting in the course of the practitioner's professional practice
- It is illegal to give or sell prescribed drugs to another person

Pursuant to MCL 333.7401 et seq., also known as the Public Health Code Act 368 of 1978:

- Individuals are prohibited from manufacturing, creating, delivering or possessing with the intent to manufacture, create, or deliver a controlled substance, a prescription form, or a counterfeit prescription form.

Penalties for Violation of Michigan Laws
Penalties for violating Michigan law vary depending on the crime and whether it is a first, second or third offence. For drug crimes the amount and nature of the drug are determining factors. Actual sentences may differ at the discretion of the Judge.

*Operating a Motor Vehicle with the Presence of Alcohol or other Drugs*
Michigan laws and penalties for drunk or drugged driving vary, but as general rule the law requires:

- Courts to decide drunk or drugged driving violations within 77 days after arrest
- A mandatory 6-month driver license suspension, with possible restricted license after 30 days
- Court to ordered participation in, and successful completion of, 1 or more rehabilitation programs; in instances of a second conviction the Court must order this rehabilitation
- Five days to 1 year of jail time, or 30 to 90 days of community service, or both for second convictions of drunk or drugged driving
- Harsher license sanctions for multiple drunk or drugged driving convictions
- Payment of fines and costs, driver responsibility fees, as well as license reinstatement fees

*Use of a Controlled Substance (MCL 333.7404)*
A person shall not use a controlled substance or controlled substance analogue unless the substance was obtained directly from, or pursuant to, a valid prescription or order of a practitioner while acting in the course of the practitioner’s profession practice.

A person who is found to be in violation may be subject to penalties as follows:

- A controlled substance classified as schedule 1 or 2 as a narcotic drug is a misdemeanor punishable by imprisonment for not more than 1 year or a fine of not more than $2,000.00 or both.
- A controlled substance classified in schedule 1, 2, 3, or 4 is a misdemeanor punishable by imprisonment for not more than 1 year or a fine of not more than $1,000.00, or both.
- Use of a controlled substance classified in schedule 5 is a misdemeanor punishable by imprisonment for not more than 6 months or a fine of not more than $500.00, or both.
• Use of marijuana, salvia divinorum, catha edulis is a misdemeanor punishable by imprisonment for not more than 90 days or a fine of not more than $100.00, or both.

Possession of a Controlled Substance (MCL 333.7403)
A person shall not knowingly or intentionally possess a controlled substance, a controlled substance analogue, or a prescription form unless the controlled substance, controlled substance analogue, or prescription form was obtained directly from, or pursuant to, a valid prescription or order of a practitioner while acting in the course of the practitioner’s profession practice.

A person who is found to be in possession of a controlled substance classified as Schedule 1 or 2 that is a narcotic may be subject to penalties based on the amount found in their possession as follows:

- 1000 grams or more; is a felony punishable by imprisonment for life or any term of years or a fine of not more than $1,000,000.00, or both.
- 450 grams or more, but less than 1000 grams; is a felony punishable by imprisonment for not more than 30 years or a fine of not more than $500,000.00, or both.
- 50 grams or more, but less than 450 grams; is a felony punishable by imprisonment for not more than 20 years or a fine of not more than $250,000.00, or both.
- 25 grams or more, but less than 50 grams; is a felony punishable by imprisonment for not more than 4 years or a fine of not more than $25,000.00, or both.
- Less than 25 grams; is a felony punishable by imprisonment for not more than 4 years or a fine of not more than $25,000.00, or both.

A person who is found to be in possession of the following other drugs may be subject to penalties as follows:

• Possession of Methamphetamine/Ecstasy; is a felony punishable by imprisonment for not more than 10 years or a fine of not more than $15,000.00, or both.
• Possession of a controlled substance classified as Schedule 1, 2, 3, or 4 (excepting out those listed above) or a controlled substance analogue; is a felony punishable by imprisonment for not more than 2 years or a fine of not more than $2,000.00, or both.
• Possession of a controlled substance classified as Schedule 5, or LSD; is a misdemeanor punishable by imprisonment for not more than 1 year and a fine of not more than $2,000.00, or both.
• Possession of Marijuana; is a misdemeanor punishable by imprisonment for not more than 1 year or a fine of not more than $1,000.00, or both.
• A prescription form; is a misdemeanor punishable by imprisonment for not more than 1 year or a fine of not more than $1,000.00, or both.

Manufacturing, Creating, or Delivering a Controlled Substance, Prescription Form (MCL 333.7401)
A person shall not manufacture, create, deliver, or possess with intent to manufacture, create, or deliver a controlled substance, a prescription form, or a counterfeit prescription form.

A person who manufactures and/or delivers a controlled substance classified in Schedule 1 or 2 that is a narcotic may be subject to penalties based on the amount as follows:

- 1000 grams or more; is a felony punishable by imprisonment for life or any term of years or a fine of not more than $1,000,000.00, or both.
- 450 grams or more, but less than 1000 grams; is a felony punishable by imprisonment for not more than 30 years or a fine of not more than $500,000.00, or both.
• 50 grams or more, but less than 450 grams; is a felony punishable by imprisonment for not more than 20 years or a fine of not more than $250,000.00, or both.
• 50 grams or less; is a felony punishable by imprisonment for not more than 20 years or a fine of not more than $250,000.00, or both.

A person who manufactures and/or delivers the following other drugs may be subject to penalties as follows:

• Manufacture/Delivery of controlled substance classified as Schedule 1, 2, or 3 (expect marijuana; cocaine; narcotic); is a felony punishable by imprisonment for not more than 7 years or a fine of not more than $10,000.00, or both.
• Manufacture/Delivery of controlled substance classified as Schedule 4; is a felony; punishable by imprisonment for not more than 4 years or a fine of not more than $2,000.00, or both.
• Manufacture/Delivery of a substance classified as Schedule 5; is a felony punishable by imprisonment for not more than 2 years or a fine of not more than $2,000.00, or both.
• Manufacture/Delivery of a prescription form or a counterfeit prescription form; is a felony punishable by imprisonment of not more than 7 years or a fine of not more than $5,000.00, or both.

A person who manufactures and/or delivers marijuana or a mixture containing marijuana may be subject to penalties based on the amount as follows:

• 45 kilograms or more or 200 plants or more; is a felony punishable by imprisonment for not more than 15 years or a fine of not more than $10,000,000.00, or both.
• 5 kilograms or more, but less than 45 kg, or 20 plants or more, but fewer than 200; is a felony punishable by imprisonment for not more than 7 years or a fine of not more than $500,000.00, or both.
• Less than 5 kilograms or fewer than 20 plants; is a felony punishable by imprisonment for not more than 4 years or a fine of not more than $20,000.00, or both.

For more information regarding penalties in the State of Michigan, please see Michigan Legislature or Michigan Secretary of State. For Federal penalties governing the manufacturing, possession, use and distribution of illegal drugs please see Mid’s full Alcohol and Other Drug Policy.

Health Risks
The College recognizes that both consumption of alcohol on college campuses and the occurrences of drug and alcohol abuse are serious issues. Various health risks are associated with the use of illicit drugs, the misuse of prescription drugs, or the abuse of alcohol. Addiction to alcohol or illicit drugs is a progressive disease which if untreated, may cause fatality. Health risks of alcohol or drug abuse have a wide range of consequences including but not limited to: liver damage/disease, psychosis, brain damage, and heart disease. The physical consequences of such abuse are serious and can be life-threatening. The psychological and social consequences of substance use and abuse can be equally devastating. Loss of friends, loss of job, divorce, and the creation of a dysfunctional family system are common consequences of substance abuse. Substance abusers often experience feelings of depression, anxiety, low self-esteem, guilt and loneliness.

Available Counseling and Treatment Programs
Mid strongly encourages individuals with a substance abuse problem to voluntarily seek assistance and appropriate treatment options. Information regarding external assistance is available on the College’s Community Resource webpage. Students also have access to Mid Crew (Collegiate Recovery Education Wellness) on campus. CREW offers comprehensive response to issues related to alcohol and other drugs.
Additional information about **Mid Crew** is available on the College website. Employees of Mid have access to HelpNet which provides confidential consultation and resources for issues such as addiction and recovery; Mental Health; grief and loss; elder care; difficulties in relationships; stress and anxiety with work or family; emotional well-being; and financial and legal concerns.

Free online alcohol and drug assessment is available, for general information. In person clinical evaluation and assistance is available locally from:

**Ten16 Recovery Network**  
(989) 773-9655-servicing Isabella County  
(989) 802-0742-servicing Clare County  
(989) 426-886-servicing Gladwin County

**Community Mental Health**  
(989) 775-0604-servicing Isabella County  
(989) 539-2141-servicing Clare County  
(989) 426-9295-servicing Gladwin County  
24 Hour Crisis Line (800) 317-0708

**Drug and Alcohol Abuse Prevention Strategies**  
The College uses evidence-based interventions, collaborations, and incorporates healthy lifestyles to reduce the harmful effects of alcohol and drug use. Prevention and awareness about substance abuse and use are not only campus-wide initiatives with assistance from the offices of College Compliance and Ethics, Student Services, Student Life, and Human Resources but are also provided in collaboration with the Michigan State Police, Ten16 Recovery Network, and Clare/Gladwin Recovery Court. Outlined below are a few of the prevention and awareness activities that take place throughout the academic year:

- Alcohol-free events during the day and evening hours
- Substance Abuse Prevention information material available to students, faculty, and staff through the Wellness Coordinator and Human Resources and is readily available throughout the campuses
- The campus newsletter ‘Mid Monthly’ posts ‘Tips for Healthy Living’ and Alcohol and Other Drug prevention; monthly e-mails to students contain healthy living and wellness tips
- Student Life Organizations direct events focused on Alcohol and Drug prevention; healthy living
- Clubs and sports are substance free
- Substance-free Fitness Center open during the day and early evening
- Educational and awareness programs and activities hosted by Mid and/or in conjunction with external agencies regarding substance use/abuse
- Efforts to create a healthy living lifestyle normative environment through the Wellness Committee
- Development and enforcement of Campus Policies; enforcing laws addressing high-risk and illegal substance use
- Early intervention and referral strategies through the Behavior Intervention Team (BIT), Mid Crew, Student Wellness and the Employee Assistance Program
- Students have access to free online training modules that address substance use and high-risk behaviors
Preventative measures are also implemented by Human Resources specifically to inform employees of the importance of Alcohol and Other Drug education:

- Yearly compliance training modules that address Drug Free Workplace
- Annual Fall Employee Benefit Fair. Local organizations offer information and materials on many different drug and alcohol resources.
- New employee onboarding: new employees receive a brief overview of the Alcohol and Other Drug Policy, where the policy is located on the Mid’s website, and reference/information about reporting any suspected drug and/or alcohol use by employees.

**Disciplinary College Sanctions**

The use and/or abuse of alcohol and other drugs can increase the risk for behavioral and social problems and can have a negative impact on academic and work performance. Students and employees who illegally use alcohol or controlled substances on College property or at College-sponsored activities or events will face disciplinary action and/or prosecution under the law. Mid has adopted intervention strategies for addressing violations of the policy with students and employees based on the level of violation. The College has sanctions in place that are designed to be educational and rehabilitative, rather than punitive. The overall goal of these interventions and sanctions is to:

- Educate the individual on their choices and how those choices may negatively impact themselves or others
- Deter individuals from engaging in unhealthy and/or harmful behavior
- Help motivate the individual to change their behavior so that they may contribute to a healthy and safe campus community

Intervention and sanctions include but are not limited to warnings, required educational programs, meeting with Student Conduct and/or Student Wellness, improvement plans, external substance abuse assessment, enrollment in a treatment program, probation, suspension, expulsion, termination of employment, and referral for prosecution. Intervention and sanctions imposed will vary based on the circumstances and severity of the incident, as well as prior acts.

The Student Conduct Office is charged with overseeing the conduct and resolution process for students. The Conduct Office will work with students charged with violations and will determine appropriate intervention strategies, educational measures and sanctions using the response levels. Response levels are designed to guide the process for determining the most reasonable response to violations of the policy. Each reported incident will be reviewed individually. A response level will be assigned to help guide the intervention, education, and sanction process. Human Resources has management of the conduct and resolution process for employees.

**Distribution of Policy**

The most recent version of the College’s [Alcohol and Other Drug Policy and Prevention Program](#) is available on the College’s website. The policy and prevention programming is distributed annually at the start of each fall semester. It is emailed to all students, faculty and staff by the Office of College Compliance and Ethics. The email includes a notice of availability of the Policy and includes the Policy as a PDF attachment. A link for accessing the document online is also included. First-time students that attend after the Fall Semester will be provided a copy of the policy via email in the second week of their first semester. This email will include the same information as the annually distribution. Through the Human Resource onboarding processes, new hires whose start date is after the annual distribution, are provided with information on the policy, where it located on the website, and how to request a paper copy.
Review of College Prevention Program and Policy

The Drug Free Campuses and Drug Free Workplace Acts require institution of higher education to conduct a biennial review of its programs. The Biennial Review is conducted on even-numbered years and is designed to determine effectiveness, implement change as needed, and ensure that intervention and sanctions developed are enforced consistently. Mid’s most recent Biennial Review is available for review and the next review will take place in 2022. Individuals may request paper copies of both the biennially review and the Alcohol and Other Drug Policy and Prevention Programming by contacting sos@midmich.edu or by phone at 989-386-6622 ext. 394.

Section VII: Smoke and Tobacco Policy

To promote the health and well-being of our students, faculty, staff, and to reduce involuntary exposure to secondhand smoke, smoking and/or the use of any tobacco products, vapor or e-cigarettes is prohibited within or outside of all facilities and grounds that are owned, leased or operated by the College. This includes the use of tobacco products outside of any vehicle. No designated areas are provided by the College for smoking or the use of tobacco products, vapor or e-cigarettes. Students, faculty, staff and visitors may smoke and/or use tobacco products, vapor or e-cigarettes in their personal vehicles when attending class, working, or visiting any Mid campus location.

Recognizing that each and every person benefits from a smoke and tobacco-free college environment, the enforcement of the Policy is equitably placed on all members of the College community. Students, faculty, staff and visitors are expected to adhere to the Policy and persons that repeatedly disregard the Policy will be subject to the disciplinary processes defined under Mid’s Conduct Guidelines.

Section VIII: Weapons Policy

Mid Michigan College prohibits any weapons on property that is owned, leased, or in any way, under the control of the College. The Policy was enacted to provide for the safety and welfare of all students, employees, vendors, contractors and visitors while on our campus or at College-sponsored activities. Accordingly, no person shall be permitted to carry firearms or other weapons (concealed or not concealed) with or without a concealed weapon permit while on campus or at any college-sponsored function or event.

Any staff member on the College premises identified as possessing any pistol, firearm, dangerous weapon or other device that is purposed to inflict bodily harm, shall be subject to corrective action up to and including termination of employment, under the College’s general grievance procedures. This applies to all College premises, in College vehicles, or on property being used by the College for College purposes. Anyone who violates the Policy may also be subject to criminal sanctions as provided for by law. The prohibition also applies to staff members who may be licensed to possess firearms, have a concealed weapon permit, or may otherwise engage in the open carry of a weapon. The restriction is not applicable to sworn federal, state, or local law enforcement officers who are required to carry firearms during the course of their employment or to those individuals who receive a written waiver of the prohibition from the President or his/her designee.

Uniformly, any student found possessing any prohibited material/device shall be subject to corrective action up to and including expulsion under the College’s Student Code of Conduct.

Any vendor, contractor, or visitor found in possession of any prohibited devices will be denied access to the College or be immediately removed from the premises.

The College recognizes that some individuals carry pepper spray or similar materials for personal protection when walking on or off campus. The Policy is not intended to prohibit the possession of such items.
However, the College expects that individuals will use sound judgment in their use or display of such devices.

If an individual witnesses or becomes aware of someone that is in possession of or is operating a dangerous weapon, it should be immediately reported to Campus Security. Security should also be notified in the event of any threat, act of violence, or conduct that is in violation of the Policy. Instances of severe and/or immediate danger should be reported to the local police department.

Definitions

*College Property*

Includes but is not limited to property owned, managed, occupied, operated or leased by the College and used for classroom purposes, activities, college sponsored events or other authorized use of the facilities.

*Weapons/Dangerous Weapons*

a. Loaded or unloaded firearm, whether operable or not
b. A dagger, dirk, razor stiletto, knife or stabbing instrument having a blade of longer than 3 inches, brass knuckles, blackjack, club, or other object specifically designed or customarily carried for use as a weapon, that is used as a weapon or carried/possessed for use as a weapon.

c. An object or device that is utilized or fashioned in a manner that would compel a person to believe that the object or device is a firearm or an object likely to cause death or bodily injury

d. Pneumatic devices, including any device that is designed to expel a projectile by the use of air, gas, or spring; to include BB guns, paintball guns, and Airsoft guns

e. Explosives, fireworks, bows and arrows, swords, and dangerous chemicals

*Exceptions to the Policy*

1. Current or retired State, Federal, County, or Local Law Enforcement Officers
2. Current or retired State, Federal, or County Court judges
3. An individual, with prior written approval from Security Operations and Systems, Director of College Compliance & Ethics (and with limited scope and duration), may possess an unloaded weapon when it is worn as part of a military or fraternal uniform in connection with a public ceremony, parade, or theatrical performance; or if a weapon is stored in a locked vehicle and the owner possesses a valid license.
4. Based on extraordinary circumstances, only the president or his/her designee may waive the prohibitions against weapons on campus. Any such waiver shall be in writing, state with particularity the reason for the waiver, and must be limited in both scope and duration.

*Section IX: Minors on Campus*

Mid Michigan College seeks to establish an environment that is safe and secure for all members of the campus community, including minor children. Various interactions with minor children occur every day on campus when children are present with guests, visitors, or prospective/enrolled students. Children also actively participate in programs and activities hosted by the College or third parties. When young children accompany an employee, student, or visitor to the campus the child should be under the constant supervision of a responsible adult. This requires that there must be an unobstructed line-of-sight between the child/children and the adult. The child/children should be disciplined and non-disruptive to the learning/work environment. Additionally, per the College’s [Code of Conduct](#), children are prohibited in classrooms, laboratories, testing centers or other areas of instruction.

Minors that have been admitted to the College, children who participate in organized, scheduled activities/events, and dual enrolled high school students, are permitted on campus without adult supervision.
Parents/guardians of minor children that engage in scheduled activities or events are encouraged to enroll in Mid’s visitor emergency notification system in order to receive text message alerts in the event of a campus closure or situation that warrants the issuance of an emergency notification or timely warning.

All members of the campus community have an obligation to protect the welfare of minor children and should report suspected acts of child abuse or neglect. Pursuant to the Michigan Child Protection Act 238 of 1975 (MCL 722.623), only certain types of individuals (e.g. school administrators, teachers, law enforcement, child care workers) that have information or reasonable cause to suspect that a child under the age of 18 is being abused, neglected or exploited, are required to file an immediate report. In Michigan these individuals are referred to as ‘Mandated Reporters.’ Although these Reporters are specifically designated, any individual that suspects acts of child abuse or neglect should file a report with the Michigan Department of Health and Human Services by calling (855) 444-3911.

Section X: Community Core Values
As an educational institution, Mid has a responsibility to provide a work and learning environment that consistently nurtures safe and healthy surroundings. Through the College’s core values of integrity, learning, people, community and excellence, Mid commits itself to maintaining an environment that is accepting, equitable, secure, and respective of all members. Each member of the campus community (students, faculty, and staff) has a responsibility to work collaboratively to uphold these values and maintain the highest level of conduct. Through the Student Code of Conduct and the Employee Nondiscriminatory Harassment Policy, Mid can determine when behaviors are inconsistent with these core values and has established procedures for redress, intervention and sanctions which are intended to educate and safeguard members of the College Community.

Student Code of Conduct
The College has a responsibility to provide its students with a socially unhindered and secure environment. The student, in turn, is expected to adhere to standards and responsibilities toward other members of the Mid Michigan College population. The most important of these responsibilities is to refrain from interfering with the rights and accountabilities of others to teach, learn, and effectively manage the institution. Students are required to engage in responsible social and academic conduct that positively reflects upon the College and models good citizenship in the community. Students are expected to act in an accountable manner that promotes the learning environment of the College. Conduct violations that disrupt the College environment are not tolerated and are addressed assertively. The three forms of misconduct subject to disciplinary action are:

- Violations of civil/criminal law
- Disruption of the educational process
- Violation of College rules, regulations and policies

The Student Code of Conduct applies to all Mid locations including off campus sites, internships, online learning communities controlled by the College, studies abroad, club and athletic events, and at any College-sponsored activity or event. Off-campus behavior that may adversely affect the College and/or the pursuit of its objectives may also be considered violations of this Code. A full copy of the Student Code of Conduct is available on the College’s website.

Employee Nondiscriminatory Harassment
The College is equally committed to its employees in maintaining a healthy and safe work environment where every individual is treated with civility, dignity and respect. As such, Mid prohibits acts of nondiscriminatory harassment (commonly referred to as bullying) against all members of the campus population.
community, including staff, faculty, and student workers. The College strongly encourages anyone who is a victim of or observes such behavior in the context of College employment or activities, to promptly report it to Human Resources or the Office of College Compliance and Ethics. The College has a responsibility to promptly address reports of nondiscriminatory harassment/bullying behavior and will respond promptly and effectively to prevent, correct and discipline such behavior through the College’s established grievance procedures. The Employee Nondiscriminatory Harassment Procedure is not intended to create individual or group rights (whether contractual or otherwise) that do not exist under law. The Procedure provides the College with the means to address conduct that is in conflict with its Core Values, is not necessarily unlawful, and has the potential to cause disruption and create unequal access. A full copy of the procedure is available on the College’s website.

In concert with this, the College has created and administers the Campus Non-Discrimination, Harassment, and Sexual Misconduct Policy which addresses unlawful misconduct that occurs against protected characteristics in any of Mid’s educational/work programs and activities.

Section XI: General College Resolution
As a general rule, dispute resolutions will be available in two formats: the informal/mediation resolution and the formal/administrative investigation. The specific procedure for assessing, reviewing, and resolving conflicts, disputes or prohibited conduct violations will vary depending on the policy. As such, the brief description below is only intended to provide an overview. For a full description and understanding of the rights, responsibilities, procedures, and minor variations, individuals should refer to the College Policy that is being referenced. Resolution processes will be conducted in a prompt, fair, thorough, and impartial manner from the outset through to the final results. A preponderance of the evidence standard will be used for determination in resolving complaints. The College works to resolve disputes in a timely manner.

Informal/Mediation Resolution
An informal/mediation resolution is available under most circumstances except for allegations of sexual violence. An informal process is available when it is suggested by the individual/investigator and the involved Parties agree. The individual/investigator assigned to the Case will work with the Parties to reach a resolution that will end the misconduct, prevent reoccurrence, and remedy its effects for the victim and/or the College. Minor sanctions may be imposed.

Formal/Administrative Resolution
A formal/administration resolution embodies opening an investigation where the Parties involved are interviewed and afforded the opportunity to share their account of the events. They are asked to provide any supporting documentation and propose any witnesses that should be interviewed. All exculpatory (evidence that tends to justify or show a person’s lack of involvement in an act) and inculpatory (evidence that tends to show a person’s involvement in an act) evidence will be considered and using the preponderance of the evidence standard (more likely than not), a determination and finding will be rendered. The Determination will endeavor to end the misconduct, prevent reoccurrence, and remedy its effects for the complainant and/or the College. Sanctions may be imposed. For matters adjudicated under the College’s Title IX Sexual Harassment Policy where a formal complaint is filed and an investigation has been opened, a live hearing will be conducted to determine responsibility.

Section XII: Non Discrimination, Harassment, and Sexual Misconduct
Policy Statement
Mid strives to provide an environment where individual’s rights are protected from all forms of discrimination, harassment and sexual misconduct. This includes acts of sexual violence, sexual assault, sexual harassment, dating violence, domestic violence, sexual exploitation, and stalking.
Members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others. Mid prohibits any acts of discrimination, harassment, and sexual misconduct, including acts of dating violence, domestic violence, sexual assault and stalking. Mid’s Title IX Sexual Harassment Policy and the Campus Non-Discrimination, Harassment and Sexual Misconduct Policy reiterates these principles and provides recourse for those individuals whose rights have been violated. The Policies define community expectations in the workplace, classroom, college facilities, and in other off-campus sponsored activities and events. The Policies establish a standard for determining when expectations have been breached. Through this ASR, Mid delivers these policy statements to inform the campus community of its programs that address acts of sexual harassment and misconduct, including acts of dating violence, domestic violence, sexual assault and stalking; as well as the procedures for institutional disciplinary action in cases of sexual harassment and misconduct.

Duty to Report
Mid encourages all members of the campus community to promptly report allegations of Sexual Misconduct to the Civil Rights/Title IX Coordinator, as delayed reporting may limit the College’s ability to take corrective action. Employees of the College who have been designated as Officials with Authority (individuals designated by the College and through the Title IX – Sexual Harassment Policy who have been explicitly designated with the responsibility to implement corrective measures for sexual harassment) and Responsible Employees (individuals designated by the College’s Campus Non Discrimination, Harassment and Sexual Misconduct Policy who have an obligation to report incidents of prohibited conduct) have an obligation to report sexual harassment and/or misconduct (including acts of dating violence, domestic violence and sexual assault) to the Title IX Coordinator as soon as they have been informed. Failure by an Official with Authority or a Responsible Employee to report suspected acts of sexual misconduct may result in significant discipline, which could include removal from their position. Complaints may be verbal, written, or reported as witnessed. Complaints of Sexual Misconduct, investigative documents, and materials relative to the resolution of the matter will be maintained electronically in the appropriate office. All documents will be confidential to the extent allowed under state and federal law.

The College has determined the following positions to be Officials with Authority

- Title IX Coordinator and all members of the Title IX Team
- All Vice Presidents and Associate Vice Presidents
- All Deans

The College has determined the following positions to be Responsible Employees

- Various individuals working in Student Services (i.e., Advisors, Mentors, Recruiters, Admission, Student Life Director, and Athletics including coaches, assistance coaches, and Athletic Director)
- Campus Security
- Campus Security Authorities designated by the College under the Clery Act and not otherwise specified in this provision
- Staff traveling or supervising students on College-sponsored events or travel
- Any individual (employee or non-employee) who serves as an advisor or coach to College-recognized student groups

Amnesty
In the course of good faith reporting, if any individual is found to be in violation of a non-violent conduct issue, no act of retribution from the College will be taken against said individual.
Jurisdiction
Mid’s jurisdiction and response protocols for acts of sexual misconduct vary slightly between the Title IX Sexual Harassment Policy and the Campus Non Discrimination, Harassment and Sexual Misconduct Policy. The Title IX Sexual Harassment Policy takes precedence over the Campus Non Discrimination, Harassment and Sexual Misconduct Policy.

Jurisdiction under the Title IX Sexual Harassment Policy pertains to situations when:

- The alleged conduct occurred within Mid’s educational program or activities and defined as locations, events, or circumstances where Mid exercises substantial control over both the Respondent and the context in which the sexual harassment occurs; this may include off-campus buildings owned or controlled by the College
- Mid has control over the Respondent at the time of the complaint
- The alleged misconduct occurs against a Complainant who is in the United States
- A Formal Complaint is filed and at the time of filing, the Complainant is participating in or attempting to participate in Mid’s education program or activity

In instances where the alleged sexual harassment does not meet the above jurisdiction, the Title IX Coordinator will dismiss the complaint under the Title IX Sexual Harassment Policy and may reinstate/reissue under the Campus Non Discrimination, Harassment and Sexual Misconduct Policy.

Jurisdiction under the Campus Non Discrimination, Harassment and Sexual Misconduct Policy
Pertains to situations that do not meet the above and include situations when:

- Sexual misconduct occurs on college property, at college-sponsored activities or events, and/or when both the Complainant and Respondent are a student, faculty, or staff member
- Acts of misconduct occurring off college property when a definite, legitimate and substantial College interest exists or at non-college sponsored activities or events if the Complainant and Respondent are members of the campus community

Any actions taken by the College are administrative in nature and separate from any criminal proceedings related to the reported misconduct. These actions may occur while a criminal proceeding is ongoing. Actions taken by the College will not be delayed or dismissed when criminal charges have been reduced, dismissed, or when a criminal proceeding is pending. Further, Mid may continue with its investigation if a Party is no longer a student or employed at the College.

Retaliation
No person shall be penalized for using, in good faith, channels available for resolving complaints of misconduct. Retaliation includes but is not limited to intimidation, threats, harassment, or any other adverse action threatened or taken against any person for engaging in protected activity.

Anyone who believes that they have been the victim of retaliation for opposing discriminatory behavior, reporting sexual misconduct, or participating/cooperating in an investigation, should immediately contact the Title IX Coordinator listed herein. Any person found to have retaliated against a person for engaging in protected activity will be in violation of College policy and may be subject to disciplinary action.

False Statement
Should the College’s investigation reveal that a complaint was knowingly falsified and/or that false evidence was knowingly and willfully provided, the complaint will be dismissed and the person who knowingly filed the false complaint and/or provided the false evidence may be subject to disciplinary action.
Confidentiality
The College will make reasonable and appropriate efforts to ensure privacy to involved individuals and protect confidentiality when conducting an investigation and resolving a complaint, except as otherwise required by law. Should a Complainant request confidentiality or ask that a complaint not be investigated, the request will be considered. However, the College cannot guarantee that said request will be honored. If a Complainant insists that their name not be disclosed to the Respondent, the College’s ability to respond may be limited. In limited circumstances involving serious or repeated conduct or when the Respondent may pose a persistent threat to the campus community, the College reserves the right to investigate regardless of a Complainant’s request for confidentiality. In such circumstances, the Title IX Coordinator may sign a complaint to initiate an investigation, after the completion of an appropriate risk assessment. The Title IX Coordinator’s decision will be based on results of a risk assessment that demonstrates a compelling risk to the health and/or safety of the campus community which would require Mid to pursue formal action.

In cases where the Complainant requests confidentiality and does not want to pursue action under College Policies and said request can be honored, the Title IX Coordinator will offer informal resolution options, supportive measures, and remedies to the Complainant and will not otherwise pursue an action. It should be noted that if the Complainant elects not to act, the Complainant can change that decision if they choose to pursue a Complaint at a later date.

As the Title IX Coordinator is also considered a Campus Security Authority, the Coordinator is required by the Federal Clery Act to statistically report certain categories of crimes including certain types of sexual misconduct. Confidentiality is maintained when filing the report and no personal information about the Complainant or Respondent is revealed. This Annual Disclosure of Crime Statistics reports the types of criminal incidents, only.

Prohibited Conduct and Definitions

**Discrimination**
Mid prohibits any form of discrimination against any person on the basis of ‘protected characteristics.’ These include: race, color, religion, sex, gender identity or expression, pregnancy, age, sexual orientation, marital or parental status, national origin, citizenship, genetics, disability, military or veteran status, or any other legally-protected status; as well as victims of intimate partner violence or criminal conviction, in the administration of and access to the College’s programs and activities and in conditions of admission or employment. Mid is committed to and adheres to the principles of all applicable state and federal equal opportunity laws and regulations for its students, faculty, staff and applicants for admission and employment.

**Harassment**
Mid defines harassment as any discriminatory conduct based on an individual’s ‘protected characteristics.’ Harassment is physically or verbally hostile conduct that degrades or shows malevolence towards an individual; is unwelcome or offensive conduct/communication that is directed towards someone/group of individuals because of their ‘protected characteristics’ (e.g., race, color, religion, sex, gender identity).

**Hostile Environment**
A hostile environment is created through harassing conduct (e.g., physical, verbal, graphic, or written) based on a person’s protected characteristics (e.g., pregnancy, age, sexual orientation, marital or parental status, national origin) that becomes sufficiently severe, pervasive or persistent to the extent that it interferes with or limits the ability of an individual to participate in or benefit from a college program, work or activity.
It is worth noting that there are singular acts that are so severe by their nature that a hostile environment can be created, such as acts of sexual assault.

When determining the existence of a hostile environment, the College will consider the conduct from both a subjective and objective perspective. For example, how does the alleged victim perceive the conduct (subjective) and how would a reasonable person (of similar stature, in the same position) perceive the conduct (objective).

**Gender-based Harassment**

Gender-based Harassment is based on actual or perceived gender, sexual orientation, gender identity or gender expression. This may include acts of aggression, intimidation, or hostility; whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature. The harassing behavior creates a hostile environment if the conduct is sufficiently severe, persistent or pervasive enough that it has the effect of unreasonably interfering with, denying, or limiting someone’s ability to participate in, or benefit from, College programs, work, or activities.

**Sexual Misconduct**

The term *Sexual Misconduct* has and will be used throughout this section of this Report and is considered an umbrella term applied to a number of unwelcomed behaviors of a sexual nature that would constitute sex-based harassment. Sexual misconduct may occur in any sex or gender composition--between members of different sexes or the same sex, regardless of gender or gender identity.

Under Title IX, sexual misconduct is defined as conduct on the basis of sex that meets one or more of the following:

- An employee of Mid suggesting provisions of an aid, benefit, or College service in exchange for an individual’s participation in unwelcomed sexual conduct. This is commonly referred to as Quid Pro Quo sexual harassment and includes unwanted sexual advances, requests for sexual favors, or other verbal/physical conduct of a sexual nature; the submission to or rejection of such conduct would result in adverse educational or employment actions
- Any unwelcomed sex-based conduct that a reasonable person would find severe, pervasive and objectively offensive that it effectively denies a person equal access to the College’s programs and activities
- Sexual Assault: Any attempted or actual sexual act directed against another person without their consent; it encompasses situations where the victim is incapable of giving consent because of their age or because of temporary or permanent mental incapacity; sexual assault includes:
  - Rape: the penetration, no matter how slight, of the vagina or anus with any body part or object; oral penetration by a sex organ of another person without the consent of the victim
  - Fondling: the touching of the private body parts of another person without their consent for the purpose of sexual gratification
  - Incest: sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law
  - Statutory Rape: sexual intercourse with a person who is under the statutory age of consent in Michigan
- Dating Violence: violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; existence of the relationship shall be determined based on the reporting party’s statement and with consideration given to the length of the relationship, type of relationship, and the frequency of interaction between the persons involved in the
relationship; violence may include but is not limited to, sexual or physical abuse or the threat of such abuse

- **Domestic Violence:** Domestic Violence is a felony or misdemeanor crime 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 person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or
  - Any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred

- **Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress (Mid considers cyberstalking, recording or transmitting sexual images, and voyeurism to be a form of stalking and a violation of this Policy)
  - **Course of Conduct** means two or more acts including but not limited to, acts in which the stalker directly, indirectly or through a third party 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
  - **Reasonable Person** means a reasonable person under similar circumstances and with similar identities to the victim
  - **Substantial Emotional Distress** means significant mental suffering or anguish that may, but does not necessarily require, medical or other professional treatment or counseling

**Supplemental Terms and Definitions**

- **Consent:** Consent is clear, knowing, and voluntary; active, not passive; silence in and of itself, cannot be interpreted as consent. Additionally, consent to any one form of sexual activity cannot automatically imply consent to any other form of activity nor can previous consent be construed to imply current consent. Consent cannot be given by someone who is not of legal age or by someone who is reasonably known to be (or should have been known to be) mentally or physically incapacitated. The State of Michigan does not have one single definition of consent nor is it an element of criminal sexual conduct that prosecutors are required to disprove beyond a reasonable doubt. Michigan’s standard criminal jury instruction states that: *a person consents to a sexual act by agreeing to it freely and willingly, without being forced or coerced. It is not necessary to show that the Complainant resisted the Defendant to prove that this crime was committed. Nor is it necessary to show that the Complainant did anything to lessen the damage to him/herself. Therefore, consent is likely to be defined as a free and willing agreement to engage in a sexual act, provided without force or coercion, between individuals who are of sufficient age and are not mentally incapable, mentally disabled, mentally incapacitated or physically helpless*

- **Crime of Violence:** An offense that has the use, attempted use, threatened use or element of physical force against the person or property of another; any other offense that is a felony and that, by its nature, involves a substantial risk that physical force against the person or property of another may be used in the course of committing the offense

- **Force:** Physically imposing and/or the use of physical violence on someone to gain sexual access; force includes threats and intimidation
• **Coercion**: Unreasonable pressure for sexual activity; when someone stipulates that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point is coercion

• **Incapacitation**: Exists when an individual is temporarily or permanently impaired by mental and/or physical deficiency, disability, illness or by the use of alcohol or drugs to the extent that they lack sufficient understanding to make rational decisions or are incapable of appraising or controlling their conduct

**Reporting Options for Acts of Discrimination, Harassment and Sexual Misconduct**

**Title IX Coordinator**

Mid strongly encourages anyone who experiences or observes any acts of discrimination, harassment and sexual misconduct to promptly report the incident(s) and seek assistance from the College’s Title IX Coordinator. The Title IX Coordinator is the official that is designated and authorized by Mid to ensure compliance with federal rules and regulations, as well as established policies. Primarily, the Title IX Coordinator oversees Mid’s response efforts when reports of misconduct are made. This includes coordination of intake, assessment, investigation, resolution processes and the implementation of supportive measures designed to stop, remediate, and prevent sexual misconduct, harassment, or discrimination. The Title IX Coordinator is expected to act with independence and authority free from bias and conflicts of interest. Mid’s Title IX Coordinator is:

Martricia M. Farrell  
Director of College Compliance & Ethics  
Title IX/Civil Rights Coordinator  
Harrison Campus: 1375 S. Clare Ave, Harrison MI 48625; SOAR, Office 205  
Mt. Pleasant Campus: 2600 S. Summerton Rd., Mt. Pleasant, MI 48858, Doan Center, Office 105  
Telephone: (989) 386-6622, Ext. 394  
Email: mfarrell@midmich.edu

**Title IX/Civil Rights Team**

The Coordinator not only manages the College’s Title IX/Civil Rights Program but also has the oversight of the Title IX/Civil Rights Team. The Team is comprised of Investigators, Decision-Makers, Appellate Panel, Advisors and individuals designated to facilitate the informal resolution process. The individuals that serve on the Team and who are involved in a particular case are vetted and trained to ensure that they are not biased for or against any party in a specific case, or Complainants/Respondents generally or individually.

The Complainant or Respondent may, at any time during the resolution process, express concern to the Title IX Coordinator regarding bias or conflict. The Title IX Coordinator will consider the report and determine if the concern is reasonable and has merit. If so, the Coordinator will assign another member of the Team to fill the role, resolving the impact of the bias or conflict. If the concern for bias or conflict is with the Title IX Coordinator, the concern should be directed to the Vice President of Finance and Business Administration, Chief Financial Officer.

Members of the Title IX/Civil Rights Team receive yearly training, based on their role. The links to completed trainings are available on the College’s Title IX/Civil Rights webpage. Topics include, but are not limited to:

• Definitions and issues as they relate to acts of sexual harassment/misconduct including dating violence, domestic violence, stalking and sexual assault

• College policies that address issues of sexual misconduct and the corresponding grievance procedures
• How to conduct investigations and hearings that promote accountability and protect the safety of Complainants and Respondents
• How to serve impartially by avoiding bias, conflicts of interest, and prejudgment of the facts at issue
• How to objectively evaluate all relevant evidence including both inculpatory and exculpatory; determine credibility, without bias, towards a person’s status as a Complainant, Respondent, or witness
• How to render findings and generate clear, concise, evidence-based rationales

Education, Prevention, and Resources
In an effort to prevent acts of misconduct, the College brings comprehensive educational and prevention awareness programs to the campus community. These programs are intended to stop acts of discrimination, harassment, and sexual misconduct, including acts of sexual assault, dating violence, domestic violence and stalking, before they occur. Our educational opportunities promote positive and healthy behaviors that foster healthy, mutually-respectful relationships and sexuality, encourage safe bystander intervention and seek to change behavior and social norms. These programs are made available to all new incoming students and new employees through online training modules, as well as through distribution of the College’s Title IX Sexual Harassment Policy and the Campus Non Discrimination, Harassment and Sexual Misconduct Policy (primary prevention). Further, each July all Mid employees are required to complete compliance training which include modules on VAWA (Violence Against Women Act) and workplace sexual harassment. Each semester, new and returning students are provided free access to online training modules that focus on Campus Life, including modules on sexual harassment, including dating violence, domestic violence, stalking and bystander intervention strategies. Additionally, throughout the year, Human Resources, the Office of Compliance and Ethics and the Office of Student Wellness and Equity offer ongoing awareness and prevention campaigns and activities to students, faculty and staff.

Each of these various endeavors:

• Identify prohibited conduct in acts of discrimination, harassment and sexual misconduct including domestic violence, dating violence, sexual assault and stalking
• Define what behaviors constitute discrimination, harassment and sexual misconduct including domestic violence, dating violence, sexual assault and stalking
• Define what behaviors and actions constitute consent to sexual activity
• Provide safe and positive options for bystander intervention that may be carried out by an individual to intervene or prevent harm when there is a risk of crimes of violence
• Provide information on risk reduction so that students and employees may recognize warning signs of abusive behavior and how to avoid potential attacks and increase empowerment for victims; to promote safety and help individuals and communities address conditions that facilitate violence
• Examine reporting obligations, options, and rights to report; how and whom to report discrimination, harassment, sexual misconduct and/or violence on campus; preferences to report to local law enforcement

2020 Ongoing Education, Awareness, and Prevention Activities
Mid is invested in providing ongoing education, awareness, and prevention information to members of our community surrounding acts of sexual misconduct. While face-to-face events and activities were limited due to the 2020 COVID 19 pandemic, in keeping with these educational efforts, Mid used an array of
approaches to disseminate information such as interactive on-line projects, social media campaigns and collaborative activities during the year. Departments such as Campus Security, Office of Compliance and Ethics, Human Resources, Student Services, Library and Learning Services, and Student Life partnered with external agencies, such as the Saginaw Chippewa Indian Tribe of Michigan, RISE Advocacy, Central Michigan University and other external constituents to offer the following trainings, activities, events and information:

- Faculty and Staff were required to complete yearly training on sexual harassment, Title IX and Sexual Misconduct, as well as on the Campus Save Act which includes bystander intervention and risk reduction information.
- New and returning students were provided with free access to online training modules that address campus life, including modules on Intimate Partner Violence, Title IX Rights and Protections, Bystander Intervention Strategies, Sexual Violence Awareness (Campus SaVE Act/Title IX).
- Mid’s Title IX Sexual Harassment and Campus Non-Discrimination, Harassment, and Sexual Misconduct Policies were sent out to all members of the campus community at the start of the Fall semester. Students new to Mid in the Winter and Summer sessions were emailed a copy of the policy and information on how to access it online, as well as information on the College’s Title IX Coordinator.
- Campus Safety and Security Cards were posted throughout the College and included contact information for the College’s Title IX Coordinator and a QR Code to the College’s MidCares online reporting page.
- Promoted and participated in a virtual Question and Answer Discussion on Healthy Relations and Consent hosted by RISE.
- Promoted the ‘Audrie & Daisy’ Netflix watch party. Audrie & Daisy is documentary that examines the effect on families, friends, and schools when young woman discover that sexual assault crimes committed against them were caught on camera.
- Promoted and encouraged the sharing of survivor stories through RISE’s virtual Survivor Story Campaign. Participants were encouraged to write, draw, paint, sing, photograph or recite a poem about their experience that would then be shared through social media platforms.
- Promoted and participated in Denim Day, where people all over the nation wore jeans with a purpose to support survivors and educate themselves and others about all forms of sexual violence.
- Mid’s library (Mt. Pleasant Campus) displayed a mini-exhibit from the Saginaw Chippewa Indian Tribe’s Ziibiwing Center called “Booktak! Stolen Daughters of Turtle Island.” The exhibit was designed to raise awareness about missing and murdered indigenous woman and girls and was made available through a virtual tour.
- In collaboration with various external partners including the Saginaw Chippewa Indian Tribe of Michigan hosted “Everyone deserves a Health Relationship,” aimed at promoting awareness and understanding about teen dating violence.
- Partnered with RISE Advocacy and Central Michigan University’s Sexual Aggression Peer Advocates to virtually display shirts from the Clothesline Project. This visual display of shirts were made by survivors of sexual violence or by someone who had lost a loved one to violence.

**Bystander Intervention Strategies**

Bystanders can play a critical role in the prevention of sexual and relationship violence. They are the members of the campus community who observe violence or witness the conditions that perpetuate violence, are not directly involved but have the choice to intervene, speak up, or act. At any given moment, all members of the Mid community could be bystanders and would have an important role in preventing...
acts of discrimination, harassment and sexual misconduct when exposed to such situations. Being an active bystander can include:

- Speaking out against statements, attitudes, or behaviors that may perpetuate a culture endorsing violence as acceptable or inevitable
- Naming and stopping situations that could lead to acts of discrimination, harassment, or sexual misconduct
- Stepping in during a high-risk incident whether by disruption, distraction, speaking up, or calling for help so others can step in
- Supporting and believing others when they feel uncomfortable or hurt
- Helping others respond to problematic situations

**Being an active bystander does not mean that one should risk their own personal safety.** There is a choice of appropriate actions depending on the bystander and the situation at hand. It is beneficial to be aware of the situation, interpret if the situation requires intervention, assume responsibility for intervening and in what way, and determine how to effectively help. This could mean leaving the situation and seeking outside help.

**Risk Reduction Strategies**

With no intent to blame the victim and recognizing that only abusers are responsible for their actions, below are some strategies to reduce one’s risk of falling victim to acts of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network)

- Be aware of your surroundings. Knowing where you are and who is around you may help you find a way of escaping a bad situation
- Try to avoid isolated areas. Obviously, it is more difficult to get help if no one is around
- Walk with purpose. Even if you don’t know where you are going, walk confidently and act like you do
- Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn’t the best place to be
- Make sure your cell phone is with you and charged
- Don’t allow yourself to be isolated with someone you do not know or someone you do not trust
- When using a headset, avoid putting earphones in both ears so that you can be more audibly aware of your surroundings, especially when walking alone
- Be careful about posting your location. Many social media sites use geolocation to publicly share your location
- Don’t leave your drink unattended and do not accept drinks from people you do not know or trust
- Watch out for your friends, and vice versa
- If you suspect that you or a friend has been drugged, contact local law enforcement immediately—Call 9-1-1

**Recommended Procedures for Victims of Sexual Misconduct**

An individual who has been the victim of sexual misconduct including acts of domestic violence, dating violence, sexual assault, stalking or any other form of sexual misconduct is encouraged to immediately report the incident to the College’s Title IX Coordinator or to local law enforcement with responding jurisdiction. The following information is provided by the College as a general guideline:

- Delayed reporting may limit the College’s ability to investigate and remedy the misconduct.
• Mid strongly encourages the victim(s) of sexual misconduct to report the incident to law enforcement but recognizes that it is the victim’s choice and the victim has the right to decline police involvement; Mid will assist a victim in notifying local law enforcement if they so choose.
• Meet with the College’s Title IX Coordinator who can provide a victim with a list of their rights, including information on supportive measures. The College can provide such assistance as: changes to academic matters, modes of transportation, working situations, protective measures such as separating the parties, placing limitations on contact between the parties, making alternate class placement, workplace arrangements, increased security, or monitoring of certain areas of campus. These measures are offered regardless of whether or not a victim chooses to report the matter to law enforcement or participate in the College’s judicial process. The College will maintain as confidential any measure provided, to the extent that maintaining such confidentiality would not impair the ability to provide such measure.
• The College can provide a victim with institutional and community information on external counseling, health, victim advocacy, mental health, legal assistance, visa and immigration assistance, student financial aid, and other services available to them.
• Consider obtaining a restraining order/personal protection order or similar lawful orders issued by a criminal court or family court. The College’s Title IX Coordinator can provide information on how to file for a restraining order/personal protection order.
• Victims of violent crimes are encouraged to preserve evidence by making sure that the crime scene is not disturbed. Preservation of evidence may be necessary for proof of the crime or in obtaining a Protection Order from the Court.
• Victims of sexual violence/assault, domestic violence, or dating violence should not bathe, urinate, douche, brush teeth, or drink liquids until after they are examined and if necessary, a rape examination has been performed. Clothes should not be changed.
• Victims are encouraged to seek immediate medical attention and/or a forensic examination at a local hospital. This specialized examination includes a compilation of medical history, a physical examination, treatment for injury, emergency contraception, and preventive treatment for sexually transmitted infections.
• Victims of sexual assault may choose to obtain a sexual assault forensic exam (commonly referred to as a rape kit) through a Sexual Assault Nurse Examiner (SANE). SANE Nurses have received specialized training in treating victims of sexual assault and are generally on-call 24 hours a day. They not only examine a victim as a health professional, but they approach their work with specialized sensitivity and knowledge. They assess, document, and preserve evidence for the legal aspects, should the victim choose to file a criminal complaint. SANE personnel can provide the victim with additional information such as counseling care or follow-up testing, such as HIV.
• In instances of harassment or stalking, evidence is more likely to be in the form of letters, emails, text messages, etc., rather than bodily evidence. It is still necessary to take steps to preserve data in these instances, as well.
• If a victim reports an act of misconduct to a College Responsible Employee, they are obligated to refer the matter to the College’s Title IX Coordinator for review, regardless of the Complainant’s desire to file criminal charges or to participate in the College’s judicial process. The Title IX Coordinator is a Campus Security Authority, and in that function, will report the disclosed incident, eliminating any personally identifiable information about the parties involved. This information will be reviewed and a determination will be made of the need to include the incident in the College’s Daily Crime Log and Annual Security Report (pursuant to Clery Act requirements).
Confidential Resources and Support
The College encourages individuals who have experienced acts of criminal or sexual violence to report the conduct to the College’s Title IX Coordinator, Campus Security, or local law enforcement. However, the College understands that there are many barriers to reporting, both individual and societal. Not every individual will choose to make a formal report but still may need someone to speak with in confidence who is not required to report the incident the College’s Title IX Coordinator. As the college does not have a counseling or health center and in an effort to support individual’s rights to speak with someone in confidence, the College maintains a Community Assistance Resource page. Information on external resources may also be obtained from the Director of Student Wellness and Equity, Amy Goethe, via e-mail at agoethe@midmich.edu or by phone at (989) 386-6622 ext. 256.

Individuals who wish to remain anonymous and have experienced acts of criminal or sexual violence on any of Mid’s campus locations, at college-sponsored activities or events, or off campus where the perpetrator is a member of the campus community are encouraged to consider submitting an anonymous report using the Security Concern/Tip Line Report Form. Submission of this report permits the Clery Compliance Officer to determine if the incident should be reported among the crime statistics in the Annual Security Report. The College is required to disclose crime statistics in the Report, per Federal Law, specifically the Clery Act.

Community Resources
The College realizes the importance of having community references readily available. A list of external resources is housed on the College’s website, entitled Community Assistance Resources, as well on the Campus Safety webpage. Information on both pages is updated regularly.

Additionally, the College has assembled a ‘commonly asked questions and answers’ booklet for survivors of sexual misconduct which is available on the College’s Title IX & Civil Rights webpage. The Guide provides information on survivor reporting options through the College and local law enforcement, resources available on and off campus, information on SANE examinations, how to obtain a College No Contact Order and acquire a Personal Protection Order from the Courts, etc. A resource handbook, published in 2018 by the Office of the Governor in conjunction with the former First Lady of Michigan, entitled A Resource for Campus Sexual Assault Survivors, Friends, and Family is also available.

Filing Complaints
Mid strongly encourages anyone who experiences or observes any acts of discrimination, harassment, or sexual misconduct to promptly report the incident(s) and seek assistance from the College. The College can only take corrective action when it becomes aware of a problem. In instances where the College is aware of acts of discrimination, harassment, or sexual misconduct, the College must take its own action to determine what has occurred and respond appropriately. The College reserves the right to act as a Complainant and initiate proceedings without a formal complaint by a Complainant.

Any student, staff member, third-party or bystander who experiences, observes, or becomes aware of any acts of Sexual Misconduct is urged to report it to Campus Security, the College’s Title IX Coordinator, or by using the online incident report form.

Reports may be filed as follows:

1. Through the Mid Cares Reporting webpage and completing the Campus Non Discrimination, Harassment and Sexual Misconduct Report Form (While access to this form is available 24 hours a day, 365 days a year, submission may not be reviewed outside of normal business hours, on weekends, or during College holidays. If there is immediate risk to health or safety, contact 911)
2. Contacting Campus Security
   Harrison Campus (989) 339-4204, Security Office, 139
   Mt. Pleasant Campus (989) 339-7323, Center for Student Services, Office 146

3. By contacting the College’s Title IX/Civil Rights Coordinator:
   Martricia M. Farrell
   Director of College Compliance & Ethics
   Harrison Campus: 1375 S. Clare Ave, Harrison MI 48625; SOAR Office 205
   Mt. Pleasant Campus: 2600 S. Summerton Rd., Mt. Pleasant, MI 48858, Doan Center, Office 105
   Telephone: (989) 386-6622, Ext. 394
   Email: mfarrell@midmich.edu

For incidents occurring at off-campus events or activities, please contact 911 or law enforcement with responding jurisdiction. Please further inform by contacting Campus Security or the Title IX Coordinator.

When filing a complaint, it is recommended that the provided information should thoroughly and concisely describe the alleged incident(s). This information should include the date, time and location, name of involved parties, and the names of any witnesses. Any supporting documentation should be included with the complaint.

_Complaint Assessment_
Upon receipt of a complaint alleging discrimination, harassment or sexual misconduct, the College will promptly respond to the report in a manner that is not deliberately indifferent. The Title IX Coordinator will conduct an initial assessment of the report to determine whether the alleged conduct rises to a level that it may deny or limit the victims’ ability to participate in or benefit from College programs, work, or activities. The Title IX Coordinator will assess the allegation from both a subjective and objective perspective and will employ common sense and reasonable judgment to help evaluate the conduct and determine if there is reasonable cause to believe that a violation of College Policy may have occurred. The Title IX Coordinator will make contact with the Complainant, review possible policies that may have been violated by the alleged misconduct, review options for filing a complaint, review the Complainant’s Rights, and offer supportive measures. If the matter moves forward, the College has a duty to initiate a prompt, fair, and impartial investigation and resolution, treat the Complainant and Respondent equitably, and provide non-punitive support measures to either party.

_Supportive Measures_
The Title IX Coordinator will offer and implement supportive measures to either the Complainant or the Respondent (or both) regardless of whether a Formal Complaint is filed. Supportive measures are free non-disciplinary, non-punitive services offered to the Complainant and/or Respondent as appropriate and reasonably available.

In applying supportive measures, any services that are provided to the Complainant or the Respondent will be kept confidential unless disclosure is necessary to provide the service. Supportive measures restore or preserve equal access to the College’s educational and work programs and activities without unreasonably burdening the other Party. They are designed to protect the safety of all Parties, the College’s educational environment, and/or deter sexual misconduct.

Examples of Supportive Measure may include, but are not limited to:
• Referral to confidential resources, including counseling and other mental-health services; the Employee Assistance Program for employees, and community-based service providers
• Extension of deadlines or other course-related adjustments
• Modifications of work or class schedule
• Campus escort services
• Mutual restrictions on contact between the Parties
• Change in work location
• Leave of absence
• Increased security monitoring of certain areas of the campus
• Information regarding the availability of counseling, health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available both on-campus and through off-campus external agencies
• Issuance of a Timely Warning, per the Clery Act
• Any other actions deemed reasonable and appropriate by the Title IX Coordinator.

In the extreme instance where a risk possibility exists, Mid may act to remove a Respondent partially or entirely from its education program or activity on an emergency basis after an individualized risk and safety analysis has determined and would justify removal on the basis that the Respondent poses a danger to the physical health or safety of any student or other individual. The individualized risk and safety analysis for students will be conducted by the Student Oversight Committee-Behavior Intervention and will focus upon the particular Respondent. The committee will examine the specific circumstances “arising from the allegations of sexual misconduct” posing an immediate threat to a person’s physical health or safety. It will utilize a Risk Rubric (such as the NaBITA Risk Rubric) or another comparable tool. It should be noted that there is no “one-size fits all” for an individualized safety and risk analysis and Respondents will be assessed on a case-by-case basis. The Respondent will be provided with notice and an opportunity to challenge the decision, immediately following the removal. Mid has the authority and discretion to place an employee Respondent on a paid non-disciplinary administrative leave only after a Formal Complaint has been filed, even where the requirements for an emergency removal are not met.

Adjudication and Resolution Overview

While adjudication processes are different, both the College’s Title IX Sexual Harassment and the Campus Non Discrimination, Harassment and Sexual Misconduct Policies are designed to provide a prompt, fair, impartial, and reliable determination as to whether a violation of College policy has occurred. If a violation has occurred, the College will implement an equitable remedy designed to end the misconduct, prevent its recurrence and address its effects on the Complainant and others, as appropriate. For sexual misconduct findings, the College will take these actions regardless of whether or not the sexual violence is the subject of a criminal investigation.

Investigations

Investigations into allegations of discrimination, harassment and sexual misconduct will be fair, impartial and a final resolution will be rendered within a reasonably prompt timeframe, (usually within 45 to 90 days depending on the policy adjudicated under) unless an extension has been requested for good cause and granted. If an extension is granted, written notice will be provided to the parties notifying them of the delay and the reason for the delay. Investigations will be conducted in a manner that is consistent with the governing policy in a manner that is transparent to the parties. Additionally, the investigation will be conducted by an Investigator who does not have a conflict of interest or bias for or against the Complainant or Respondent.
During the investigation and through the final determination of a complaint, both the Complainant and the Respondent shall have certain rights, which include:

- Equal opportunity to present witnesses and other relevant evidence
- Equal opportunity to review statements or any evidence provided by the other party
- Equal opportunity to review and comment upon information independently developed by the Investigator through the investigation process
- The Complainant and Respondent may each have an Advisor present throughout the resolution process from the period of the initial interview through resolution. The role and level of the Advisor’s participation varies throughout the resolution process depending on the governing policy. The Advisor may be anyone—a friend, family member, an attorney, a union representative, or any other individual a party chooses
- Comparable and timely access to all information that will be considered in resolving the complaint

Mid will make every effort to protect the rights and privacy of the Complainant and Respondent. While confidentiality cannot be guaranteed, during the investigation the College will make every effort to protect the identities of those involved. Pursuant to the Family Educational Rights and Privacy Act (FERPA), the College reserves the right to notify parents/guardians of dependent students regarding any health or safety risk or a change in student status or conduct situation. In the case of a significant and articulable health and/or safety risk, the College may contact parents/family/guardians to inform them of the situation and/or gather information.

**Final Determination**
When rendering a Final Determination, all exculpatory (evidence that tends to justify or show a person’s lack of involvement in an act) and inculpatory (evidence that tends to show a person’s involvement in an act) evidence will be considered and using a preponderance of the evidence standard (more likely than not) a determination regarding responsibility will be established.

**Sanctions**
If a determination of responsible is rendered, a list of sanctions that could be imposed include:

**For Students:**
Verbal warning, written warning, college No Contact Order, classroom/work reassignment or removal, probation, social probation (limiting or removal from student group’s social activities, sports, etc.), community service, restitution, recommendation for external counseling, implementation of behavior/improvement contract, program attendance/interview, loss of college computer use and/or network, suspension, revocation of degree, or expulsion.

**For Employees**
Written warning, written reprimand, College No Contact Order, establishment of an improvement plan, restitution, recommendation for external counseling, program attendance/interview, added trainings or educational requirements/internal professional development, removal of responsibilities or leadership roles, work reassignment or demotion, potential suspension with or without pay, or termination.

**Notification of Outcomes**
Both the Complainant and the Respondent will receive a simultaneous written notification of the final outcome. The information will be shared through the Notice of Final Outcome prepared by the Title IX Coordinator. This will include the findings, rationale, and any imposed sanctions. The Final Determination
is part of the educational record of the Respondent and is protected from release under FERPA. However, the College observes the legal exceptions as follows:

- In the event that an alleged victim of a “crime of violence” is deceased as a result of such crime or offense, the next of kin of said victim shall be treated as the alleged victim and will be provided with the written notice of outcome, including the Notice of Final Outcome with findings, rationale and any sanctions imposed.
- The College may publicly release the name, nature of the violation and sanction, of any student who is found in violation of a College Policy that is a “crime of violence.” These offenses include: arson, burglary, robbery, criminal homicide, sex offenses, assault, kidnapping/abduction, and destruction/damage/vandalism of property. The College will release this information to the Complainant in any of these offenses, regardless of the outcome.
- In cases of Sexual Misconduct including Sexual Assault, Sexual Harassment, Dating or Domestic Violence and Stalking, the Complainant has the unconditional right to be informed, in writing, of the outcome, essential findings and sanctions without condition or limitation.

Appeal Process
The Complainant or Respondent may file an appeal with the Title IX Coordinator. The petition must be filed within 5 business days of receiving the written Notice of Final Outcome. Any party that files an appeal must do so, in writing, to the Title IX Coordinator. Other parties will be notified and provided a copy of the petition. The Title IX Coordinator will assemble the Appeal Board and forward the Petition to them for consideration, within 5 business days of receipt of said Petition. Within 10 business days, the Appeal Board will determine if the request is timely and has merit. An Appeal decision will be rendered by the Board within an additional 10 business days and the written outcome will be provided to the Parties simultaneously. It will include any change to the outcome and/or sanctions and when the results become final. Written notice will be provided via secure electronic email to the parties midmich.edu account, hand delivered, and/or a hardcopy through the United States Postal Service to their address on file with the College. Once sent, receipt is presumptively recognized.

The original findings and sanctions are acknowledged to be reasonably and appropriately determined. Therefore, the only grounds for appeal are:

- If a procedural (or substantive) error occurred that significantly impacted the outcome of the hearing (e.g., substantiated bias, material deviation from established procedures, etc.)
- To consider new evidence that was unavailable during the original hearing or investigation and could substantially impact the original finding or sanction; a summary of this new evidence and its potential bearing must be included
- The Title IX Coordinator, Investigator, or Decision-Maker had a conflict of interest or bias for or against Complainants or Respondent generally or the individual Complainant/Respondent that affected the outcome of the matter
- The sanctions imposed are substantially disproportionate to the severity of the violation; post-investigation sanctions that are imposed can be appealed by either Party

Title IX-Sexual Harassment Grievance Procedures

Notice to the Parties
Upon receipt of a signed Formal Complaint, the Title IX Coordinator will provide simultaneous notice to the Parties, which will include allegations of sexual harassment potentially constituting a violation of policy; including sufficient details known at the time and allow sufficient time for the Respondent to prepare a response before any initial interview. The Notice will include the following information:

• A meaningful summary of all allegations
• The identities of the Parties involved in the incident, if known
• The conduct allegedly constituting sexual harassment as defined within the policy (Quid Pro Quo; Sexual Assault – rape, statutory rape, incest, fondling; Dating Violence, Domestic Violence, Stalking; conduct of a sexual nature that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal access to the College’s programs and activities; retaliation)
• The date and location of the alleged incident, if known
• A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process
• A statement that the parties will be given the opportunity to inspect and review all incriminating and exculpatory evidence obtained during the review and investigation
• A statement regarding sanctions that may be imposed
• A statement regarding the standard of evidence that is used when making a determination regarding responsibility, which is by a preponderance of evidence
• A description of the grievance process
• Information that advises the Parties that they may have an Advisor of their choice to inspect and review evidence. This person may, but is not required to be, an attorney. In the event that either party does not have an Advisor, the College has a ‘pool’ of Advisors who can serve in this capacity on their behalf; upon request to the Title IX Coordinator, the College would appoint an Advisor
• Inform the Parties of the provision of the Policy that prohibits making false statements, knowingly, or consciously submitting false information during the grievance process are subject to disciplinary action under the College’s conduct policies
• A statement regarding Mid’s policy regarding retaliation as outlined in the policy
• Details on how a party may request disability accommodations
• A link or information about relevant internal and external resources, including mental health services
• Any instruction on how to preserve evidence that may be directly related to the allegations
• The name of the Title IX Coordinator and Investigator assigned, along with the process to identify any conflict or bias ahead of any meetings/interviews
• A notice of any additional allegation that was added after the initial notice to the Parties whose identities are known

Investigation Process
After the Notice of Investigation has been sent to the Parties by the Title IX Coordinator and an Investigator has been assigned, the investigation will commence. During the investigation, the burden of proof and burden of gathering sufficient evidence to reach a determination regarding responsibility rests on the College and not the Parties. Generally, the investigation process will follow the below steps:

1. The Investigator will reach out to the Parties, separately, to set up meetings. During the meetings, each individual will be afforded the opportunity to share their version of events, provide any evidence, suggest any relevant witnesses and submit questions that they would like asked of the other party or any witnesses. The investigator will provide written notice of the day, date, time and location that the meeting is scheduled to take place and will remind the Party of their right to bring an Advisor.
2. The Investigator will develop an investigation plan, including a witnesses list, evidence list, intended investigation timeframe and the anticipated order of interviews for all witnesses and parties.

3. The Investigator will communicate and interview witnesses provided by the parties and review any materials submitted such as text messages, photos etc.

4. The Parties will be provided regularly with status updates throughout the investigation process.

5. Employing the statements and information provided, the Title IX Investigator will prepare the Preliminary Investigative Summary before issuing a Final Investigative Report. The Complaint, Respondent and their respective Advisors (if so desired) will be provided a copy of the Summary along with any relevant information directly related to the allegations raised in the Formal Complaint and gathered by the investigators, (including both inculpatory and exculpatory evidence). They will also receive any evidence upon which the College does not intend to rely in reaching a determination regarding responsibility. The Summary and all other materials will be provided in electronic or hardcopy. The parties will have 10 business days to review the materials prior to the conclusion of the investigation in order to meaningfully respond to the Summary and evidence. Submission after this time will not be accepted by the Investigator.

6. The Title IX Investigator will consider any appropriate, additional information provided by the parties and conduct any additional interviews and/or investigations as deemed necessary. The Investigator will then compile the Final Investigative Report and include any rebuttal statements submitted by the parties.

7. The Title IX Investigator will submit the Final Case Summary and any rebuttal statements to the Title IX Coordinator and/or legal counsel as appropriate for review and feedback.

8. The Final Investigative Report will be shared with the Complainant, Respondent, and their respective Advisors through a secure electronic transmission or hardcopy at least 10 business days prior to the live hearing. They will also receive any evidence that was not provided in the Report.

9. The College will make all evidence subject to the parties’ inspection and review available at any Hearing to give each party an equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination.

Scheduling and Notice of Live Hearing
If the complaint is not resolved or applicable for informal resolution and the matter proceeds to a live Hearing the Title IX Coordinator shall schedule the Hearing and provide notice of the Hearing to the Complainant, Respondent, Advisors, and Decision-Maker(s). The process for scheduling the Hearing proceed as follows:

1. A Live Hearing will be scheduled not less than 10 business days after the completion and dissemination of the Final Investigative Report.

2. The Title IX Coordinator is responsible for securing the Decision-Maker. Generally, the Decision-Maker will be an individual external from the College. Undoubtedly, in cases where the Respondent is an employee of the College, the Decision-Maker will be an external individual. In all probability, if the Respondent is a student, the Decision-Maker will be an external individual except in specific, singular instances. The Decision-Maker may not be an Advisor, Investigator, or Title IX Coordinator or a person with any conflict of interest. A Hearing facilitator, who may be the Title IX Coordinator, may be assigned who would be present to guide the process and ensure procedural requirements as outlined in this policy are met.

3. If agreed upon by the Parties, the Title IX Coordinator will schedule a Pre-Hearing Conference at least 5 business days before the live Hearing is scheduled to take place. The Pre-Hearing
conference is a specific time where the Parties and their respective Advisors may meet independently of the other Party, with the Title IX Coordinator to address any requests regarding services and accommodations that they may require; to request a College-appointed Advisor if a party does not already have an Advisor of choice; to raise conflict of interest regarding the selected Decision-Maker(s); present cross-examination questions that they would like forwarded to the Decision-Maker(s) ahead of the live hearing, for relevance determination (any questions deemed irrelevant will be noted at the live Hearing and on the record with rationale provided); to have the information contained within the Notice of Hearing explained in detail by the Title IX Coordinator; to review the live Hearing process and Hearing decorum.

4. Notice of the Live Hearing will be sent via email or hardcopy to the Complainant, Respondent, Advisors, Title IX Investigator, and Decision-Maker(s), at least 10 business days prior to the scheduled Hearing date. Once emailed, mailed, or received in person, notice will be considered presumptively delivered.

5. The Notice of the Hearing will not only include the day, date, time, and location of the Hearing but will include an attachment that will outline the following:
   - Notice of the alleged violation, all policies that may be in violation, and a list of possible sanctions/responsive actions that may imposed upon a determination of responsibility
   - The name of the Decision-Maker, including a statement regarding the ability to object to the Decision-Maker on the basis of demonstrated conflict or bias. This objection should be raised to the Title IX Coordinator at least 5 business days prior to the scheduled hearing
   - Any technology that will be used to facilitate the hearing
   - Information on how the Hearing will be recorded (audio or audiovisual) or transcribed; how a copy of the recording or transcript may be requested, after the hearing
   - Choosing the preference to hold the live Hearing with the Parties in separate rooms using technology that enables the Decision-Maker(s) and Parties to simultaneously see and hear the Party or the witness answering questions. This request should be made to the Title IX Coordinator at least 5 business days prior to the scheduled hearing
   - A reminder of the need to have an Advisor present who will ask cross-examination questions on the Party’s behalf. Also, a statement that if a party will not have an Advisor of their choosing present at the live hearing, the College will appoint, without fee or charge to that party, an Advisor from the College’s pool of Advisors; this person may be, but is not required to be, an attorney, to conduct cross-examination on behalf of that party. If possible, a party should notify the Title IX Coordinator of the need for a College appointed Advisor as least 5 business days before the scheduled hearing
   - A list of witnesses whose attendance at the Hearing has been requested
   - A statement that if a party or witness does not appear at the Hearing and/or submit to cross-examination, the Hearing may be held in their absence and the Decision-Maker(s) must not rely on any statement of that party or witness in reaching a determination regarding responsibility. For compelling reasons, the Decision-Maker may delay and/or reschedule the hearing
   - Information on how to contact the Title IX Coordinator and request any disability accommodations, language assistance, and/or interpretation services that may be required at the hearing. This request should be made at least 5 business days before the scheduled hearing
6. A separate Notice of the Hearing’s date, time and location will be sent to witnesses at least 10 days prior to the scheduled hearing; it will include the names of the Complainant, Respondent, Decision-Maker(s), the alleged violation and the applicable College Policies that may be in violation. The Notice will be sent via email or hardcopy through the United States Postal Service. This notice will contain information on how to contact the Title IX Coordinator to discuss any procedural questions and/or to request services or accommodations that they may require. Once emailed, mailed, or received in person, notice will be considered presumptively delivered.

Title IX Live Hearing Process

Evidentiary Considerations

1. Each party’s Advisor will be provided with the opportunity to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility.
2. Such cross-examination at the Hearing must be conducted directly, orally, and in real time by the Party’s Advisor and never by a party, personally.
3. Only relevant questions and cross-examination may be asked of a party or witness.
4. Before a Complainant, Respondent, or witness answers a question or cross-examination, the Decision-Maker(s) must first determine whether the question is relevant and explain any decision to exclude an irrelevant question. Once a question is posed and before it is answered, the Hearing will pause and the Decision-Maker will consider the question; the Decision-Maker will determine if said question will be allowed, disallowed, or rephrased. For any question that is not allowed, the Decision-Maker will state the reason for not allowing the question on the record and will then instruct the Party or witness to whom the question was asked accordingly. If cross-examination questions were submitted for relevance review prior to the Hearing, at the Hearing the Decision-Maker(s) will state for the record, the cross-examination questions that will not be allowed and provide a rationale for disallowing the question.
5. Questions and evidence about the Complainant’s sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant’s prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant’s prior sexual behavior with respect to the Respondent and are offered to prove consent.
6. If a party or witness does not submit to cross-examination at the live hearing, the Decision-Maker(s) may rely on statement of that party or witness in reaching a determination regarding responsibility. The Decision-Maker(s) cannot draw an inference about the determination regarding responsibility based solely on a party’s or witness’s absence from the live Hearing or refusal to answer cross-examination or other questions.

Hearing Process

1. The Decision-Maker or Hearing facilitator will provide an overview of the processes, Hearing decorum, and ensure that all accommodations are established and technology is operative.
2. If cross-examination questions were submitted prior to the Hearing for review of relevance, the Decision-Maker(s) will read the questions that will not be allowed due to relevance and provide a rationale for disallowing the questions.
3. The Title IX Investigator will present a summary of the Final Investigative Report to the Decision-Maker(s). After presenting the summary, the Investigator will be subject to questioning by the Decision-Maker and parties, through their Advisor. The Decision-Maker and Advisors should
refrain from asking questions that pertain to the Investigator’s opinion on credibility, recommended findings, or determination.

4. After the Title IX Investigator has presented the summary and questioning have concluded, the Parties and witnesses will be allowed to present relevant information in turn, beginning with the Complainant, followed by the Respondent. The Parties and witnesses will submit to questions first by the Decision-Maker and then through the Advisors.

5. Once the Parties and witnesses have finished answering questions, the Decision-Maker(s) will take the matter under advisement for deliberation. Using a preponderance of the evidence standard (more likely than not), the Decision-Maker(s) will render a final determination and prepare a post deliberation statement. This statement will be provided to the Title IX Coordinator, outlining the determination, rationale, and evidence used in support of the determination.

6. If a determination of responsible is rendered, the Title IX Coordinator will address the post-deliberation statement as follows: for student Respondents, the matter will be referred to the Student Conduct Office who will determine the appropriate sanctions. Sanctions for employee Respondents will be referred to Human Resources (HR). Human Resources, in conjunction with the employee’s Supervisor, Dean (or other pertinent party), will determine an appropriate sanction. When determining appropriate sanctions, the following will be considered:
   - The nature, circumstances, and severity of the violation and the impact the misconduct had on the Complainant and campus community
   - The Respondent’s disciplinary history
   - Previous allegations or allegations involving similar conduct
   - The need for sanctions/responsive action that ends the sexual harassment, prevents its reoccurrence, and remedies its effect on the Complaint and campus community

For both student and employee Respondents, previous disciplinary action, of any kind, may be used in determining appropriate sanctions upon a determination of responsibility

7. After sanctions have been established, they will be affixed to the post-deliberation statement and provided to the Title IX Coordinator. The Title IX Coordinator, using the post deliberation statement, will prepare the Notice of Final Outcome which will include the final determination regarding responsibility, rationale, and any sanctions imposed. The Right to Appeal information will also be included. Specifically, the Notice of Final Outcome will address:
   - The specific portion of the Policy, and any related policies, reported to have been violated
   - The procedural steps and timeframe taken throughout the grievance process, beginning with the filing of the Formal Complaint through the Notice of Final Outcome
   - Findings of fact that support the determination of responsibility or non-responsibility on each allegation
   - Conclusion regarding the application of the relevant policy to the facts at issue
   - A statement of, and rationale for, the determination of responsibility for each allegation to the extent permitted under law
   - Any sanctions/responsive actions imposed, to the extent permitted sharable under law
   - Any remedies provide to the Complainant designed to ensure access to Mid’s educational or employment program of activity, to the extent permitted under law
   - Information on both Party’s right to appeal and the steps to file an appeal.
The Notice of the Final Outcome will be delivered simultaneously to the Parties and their Advisor, if desired, via secure electronic email to their Midmail accounts and/or via hardcopy through the United States Postal Service to the address on file with Mid at the time of issuing the Notice of Final Outcome. Receipt of the Notice of the Final Outcome serves as official notification.

Campus Non Discrimination, Harassment and Sexual Misconduct Grievance Procedures
The process for adjudication under this policy follows the administrative model as outlined below:

1. A report of discrimination, harassment, or sexual misconduct is received; Title IX Coordinator conducts an initial review to determine if the acts reported are subject to jurisdiction under this policy, and/or any other Mid Policy.
2. The Title IX Coordinator will contact the complainant to discuss the matter, review their rights and options for moving forward with an informal or formal investigation. In cases of sexual misconduct, a Resource Guide will be provided along with information on the choice to involve law enforcement or disregard that option. Any supportive measures that are needed will be established. If the Complainant agrees to move forward, an Investigator, who may be the Title IX Coordinator, will be assigned and an investigation will be opened (Note: there may be instances when Mid may act as its own complainant, regardless of a Complainant’s willingness to participate and in these circumstances, special consideration and care will be taken).
3. The Title IX Coordinator will promptly notify both the Respondent and Complainant (if participating), either in writing (e-mail is an acceptable method of delivery) or individually, in person, the following information:
   a. Notification of the allegations of misconduct under investigation which constitute a potential violation of policy, the specific section of the policy allegedly violated, the names of all involved parties, the date and location of the alleged incident, and the precise conduct that allegedly created the potential violation.
   b. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.
   c. A link or copy of the College’s Non-Discrimination, Harassment, and Sexual Misconduct Policy.
   d. The contact information for the Title IX Investigator handling the matter.
   e. Information regarding behavior that could be construed as retaliation against the Complainant, Respondent, or witnesses. The College prohibits this behavior and persons that retaliate could be subject to immediate disciplinary action, up to and including, suspension, dismissal or termination.
   f. An outline of the grievance process.
   g. A copy of the Complainant’s Rights for the Complainant and have those rights clarified, as needed.
   h. A copy of the Respondent’s Rights for the Respondent and have those rights clarified, as needed.
   i. Information to the Complainant and Respondent that each will be permitted to submit a list of witnesses to the Investigator, as well as relevant documentary evidence such as texts, e-mails, photographs, etc.
   j. Information regarding supportive measures, how to request such measures and the assistance in implementing them.
   k. In instances of sexual misconduct, a written Resource Guide for victims of Sexual Misconduct; included in this will be information on preserving evidence, obtaining a sexual assault exam,
internal and external resources for healthcare and counseling, and procedures for obtaining a Personal Protection Order.

1. Where crimes of violence have occurred, the Complainant will be advised that in addition to pursuing remedies and/or sanctions through the College process, they have the right to include local law enforcement. It is also their right to refuse any law enforcement involvement.

m. Information that will explain that each party will be provided with sufficient time to prepare for any interviews or meetings in order to construct a meaningful participation. Additionally, within their Rights, information will be provided about the parties’ prerogative to have an Advisor present during any meetings and the guidelines for the Advisor.

4. Information to the Respondent of possible sanctions that could be issued, should the Respondent be found responsible, using the preponderance of evidence (or more likely than not standard).

5. The Investigator will conduct meetings with the Complainant and Respondent. During the meetings, each individual will be afforded the opportunity to share their version of events, provide any supporting documentation and suggest any relevant witnesses. At this point, the Investigator may, if appropriate, suggest that the matter be resolved under an Informal Process. If the parties do not agree or the issue is not determined to be appropriate for an Informal Resolution, the matter will proceed under the formal administrative process.

6. The Investigator will make contact and interview witnesses provided by the parties and review any materials submitted, such as text messages, photos etc.

7. Employing the statements and information provided, the Investigator will prepare the preliminary Case Summary along with any attachments. A copy will be sent to both the Complainant and Respondent for review. E-mail is an acceptable method of delivery.

8. The Complainant and Respondent will be given five business (5) days to prepare a written rebuttal to the information in the preliminary Case Summary, if desired. In addition, any additional information, facts or witnesses that were unavailable during the investigation can be cited but would need to have a potential effect on the outcome of the case.

9. The Investigator will consider any appropriate, additional information provided by the parties and conduct any additional interviews and/or investigations as deemed necessary. The Investigator will then compile the Final Case Summary.

10. The Investigator will submit the Final Case Summary and any rebuttal statements/attachments to the Decision-Maker assigned to the case for review and determination. A copy of the Final Case Summary, as submitted to the Decision-Maker, will also be sent to the Parties.

11. The Decision-Maker, using a preponderance of evidence standard along with all inculpatory and exculpatory evidence submitted, will make a determination regarding responsibility and complete the Case Resolution worksheet, which will include the findings, rationale, and any sanctions.

12. A Final Determination Letter with the Notice of Final Outcome will be simultaneously sent to the Complainant and Respondent along with Appeal information. E-mail is an acceptable method of delivery.

Rights of the Parties
When complaints of discrimination, harassment, or sexual misconduct are filed with the Title IX Coordinator, the College will afford specified rights to the Complainant and Respondent as outlined below.
Complainant’s Rights
Mid Michigan College will afford specified rights to any student or employee that reports an incident of discrimination, harassment, sexual misconduct or crimes of violence. These Rights are provided whether the incident occurred on or off campus and whether or not they choose to pursue any formal complaint. The College will support the Complainant’s right to choose which avenues of assistance are most appropriate for them. These avenues may include assistance from: the Title IX Coordinator, Campus Security, local police agencies (with proper jurisdiction), local victim advocacy, and/or the emergency department of local hospitals.

The Complainant shall be afforded the following rights regardless of whether or not the College has jurisdiction:

- To be treated with dignity and respect
- To be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or that they should have acted in a different manner to avoid such crimes or violations
- To submit a report with local law enforcement agencies (with proper jurisdiction), when violations of the law have occurred. Mid will assist the victim in this process if assistance is requested
- To decline the option of reporting to law enforcement
- To be provided with information on preserving evidence for proof in a criminal proceeding and clarification on preserving such evidence
- In instances of sexual assaults, to be provided with information on how to obtain a sexual assault medical examination
- To receive information on the process to petition for a Personal Protection Order through the Circuit or Family Court, with proper authority to issue such an Order.
- To be provided with information regarding the availability of counseling, health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available both on-campus and through off-campus external agencies
- To be afforded supportive measures which may include a change in class assignments or working arrangements, a College Mutual No Contact Order, Security Escort or other assistance, if requested and reasonably available. This is regardless of whether or not a formal report is made

In instances where the College has jurisdiction, the Complainant will be provided with the following additional rights:

- To report the crime or violation to the Title IX Coordinator and decide whether to participate in the College’s grievance process, without any duress from the College
- To be provided with detailed information about the College’s judicial process and grievance procedures
- To be afforded an investigation and resolution that is prompt, fair, impartial and equitable
- To be granted a Campus Mutual No Contact Order against any member of the campus community who has engaged in or threatens to engage in stalking, threats, harassment, or other improper behaviors that present a danger to the welfare of the victim or others
- In instances of sexual misconduct, to have an investigation and proceeding conducted by officials who receive annual misconduct and sexual violence training
- To petition for the removal of any member of the investigation or judicial proceeding, based on demonstrated bias
• To have freedom from retaliation by the College, the accused/Respondent, their friends, family, and acquaintances within the jurisdiction of the College
• To be accompanied to any related meeting or proceeding by an Advisor; the Advisor may be anyone, including a union representative from the Complainant’s collective bargaining unit, an attorney or in cases of sexual misconduct, a Sexual Assault Victim’s Advocate
• To understand the standard of evidence that the College uses when making a determination of responsibility, which is by “preponderance of evidence” or “more likely than not”
• To receive written notification regarding the outcome of any College investigation or proceeding
• To be given notice on the right to file an appeal of the proceeding, any changes that should result from an appeal and when results/findings become final
• To receive information explaining the College’s responsibility of submitting a confidential report (required by the Clery Act) for the purposes of tracking campus crime statistics
• In instances of sexual misconduct (including acts of dating violence, domestic violence, stalking and sexual assault) to be provided with a Resource Guide from the Office of Compliance and Ethics entitled, Commonly Asked Questions and Answers for Survivors of Sexual Misconduct
• To have Rights and options reviewed in more detail by the College’s Title IX Coordinator

Respondent’s Rights
In an investigation of alleged discrimination, harassment, sexual misconduct or crime of violence, Respondents shall be afforded the following Rights:

• To be treated with respect and dignity by the College
• To be presumed not responsible for the alleged conduct and until a determination regarding responsibility is made at the conclusion of the grievance procedure
• To a fair, thorough, neutral, and impartial investigation of the incident
• To be informed about campus and community resources for counseling, support, and other assistance
• To be provided with supportive measures, which are free non-disciplinary, non-punitive services offered and as appropriate and reasonably available
• To be informed of all of the College’s investigation and grievance procedure
• To be informed of all possible sanctions that could be imposed, if found responsible.
• To have the investigation and proceedings conducted by officials who receive yearly sexual violence and misconduct training, when there are allegations of sexual misconduct
• To petition for the removal of any member of the investigation or judicial proceeding, based on demonstrated bias
• To be provided with information on the allegation of misconduct under investigation which constituted a potential violation of Mid Policies; this includes the specific section of the Policy that has been allegedly violated; the names of all involved parties, the alleged incident date(s) and location(s), and the precise conduct that allegedly created the potential violation
• To present witnesses during the investigation and have those witnesses interviewed
• To be accompanied to any related meeting or proceeding by an Advisor; the Advisor may be anyone, including a union representative from the Respondent’s collective bargaining unit or an attorney
• To understand the standard of evidence that the College uses when making a determination, which is by “preponderance of evidence” or “more likely than not”
• To receive simultaneous written notification regarding the outcome of any College investigation or proceeding
• To be given information on the right to file an appeal of the proceeding, any changes that should result from an appeal, and when results/findings become final
• To be free from retaliation by the College, the Complainant, and/or their friends, family and acquaintances within the jurisdiction of the College
• To receive information explaining the College’s responsibility of submitting a confidential report (required by the Clery Act) for the purposes of tracking campus crime statistics
• To have these Rights and options reviewed in more detail by the College’s Title IX Coordinator

Visa & Immigration Assistance
There are occasions when students, faculty, and staff have questions about what the impact of various actions (such as a reduction in course load or a change in work circumstances) will have on their visa or immigration status. People who have been victims of certain crimes of violence may qualify for immigration relief or be eligible to file an immigration visa petition under the Violence Against Women Act (VAWA), provisions of the Immigration and Nationality Act. To be connected to information and assistance, individuals should contact the College’s Title IX/Civil Rights Coordinator. In order to provide proper assistance and/or answer questions, the Title IX/Civil Rights Coordinator may seek assistance from internal offices or make referrals to external immigration services/counsel.

Student Financial Aid
Information about financial aid matters is available from the Office of Financial Aid. Students who may need to reduce credit hours or withdraw from their classes, should contact the Financial Aid Office prior to making any adjustments, to discuss their mitigating circumstances. Office Financial Aid can be reached by calling (989) 386-6664 or via email at finaid@midmich.edu.

College No Contact Directive & Personal Protection Orders
In certain circumstances when the College has jurisdiction over both a Complainant and Respondent, the College may decide to issue a Mutual No-Contact Directive, as a supportive measure. Generally, the Mutual No Contact Directive prohibits the Complainant and Respondent from having contact with one another, may limit or restrict access to certain areas of campus during certain periods of time, and may require adjustments to the Complainant’s and/or Respondent’s work or class schedule. These Directives are issued on a case-by-case basis and are enforced at the College level.

A Personal Protection Order (PPO) is a document that is different than a College Mutual No-Contact Directive. It is obtained and issued by a Court, not the College. A PPO orders someone to stop threats or violence against another person and forbids contact. It is enforced by the Police. Any person who has reasonable cause to fear for their personal safety or who has received threats or experienced violence may file a Petition with the Court for a PPO. There are three types of Personal Protection Orders: Domestic Relationship, Non-Domestic (Stalking), and Non-Domestic (Sexual Assault). For information, paperwork, or assistance in obtaining a PPO, please visit Michigan Legal Help. Assistance can also be provided by contacting sexual assault or domestic violence service providers, such as R.I.S.E Advocacy Inc. (Clare and Isabella Counties) or Shelter House (Gladwin and Midland Counties). Individuals who receive a Personal Protection Order are encouraged to notify the Office Security Operations & Systems and Campus Security of the issued Order.

For more information on the College Mutual No-Contact Directive or the State of Michigan’s Personal Protection Order, students, faculty, staff and visitors of the College may contact the College’s Title IX/Civil Rights Coordinator, Martricia M. Farrell, (989) 386-6622 ext. 394, mfarrell@midmich.edu.
Section XIII: State of Michigan Crimes and Definitions

The definitions provided earlier within this document regarding sexual assault, domestic violence, dating violence, and stalking are comprehensive and meant to help address the College’s grievance procedures. They are not intended to mirror the legal system. However, these acts of misconduct may also be violations of Michigan Law and subject to prosecution. Below, for reference, are some of Michigan’s crimes and definitions as they relate to sexual assault, domestic violence, dating violence, and stalking. Reference information is also provided for Michigan’s Personal Protection Orders as well as Sexual Assault Victims’ Access to Justice.

Michigan Laws

Domestic Violence (includes dating violence) – MCL § 750.81

Domestic Violence = assault or assault and battery of:

- spouse or former spouse
- an individual with whom he or she has or has had a dating relationship
- an individual with whom he or she has had a child in common
- a resident or former resident of his or her household

“Dating relationship” means 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. (M.C.L. § 750.81(7)).

Aggravated Domestic Violence (includes dating violence) – MCL § 750.81a

Assaults any of the following individuals, without a weapon, and inflicts serious or aggravated injury (without intent to commit murder or inflict great bodily harm less than murder):

- spouse or former spouse,
- an individual with whom he or she has or has had a dating relationship,
- an individual with whom he or she has had a child in common, or
- a resident or former resident of his or her household

Sexual Assault = Criminal Sexual Conduct – MCL § 750.520a

“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.

"Victim" means the person alleging to have been subjected to criminal sexual conduct.

Criminal Sexual Conduct First Degree – MCL § 750.520b
Criminal Sexual Conduct Second Degree - MCL § 750.520c
Criminal Sexual Conduct Third Degree - MCL § 750.520d
Criminal Sexual Conduct Fourth Degree - MCL § 750.520e

Consent
In Michigan, consent is not an element of criminal sexual conduct that prosecutors are required to disprove beyond a reasonable doubt. Rather, consent is an affirmative defense available for defendants who are charged with committing criminal sexual conduct under some of the provided circumstances. For example, consent may be used to negate the elements of ‘force or coercion’ under MCL 750.520b(1)(d)(ii); however, it is not available for criminal sexual conduct occurring “under circumstances involving the commission of any other felony” as provided in MCL 750.520b(1)(c).

Michigan’s standard criminal jury instructions state that [a] person consents to a sexual act by agreeing to it freely and willingly, without being forced or coerced. It is not necessary to show that the complainant resisted the defendant to prove that this crime was committed. Nor is it necessary to show that complainant did anything to lessen the damage to him/herself. (MI Crim JI 20.27) Therefore, consent is likely to be defined as a free and willing agreement to engage in a sexual act, provided without force or coercion, between individuals who are of sufficient age and are not mentally incapable, mentally disabled, mentally incapacitated or physically helpless.

Stalking – MCL § 750.411h
(a) “Course of conduct” means a pattern of conduct composed of a series of 2 or more separate non-continuous acts evidencing a continuity of purpose.

(b) “Emotional distress” means significant mental suffering or distress that may, but does not necessarily, require medical or other professional treatment or counseling.

(c) “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.

(d) “Stalking” means 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.

(e) “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:

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

(f) “Victim” means an individual who is the target of a willful course of conduct involving repeated or continuing harassment.
**Aggravated Stalking – MCL § 750.411i**

(a) “Course of conduct.” means a pattern of conduct composed of a series of 2 or more separate non-continuous acts evidencing a continuity of purpose.

(b) “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.

(c) “Emotional distress” means significant mental suffering or distress that may, but does not necessarily, require medical or other professional treatment or counseling.

(d) “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.

(e) “Stalking” means 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.

(f) “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:

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

(g) “Victim” means an individual who is the target of a willful course of conduct involving repeated or continuing harassment

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

(a) 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.

(b) 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.

(c) 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.

(d) The individual has been previously convicted of a violation of this section or section 411h.
Personal Protection Order - MCL § 600.2950

Personal protection order; restraining or enjoining spouse, former spouse, individual with child in common, individual in dating relationship, or person residing or having resided in same household from certain conduct; respondent required to carry concealed weapon; omitting address of residence from documents; issuance, contents, effectiveness, duration, and service of personal protection order; entering order into law enforcement information network; notice; failure to comply with order; false statement to court; enforcement; respondent less than 18 years of age; ownership interest in animal; definitions.

Section 2950:

(1) An individual may petition the family division of circuit court to enter a personal protection order to restrain or enjoin a spouse, a former spouse, an individual with whom he or she has had a child in common, an individual with whom he or she has or has had a dating relationship, or an individual residing or having resided in the same household as the petitioner from doing 1 or more of the following:

(a) Entering onto premises.
(b) Assaulting, attacking, beating, molesting, or wounding a named individual.
(c) Threatening to kill or physically injure a named individual.
(d) Removing minor children from the individual having legal custody of the children, except as otherwise authorized by a custody or parenting time order issued by a court of competent jurisdiction.
(e) Purchasing or possessing a firearm.
(f) Interfering with petitioner's efforts to remove petitioner's children or personal property from premises that are solely owned or leased by the individual to be restrained or enjoined.
(g) Interfering with petitioner at petitioner's place of employment or education or engaging in conduct that impairs petitioner's employment or educational relationship or environment.
(h) If the petitioner is a minor who has been the victim of sexual assault, as that term is defined in section 2950a, by the respondent and if the petitioner is enrolled in a public or nonpublic school that operates any of grades K to 12, attending school in the same building as the petitioner.
(i) Having access to information in records concerning a minor child of both petitioner and respondent that will inform respondent about the address or telephone number of petitioner and petitioner's minor child or about petitioner's employment address.
(j) Engaging in conduct that is prohibited under section 411h or 411i of the Michigan penal code, 1931 PA 328, MCL 750.411h and 750.411i.
(k) Any of the following with the intent to cause the petitioner mental distress or to exert control over the petitioner with respect to an animal in which the petitioner has an ownership interest:
   (i) Injuring, killing, torturing, neglecting, or threatening to injure, kill, torture, or neglect the animal. A restraining order that enjoins conduct under this subparagraph does not prohibit the lawful killing or other use of the animal as described in section 50(11) of the Michigan penal code, 1931 PA 328, MCL 750.50.
   (ii) Removing the animal from the petitioner's possession.
   (iii) Retaining or obtaining possession of the animal.

(l) Any other specific act or conduct that imposes upon or interferes with personal liberty or that causes a reasonable apprehension of violence.

(2) If the respondent is a person who is issued a license to carry a concealed weapon and is required to carry a weapon as a condition of his or her employment, a police officer licensed or certified by the Michigan commission on law enforcement standards act, 1965 PA 203, MCL 28.601 to 28.615, a sheriff, a deputy sheriff or a member of the Michigan department of state police, a local corrections officer, department of
corrections employee, or a federal law enforcement officer who carries a firearm during the normal course of his or her employment, the petitioner shall notify the court of the respondent's occupation before issuance of the personal protection order. This subsection does not apply to a petitioner who does not know the respondent's occupation.

(3) A petitioner may omit his or her address of residence from documents filed with the court under this section. If a petitioner omits his or her address of residence, the petitioner shall provide the court with a mailing address.

(4) The court shall issue a personal protection order under this section if the court determines that there is reasonable cause to believe that the individual to be restrained or enjoined may commit 1 or more of the acts listed in subsection (1). In determining whether reasonable cause exists, the court shall consider all of the following:

(a) Testimony, documents, or other evidence offered in support of the request for a personal protection order.
(b) Whether the individual to be restrained or enjoined has previously committed or threatened to commit 1 or more of the acts listed in subsection (1).

(5) A court shall not issue a personal protection order that restrains or enjoins conduct described in subsection (1)(a) if all of the following apply:

(a) The individual to be restrained or enjoined is not the spouse of the moving party.
(b) The individual to be restrained or enjoined or the parent, guardian, or custodian of the minor to be restrained or enjoined has a property interest in the premises.
(c) The moving party or the parent, guardian, or custodian of a minor petitioner has no property interest in the premises.

(6) A court shall not refuse to issue a personal protection order solely because of the absence of any of the following:

(a) A police report.
(b) A medical report.
(c) A report or finding of an administrative agency.
(d) Physical signs of abuse or violence.

(7) If the court refuses to grant a personal protection order, it shall state immediately in writing the specific reasons it refused to issue a personal protection order. If a Hearing is held, the court shall also immediately state on the record the specific reasons it refuses to issue a personal protection order.

(8) A court shall not issue a mutual personal protection order. Correlative separate personal protection orders are prohibited unless both parties have properly petitioned the court under subsection (1).

(9) A personal protection order is effective and immediately enforceable anywhere in this state after being signed by a judge. Upon service, a personal protection order may also be enforced by another state, an Indian tribe, or a territory of the United States.

(10) The issuing court shall designate a law enforcement agency that is responsible for entering a personal protection order into the law enforcement information network as provided by the C.J.I.S. policy council act, 1974 PA 163, MCL 28.211 to 28.215.
Crime Victim’s Rights Act (Excerpt) - MCL § 780.756

Notice to be given victim; consultation with prosecuting attorney; persons to be informed of victim's current address and telephone number.

Sec. 6

(1) Not later than 7 days after the defendant's arraignment for a crime, but not less than 24 hours before a preliminary examination, the prosecuting attorney shall give to each victim a written notice in plain English of each of the following:

(a) A brief statement of the procedural steps in the processing of a criminal case.
(b) A specific list of the rights and procedures under this article.
(c) A convenient means for the victim to notify the prosecuting attorney that the victim chooses to exercise his or her rights under this article.
(d) Details and eligibility requirements for compensation from the crime victim services commission under 1976 PA 223, MCL 18.351 to 18.368.
(e) Suggested procedures if the victim is subjected to threats or intimidation.
(f) The person to contact for further information.

(2) If the victim requests, the prosecuting attorney shall give the victim notice of any scheduled court proceedings and any changes in that schedule.

(3) Before finalizing any negotiation that may result in a dismissal, plea or sentence bargain, or pretrial diversion, the prosecuting attorney shall offer the victim the opportunity to consult with the prosecuting attorney to obtain the victim's views about the disposition of the prosecution for the crime, including the victim's views about dismissal, plea or sentence negotiations, and pretrial diversion programs.

(4) A victim who receives a notice under subsection (1) and who chooses to receive any notice or exercise any right under this article shall keep the following persons informed of the victim's current address and telephone number:

(a) The prosecuting attorney, until final disposition or completion of the appellate process, whichever occurs later.
(b) The department of corrections or the sheriff, as the prosecuting attorney directs, if the defendant is imprisoned.
(c) The department of human services or county juvenile agency, as the prosecuting attorney directs, if the defendant is held in a juvenile facility.
(d) The hospital or facility, as the prosecuting attorney directs, if the defendant is hospitalized in or admitted to a hospital or a facility.

Information and notice to be provided to sexual assault victim- MCL § 752.953

Sec. 3.

(1) Within 24 hours after the initial contact between a sexual assault victim and the investigating law enforcement agency, that investigating law enforcement agency shall give the sexual assault victim a written copy of, or access to, the following information:

(a) Contact information for a local community-based sexual assault services program, if available.
(b) Notice that he or she can have a sexual assault evidence kit administered and that he or she cannot be billed for this examination as provided in section 5a of 1976 PA 223, MCL 18.355a.
(c) Notice that he or she may choose to have a sexual assault evidence kit administered without being required to participate in the criminal justice system or cooperate with law enforcement as provided in section 5a of 1976 PA 223, MCL 18.355a.

(d) Notice of the right to request information under sections 5 and 6.

(e) Notice of the right to request a personal protection order as provided in section 2950 or 2950a of the revised judicature act of 1961, 1961 PA 236, MCL 600.2950 and 600.2950a.

(2) The information and notice provided under subsection (1) shall also include the notice required under the William Van Regenmorter crime victim's rights act, 1985 PA 87, MCL 780.751 to 780.834.

(3) The Michigan domestic and sexual violence prevention and treatment board, in consultation with law enforcement, shall develop a sample notice card for sexual assault victims. The card shall be made available electronically to Michigan law enforcement agencies no later than June 30, 2015.

(4) Beginning not later than September 30, 2015, law enforcement agencies shall provide sexual assault victims with the information required in subsection (1).

*Release of sexual assault kit evidence MCL § 752.933*

Sec. 3.

(1) A health care facility that has obtained written consent to release sexual assault kit evidence shall notify the investigating law enforcement agency, if known, or the law enforcement agency having jurisdiction in that portion of the local unit of government in which the medical facility is located of that fact within 24 hours after obtaining that consent.

(2) A health care facility that has not obtained written consent to release any sexual assault kit evidence shall inform the individual from whom sexual assault kit evidence was obtained of its sexual assault kit evidence storage policy. The information provided under this subsection shall include a statement of the period for which that evidence will be stored before it is destroyed and how the individual can have the evidence released to the investigating law enforcement agency at a later date. Any sexual assault kit evidence that is not released to a law enforcement agency under this section shall be stored for a minimum of 1 year before it is destroyed.

Section XIV: Understanding the What, Where, and How of Reported Crime Statistics

Under the Clery Act, for incidents to be properly included in crime statistics, the offense must meet the definition of a Clery crime, occur on Clery-defined campus geography, and be reported to a Campus Security Authority or a law enforcement agency with proper jurisdiction. This information is aggregated by the Office of College Compliance and Ethics and distributed in this Report. Crime statistics and policy information is compiled in cooperation with various Mid Departments, Campus Security, Campus Security Authorities, as well as from state and/or local law enforcement agencies who have jurisdiction over the College’s Clery geography.

**Campus Geography**

- **On-Campus.** Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes; and Any building or property that is within or reasonably contiguous to the above paragraph of this definition, that is owned by the institution but controlled by another person and is frequently used by students and supports institutional purposes
• **Public Property.** All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.

• **Non-Campus Buildings or Property.** Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographical area of the institution.

**Clery Reportable Crimes**

The Clery Act requires Institutions of Higher Education to use the FBI’s Federal Uniform Crime Reporting Program and includes four general categories of crimes: Criminal Offenses, Hate Crimes, Violence Against Women Act Crimes (VAWA), and Arrests and Referrals for disciplinary action for weapons, alcohol and other drugs. Statistics for each of the four general categories must be disclosed independently. This means that should an incident occur that meets one or more of the definitions in the below categories, it must be reported in each category.

**Criminal Offenses**

**Criminal Homicide**

- **Murder/Non-Negligent Manslaughter.** The willful (non-negligent) killing of one human being by another
- **Manslaughter by Negligence.** The killing of another person through gross negligence

**Sexual Assault**

A sex offense is “any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent” and includes:

- **Rape** - The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim; This offense includes the rape of both males and females
- **Statutory Rape** - Is sexual intercourse with a person who is under the age of consent
- **Fondling** - Is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity
- **Incest** - Is the sexual intercourse between persons who are related to each other within the degrees where in marriage is prohibited by law

**Robbery**

The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear

**Aggravated Assault**

An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury; This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm

**Burglary**

The unlawful entry of a structure to commit a felony or a theft (does not include a motor vehicle)

**Motor Vehicle Theft**

The theft or attempted theft of a motor vehicle

**Arson**

Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another
Hate Crimes
A hate crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the offender’s bias against the victim. Under Clery there are 8 possible bias: race, religion, sexual orientation, gender, gender identity, ethnicity, national origin and disability. Hate crimes include any of the above defined criminal offenses and the following:

Larceny-Theft
The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another

Simple Assault
The unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness

Intimidation
To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack

Destruction/Damage/Vandalism of Property
To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it

Violence Against Women Act Crimes (VAWA):

Dating Violence
Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relations, and the frequency of interaction between the persons involved in the relations; For the purposes of this definition dating violence includes, but is not limited to sexual or physical abuse or the threat of such abuse; Dating violence does not include acts covered under the definition of domestic violence

Domestic Violence
Is a felony or misdemeanor crime of violence committed:
By a current or former spouse or intimate partner of the victim
By a person with whom the victim shares a child in common
By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner
By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred
By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred

Stalking
Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
Fear for the person’s safety or the safety of others; or
Suffer substantial emotional distress
For the purpose of this definition-
Course of Conduct: 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
Reasonable Person: Means a reasonable person under similar circumstances and with similar identities to the victim
Substantial Emotional Distress: Means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling
Sexual Assault is also a VAWA Crime, and is considered in the FBI’s Federal Uniform Crime Reporting Program and is included in the criminal offenses above.

Arrests and Referrals for Disciplinary Action
These are statistics for violation of the law that occur on campus defined Clery geography and result in an arrest or persons being referred for disciplinary action through the conduct system. This does not include violations of campus policies that result in disciplinary action if no violation of law occurred.

Weapons
Carrying, Possessing etc., The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons and encompasses weapons offenses that are regulatory in nature

Drug Abuse Violations
The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use; The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance; Arrest for violation of state and local laws, specifically those related to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs

Liquor Law Violations
The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages (i.e. minor in possession, furnishing alcohol to a minor, etc.; DOES NOT include driving under the influence and Drunk and Disorderly)

The Clery Act includes statistics for weapons, drugs, and liquor law violations as described above that are referred for disciplinary action and are violations of the law. Clery defines “referred for disciplinary action” as the referral of any person to any official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanctions.

Campus Security Authorities
The Federal Clery Act requires the College to include in this Annual Security Report, certain criminal offense statistics that are reported to local police, Campus Security, or Campus Security Authorities (CSA). A CSA is any official of the institution that has “significant responsibility for student and campus activities.” CSAs have a duty to report any crime disclosed to them, witnessed by them, or provided through third-party information. This information must be reported to Campus Security and/or the Office of College Compliance and Ethics who will review the reported crime and determine what actions (if any) may be required; examples include issuance of a Timely Warning, inclusion in the Daily Crime Log, or a review of the criminal offense for possible inclusion in the disclosure of Annual Crime Statistics.
Identification of CSAs
The Director of College Compliance and Ethics works with Human Resources to review job descriptions to determine what positions at the College would meet the criteria of a CSA. Annually, the Director of College Compliance and Ethics reviews the previous year’s list and distributes it to various Vice Presidents, Deans, Department Heads and Human Resources for updating. This process also allows the identification of any new positions where the job function may qualify as a CSA, as well as removing any position or individual who no longer functions in the capacity of a CSA.

Notification and Training of CSAs
Working from the updated list of CSAs, the Director of College Compliance and Ethics compiles a list and notifies these individuals of their role, responsibilities, and reporting obligations. This notice also outlines training requirements, including dates for completion. The Director of College Compliance and Ethics tracks completion of the required trainings and should a CSA fail to complete the training, their Supervisor is notified and disciplinary action may be taken.

For individuals that are hired or transfer into positions after the annual notification process, the Director of College Compliance and Ethics and Human Resources have added the CSA appointment and responsibilities to job descriptions and noted it as duties/responsibilities of the position. This ensures that individuals that hire or transfer into a position where the job function meets the definition of a CSA are provided notice without delay.

Reporting an Incident
All CSAs are required to report any crimes or occurrences of discrimination, harassment, or sexual misconduct that they are made aware of. The report should include a description of the crime or incident and when appropriate, personally identifying information including the name and contact information of the involved individuals. This information is pertinent in efforts to keep the campus community safe and informed. This allows for investigation and ensures the proper statistical inclusion in this Annual Security Report. It also facilitates processes and provides appropriate support and institutional response in cases of discrimination, harassment, and all categories of sexual misconduct. It should be noted that no personally-identifiable information is included when reporting crime statistics in this Report or the Daily Crime Log.

CSAs are encouraged to submit reports through the Mid Cares webpage, contact Campus Security, or the Director of College Compliance and Ethics.

Importantly, if a crime occurs that may cause an ongoing threat to the campus community and it is reported to anyone identified as a CSA, the crime should be reported immediately. The institution has a responsibility to promptly notify the campus community about any crimes which pose an ongoing threat to the community and its constituents. If there is any question about whether an ongoing threat exists, individuals should contact Campus Security or the Director of College Compliance and Ethics.

Annual Request for Crime Statistics
Although it is highly recommended that CSAs submit a report when they become aware of crimes or acts of discrimination, harassment, or sexual misconduct, the Director of College Compliance and Ethics annually requests statistical information from all CSAs. The request consists of a Crime Statistical Reporting Survey that must be completed and submitted by a predetermined deadline. CSAs are encouraged to promptly address the Crime Statistical Survey request, complete and submit the survey by the stated deadline. Statistics gathered from CSAs are reviewed, compiled and included in this Report, along with crime statistics gathered from various sources and agencies, including law enforcement.
Section XV: Sex Offender Registry
Federal law provides for the registration of convicted sex offenders. The Michigan Sex Offender Registry is available online, through the Michigan State Police website. The Campus Sex Crimes Prevention Act of 2000 (CSPCA) amends the Family Educational Rights and Privacy Act (FERPA) to clarify that nothing in FERPA can prohibit an educational institution from disclosing information provided to the institution regarding an individual's status as a convicted sex offender. However, the Michigan State Police caution that "extreme care should be exercised in using any information obtained" from these registrations lest misidentification occurs. In addition, federal law prohibits use of the information for purposes of intimidation or harassment. This information is provided in compliance with the Federal Campus Sex Crimes Compliance Act, the Adam Walsh Child Protection and Safety Act of 2006 and the Michigan Sex Offenders Registration Act 295 of 1994.

Section XVI: Mid Michigan College’s Crime Stats for 2018, 2019, and 2020
Information on the following pages reflect crime statistics for those offenses mandated by the “Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.” These statistics are provided through the Office of College Compliance and Ethics. This includes all crime reports gathered from Campus Security, Title IX Coordinator, Campus Security Authorities, and state and local law enforcement for the years 2018, 2019 and 2020 that occurred on Mid’s Clery campus defined geography.
# Crime Statistics for the Harrison Campus

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### Harrison Campus Crime Statistical Data: Arrests and Referrals

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Mid Michigan College has no on-campus residential facilities

For the years 2018, 2019, and 2020 there were no reported hate crimes for the Harrison Campus

For the year 2018 there was one report of an unfounded crime received from law enforcement for the Harrison Campus; for the years 2019 and 2020 there were no unfounded crimes
### Crime Statistics for the Mt. Pleasant Campus

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### Mt. Pleasant Campus Crime Statistical Data: VAWA Crime

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### Mt. Pleasant Campus Crime Statistical Data: Arrests and Referrals

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Mid Michigan College has no on-campus residential facilities

For the years 2018, 2019, and 2020 there were no reported hate crimes for the Mt. Pleasant Campus

For the years 2018, 2019, and 2020 there were no unfounded crimes for the Mt. Pleasant Campus
### Crime Statistics Non-Campus Locations

#### Non-Campus Locations Crime Statistical Data: Criminal Offense

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<td><strong>Burglary</strong></td>
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NOTE: For the 2020 calendar year the College made a reasonable and good faith effort to request and collect crime statistical data from law enforcement agencies with responding jurisdiction over our off-campus, Clery identified geography. From reports/information received from each law enforcement agency that responded a review and assessment determined that no Clery reportable crime statistical data was identified. The only exception applies:

CAVEAT: In requesting crime statistical data from off-campus locations, Mid received a report from the Mecosta County Sheriff’s Department in Big Rapids, Michigan regarding incidents that...

<table>
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<th>Offense</th>
<th>Year</th>
<th>Geographic Locations</th>
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<tr>
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<tr>
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<tr>
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<td></td>
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<th>Geographic Locations</th>
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<th>Geographic Locations</th>
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<td>Arrests:</td>
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<td>Weapons: Carrying, Possessing, etc.</td>
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<tr>
<td>Referrals – Disciplinary:</td>
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<td>Arrests: Drug Abuse Violations</td>
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<td>Referrals – Disciplinary: Drug Abuse Violations</td>
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<td>Arrests: Liquor Law Violations</td>
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For the years 2018, 2019, and 2020 there were no reported hate crimes for Non-Campus Locations
For the years 2018, 2019, and 2020 there were no unfounded crimes for Non-Campus Locations
occurred at Big Rapids High School, Big Rapids Michigan and Chip Hills High School, Remus, Michigan during the 2020 calendar year. Mid held dual-enrolled off campus class at both locations during the 2020 calendar year. The report received from Mecosta County Sheriff’s Department was not in an applicable format that would accurately reflect the crime statistical data in this Report. It did not indicate dates, times, or the specific locations of their incidents. It could not be determined if the reported incidents occurred in rooms used/controlled and/or in common areas during the days and times that Mid was conducting classes. Nor could it be determined if any of the reported crimes occurred out of any hate/bias. For these reasons and to reflect accuracy, the following reported crimes have not been included in the Off-Campus Crime Statistical Chart above. The crimes reported for Big Rapids High School were as follows: 1 Fondling; 2 Drug Abuse Violations/minor in possession. The crimes reported for Chip Hills High School were as follows: 1 Drug Abuse Violation; 1 Malicious Destruction of Property.

NOTE: For the 2019 calendar year, the College made a reasonable and good faith effort to request and collect crime statistical data from law enforcement agencies with responding jurisdiction over our off-campus, Clery identified geography. From reports/information received from each law enforcement agency that responded, no Clery reportable crime statistical data was identified.

NOTE: For the 2018 calendar year, the College made a reasonable and good faith effort to request and collect crime statistical data from law enforcement agencies with responding jurisdiction over our off-campus, Clery identified geography. Not all agencies responded but for those that did, no Clery reportable crime statistical data was reported/identified.

Section XVII: Closing
Mid Michigan College practices and promotes a climate of awareness, understanding, and reliability. Campus Community members have a responsibility to each other to maintain campuses that are safe for everyone. It is important for every member of the Campus Community to have information on the policies, procedures, and reporting options listed within this Report. It is equally necessary that students, faculty, staff, and visitors use this information to sustain our diverse and educated community. Reporting incidents, whether large or small, is crucial in creating an environment where every member of the campus community can feel secure, valued, and encouraged to succeed. The College can only intervene and address situations when they are brought to the attention of individuals listed within this Report. By taking an active role in our College culture, Mid will continue to be a safe, healthy and secure institution for all of us!

Mid would like to remind you:

**If you see something, sense something, say something!**

For additional information or to obtain a paper copy of the Annual Security Report, please contact Martricia Farrell, Director of College Compliance and Ethics, 1375 S. Clare Avenue, Office 205, Harrison, MI 48625, (989) 386-6622 Ext. 394, mfarrell@midmich.edu.