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 Title IX: 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 Title IX 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 complaints 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 Title IX Complaint. In some cases, UWM may be unable to gather sufficient evidence to reach a determination and your Title IX 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**

**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, VISTORS)
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

**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

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

**Title IX Coordinator,**
Jamie Cimpl-Wiemer
Mitchell Hall, Rm. 359
titleix@uwm.edu/414-229-7012
website: Title IX at UWM