



TITLE IX/SEXUAL MISCONDUCT PROCESS



1. MAKE A REPORT

If you would like to discuss concerns regarding any form of sexual misconduct, you can:

- Submit an [incident report](#) or
- Contact the Title IX Office: titleIX@uwm.edu, 414-229-7012



2. GET SUPPORT

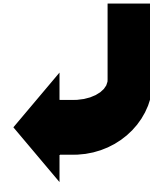


Title IX Staff will review your concern, will help connect you with supportive resources, and will explain the Grievance Process and options, including how to file a Formal Complaint or request an investigation under other applicable policies.



3. START THE GRIEVANCE PROCESS

After consulting with the Title IX Coordinator, you may choose whether you would like to participate in any available process. In some rare cases, Title IX or UWM may be obligated to address the concern, even without your participation — you would be informed if this were to occur.



Mandatory Dismissal

Some allegations will lack jurisdiction under Title IX and must be dismissed. UWM may still address the alleged conduct under other applicable policies.

Discretionary Dismissal

You may inform Title IX, in writing, at any time, that you wish to withdraw your Complaint. In some cases, UWM may be unable to gather sufficient evidence to reach a determination and your Complaint could be dismissed. UWM may still address the alleged conduct under other applicable policies.

Informal Resolution

You may choose to participate in an Informal Resolution Process, but can return to the Grievance Process at any time.



4. PARTICIPATE IN THE INVESTIGATION



Investigators will interview parties and other available witnesses, and gather information or evidence directly related to the complaint, then issue a report summarizing all relevant evidence and recommending findings and sanctions, if appropriate.



5. CHOOSE TO ATTEND THE HEARING

Live hearings will be held, unless waived by both parties, in person or virtually, and all cross-examinations must be conducted by a party's advisor.* If a party does not have an advisor, one will be provided. A written hearing decision using a preponderance standard ("more likely than not") will be issued to both parties with: (1) findings of fact, (2) a determination regarding responsibility, and (3) any disciplinary sanctions to be imposed.



6. KNOW YOUR APPEAL RIGHTS

Either party may appeal dismissal or hearing decisions and request further review as provided under applicable UWM policies. Any decision regarding an appeal will be issued in writing and provided to both parties.

*Note: Some non-Title IX sexual misconduct cases involving employees may not require a live hearing.

RESOURCES AND REPORTING INFORMATION

RETALIATION

Intimidation, threats, coercion or discrimination against any individual for participating in a Title IX process is prohibited and may result in additional charges.

SUPPORTIVE MEASURES

Interim measures can be provided through the Title IX Office which may include changes to academic, living, or work situations, and other protective orders.

ONGOING SUPPORT

The Title IX Office will connect all individuals to supportive resources throughout the entire Title IX process.



MAKE A REPORT

You can make a report by contacting any of these offices or via one of the reporting links listed below:

TITLE IX (STUDENTS AND EMPLOYEES)
414-229-7012 • TitleIX@uwm.edu
uwm.edu/titleix

DEAN OF STUDENTS (STUDENTS)
414-229-4632 • dos@uwm.edu
uwm.edu/deanofstudents/report-it/

OFFICE OF EQUITY/DIVERSITY SERVICES
(STUDENTS, EMPLOYEES, VISITORS)
414-229-5923 • diverse@uwm.edu
uwm.edu/equity-diversity-services/

UWM CONFIDENTIAL ADVOCATE (STUDENTS)
414-229-4582 • victimadvocacy@uwm.edu

Your report will be given to the correct person regardless of which office you contact. You can find additional information about confidential or anonymous reporting options, and how to file a Title IX Complaint or request proceedings under other applicable policies on the Title IX website:

uwm.edu/titleix

Title IX Coordinator, Kimberly Anderson

Chapman Hall, Room 335

titleix@uwm.edu/414-229-7012

website: [Title IX at UWM](#)



GET HELP

Confidential Resources, On Campus

UWM CONFIDENTIAL ADVOCATE (STUDENTS)
414-229-4582 • victimadvocacy@uwm.edu

UNIVERSITY COUNSELING (STUDENTS)
414-229-4716

EMPLOYEE ASSISTANCE PLAN (EMPLOYEES)
866-274-4723

Confidential Resources, Off Campus

AURORA HEALING AND ADVOCACY SERVICES
(STUDENTS AND EMPLOYEES)
414-219-5555 • 945 N 12th St. Milwaukee

THE SOJOURNER FAMILY PEACE CENTER
(STUDENTS AND EMPLOYEES)
414-933-2722 • 619 W Walnut St. Milwaukee

Additional Resources, On and Off Campus

UWM POLICE DEPARTMENT
(STUDENTS, EMPLOYEES, AND VISITORS)
Emergency: 911
On-campus Emergency: 9-911
Non-emergency: 414-229-4627

DEAN OF STUDENTS (STUDENTS)
414-229-4632 • uwm.edu/deanofstudents/report-it/

UNIVERSITY HOUSING (STUDENTS)
414-229-4065

U.S.D.O.E. — OFFICE OF CIVIL RIGHTS
(STUDENTS AND EMPLOYEES)
www2.ed.gov/about/offices/list/ocr/index.html