

UNIVERSITY of WISCONSIN
UWMILWAUKEE



2019
ANNUAL
SECURITY &
FIRE SAFETY
REPORT

Dear UWM Community,

UWM supports a community that is caring, compassionate, collegial, and grounded in mutual respect and safety. We have prepared this report to offer transparency and aid prevention while helping all of our community members understand campus safety.

We accomplish our safety plan by targeting ongoing safety awareness education, monitoring trends, applying swift response to safety concerns, and expecting high level collaboration between various campus partners, the University of Wisconsin-Milwaukee Police Department and other local, state, and federal law enforcement agencies.

Each member of our community must take some responsibility and work together to create a safe campus environment. Thank you for reading this report to gain a more complete understanding of our efforts towards response, prevention, and education. I look forward to continuing to work with you as we continue to keep our campuses a great place to live, learn, and work.

There is nothing more important to us than creating a safe and healthy campus where people feel welcomed.

Sincerely,

Adam Jussel
Dean of Students

ANNUAL SECURITY & FIRE SAFETY REPORT

Contents

Letter From Dean of Students.....	2	Sexual Violence.....	17
Table of Contents.....	3	Definitions.....	17
Annual Disclosure of Crime Statistics.....	4	Sexual Violence 101.....	18
University of Wisconsin-Milwaukee Police.....	5	Strategies for Reducing Your Risk of Perpetrating.....	19
Police Services On Campus.....	5	What To Do If You're The Victim.....	19
Off-Campus Criminal Activities.....	5	How To Report.....	21
Reporting Crimes And Other Emergencies.....	6	Campus Disciplinary Policies And Procedures.....	22
Reporting To The UWMPD Or Other Agencies.....	6	Student Discipline.....	22
Reporting To "Campus Security Authorities".....	7	Employee Discipline.....	25
Contacting University Police.....	7	Faculty Discipline.....	26
Confidential And Anonymous Reporting.....	7	Academic Staff Discipline.....	29
Professional And Pastoral Counselors.....	7	University Staff Discipline.....	30
Hate/Bias Incident Reporting.....	8	Community Partners And Resources.....	31
Response To Report Of Crime.....	8	Sexual Violence Education.....	31
Missing Student Notification Policy.....	8	Sex Offender Information.....	35
Timely Warning Policy.....	9	Explanation Of Terms.....	35
Building/Grounds Security.....	9	Crime Statistics.....	36
Emergency Notifications.....	10	Relevant Wisconsin Statutes.....	43
Emergency Response And Evacuation.....	10	Annual Fire Safety Report.....	53
Emergency Management.....	10	Statistics.....	53
Evacuation And Emergency Response Training And Drills.....	11	Policies And Procedures Impacting Fire Safety.....	54
Student Escort And Transportation Services.....	12	Fire Safety Systems In Student Housing.....	54
Safety Tips.....	12	Policies On Portable Electronic Appliances, Smoking And Open Flames In Student Housing.....	54
Security Awareness And Crime Prevention.....	12	Student Housing Evacuation Procedures.....	54
Guidelines For Personal Safety.....	13	Fire Safety Education And Training.....	55
Alcohol And Illicit Drugs.....	14	Fire Drills.....	55
Prevalence And Effects.....	14	Elevator Use During Fires.....	55
Drug And Alcohol Education.....	14	Fire Preparedness.....	55
Early Intervention & Treatment.....	15	Reporting Fires.....	55
Evaluation And Treatment.....	15	Fire Log.....	56
Collaborative Action.....	15	Plans For Future Improvements In Fire Safety.....	56
Prohibited Conduct.....	16		
Disciplinary Sanctions.....	16		
Wisconsin Criminal Sanctions.....	16		
Federal Criminal Sanctions.....	17		
Miscellaneous.....	17		

Annual Disclosure of Crime Statistics

The Clery Act, the Campus Sex Crimes Prevention Act of 2000, and the 2013 Violence Against Women Act amendments to the Clery Act require that UWM report and publish crime statistics along with policies and procedures to be followed in the case of sexual violence, dating/domestic violence, stalking, and other crimes.

Various UWM units and "Campus Security Authorities" (CSAs) provide ongoing information and reports about campus crime. Those reports are monitored on an ongoing basis and reported annually via this Annual Security Report.

Each year, the Dean of Students (in consultation with other campus units and administrators, such as the UWM Police Department, University Housing, Campus Health Officer, the Title IX Coordinator, the Office of Equity/Diversity Services, Office of Legal Affairs, University Safety and Assurances, and administrators on the Waukesha and Washington County campuses) compiles statistics on certain reported crimes for the preceding three years.

Statistics included in report:

The statistics in this report include specific crimes reported to:

- the UWM Police Department (including, but not limited to UWM Police Department staff)
- the Dean of Students, Director of University Housing, and the Chief Student Affairs Officer
- Other officials of the institution who have significant responsibility for student and campus activities (including the Title IX Coordinator and Director of the Office of Equity/Diversity Services)
- the Campus Health Officer
- all members of the Athletics Department who actively work with students
- all employees within University Housing and the Dean of Students office who actively work with students
- student organization advisors
- local law enforcement. On an annual basis, requests for crime statistics are made to local law enforcement agencies including the City of Milwaukee, City of Glendale, City of Wauwatosa, Village of Shorewood, Ozaukee County, Waukesha Police Department, Waukesha County Sheriff, Washington County Sheriff,

Milwaukee County Sheriff, and the West Bend Police Department).

These statistics include crimes that occurred:

- On campus;
- On non-campus property owned or controlled by UWM; or
- Public property immediately adjacent to and accessible from the campus (i.e., roads and sidewalks surrounding or intersecting the campus)

Norris Health Center, University Counseling Services, branch campus counseling staff, and Survivor Support and Victim Advocacy staff may disclose, on an anonymous basis, crimes disclosed to them in the course of their confidential treatment of clients. A procedure is in place to capture such confidential disclosures, so that they are included in the crime statistics in this report, but no confidential information is relayed to the Dean of Students, who collects the data.

Access to the Report:

Each year, UWM sends an email notification to all currently enrolled students and current employees that provides the website link to access this report. Anyone may request a physical copy of this report from the Dean of Students, Student Union 345, 414-229-4632, dos@uwm.edu.



About the University of Wisconsin-Milwaukee Police Department

The University of Wisconsin-Milwaukee Police Department (UWM Police Department) protects and serves the UWM community 24 hours a day, 365 days a year. The department staffs a full time 911 dispatch center. The department provides police service, facility security, emergency planning and safety programming to campus.

UWM Police Department is staffed by 37 sworn police officers who are certified law enforcement officers meeting or exceeding standards set by the Wisconsin Law Enforcement Standards Board. UWM police officers have advanced training in active shooter response, first aid, and CPR and AEDs (Automated External Defibrillators). The department is also staffed by security officers, law enforcement dispatchers, and other support staff. UWM Police Department maintains close working relationships with the Milwaukee, Shorewood, West Bend, and Waukesha Police Departments, whose jurisdiction border or overlap the campuses. These working relationships allow for the sharing of information and collaboration on neighborhood patrols, training, and investigations as needed. UWM Police Department participates in a regional mutual aid pact that gives UWM Police Department access to significant resources in the event of a large-scale emergency.

Police Services on Campus

UWM Police Department officers have complete police authority to apprehend, arrest, and/or cite anyone involved in committing violations of Wisconsin Administrative Code Chapter UWS 18 (Conduct on University Lands) and acts that are unlawful under Wisconsin State statutes on campus and at

other areas under the control of the University of Wisconsin System Board of Regents. Individuals are encouraged to report all crimes occurring on campus to the UWM Police Department (9911 from a campus phone, and 414-229-9911 from all other phones). If a victim is unable to report a crime, it is UWM's expectation that anyone aware of a crime should report all known details regarding the crime to the UWM Police Department, West Bend Police Department (for the Washington County Campus), or Waukesha Police Department (for the Waukesha campus) or to the following offices:

Dean of Students
414-229-4632
Student Union 345

Director of University Housing
414-229-6589
Sandburg Hall C134

Chief Student Affairs Officer
414-229-4038
Chapman Hall 132

Title IX Coordinator
414-229-7012
Chapman Hall 335

Office of Equity/Diversity Services Director
414-229-5923
Mitchell Hall 359

Campus Health Officer
414-229-5684
Northwest Quad Building B, 5th floor

Criminal offense reports, incident reports, and citations under UWS Chapter 18 are used to document incidents reported to or observed by the police. Violators of criminal law may be referred to the District Attorney's office for prosecution. Uniform traffic citations are issued to traffic violators.

UWM Police Department personnel have received training in first aid, CPR and AEDs. AEDs are kept in each police vehicle and in most buildings on campus, including the residence halls. UWM Police Department officers have the training and experience to provide the immediate life-sustaining medical assistance needed in the first critical minutes of any medical emergency.

All federal law enforcement agencies are empowered to investigate violations of federal law and take appropriate enforcement action.

All state law enforcement agencies are empowered to investigate violations of state statutes, the state administrative code and selected federal laws and take appropriate enforcement action. The Milwaukee County Sheriff's Office and the Milwaukee Police Department possess concurrent authority to investigate violations of state statutes and selected federal laws on University property, but neither is empowered to enforce county or municipal ordinances on state property.

Off-Campus Criminal Activities

Individuals are encouraged to promptly and accurately report all off-campus crimes to the local police department where the crime occurred. In addition, UWM Police Department may provide some law enforcement services to the non-campus locations under the control of the Board of Regents. If a victim is unable to report a crime, it is UWM's expectation that anyone aware of a crime should report all known details regarding the crime to local police or:

Dean of Students
414-229-4632
Student Union 345

Director of University Housing
414-229-6589
Sandburg Hall C134

Chief Student Affairs Officer
414-229-4038
Chapman Hall 132

Title IX Coordinator
414-229-7012
Chapman Hall 355

Office of Equity/Diversity Services Director
414-229-5923
Mitchell Hall 359

Campus Health Officer
414-229-5684
Northwest Quad Building B, 5th floor

For the UWM campuses at Waukesha and Washington County, individuals should report to the following police departments:

Waukesha Police Department (for the Waukesha campus)
911 (Emergency)
262-524-3831

West Bend Police Department (for the Washington County campus)
911 (Emergency)
262-335-5000

When a UWM student is involved in an off-campus offense, UWM Police Department officers may assist with the investigation in cooperation with local, state, or federal law enforcement.

The Cities of Milwaukee, Waukesha, West Bend, and the Village of Shorewood routinely work and communicate with UWM Police Department officers on serious incidents occurring in those departments' jurisdictions. UWM does not operate or recognize any student organization's off-campus facilities, including their housing facilities. However, many students live in the neighborhoods surrounding UWM campuses.

For the Milwaukee campus, while the Milwaukee Police Department has primary jurisdiction in all areas immediately surrounding UWM, UWM Police Department officers can and do respond to student-related incidents that occur in close proximity to campus. UWM Police Department officers have direct communications with the local police, fire department, and ambulance services to facilitate rapid response in any emergency situation.

The UWM Police Department may take police action off-campus and within Milwaukee County under the authority of Wis. Stat. § 175.40(5)(d) and the UWM Police Department Policy on Off-Campus Law Enforcement Authority. UWM Police Department officers have authority to arrest and take into custody any person for whom a federal, state or municipal arrest warrant has been issued. UWM Police Department officers may also take action when assisting other law enforcement agencies within Milwaukee County.

UWM Police Department officers are participating members of the Suburban Mutual Assistance Response Teams (S.M.A.R.T.).



Numerous suburban police departments provide aid and support, by written agreement, to fellow member departments in the event that an incident requires greater resources than are available from any single department.

At the beginning and end of each academic year, UWM contracts with the City of Milwaukee Police Department to provide additional police services in the neighborhoods surrounding the Milwaukee campus. UWM Police Department officers may assist the City of Milwaukee Police with these patrols in the UWM area. Apart from S.M.A.R.T. and these contracts with the City of Milwaukee Police Department, UWM does not have written memoranda of understanding or other written agreements for the investigation of alleged criminal offenses. UWM Police Department investigates crimes occurring within its jurisdiction, and local law enforcement agencies investigate crimes occurring in their jurisdictions, although law enforcement agencies will cooperate in any investigation as necessary and permissible.

Reporting Crimes and Other Emergencies

UWM has a number of ways for students and other University community members to report any crime, suspicious activity, or emergencies to law enforcement or other University officials. Regardless of where such incidents are reported, individuals are urged to promptly

and accurately report all such incidents so that the UWM Police Department can investigate each situation and determine the appropriate response, including whether a timely warning or emergency notification is necessary (more information timely warnings or emergency notifications is available on page 9).

REPORTING TO THE UWM POLICE DEPARTMENT OR OTHER LAW ENFORCEMENT AGENCY

Individuals may notify the UWM Police Department by dialing x9911 from a campus phone or 414-229-9911, or by picking up any one of the blue lit S.A.F.E. emergency phones located on the Milwaukee campus or contacting the local law enforcement agency. Individuals may also report the crime or emergency in person at the UWM Police Department located at 3410 N. Maryland Avenue.

For off-campus incidents in Milwaukee, the Milwaukee Police Department can be contacted at 911 for emergencies and (414) 933-4444 for non-emergencies.

For individuals reporting crimes on or near the Waukesha campus, individuals may notify the Waukesha Police Department (Emergency: 911; Non Emergency: 262-524-3831).

For individuals reporting crimes near or on the Washington County campus, individuals may notify the West Bend Police Department (Emergency: 911; Non Emergency: 262-335-5000).

REPORTING TO “CAMPUS SECURITY AUTHORITIES”

All campus community members are encouraged to report crimes and other emergencies directly to the UWM Police Department or other appropriate law enforcement agency. The Clery Act also defines a large number of UWM staff as “Campus Security Authorities” (CSAs) who are required to disclose reports to the Dean of Students for the purpose of compiling the crime statistics in this document. CSAs are not, however, responsible for determining whether a crime occurred (i.e., investigating such incidents). That responsibility resides with the UWM Police Department or other appropriate law enforcement agencies. CSAs include staff who are responsible for campus security (e.g., those responsible for monitoring entrance into University property), and staff who have significant responsibility for student and campus activities, including, but not limited to student housing staff, student conduct staff and student organization advisors. While there are hundreds of CSAs, UWM specifically designates the following offices as offices/officials where or to whom campus community members should report crimes:

*UWM Police Department
414-229-9911
3410 N. Maryland Ave.*

*Dean of Students
414-229-4632
Student Union 345*

*Director of University Housing
414-229-6589
Sandburg Hall C134*

*Chief Student Affairs Officer
414-229-4038
Chapman Hall 132*

*Title IX Coordinator
414-229-7012
Chapman Hall 355*

*Office of Equity/Diversity Services Director
414-229-5923
Mitchell Hall 359*

*Campus Health Officer
414-229-5684
Northwest Quad Building B, 5th floor*

These offices will refer any crime report impacting the safety of students, staff, and

the campus community to UWM Police Department.

CONTACTING UWM POLICE DEPARTMENT

On the Milwaukee campus, UWM maintains an advanced system for the reporting of any problems to the UWM Police Department. The heart of the system is a dedicated 911 emergency telephone system with enhanced location determination capabilities.

For the Milwaukee campus, intercampus (414-229-xxxx exchange) phones are connected to this system. One must dial 9911 (instead of just 911) from phones located in offices and corridors to gain access to the emergency system.

Campus elevators are also equipped with emergency phones.

For the Milwaukee campus, a network of S.A.F.E. emergency phones covers the campus. These phones are mounted in yellow boxes on poles or affixed to buildings and are illuminated by a blue light. The phones are located outside buildings, along walkways and in parking lots and structures at various locations where they will be most visible. To use these phones, open the door to the box and push the button. This will activate the 911 system, which will display the phone’s location at the UWM Police Department. The caller and the police dispatcher can then converse with each other. Equipment is compliant with the Americans with Disabilities Act and includes Braille instructions.

For other campuses, individuals should call 911.

UWM also has a smart phone application through which users can select the safety icon. This icon provides the opportunity to directly dial the UWM Police Department from your smart phone.

Persons in need of assistance also may approach any uniformed UWM Police Department officer or security personnel that patrol the campus in marked police vehicles and on foot or bicycle.

Staff security personnel employed by the Student Union, University Housing, and the UWM Libraries are equipped with two-way radios that have the ability to communicate directly with the UWM Police Department

dispatcher. Transportation services such as B.O.S.S. are equipped with radios or cellular phones for reporting crimes or other emergencies.

CONFIDENTIAL AND ANONYMOUS REPORTING

If someone is the victim of a crime but does not wish to pursue action within the UWM disciplinary or criminal justice system, the UWM Police Department accepts voluntary, anonymous crime reports. Additionally, the Title IX Coordinator, Dean of Students, and Office of Equity/Diversity Services can anonymously collect sexual violence reports. Such reports allow UWM and/or UWM Police Department to respect the wishes of the reporting party to remain anonymous while allowing UWM and/or UWM Police Department to take steps to ensure the safety of the campus community. The ability to respond to anonymous reports may be limited. Anonymous reports made to UWM Police Department are entered into the Automated Records Management System and tracked as anonymous. Clery Crimes reported to the UWM Police Department, Title IX Coordinator, Dean of Students, and/or Office of Equity/Diversity Services on an anonymous basis are included in the annual crime statistics. If a victim is unable to report a crime, it is UWM’s expectation that anyone aware of a crime should report all known details regarding the crime to UWM Police Department or appropriate law enforcement agency or one of the offices noted above.

Confidential reporting options are available at the Norris Health Center, University Counseling Services, and Office of Survivor Support and Victim Advocacy. Confidential reporting allows a victim to inform a person who, except in limited circumstances, has an obligation to keep a sexual violence report confidential, and the report will not be shared with others. These offices may share, on an anonymous basis, reports of sexual violence for statistical purposes with the Dean of Students.

PROFESSIONAL AND PASTORAL COUNSELORS

University Counseling Services provides counseling for UWM students. While licensed counselors are exempt from the crime reporting requirements of the Clery Act, counselors inform students they are counseling of the

option to report crimes to the UWM Police Department. Counselors also explain to students that the counselors may report crimes to the Dean of Students on an anonymous basis for inclusion in the annual disclosure of crime statistics.

The University does not employ pastoral (religious) counselors.

HATE/BIAS INCIDENT REPORTING

UWM defines a hate or bias-motivated incident as any disruptive conduct (oral, written, graphic, or physical) that is directed against an individual, or individuals, because of their actual or perceived race, color, national origin/ancestry, religion, sex, age, disability, sexual orientation, gender identity/expression, veteran and National Guard status, marital status, pregnancy, political affiliation, or arrest/conviction record.

Members of the UWM community are encouraged to report hate/bias incidents to the Office of Equity/Diversity Services using the Hate/Bias Incident Reporting Form found at: <https://uwm.edu/equity-diversity-services/hatebias-2/>. As appropriate, the Office of Equity/Diversity Services or the Dean of Students will respond to reports that contain sufficient information to enable a review or an investigation.



Hate or bias-motivated incidents do not necessarily meet the definition of “hate crime” for the purpose of crime statistics reporting. (See that definition in the Crime Statistics section of this report).

If the incident involves any crime or emergency that may impact the safety of members of the UWM community, students and staff are urged to notify the UWM Police Department (at x9911 from a campus phone, 414-229-9911, or by using any of the blue-lit S.A.F.E. emergency phones located on the Milwaukee campus). Individuals may also report the crime or emergency in person at the UWM Police Department, located at 3410 N. Maryland Avenue.

For crimes that occur in Waukesha or Washington County, individuals are encouraged to report to the following law enforcement agencies:

Waukesha Police Department (for the Waukesha campus) (Non Emergency: 262-524-3831; Emergency: 911).

West Bend Police Department (for the Washington County campus) (Non Emergency: 262-335-5000; Emergency: 911).

Response to Report of Crime

When the UWM Police Department receives the report of a crime, one or more officers are assigned to investigate. Officers document the investigation by filing a report in the Automated Records Management System that also automatically generates a record of a reported crime to the Crime Log, which is available on the UWM Police Department’s website. Officers investigate each report until an appropriate disposition, such as presenting the investigation to the Milwaukee County District Attorney’s Office for prosecution or issuing a citation, is achieved. An investigation may be discontinued upon exhausting investigative leads or at the request of the reporting person (in some cases) or if the crime is unfounded.

MISSING STUDENT NOTIFICATION POLICY

Any person who is aware that a student who resides in University Housing has been missing

for 24 hours or more should report those circumstances to any of the following campus authorities:

UWM Police Department
414-229-9911
3410 N. Maryland Ave.

Dean of Students
414-229-4632
Student Union 345

Director of University Housing
414-229-6589
Sandburg Hall C134

Chief Student Affairs Officer
414-229-4038
Chapman Hall 132

In the event a student is reported missing, UWM officials will notify the UWM Police Department immediately and local law enforcement within 24 hours.

If a student is determined to be missing for 24 hours, UWM Police Department will:

- Open an investigation
- Conduct a risk assessment to determine if there is information to suggest the missing student is in danger or the victim of a criminal act.
- Assign investigative resources to locate the missing student.
- Collaborate and share information with outside agencies that can aid in the investigation.

Students living in University Housing may register a confidential contact person to be notified within 24 hours in the event the student is determined to be missing. This is in addition to the option to designate a general emergency contact person and should be registered separately. To register a confidential contact, a resident may contact University Housing staff at 414-229-4065. Confidential contact information is maintained in a confidential file accessible only to authorized campus officials. It may not be disclosed except to law enforcement personnel in furtherance of a missing person investigation. Each student has the option to designate a confidential contact person annually, or mid-year for students who move on campus at that time.

If a missing student is under 18 years of age and is not emancipated, University officials

must notify the student's parent or guardian, in addition to any additional contact person designated by the student, within 24 hours of a determination that the student is missing.

TIMELY WARNING POLICY

UWM sends safety warnings to the campus community of Clery Act crimes occurring on Clery geography that constitute a serious or continuing threat to students and employees. Warnings are sent via UWM's mass notification system known as "SAFE Alert" which generates text and email to enrolled persons. Individuals can enroll in SAFE Alert on the UWM Police Department website (<https://uwm.edu/police/>).

Examples of significant emergencies could be an active shooter, a gas leak near a building, or a severe weather event.

The SAFE Alert system allows UWM to contact faculty, staff, and students via text message to personal mobile phones or a designated email address. Registration of personal mobile phones in SAFE Alert is voluntary for faculty and staff and is used for emergency contact purposes only. Students' personal mobile phone numbers and email addresses are automatically enrolled in the system if their registered contact information includes a cell phone number. They may opt out of text messaging. UWM automatically enrolls all students and staff into the SAFE Alert email program, and they cannot opt out.

SAFE Alert is not used to distribute advertising or other unsolicited messages, and subscribers to SAFE Alert pay no fees for the service, other than normal fees charged by their mobile service provider for receiving text messages. SAFE Alert is only available to members of the UWM campus community.

Information may also be shared through the UWM Police Department's and UWM's general Facebook/Twitter accounts. The detailed information is then posted on the UWM Police Department website.

If an incident occurs that, in the judgment of the UWM Police Chief (or designee), may constitute a serious or continuing threat to students or employees, the Chief or designee will issue a SAFE Alert message to the campus community once the Chief or designee reasonably concludes that a campus-wide timely warning is required under the Clery Act.

For safety threats outside the Clery geography, the Chief may consult with the Vice Chancellor for Finance and Administrative Affairs, Vice Chancellor for University Relations, the Chief Student Affairs Officer, and/or the Office of Legal Affairs Director or their designees to determine whether issuing an emergency notification is advisable unless the Chief or designee determines that there is a sufficiently serious or imminent risk such that consultation is not possible, in which case, the Chief or designee may send an emergency notification without such consultation.

An emergency notification most often takes the form of an email and text message to the campuses or portions of the campuses, but may also include any other media designed to get the word out quickly campus-wide, such as by posting physical signs at appropriate locations and/or distributing information through social media sites. Timely warnings are also posted for 90 days on the UWM Police Department website at: <https://uwm.edu/police/category/campus-safety-alert/>.

The UWM Police Chief also may issue an emergency notification to the campus community regarding a safety threat that does not require a timely warning under the Clery Act.

Crime reports given to the UWM community will not disclose the identity of victims or witnesses that wish to remain anonymous, although such reports will be included in the annual crime statistics.

Anyone with information about an incident that may warrant an emergency notification should contact the UWM Police Department by calling 9911 from a Milwaukee campus phone, 414-229-9911 from all other phones, or go to the UWM Police Department located at 3410 N. Maryland Avenue.

Buildings/ Grounds Security

Security measures in place at UWM buildings vary considerably from building to building and day to day in order to accommodate the demands of the academic year. Circumstances such as late office hours, special events, semester breaks, legal holidays, spring break,

exam periods and mini-terms can cause building schedules to change frequently.

During business hours, University facilities (excluding University Housing facilities) are open to students, employees, and the public, with the exception of designated areas that may be limited to students, Facility Services, research personnel, and other appropriate individuals. Campus and non-campus buildings are secured each night either by UWM Police Department personnel or by building personnel in accordance with a schedule of closing times set by the building chair of each building and published by the Campus Planning Director twice per year <https://uwm.edu/academicaffairs/wp-content/uploads/sites/32/2018/08/building-hours-2018-19.pdf>. The published hours cover the academic school year, breaks and modified summer hours. UWM Police Department work in concert with classroom support services to allow access into buildings and classrooms as scheduled through Room Optimization Assignments and Reservations (ROAR) (www.uwm.edu/roar) during evening hours and on weekends.

Every campus building, except for the residence halls, has a designated building chair who is responsible for monitoring facilities and equipment, coordinating the placement of security information, determining the placement of bulletin boards, posting all required postings, serving as a liaison to Facility Services, and collaborating with UWM Police Department to address any safety or security concerns.

Access to specific areas, rooms, or facilities within each building is determined by the building chair. When deemed appropriate, keys or electronic access may be issued to faculty/staff/student personnel to allow them access. Persons not issued keys should contact the UWM Police Department for access to locked buildings or areas within buildings unless buildings have their own personnel on duty to provide access.

Authorization for access to such areas is confirmed for UWM Police Department by the provision of work permits, access lists, memoranda or other communications from persons in charge of areas that specify those allowed to be present outside normal hours. UWM Police Department officers do not

provide access to any areas that are under the jurisdiction of University Housing or the Student Union. These units provide access to areas under their jurisdiction.

Residence halls are secured 24 hours a day, with the exception of first-floor common areas that are open to the public during business hours. No access is provided beyond the common areas without security clearance, and residents and guests must show identification to 24-hour security staff to go beyond common areas into residential areas.

In the case of emergencies, the building chair for each building and/or UWM Police Department may change access policies and procedures. The extent of such changes will depend upon the type of emergency involved, whether outside law enforcement or emergency service providers are present, and the extent of the emergency. In the case of an emergency involving an imminent risk of harm to the campus community, the community will be notified via SAFE Alert and other emergency messaging as described in the Emergency Notifications section of this report.

In the case of an emergency in University Housing facilities, evacuation of the building is normally involved for any issue that is not localized. University Housing staff escort first responders to the area of the emergency situation. In the case of a fire alarm or any other major facility evacuation, University Housing staff have the ability to waive normal security clearance procedures until all residents evacuated from the building have reentered. At that point, normal entry procedures are reinstated.

Physical security measures and security patrols are augmented by a network of security cameras on campus. Security cameras are located in residence halls, Student Union, campus buildings, and other common areas. UWM Police Department also works with those responsible for individual buildings on campus to perform security surveys and make recommendations to improve security.

Each year, University Safety and Assurances (US&A) assembles a working group of University staff and students that performs a safety assessment by walking throughout campus. This assessment includes lighting, landscaping, crosswalks, and any other environmental factors that could pose a safety

concern or hazard. US&A refers any concerns to Facility Services for resolution, and US&A is responsible to follow up and ensure that any items of concern are fixed. Safety assessments were performed on November 8, 2018 on the Milwaukee Campus, on November 27, 2018 at the Washington County Campus, and on December 4, 2018 at the Waukesha Campus.

UWM Police Department and Facility Services personnel, through their daily routine of opening and locking buildings, ensure the functionality of doors and report any deficiencies to Facility Services. Doors that are not functional will not be propped open and will be secured with traffic directed to the nearest operational door until repaired. UWM police officers perform multiple checks of campus facilities each day and note any safety issues that need attention. Any other malfunctions of security equipment should be reported to UWM Police Department, who will notify the appropriate party for repair. Each semester UWM Police Department also checks all of the campus S.A.F.E. blue light emergency phones for functionality. Any malfunctions are reported to University Network Operations for repairs.

UWM also has specific policies related to the safety of minors on campus and to ensure compliance with Wisconsin Executive Order 54, which requires mandatory reporting of child abuse and neglect by University staff. These include portions of UWM's Use of Facilities Policies and Procedures, Selected Academic and Administrative Policies (SAAP) S-23; UWM's Criminal Background Check Policy, SAAP S-14.5; UWM's Minor Protections and Adult Leadership Policy, SAAP S-75; and UWM's Child Abuse and Neglect Policy, SAAP S-64.

Emergency Notifications

In the event of a significant emergency that poses an immediate threat to campus, first responders will verify the emergency and notify UWM Police Department supervisors of the need for a SAFE alert. In a significant emergency, UWM Police Department will send a campus-wide SAFE alert message. The message will describe the nature of the event and provide instructions to the campus

community to avoid danger and remain safe. This could include avoiding campus or portions of it, leaving campus, or remaining in one's present location (sheltering in place).

UWM Police Department will, without delay, take into account the safety of the community as well as the impact of notification on efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency. Updates may be sent via SAFE Alerts. University Relations will also provide follow-up information via campus-wide email accounts and/or posts on the campus website and/or social media as information becomes available.

Emergency Response and Evacuation Procedures

EMERGENCY MANAGEMENT

UWM Police Department, in collaboration with US&A, evaluates emergency preparedness needs for campus and maintain the campus Emergency Operations Plan. Emergency procedures for specific hazards can be found at <http://uwm.edu/safety-health/emergency/>. Each year, UWM tests a part of the plan through a tabletop or functional exercise that includes activating the Emergency Operations Center (EOC) and concludes with a debriefing of the exercise. The EOC serves as the centralized facility in which team members gather, check in, receive assignments, and assume their emergency response roles. The EOC team is composed of a broad cross section of campus personnel, selected for their expertise and the needs of the EOC. The Incident Commander determines the appropriate level of activation and calls up the designated EOC Team members. The EOC's scope and function is determined by the incident, its impact on the campus or region, and the needs due to the emergency situation. The UWM Police Department and US&A also convene an Emergency Operations Oversight committee consisting of key campus stakeholders including Student Affairs, University Housing, Auxiliary Services, UWM Police Department, Facility Services, College of General Studies and others who meet on a

regular basis to address campus preparedness. UWM Police Department and US&A also have working partnerships with local, state, and federal emergency management offices to ensure UWM's preparedness for a wide variety of emergencies. The Crisis Management Team, consisting of the Chancellor and his Cabinet, may be activated by the Chancellor (or designee) separately, to provide executive-level oversight.

Each department also prepares for responding to and recovering from emergencies through Continuity of Operations Planning. UWM Police Department works with departments in the preparation and maintenance of these plans on an annual basis.

EVACUATION AND EMERGENCY RESPONSE TRAINING AND DRILLS

UWM tests emergency response and evacuation procedures twice annually.

The campus conducts a tornado drill for all buildings during Tornado Awareness Week in the spring. The drill is organized by the US&A in collaboration with UWM Police Department and the University of Wisconsin System Office of Risk Management.

Procedures for tornado and other "shelter-in-place" responses are announced to the campus community via campus notices, email messages and website postings. Building chairs and floor captains are offered pre-event training to ensure they can safely direct campus occupants to shelters or other refuge areas. The SAFE Alert system is also tested during the tornado drill. A text message and email alert is sent to all registered participants announcing the drill. In 2018, the tornado drill was conducted on April 12. The drill consists of an announcement over the PA system or whistles blown (in buildings without PA systems) to start the drill. Individuals proceed to the Tornado Shelter Area, and floor captains ensure that individuals in their areas participate and know where the shelter area is located. An "all clear" announcement is made when the drill is complete. Floor captains, building chairs, and US&A staff provide feedback on specific drill actions via the tornado drill response form based on their observations. US&A compiles the feedback, determines where corrective action



is needed, notifies responsible departments of the need for corrective action and assists them in correcting any issues. Finally, US&A sends to the University of Wisconsin System Office of Risk Management a summary report documenting the drill and any corrective actions.

In September of each year, campus-wide fire drills are conducted to test building evacuation procedures. In case of a fire, buildings need to be evacuated opposite of sheltering-in-place by sending occupants outdoors or to a refuge area. The drills are organized by US&A in collaboration with UWM Police Department and the University of Wisconsin System Office of Risk Management.

Procedures for the fire drills are announced in advance to the campus community via campus notices, email messages, and website postings. Building chairs and floor captains are offered pre-event training to ensure they can safely direct campus occupants to emergency exits and ways of egress. Drills are conducted for individual buildings. In 2018, the campus-wide fire drills were conducted during the week of September 17 at the Milwaukee Campus, on September 26 at the Waukesha Campus and on September 27 at the Washington County Campus. Fire drills occur at designated times, and the average evacuation time is 5.6 minutes per building. The drill consists of the fire alarm being activated, individuals evacuating, floor captains ensuring individuals in their areas

evacuate and know where to go as well as that the evacuation is the proper distance from the building, and an "all clear" announcement when the drill is complete. As with tornado and shelter-in-place drills, floor captains, building chairs, and US&A staff provide feedback on specific drill actions via the fire drill response form regarding the evacuation based on their observations. US&A compiles the feedback, determines where corrective action is needed, and notifies responsible departments of the need for corrective action. US&A follows up on corrective actions and works with departments to determine best solutions to any reported problems. A summary report documenting the drill and corrective actions is sent to University of Wisconsin System Office of Risk Management.

For individuals with disabilities, alternative evacuation procedures are in place. These individuals are encouraged to go to the nearest emergency stairwell. These stairwells are considered "areas of rescue assistance." Emergency personnel will arrive at the stairwells and evacuate individuals as needed.

Prior to an emergency, each person with any limitations is recommended to ask a friend, colleague, or fellow student to provide assistance if an emergency develops. The "evacuation assistant" should be informed about what limitations an individual has and how the evacuation assistant can be of help. The evacuation assistant will go to the building

SAFETY TIPS

Be Aware & Alert

Look around

Confidently walk, stand tall, make eye contact

Be aware of surroundings

Don't walk alone at night

If drinking, have someone walk you home or get a ride

Be Informed

Locate the nearest blue light phone

Know the hours of B.O.S.S. and SAFE

Know your destination and plan your route

Download the UWM mobile app

Be Prepared

Keep your doors locked

Don't leave valuables unattended

Lock your vehicle

Never leave items in your car

Take an annual self-defense course

**Program These UWM Police Numbers
 229-9911 (emergency) • 229-4627 (non-emergency)**

evacuation assembly point and notify the on-site emergency personnel of the location of the person with a disability. Emergency personnel will determine if further evacuation is necessary.

Building chairs and floor captains also check areas of rescue assistance before reporting that a building has been fully evacuated.

Student Escort and Transportation Services

On the Milwaukee campus, UWM Transportation Services operates shuttles between the UWM Kenwood Campus, Kenilworth Square Apartments, Cambridge Commons and RiverView Residence Hall for University Housing residents as well as shuttle service from the Capitol and Humboldt UPark lot. On-call services are provided to University Housing residents during break periods. Go to <http://uwm.edu/transportation/prowline/> for information on routes and schedules.

In addition, Be on the Safe Side (B.O.S.S.) (414-229-6503; <http://uwm.edu/boss/>) is the free transportation service for students on and near the Milwaukee Kenwood campus, with approximately 6 square miles of coverage. B.O.S.S. boundaries are Capitol Dr. (north), Brady St. (south), Martin Luther King, Jr. Dr. (west) and Lincoln Memorial Dr./Lake Dr. (east). The service operates seven days a week during the fall and spring semesters, from 6 p.m. to 2 a.m. Limited service is available at other times of the year. The B.O.S.S. office is located in the Student Union, Room WG25.

Finally, on the Milwaukee campus, UWM Police Department maintains the SAFE Walker program. Uniformed SAFE Walkers are UWM students employed by UWM Police Department who patrol the neighborhoods surrounding UWM between 6 p.m. and 2 a.m. and report safety concerns to UWM Police Department. In addition, UWM Police Department provides walking escorts, upon request, at any time. An escort can be requested by calling UWM Police Department at (414) 229-4627.

Security Awareness and Crime Prevention Programs for Students and Employees

The University actively promotes campus security and crime prevention and awareness programming throughout the year.

The Dean of Students, Norris Health Center, University Counseling Services, and UWM Police Department aim to present important information regarding personal safety, security, and crime prevention to each student at New Student Orientation and Transfer and Adult Student Orientation. Students are also provided additional safety information, which is available on the Student Handbook website (<https://uwm.edu/studenthandbook/>).

For the Waukesha and Washington County campuses, this information is presented via in-person orientation session, online video,

Guidelines for Personal Safety Provided by UWM Police

- If on the Milwaukee campus, use the blue light phone system around campus if you feel threatened.
- Avoid the use of headphones and personal electronic devices while walking as these can distract your attention and/or attract thieves.
- If confronted, surrender property rather than risk your life.
- At home, keep your windows and doors locked.
- When moving, unpack quickly and always have someone monitoring your belongings.
- Do not leave your laptop, backpack, books, or other items unattended.
- Avoid propping open doors.
- Keep your car locked and remove valuables.
- If biking, follow the rules of the road (i.e., wear a helmet, ride with traffic (not against), avoid sidewalks, etc.).
- Secure your bicycle with a Cycle-Safe bike locker or a secure U-lock.
- Avoid walking alone, especially at night. If you are on the Milwaukee campus, use B.O.S.S. or SAFE Walkers from 6 p.m. to 2 a.m.
- Walk in well-lit areas and walk with a purpose. Pay attention to your surroundings.
- If you've been drinking alcohol or using other drugs, find someone you trust to drive or walk you home.
- Do not invite random people into your house.
- Watch your drinks. Do not drink anything that could have been tampered with.
- Be careful about what you post online. Don't help criminals know your location or routine.
- Don't verify any personal information over the phone.
- Protect the privacy of your Social Security Number.
- If a offer seems to good too be true, it probably is. Check the Better Business Bureau.

and on the Student Handbook website (<https://uwm.edu/studenthandbook/>).

In late September, UWM Police Department hosts "Campus Safety Week." During that week, information is shared with students and staff about personal safety and crime prevention through a series of events at the Student Union and in University Housing. UWM Police Department works with campus partners to present a wide array of health and safety resources. The Women's Resource Center, LGBT Resource Center, Dean of Students, Norris Health Center, University Safety & Assurances, local police, fire departments, and more provide information to attendees.

Sexual violence, mental and physical health, fire safety, weather safety, alcohol and drug awareness, personal safety and security, crime prevention, and fire prevention are among topics covered during Campus Safety Week. Active shooter and self-defense presentations and available to students and staff during Safety Week and upon request.

About seven times throughout the school year, UWM Police Department participates in informational events on campus including the Employee Wellness & Benefits Fair and Fall Welcome. UWM Police Department officers staff an exhibit table at these events and answer questions about safety and crime prevention. Literature on sexual assault prevention, traffic safety, active shooter

response, alcohol awareness, and the SAFE Walker program is distributed. These events are open to students and staff except as designated.

The UWM Police Chief, Neighborhood Housing Office, Dean of Students office, Title IX Coordinator, and Campus Health Officer also send emails with safety tips and crime prevention strategies several times per year. University Housing provides presentations twice each year on safety in housing facilities for those residing in University Housing facilities.

The Neighborhood Housing Office works with UWM Police Department as well as students and non-student neighbors on topics of mutual concern, including crime prevention and quality of life issues. These collaborations are ongoing throughout the year and are kicked off by "UNITE," a program which uses volunteers to visit student residences off-campus. The volunteers welcome students to the neighborhood, educate them on being good neighbors, and provide safety information and other useful tips for living in the area such as locking and securing their residences.

Each semester, the Neighborhood Housing Office hosts monthly meetings where local police, UWM Police Department, and the Dean of Students meet with stakeholders to discuss safety, crime prevention, and quality of life issues on and off campus.

For students living off campus near the Milwaukee campus, the Neighborhood Housing Office offers advice, referrals, and resources, both on and off-campus. Neighborhood Housing Office works closely with health and safety offices and centers, such as University Counseling Services, the Dean of Students, and UWM Police Department to address a wide range of topics, including security concerns related to rental units, commuting concerns for drivers, bikers, bus riders, and walkers, and health concerns related to behavior off campus.

Neighborhood Housing Office also employs External Relations Assistants (COAST) Leaders to meet with students living off campus and address any concerns or questions they may have, including those related to safety and safety resources on and off campus.

Neighborhood Housing Office offers a Preferred Tenant Program, which prepares students

who will be living off campus, and provides information about safety resources, alcohol and other drug (AODA) information and resources.

Throughout the year, UWM Police Department provides personal safety seminars to various student and staff groups. Such presentations occur more than 15 times per year and cover a wide array of topics including conflict resolution, drug and alcohol awareness, rape aggression defense, self-defense, active shooter response, online protection, and other topics.

UWM Police Department also conducted 24 active shooter, 7 self-defense, and 6 CPR/AED classes over the course of 2018. The active shooter training video is available on the UWM Police Department website: <https://uwm.edu/police/services/department-services/safety-training/active-shooter-training-information/active-shooter-training-video/>.

The UWM Police Department and Dean of Students offered 16 sessions of “Classroom and Campus Safety” for faculty and instructors in 2018. The sessions addressed classroom disturbances, troubling classroom behavior, and how to react during an emergency, including an active shooter situation.

The Campus Assessment, Response, and Education (CARE) Team is comprised of staff from various campus units including UWM Police Department, Dean of Students, University Housing, Norris Health Center, University Counseling Services, Legal Affairs, and a mental health consultant. The CARE Team identifies, assesses and manages the risk of potentially harmful or threatening behaviors by UWM faculty, staff, students, visitors, or community members.

The UWM website is an important resource for informing employees and students about crime prevention tips and information. On the campus Health and Safety website (<https://uwm.edu/health-safety/>), there are links to health and safety resources, including campus services and alcohol and other drug abuse, sexual violence, and mental health information and resources.

US&A provides web resources (<https://uwm.edu/safety-and-assurances/>) for workplace violence response and presents training on emergency preparedness, security, and the

active shooter training video during New Employee Orientation (for faculty, staff, and graduate students).

Alcohol and Illicit Drugs

Substance misuse among college students impacts all aspects of University life, including student well-being, academic performance, the educational environment, and the quality of life on campus and in the surrounding communities. In an ongoing effort to mitigate these high-risk behaviors, UWM has instituted a variety of alcohol and other drug (AOD) misuse prevention and intervention initiatives. Assessment and treatment services for students are offered on campus, and UWM can also facilitate referrals to appropriate community resources for students or staff members who are experiencing problems related to their personal use of alcohol or other drugs.

PREVALENCE AND EFFECTS OF THE USE OF ALCOHOL AND OTHER DRUGS

The results of the 2018 National College Health Assessment (NCHA) Survey indicates that 69% of University of Wisconsin-Milwaukee Kenwood campus students are current alcohol users, as defined by having consumed alcohol at least once in the past 30 days. While many UWM students choose to drink moderately or not at all, a significant portion report engaging in high-risk drinking behaviors.

High-risk drinking is associated with a variety of detrimental outcomes, including injury, illness, legal trouble, regretted actions, high-risk sexual activity, and violence. Additionally, research consistently shows strong correlation between frequent alcohol use and poor academic performance, and alcohol and other drug use is known to impact student success.

While alcohol is the distinct “drug of choice” among UWM students, the 2018 NCHA results show that 22% report having used marijuana in the past 30 days and 13% report having used one or more prescription medications in a manner not prescribed by a healthcare professional in the past 12 months. A small, but persistent, presence of other illicit drug use exists within the student

community: the past 30-day prevalence of other illicit drugs, such as cocaine, heroin and methamphetamines, is less than 2%. Such substances carry the risk for serious health consequences, and the use of these substances in combination with alcohol or with each other can result in harmful and potentially lethal interactions. Additional information related to the health effects of the use and abuse of alcohol and other drugs can be found in our Drug-Free Campus document located at <https://uwm.edu/studenthandbook/wp-content/uploads/sites/394/2018/03/StudentAODAnnualNotification2018.pdf>.

Finally, students who use alcohol and/or other drugs are not the only individuals who may be detrimentally affected, as students and UWM community members report having experienced disturbances to their quality of life due to the behaviors of intoxicated peers. These effects include, but are not limited to, personal property damage, being awakened or kept from studying, and feeling unsafe.

DRUG AND ALCOHOL EDUCATIONAL PROGRAMS

In its “A Call to Action: Changing the Culture of Drinking at U.S. Colleges,” the National Institute on Alcohol Abuse and Alcoholism (NIAAA) presented a “3-in-1 Framework” for the development of multi-component,



comprehensive and integrated campus programs to mitigate substance use within the college student community.

This framework encourages consideration of programs and policies that work simultaneously with multiple audiences, including interventions that target individuals (such as at-risk or alcohol-dependent drinkers), programs that target the student body as a whole, and environmental-level strategies that reach the college and surrounding community.

In its recognition of the role that individual, interpersonal, community, and societal factors play in influencing behaviors, the 3-in-1 Framework echoes the Social-Ecological Model—a well-accepted behavioral theory that is often utilized in guiding the development of comprehensive public health programs.

By these standards, the Alcohol and Other Drug Misuse Prevention and Intervention Program at UWM represents a comprehensive approach to addressing substance use on campus. UWM aims to provide students with the information and skills necessary to make healthy and responsible decisions so as to reduce substance use rates and the negative impact of high-risk use.

The University maintains a comprehensive breadth of evidence-based and theory-driven programs and services that concurrently impact the individual, interpersonal, community, and societal factors that influence these behaviors.

These include mandatory online alcohol education, AlcoholWise, for incoming first-year and transfer students under the age of 21. AlcoholWise helps these students recognize high and lower-risk attitudes and behaviors and to make informed and responsible decisions about substance use. In 2018, 3,189 freshmen and transfer students under the age of 21 completed AlcoholWise Part 1 for a completion rate of 77% (82% of first-year students and 59% of transfer students). 38% of all students enrolled in the program completed Part 2, a brief follow-up session that is offered partway through the students' first semester.

In addition, all students are required to complete a Title IX/Sexual Violence online training program, "Think About it" which contains a module on alcohol and other drugs. Additionally, a self-guided online alcohol



assessment and feedback program, E-Check Up, is available at <https://uwm.edu/norris/health-services/alcohol-screening/>.

Training programs are held for student leaders to assist them in disseminating information regarding alcohol and other drug effects to their peers. Other programs include the signature Fall Welcome Healthy Choices event, "The Sex & Drugs Show," to help students recognize problematic behaviors and intervene as bystanders; frequent substance-free social and service events held on and off campus for students and staff; the regular distribution of policy and educational information via campus-wide events such as New Student, Transfer Student, and Family orientations; and resources available on a variety of media.

EARLY INTERVENTION & TREATMENT SERVICES

The campus offers services for individuals who are at risk for or already experiencing problems related to their use of alcohol or other drugs.

Brief Alcohol and other Drug Screening and Intervention for College Students (BASICS) offers UWM students the opportunity to explore their use of alcohol or marijuana in a confidential and non-judgmental setting, receive personalized feedback about their use, and to consider strategies to reduce harmful consumption and negative experiences related to use. BASICS includes a small-group discussion followed by an individual feedback session with a trained graduate student facilitator. Another option is to meet individually with the Campus Alcohol & Other Drug Coordinator for 1-3 sessions. BASICS does not provide a diagnosis of substance

abuse or dependence. BASICS is free for voluntary (non-mandated) student participants.

For more information, visit <http://uwm.edu/basics> or contact Norris Health Center Office of Health Promotion & Wellness at 414-229-3712 or adresources@uwm.edu.

University Housing also offers CARD, a group-based alcohol misuse awareness workshop.

EVALUATION AND TREATMENT SERVICES

University Counseling Services offers voluntary, short-term Alcohol and Other Drug Abuse (AODA) evaluation and treatment services. These services include voluntary AODA assessments for students who have questions or concerns regarding their use of alcohol or other substances. For students desiring treatment of an identified substance use problem, short-term weekly counseling sessions are offered. For students whose substance abuse problems require intensive AODA services, referrals to community resources are provided.

University Counseling Services also offers open-ended weekly general therapy, appropriate for many students with AODA concerns who desire a group experience as part of their recovery process. Call Norris Health Center at 414-229-4716 to schedule an appointment.

COLLABORATIVE ACTION

The University maintains a collaborative approach to AOD prevention and intervention to create an environment that supports

students in making responsible and healthy choices concerning substance use. A multidisciplinary group of partners, including students, Norris Health Center, Dean of Students, UWM Police Department, University Housing, Neighborhood Housing, University Relations, Athletics, City of Milwaukee Police Department, branch campus counselors, and others regularly work together on prevention programs, communications, risk management for special events, development and enforcement of policy, and/or referrals to programs, services, and treatment.

Collaborative efforts include increased police presence on campus and in nearby neighborhoods at high-risk times to promote safety and enforce policies; training for Title IX investigators on AODA issues to help inform their work with students; group alcohol programs for athletic teams and student organizations; Campus Safety Week programs; and safety protocols for signature events such as the Fall Welcome Street Festival and Pantherfest.

PROHIBITED CONDUCT

UWM prohibits the unlawful possession, use, sale/distribution, manufacture or dispensing of illicit drugs and alcohol by students and employees on University property or as part of University activities.

UWM Police Department officers are empowered by state law to enforce drug and alcohol laws on and off campus, and UWM Police Department strictly enforces these laws:

- The use, possession, or sale/distribution of alcoholic beverages is prohibited on university premises, except in faculty and staff housing and as expressly permitted by the chief administrative officer or under institutional regulations. (UWS 18.09(1), Wis. Admin. Code; UWM's Guidelines for Serving Alcoholic Beverages (S-5). Without exception, alcohol consumption is governed by Wisconsin statutory age restrictions. (UWS 18.09(1), Wis. Admin. Code).
- The unlawful use, possession, sale/distribution, manufacture or dispensing of illicit drugs ("controlled substances" as defined in 961.01(4), Wis. Stats.) is prohibited. (UWS 18.09(2), Wis. Admin. Code).

- UWM's policies relating to alcohol and drugs are enforced off campus, such as in the neighborhoods near UWM's campus, when a student's behavior adversely affects a substantial University interest. In making this determination, an investigating officer considers whether the conduct constitutes or would constitute a serious criminal offense, indicates that the student presented or may present a danger or threat to self or others, or demonstrates a pattern of behavior that seriously impairs UWM's ability to fulfill its mission. (UWS 17.08(2) Wis. Admin. Code).
- While underage alcohol possession and use and illegal drug use are prohibited, UWM may exempt students from disciplinary action or UWM Police Department citations when students seek help for themselves or others and meet the following conditions:

- The student seeks assistance from police/rescue or UWM staff for someone who is overly intoxicated and/or impaired due to drugs and/or alcohol, or is the victim of sexual violence (sexual assault or dating/domestic violence), and
- The student seeking such assistance remains on scene and cooperates with emergency personnel and/or UWM staff. This includes providing any requested information to the extent the student is capable of doing so, and
- The student who is the subject of any request for assistance cooperates with emergency personnel to the extent the student is capable of doing so.

DISCIPLINARY SANCTIONS

Violation of these provisions by a student may lead to the imposition of disciplinary sanctions up to and including suspension or expulsion under Ch. UWS 17, Wis. Admin. Code.

University employees are also subject to disciplinary sanctions for violation of these provisions occurring on University property or the worksite during work time, up to and including termination from employment.

- Disciplinary sanctions are initiated and imposed in accordance with applicable

procedural requirements and work rules, as set forth in Wisconsin Statutes, administrative rules, and faculty, academic staff, and university staff policies.

- Violations of s. UWS 18.09, Wis. Admin. Code may result in additional penalties as allowed under Ch. UWS 18, Wis. Admin. Code.
- Referral for prosecution under criminal law is possible.

Employees who are convicted of any drug statute violation occurring in the workplace must notify their dean, director, or department chair within 5 calendar days of the conviction if the employees are employed by UWM at the time of the conviction, in accordance with the Federal Drug-Free Workplace Act, 41 U.S.C. s. 701 et seq., and UWM's Drug-Free Campus Policy (SAAP S-19.5).

WISCONSIN CRIMINAL SANCTIONS

The Uniform Controlled Substances Act, Chapter 961, Wis. Stats., regulates controlled substances and outlines the penalties for violations.

A person convicted for the first time for possession of a controlled substance can receive a sentence of up to three years and six months in prison and/or a fine of up to \$10,000 (§961.41(3g) (am)-(g), Wis. Stats.) depending on the drug.

- If a person is convicted of manufacturing a controlled substance, delivering a controlled substance, or possessing a controlled substance with an intent to manufacture or deliver, he or she can be imprisoned for up to 40 years and fined up to \$100,000 (§961.41(1m) (a)-(j), Wis. Stats).
- Penalties differ depending on the type of drug, the amount of the drug confiscated, previous convictions, and whether there are any aggravating factors.
- The distribution of a controlled substance to a minor can result in a person receiving an increase of up to five years in the authorized sentence term (§961.46, Wis. Stats.).

Wisconsin has legal sanctions that restrict the use of alcohol in a variety of situations.

- It is illegal to procure for, sell, dispense or give alcohol to anyone that has not reached the legal drinking age of 21 years (§125.07(1)(a)(1), Wis. Stats.). A first-time violation can result in a fine up to \$500 (§125.07(1)(b)(2), Wis. Stats.).
- All adults have a legal obligation to prevent the illegal consumption of alcohol on property they own or control. (§125.07(1)(a)(3), Wis. Stats.). A first-time violation of can result in a fine up to \$500. (§125.07(1)(b)(2)(a), Wis. Stats.)
- It is illegal for an underage person to obtain or attempt to obtain an alcoholic beverage, or to represent falsely his or her age in order to obtain alcohol, to enter premises licensed to sell alcohol, or to consume or possess alcohol on licensed premises (§125.07(4), Wis. Stats.). First-time underage violators can be fined at least \$250 and up to \$500, required to participate in a supervised work program or community service, and have his or her license suspended.

FEDERAL CRIMINAL SANCTIONS

The Controlled Substances Act (CSA), 21 U.S.C. s. 801 et seq., is a consolidation of numerous federal laws regulating the manufacture and distribution of controlled substances. The CSA establishes mandatory minimum penalties for the unlawful manufacturing and distribution of controlled substances. Select penalties mandated by the CSA are highlighted below.

21 U.S.C. 844(a)

- 1st drug conviction: Up to 1 year imprisonment and/or fined at least \$1,000
- 2nd conviction: At least 15 days in prison, not to exceed 2 years and/or fined at least \$2,500
- 3rd conviction: At least 90 days in prison, not to exceed 3 years and/or fined at least \$5,000

21 U.S.C. 853 and 21 U.S.C. 881

- Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance, used to transport a controlled substance, obtained as the result of a violation of federal law, or otherwise used to violate federal law relating to controlled substances.

21 U.S.C. 844a

- Civil fine of up to \$10,000.

21 U.S.C. 862

- 1st offense: Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses for up to 1 year for possessors and up to 5 years for traffickers.
- Subsequent offenses: Ineligibility for Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses for up to 5 years for possessors and permanently for traffickers.

18 U.S.C. 922(g)

- Ineligible to ship, transport, possess, or receive a firearm or ammunition.

MISCELLANEOUS

- Drug convictions may result in the revocation of certain federal licenses and benefits, e.g. federal financial aid, pilot licenses, public housing tenancy, etc. The power to revoke such licenses and benefits is vested within the authorities of the applicable government agency.

Sexual Violence: Sexual Assault, Dating/Domestic Violence, Stalking and Sexual Harassment

UWM is committed to creating a safe and inclusive campus community. As such, sexual violence, including sexual assault, domestic and dating violence, stalking, and sexual harassment, is not tolerated. Within this section, these incidents are collectively referred to as “sexual violence.”

DEFINITIONS

Consent

In Wisconsin, “consent” as related to sexual assault is defined as “words or overt actions by a person who is competent to give informed consent indicating a freely

given agreement to have sexual intercourse or sexual contact.” A person: (a) suffering from a mental illness or defect which impairs capacity to appraise personal conduct, or (b) a person who is unconscious or for any other reason is physically unable to communicate an unwillingness to act, is incapable of giving consent.

Dating Violence

In Wisconsin, “dating violence” is violence committed by one person against another with whom they are in a dating relationship. A “dating relationship” is defined as “a romantic or intimate social relationship between 2 adult individuals but ‘dating relationship’ does not include a casual relationship or an ordinary fraternization between 2 individuals in a business or social context.”

Domestic Violence

In Wisconsin, “domestic abuse” means any of the following engaged in by an adult family member or adult household member against another adult family member or adult household member, by an adult caregiver against an adult who is under the caregiver’s care, by an adult against his or her adult former spouse, by an adult against an adult with whom the individual has or had a dating relationship, or by an adult against an adult with whom the person has a child in common:

- Intentional infliction of physical pain, physical injury or illness.
- Intentional impairment of physical condition.
- First, second, or third degree sexual assault.
- Stalking.
- Criminal damage to property involving property that belongs to the individual.
- A threat to engage in any of the above.

Sexual Assault

In Wisconsin, “sexual assault” includes:

- sexual contact or sexual intercourse with another person without consent of that person and causes pregnancy or great bodily harm to that person.
- sexual contact or sexual intercourse with another person without consent of that person by use or threat of use of a dangerous weapon or any article used or fashioned in a manner to lead the victim

Sexual Violence 101

- **IT IS NOT YOUR FAULT**

The only person responsible for sexual assault or any form of violence is the perpetrator.

- **Know The Stats**

Stranger assaults make up only 10-15% of all sexual assaults. The vast majority of sexual assault survivors know the person that assaulted them.

- **Sexual Violence And Dating Violence Are Intertwined**

51% of sexual assault survivors are assaulted by their current or former dating partner. Even if you are in a relationship, you have the right to choose when to be sexually active.

- **Drinking And Drug Use**

Alcohol is the most common drug perpetrators use to facilitate sexual assault. Pour your own drinks at parties.

- **Make A Plan With Your Friends**

Perpetrators will try to isolate you from your friends and get you alone. Talk to your friends ahead of time about what you'll do if this happens.

- **Sexual Assault Is Caused By One Person: The Perpetrator**

No matter if you are drinking, flirting with someone, making out with someone, or have had sex with them before, no one is entitled to your body.

- **Watch For Certain Behaviors**

Be wary of anyone that acts jealous or possessive, displays anger or aggression, ignores your wishes, ignores your personal space boundaries, attempts to make you feel guilty, or gets hostile when you say "no."

- **Freezing In The Moment Is Common**

We are familiar with fight/flight. But a common reaction to sexual assault is the freeze response. You may not be able to speak, move, or protest. This is a natural bodily response and it is not your fault.

- **People Respond To Victimization In Different Ways**

The immediate and long-term responses to sexual assault will vary and all responses are normal.

reasonably to believe it to be a dangerous weapon.

- sexual contact or sexual intercourse with another person without consent of that person by use or threat of force or violence and aided or abetted by one or more other persons.
- sexual contact or sexual intercourse with another person without consent of that person by use or threat of force or violence.
- sexual contact or sexual intercourse with another person without consent of that person and causes injury, illness, disease or impairment of a sexual or reproductive organ, or mental anguish requiring psychiatric care for the victim.

- sexual contact or sexual intercourse with a person who suffers from a mental illness or deficiency which renders that person temporarily or permanently incapable of appraising the person's conduct, and the defendant knows of such condition.
- sexual contact or sexual intercourse with a person who is under the influence of an intoxicant to a degree which renders that person incapable of giving consent if the defendant has actual knowledge that the person is incapable of giving consent and the defendant has the purpose to have sexual contact or sexual intercourse with the person while the person is incapable of giving consent.

- sexual contact or sexual intercourse with a person who the defendant knows is unconscious.
- sexual intercourse with a person without the consent of that person.
- intentional penile ejaculation of ejaculate or intentional emission of urine or feces by the defendant or, upon the defendant's instruction, by another person upon any part of the body clothed or unclothed of the complainant if that ejaculation or emission is either for the purpose of sexually degrading or sexually humiliating the complainant or for the purpose of sexually arousing or gratifying the defendant.
- For the purpose of sexually degrading or humiliating the complainant or sexually arousing or gratifying the defendant, intentionally causing the complainant to ejaculate or emit urine or feces on any part of the defendant's body, whether clothed or unclothed.
- sexual contact with a person without the consent of that person.

Sexual Harassment

The University defines harassment as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or educational experience, (2) submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such an individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or learning environment.

Stalking

In Wisconsin, "stalking" includes intentionally engaging in a course of conduct directed at a specific person that would cause a reasonable person under the same circumstances to suffer serious emotional distress or to fear bodily injury to or the death of himself or herself or a member of his or her family or household, and the actor knows or should know that at least one of the acts that constitute the course of

Strategies for Reducing Your Risk of Perpetrating Sexual/Gender-Based Violence

- **Communicate Clearly**

Ask before touching anyone on their body—including people you have touched in the past. They may have changed their mind.

- **Avoid Drinking And Drug Use**

If you are concerned that you will engage in violent behavior and sexual misconduct while under the influence of drugs or alcohol, choose not to use and instead stay sober.

- **Do Not Put Things In Anyone's Drink**

Putting drugs in someone's drink is a crime. Whether meant as a joke, or with the purpose of reducing someone's capacity to resist, do not put things in anyone's drink. In addition, lying about the amount of alcohol in someone's drink may also be a crime.

- **Watch For Certain Behaviors**

Slurred speech, the inability to walk in a straight line, inability to look you in the eye, etc., are signs that someone is likely too intoxicated (incapacitated) to consent to sexual activity. Stop all sexual contact if the other person appears blacked out (not using full words, eyes closed, not physically engaging, etc.). **Having any sexual contact, however slight, with someone who is incapacitated is nonconsensual sexual contact, or sexual assault, both of which are crimes and/or violate university policies.**

- **Be Aware And Help Others**

Be aware of what your friends or acquaintances are doing. Do you see them leading an intoxicated student to a bedroom? Do you see them putting things in peoples' drinks? Say something, distract someone enough to stop the behavior, ask someone to intervene, or directly address the potential abuse.

- **Do Not Isolate Another Person Or Party Goer**

Do not try to get another person alone and isolated from their friends with the intention of sexual contact. If you want to engage with someone sexually, ask.

- **Speak Up**

Yell for assistance, attract attention, or use distraction if you see perpetrating behavior.

conduct will cause the specific person to suffer serious emotional distress or place the specific person in reasonable fear of bodily injury to or the death of himself or herself or a member of his or her family or household, and the actor's acts cause the specific person to suffer serious emotional distress or induce fear in the specific person of bodily injury to or the death of himself or herself or a member of one's family or household.

WHAT TO DO IF YOU ARE THE VICTIM OF SEXUAL VIOLENCE

Students who experience any form of sexual violence have several options available to them, on and off campus, including medical assistance, counseling, advocacy, and access to criminal and campus disciplinary processes. All of these services are available to students regardless of their choice to submit a complaint with law enforcement and/or campus investigating authorities. Most of these services are also free.

Confidential Resources

Reporting confidentially means that you inform a person who has an obligation to keep your report of sexual violence confidential. That report will not be shared with others without your permission. Please note that, for purposes of statistical reporting, confidential resources may be required to disclose that they received a report of sexual violence, but that disclosure will not include any identifying information.

Confidential reporting options are available to students on all UWM Campuses, through the Office of Survivor Support & Victim Advocacy (414-229-4582).

On the Milwaukee campus, Norris Health Center Counseling & Consultation Services (414-229-4716), located on the 5th floor of the Northwest Quadrant and Norris Health Center Medical Services (414-229-4716) also provide confidential services to students.

For the Washington County campus, the Campus Counseling Center is a confidential resource: 262-808-4134

For the Waukesha Campus, the Campus Counseling Center is a confidential resource: 262-521-5480

Preserving Evidence

Preserving evidence related to sexual violence may be important for an investigation and potential criminal prosecution or campus disciplinary proceeding. While it is not mandatory to report sexual violence to the police or to pursue criminal prosecution of the perpetrator, loss of evidence of sexual violence may impact a criminal proceeding, campus disciplinary proceeding, or the ability to obtain a protective order.

In Milwaukee, to complete a sexual assault forensic exam, visit the Aurora Healing and Advocacy Center in the Sinai Medical Center at 945 N. 12th Street, Milwaukee, WI 53233. The Center can be reached at 414-219-5938. More information is available at www.aurorahealthcare.org/healing-advocacy-services/our-healing-services/forensic-nursing.

Waukesha County

To complete a sexual assault forensic exam, visit the ProHealth Waukesha Memorial Emergency Department, Sexual Assault Nurse Examiner (SANE), 725 American

Ave, Waukesha, WI 53188. The Emergency Department can be reached at 262-928-1000.

Washington County

To complete a sexual assault forensic exam, visit the St. Joseph's Hospital Emergency Department, Sexual Assault Nurse Examiner (SANE), 3200 Pleasant Valley Rd, West Bend, WI 53095. The Emergency Department can be reached at 262-836-8257.

The Aurora Healing and Advocacy Center recommends the following if you have been sexually assaulted:

- Don't blame yourself.
- Get to a safe place as soon as possible.
- Do not rinse your mouth, smoke, brush your teeth or have anything to eat or drink until you have been seen by an expert.
- Do not wipe, bathe, wash, shower, or douche until you have been seen by an expert.
- If you think you may have been drugged, please save your urine in a clean container and bring it with you to the Center as soon as possible (drugs may be found in urine).
- Save all of the clothing you were wearing at the time of the assault.
- Save any sheets, blankets, or towels you may have used or came in contact with during or after the assault.
- Consider reporting the assault to your local police department.
- Preserved other evidence including emails, texts, photographs, and chat, social networking, and phone records.

Victim Rights

A student who is the victim of sexual violence has the right to:

- report the incident to the UWM Police Department (Milwaukee campus), Title IX Coordinator, Dean of Students, University Housing, and/or Office of Equity/Diversity Services for potential investigation. They may also report the incident to local law enforcement if the incident occurred off campus.
- receive assistance from the Title IX Coordinator, Dean of Students, Office of Equity/Diversity Services, Norris Health Center, branch campus counseling staff, and University Housing in notifying

UWM Police Department or local law enforcement.

- decline to report the incident to law enforcement.
- receive information and/or assistance from the Dean of Students in telling the alleged respond to not contact the victim and/or UWM Police Department or the Office of Victim Advocacy & Survivor Support in obtaining a protective court order.
- receive medical services, advocacy services, and confidential counseling services.
- receive written notification of all of the above services/options.

Confidential resources

These offices are confidential resources, meaning that they will not report a disclosure of sexual violence to University officials or law enforcement unless required by law or specifically requested by the victim.

For students on all UWM campuses:

Survivor Support & Victim Advocacy
414-229-4582

For the Milwaukee campuses, the following are confidential resources:

Norris Health Center
Norris Health Center Building
3351 N. Downer Avenue
414-229-4716

Norris Health Center Counseling & Consultation Services
Northwest Quadrant, Building B, 5th Floor
414-229-4716

Aurora Healing & Advocacy Services (24 hours)
130 W Bruce Street, 4th floor
Milwaukee, WI 53204
414-219-5555

<http://www.aurorahealthcare.org/healing-advocacy-services>

Sojourner Family Peace Center
619 W. Walnut Street
Milwaukee, WI 53212
414-933-2722

<https://familypeacecenter.org/>

For the Washington County, the following are confidential resources:

Campus Counseling Center
Room 308 (Third Floor-College Life Exploration

Center)
262-808-4134

FRIENDS, Inc.
West Bend, WI 53095
Crisis Line: 262-334-7298

For the Waukesha campuses, the following are confidential resources:

Campus Counseling Center
Student Development, Room A115
262-521-5480

The Women's Center
505 North East Avenue
Waukesha, WI 53186
24-Hour Hotline: 262-542-3828

Non-Confidential Resources

UWM Center for International Education
(visa & immigration assistance and/or referrals)
Garland Hall, 1st Floor
414-229-4846

Milwaukee Bar Association Lawyer Referral and Information Service (legal services referrals)
414-274-6768

http://www.findmilwaukeeelawyers.org/lawyer_referral/

Protective Measures

A student who is the victim of sexual violence may receive assistance, upon request, from the Title IX Coordinator in changing academic, living, transportation, financial aid, and campus working circumstances if such accommodations are reasonably available, and regardless of whether the victim chooses to report the crime to UWM Police Department or local law enforcement.

- Any changes to a student's academic, living, transportation, financial aid, or campus working circumstances will be kept confidential to the extent that maintaining such confidentiality will not impair UWM's ability to provide the accommodations or protective measures, and consistent with applicable laws.

A student who is the victim of sexual violence may receive information and/or assistance from the Dean of Students in obtaining a campus "no contact" directive. In addition, a student who is a victim of sexual violence may also receive information and/or assistance from UWM Police Department or Office

of Victim Advocacy & Survivor Support in obtaining a protective order from a local court.

HOW TO REPORT AN INCIDENT OF SEXUAL VIOLENCE

Reporting incidents of sexual violence to UWM authorities as soon as possible will help ensure that victims/survivors are aware of services available to them and that University staff can act on UWM's commitment to providing a safe environment to live, work, and learn. However, individuals are encouraged to report when they are ready, regardless of how much time has passed after the incident. For the sake of clarity, "reporting" is used here to refer to the formal disclosure of a sexual violence incident.

Incidents of sexual violence can be reported to several offices on campus:

Title IX Coordinator
414-229-7012
Chapman Hall 335

UWM Police Department
414-229-9911
3410 N. Maryland Ave.

Dean of Students
414-229-4632
Student Union 345

Director of University Housing
414-229-6589
Sandburg Hall C134

Chief Student Affairs Officer
414-229-4038
Chapman Hall 132

Office of Equity/Diversity Services Director
414-229-5923
Mitchell Hall 359

Campus Health Officer
414-229-5684
Northwest Quad Building B, 5th floor

For the Waukesha and Washington County campuses:

Title IX Coordinator
414-229-7012
Chapman Hall 335
(Milwaukee Campus)

Assistant Dean for Student Affairs
262-335-5211

Physical office is located within the Student Affairs Office at each respective branch campus

If a report is made to UWM Police Department, they will notify police in other jurisdictions if applicable.

If a student is uncertain about whether to report an incident of sexual violence, they are encouraged to speak with a confidential resource. **Confidential resources** are available to students on all UWM campuses through the Office of Survivor Support & Victim Advocacy (414-229-4582).

For the Milwaukee campus, University Counseling Services (414-229-4716), located on the 5th floor of the Northwest Quadrant and Norris Health Center Medical Services (414-229-4716) can also receive confidential reports.

Off campus, the following agencies can receive confidential reports: Aurora Healing and Advocacy Services (414-219-5555) or the Sojourner Family Peace Center (414-933-2722).

For the Washington County campus, Mental Health Counseling Services can also receive confidential reports: 262-808-4134

For the Waukesha Campus, Mental Health Counseling Services can also receive confidential reports: 262-521-5002

Employees may receive confidential assistance through UWM's Employee Assistance Program (<http://uwm.edu/hr/home/services/employee-assistance-program/>), Aurora Healing and Advocacy Services (414-219-5555), the Sojourner Family Peace Center (414-933-2722), or their own health care provider.

Reporting to UWM Police Department

The process of reporting to UWM Police Department includes contacting the police by phone or in person and participating in an interview regarding the incident. Subsequent investigative measures will vary based upon the incident. The UWM Police Department will accept voluntary, anonymous crime reports to the extent that the law allows. Such reports allow the UWM Police Department to respect the wishes of the reporting party to remain anonymous while allowing UWM Police Department to take steps to ensure the safety of the campus community. These reports will be entered into the Automated Records Management System and tracked as anonymous.

Reporting an incident of sexual violence to UWM Police Department does not obligate the victim to seek prosecution, nor will it subject

the victim to scrutiny or judgmental opinions from police officers.

Filing a police report may help:

- Ensure that a victim of sexual violence receives any necessary medical treatment and has access to counseling from individuals specifically trained in the area of sexual assault crisis intervention.
- Provide the opportunity for collection and preservation of evidence which may be difficult or impossible to obtain later.
- Aid in the apprehension of offenders and make it possible to pursue potential prosecution through the criminal justice system as well as to pursue a protective (restraining) order.

Reporting to University Staff

At UWM, a number of departments may investigate sexual violence reports under the coordination of the Title IX Coordinator. The Title IX Office may delegate or request investigative assistance from University Housing, the Dean of Students, and the Office of Equity/Diversity Services. As appropriate, these offices may also coinvestigate allegations.

Anyone wishing to report an incident of sexual violence may contact any of these offices, regardless of the university affiliation of the alleged perpetrator, and the office receiving the report will ensure that the report is routed to the appropriate office for investigation. A sexual violence incident can also be reported via the links provided at www.uwm.edu/titleix, and staff receiving such a report will refer it to the appropriate office for investigation and/or other action.

The Title IX Coordinator coordinates UWM's compliance with Title IX of the Education Amendments of 1972. Title IX prohibits discrimination on the basis of sex in any educational program or activity receiving federal financial assistance. For purposes of Title IX, educational programs and services include: housing, athletics, admissions, financial aid, recruitment, student treatment services, counseling, guidance, discipline, classroom assignments, and grading.

CAMPUS DISCIPLINARY POLICIES AND PROCEDURES FOR SEXUAL VIOLENCE CASES

Student respondent

Sexual violence committed by a student may lead to university-imposed disciplinary procedures and sanctions. That process is contained in Ch. UWS 17, Wis. Admin. Code. Such disciplinary procedures typically take 30-60 days following the conclusion of any sexual violence investigation, depending upon several factors, including but not limited to, the availability of witnesses and any hearing body.

Employee respondent

University employees are also subject to disciplinary procedures and sanctions for committing sexual violence on University property, in the course of their employment, or substantially related to their job duties. The length of the employee disciplinary process depends upon the rules for the employee type at issue as well as other factors, including but not limited to, the availability of witnesses and any hearing body.

The processes for staff discipline are contained in a number of state regulations and UWM policies as follows: for faculty (Chs. UWS 4, 6, UWM Faculty Policies and Procedures ss. 5.21-5.29, 5.42-5.47); for Academic Staff (Ch. UWS 11 for termination); for University Staff (University Staff policies, <https://uwm.edu/hr/home/managers-and-hr-partners/guidelines-and-policies/university-staff-grievance-policy/>). All UWM employees are also governed by UWM's Code of Conduct: https://www4.uwm.edu/secu/docs/other/S_65_Code_of_Conduct.pdf.

Referral for prosecution under criminal law is also possible. Student employees may be subject to nonacademic misconduct charges in addition to any employment-related action.

All investigations will be fair and impartial from the outset of the investigation through its conclusion. UWM will complete a sexual violence investigation promptly in accordance with federal guidance, although the timeframe for investigation will depend upon the availability of witnesses and evidence, and other factors such as a parallel criminal investigation, school breaks, reasonable requests by either party for an extension, and the complexity of the investigation. All individuals in the investigation and student

disciplinary hearing process, at a minimum, receive annual training on issues related to dating violence, domestic violence, sexual assault, and stalking as well as how to conduct an investigation and hearing that protects the safety of victims and promotes accountability, while being fair and equitable to all parties and providing due process to the respondent.

For sexual violence investigations under university policies (S-78 and UWS 17, among others), UWM uses a preponderance of evidence standard to determine whether an act of sexual violence occurred. A "preponderance of evidence" means information that would persuade a reasonable person that a proposition is more probably true than not true.

STUDENT DISCIPLINARY PROCEDURES

Chapter UWS 17 is a collection of state regulations that govern student conduct and discipline for nonacademic misconduct, which is behavior that causes harm either to another member of the university community or to the university itself. Ch. UWS 17 also describes the sanctions which may be imposed and the procedures for carrying out disciplinary actions. If students choose, they can have a support person or advisor present during the investigative meeting and/or hearing.

Victims of violent crimes (when force is used, as described in [18 U.S.C. 16](#)) may request to receive the results of disciplinary proceedings. Victims of sexual violence automatically receive results of student disciplinary proceedings.

UWS 17.09

Conduct subject to disciplinary action.

In accordance with s. [UWS 17.08](#), the university may discipline a student for engaging in, attempting to engage in, or assisting others to engage in any of the following types of nonacademic misconduct:

- (1) DANGEROUS CONDUCT. Conduct that endangers or threatens the health or safety of oneself or another person.
- (2) SEXUAL ASSAULT. Conduct defined in s. [940.225](#), Stats.
- (3) STALKING. Conduct defined in s. [940.32](#), Stats.
- (4) HARASSMENT. Conduct defined in s. [947.013](#), Stats.

- (5) HAZING. Conduct defined in s. [948.51](#), Stats.
- (6) ILLEGAL USE, POSSESSION, MANUFACTURE, OR DISTRIBUTION OF ALCOHOL OR CONTROLLED SUBSTANCES. Use, possession, manufacture, or distribution of alcoholic beverages or of marijuana, narcotics, or other controlled substances, except as expressly permitted by law or university policy.
- (7) UNAUTHORIZED USE OF OR DAMAGE TO PROPERTY. Unauthorized possession of, use of, moving of, tampering with, damage to, or destruction of university property or the property of others.
- (8) DISRUPTION OF UNIVERSITY-AUTHORIZED ACTIVITIES. Conduct that obstructs or impairs university-run or university-authorized activities, or that interferes with or impedes the ability of a person to participate in university-run or university-authorized activities.
- (9) FORGERY OR FALSIFICATION. Unauthorized possession of or fraudulent creation, alteration, or misuse of any university or other governmental document, record, key, electronic device, or identification.
- (10) MISUSE OF COMPUTING RESOURCES. Conduct that involves any of the following:
 - (a) Failure to comply with laws, license agreements, and contracts governing university computer network, software, and hardware use.
 - (b) Use of university computing resources for unauthorized commercial purposes or personal gain.
 - (c) Failure to protect a personal password or university-authorized account.
 - (d) Breach of computer security, invasion of privacy, or unauthorized access to university computing resources.
- (11) FALSE STATEMENT OR REFUSAL TO COMPLY REGARDING A UNIVERSITY MATTER. Making a knowingly false oral or written statement to any university employee or agent of the university regarding a university matter, or refusal to comply with a reasonable request on a university matter.

- (12) VIOLATION OF CRIMINAL LAW. Conduct that constitutes a criminal offense as defined by state or federal law.
- (13) SERIOUS AND REPEATED VIOLATIONS OF MUNICIPAL LAW. Serious and repeated off-campus violations of municipal law.
- (14) VIOLATION OF CH. UWS 18. Conduct that violates ch. UWS 18, including, but not limited to, provisions regulating fire safety, theft, and dangerous weapons.
- (15) VIOLATION OF UNIVERSITY RULES. Conduct that violates any published university rules, regulations, or policies, including provisions contained in university contracts with students.
- (16) NONCOMPLIANCE WITH DISCIPLINARY SANCTIONS. Conduct that violates a sanction, requirement, or restriction imposed in connection with previous disciplinary action.
- (17) DATING VIOLENCE. Violence committed by a student against another person with whom they are in a "dating relationship" as defined in s. [813.12\(1\)\(ag\)](#), Stats.
- (18) DOMESTIC VIOLENCE. Conduct defined as "domestic abuse" in ss. [813.12\(1\)\(am\)](#) and [968.075](#), Stats.
- (19) SEXUAL HARASSMENT. Conduct defined in s. [111.32\(13\)](#), Stats., or as defined in Board of Regent Policy that addresses sexual harassment.

**UWS 17.10
Disciplinary sanctions.**

- (1) The disciplinary sanctions that may be imposed for nonacademic misconduct, in accordance with the procedures of ss. [UWS 17.11](#) to [17.13](#), are any of the following:
 - (a) A written reprimand.
 - (b) Denial of specified university privileges.
 - (c) Payment of restitution.
 - (d) Educational or service sanctions, including community service.
 - (e) Disciplinary probation.
 - (f) Imposition of reasonable terms and conditions on continued student status.
 - (g) Removal from a course in progress.
 - (h) Enrollment restrictions on a course or program.

- (i) Suspension.
- (j) Expulsion.
- (2) One or more of the disciplinary sanctions listed in sub. (1) may be imposed for an incident of nonacademic misconduct.
- (3) Disciplinary sanctions shall not include the termination or revocation of student financial aid; however, this shall not be interpreted as precluding the individual operation of rules or standards governing eligibility for student financial aid under which the imposition of a disciplinary sanction could result in disqualification of a student for financial aid.
- (4) For purposes of the section below, the "investigating officer" for nonacademic misconduct allegations, including those involving sexual violence is staff in the Dean of Students Office, Title IX Office, and University Housing..

**UWS 17.11
Disciplinary procedure.**

- (1) PROCESS. The investigating officer may proceed in accordance with this section to impose, subject to hearing and appeal rights, one or more of the disciplinary sanctions listed in s. [UWS 17.10\(1\)](#).
- (2) CONFERENCE WITH RESPONDENT. When the investigating officer concludes that proceedings under this section are warranted, the investigating officer shall promptly contact the respondent in person, by telephone, or by electronic mail to offer to discuss the matter, review the investigating officer's basis for believing that the respondent engaged in nonacademic misconduct, and to afford the respondent an opportunity to respond. If the respondent fails to respond to the investigating officer, the investigating officer may proceed to make a determination on the basis of the available information. A complainant shall have all the rights provided to the respondent in this subsection.
- (3) DETERMINATION BY THE INVESTIGATING OFFICER THAT NO DISCIPLINARY SANCTION IS WARRANTED. If, as a result of a discussion under sub. (2) or review of available information, the investigating officer determines that nonacademic misconduct did not in fact occur, or that no

disciplinary sanction is warranted under the circumstances, the matter will be considered resolved without the necessity for further action. The investigating officer shall simultaneously notify the respondent and the complainant of this outcome and offer to discuss it separately with either one. If the investigating officer determines that nonacademic misconduct did not occur or that no disciplinary sanction is warranted, the complainant may appeal this decision in accordance with s. [UWS 17.13](#).

PROCESS FOLLOWING DETERMINATION BY THE INVESTIGATING OFFICER THAT NONACADEMIC MISCONDUCT OCCURRED.

- (a) If, as a result of a discussion under sub. [\(2\)](#) or review of available information, the investigating officer determines that nonacademic misconduct did occur and that one or more of the disciplinary sanctions listed under s. [UWS 17.10\(1\)](#) should be recommended, the investigating officer shall prepare a written report which shall contain all of the following:
 - 1. A description of the alleged misconduct.
 - 2. A description of all information available to the university regarding the alleged misconduct. Such information shall be available to the complainant and the respondent, except as may be precluded by applicable state or federal law.
 - 3. Specification of the sanction sought.
 - 4. Notice of the respondent's right to a hearing.
 - 5. A copy of this chapter and of the institutional procedures adopted to implement this section.
- (b) The written report shall be delivered simultaneously to the respondent and complainant, excluding any information that may be precluded by applicable state or federal law.
- (c) A respondent who receives a written report under this section has the right to a hearing under s. [UWS 17.12](#) to contest the determination that nonacademic misconduct occurred, the choice of disciplinary sanctions, or both.
 - 1. Where the disciplinary sanction sought is one of those listed in s. [UWS 17.10\(1\)\(a\)](#)

to [\(g\)](#), and if the respondent desires a hearing, the respondent shall file a written request with the student affairs officer within 10 days of the date the written report is delivered to the respondent. If the respondent does not request a hearing within this period, the determination of nonacademic misconduct shall be regarded as final, and the disciplinary sanction sought shall be imposed.

2. Where the disciplinary sanction sought is one of those listed in s. [UWS 17.10\(1\)\(h\)](#) to [\(j\)](#), the investigating officer shall forward a copy of the written report under par. [\(b\)](#) to the student affairs officer. The student affairs officer shall, upon receipt of the written report, proceed under s. [UWS 17.12](#) to schedule a hearing on the matter. A hearing shall be conducted unless the respondent waives, in writing, the right to such a hearing.

If a hearing is requested or required under [17.11\(4\)\(c\)](#), the process for that hearing is governed by [17.12](#) below.

UWS 17.12 Hearing.

- (1) A respondent who requests a hearing, or for whom a hearing is scheduled under s. [UWS 17.11\(4\)\(c\)2.](#), shall have the right to decide whether the matter will be heard by a hearing examiner or a hearing committee. In cases of sexual assault, dating violence, domestic violence, stalking, or sexual harassment the university shall have the right to decide whether the matter will be heard by a hearing examiner or a hearing committee.
- (2) If a respondent requests a hearing under s. [UWS 17.11\(4\)\(c\)1.](#), or a hearing is required to be scheduled under s. [UWS 17.11\(4\)\(c\)2.](#), the student affairs officer shall take the necessary steps to convene the hearing and shall schedule it within 15 days of receipt of the request or written report. The hearing shall be conducted within 45 days of receipt of the request or written report, unless a different time period is mutually agreed upon by the respondent and investigating officer, or is ordered or permitted by the hearing examiner or committee.

- (3) No less than 5 days in advance of the hearing, the hearing examiner or committee shall obtain from the investigating officer, in writing, a full explanation of the facts upon which the determination of misconduct was based, and shall provide the respondent and the complainant with access to or copies of the investigating officer's explanation, together with any other materials provided to the hearing examiner or committee by the investigating officer, including any additional available information of the type described in s. [UWS 17.11\(4\)\(a\)2.](#)

- (4) The hearing shall be conducted in accordance with the following guidance and requirements:

- (a) The hearing process shall further the educational purposes and reflect the university context of nonacademic misconduct proceedings. The process need not conform to state or federal rules of criminal or civil procedure, except as expressly provided in Ch. [UWS 17.](#)

- (b) The respondent shall have the right to question adverse witnesses, the right to present information and witnesses, the right to be heard on his or her own behalf, and the right to be accompanied by an advisor of the respondent's choice. The advisor may be a lawyer. In cases where the recommended disciplinary sanction is identified in s. [UWS 17.10\(1\)\(a\)](#) to [\(h\)](#), the advisor may counsel the respondent but may not directly question adverse witnesses, present information or witnesses, or speak on behalf of the respondent except at the discretion of the hearing examiner or committee. In cases where the recommended disciplinary sanction is identified in s. [UWS 17.10\(1\)\(i\)](#) or [\(j\)](#), or where the respondent has been charged with a crime in connection with the same conduct for which the disciplinary sanction is sought, the advisor may question adverse witnesses, present information and witnesses, and speak on behalf of the respondent. In accordance with the educational purposes of the hearing, the respondent is expected to respond on his or her own behalf

to questions asked of them during the hearing. **The complainant shall have all the rights provided to the respondent in this subsection.**

- (c) The hearing examiner or committee:

1. Shall admit information that has reasonable value in proving the facts, but may exclude immaterial, irrelevant, or unduly repetitious testimony.
2. Shall observe recognized legal privileges.
3. May take reasonable steps to maintain order, and to adopt procedures for the questioning of a witness appropriate to the circumstances of that witness's testimony, provided, however, whatever procedure is adopted, the complainant and respondent are allowed to effectively question the witness.

- (d) The hearing examiner or committee shall make a record of the hearing. The record shall include a verbatim record of the testimony, which may be a sound recording, and a file of the exhibits offered at the hearing. The respondent and the complainant may access the record, except as may be precluded by applicable state or federal law.

- (e) The hearing examiner or committee shall prepare written findings of fact and a written statement of its decision based upon the record of the hearing.

- (f) A hearing examiner's or committee's finding of nonacademic misconduct shall be based on one of the following:

1. Clear and convincing evidence, when the sanction to be imposed is one of those listed in s. [UWS 17.10\(1\)\(h\)](#) to [\(j\)](#).
2. A preponderance of the evidence, when the sanction to be imposed is one of those listed in s. [UWS 17.10\(1\)\(a\)](#) to [\(g\)](#).
3. A preponderance of the evidence, regardless of the sanction to be imposed, in all cases of sexual harassment, sexual assault, dating violence, domestic violence, or stalking.

- (g) The hearing examiner or committee may impose one or more of the disciplinary sanctions listed in s. [UWS 17.10\(1\)\(a\)](#) to [\(g\)](#) that differs from the recommendation of the investigating officer. Sanctions

under s. [UWS 17.10\(1\)\(h\)](#) to [\(j\)](#) may not be imposed unless previously recommended by the investigating officer.

- (h) The hearing shall be conducted by the hearing examiner or committee, and UWM's case against the respondent shall be presented by the investigating officer or his or her designee.
- (i) The decision of the hearing examiner or committee shall be prepared within 14 days of the hearing, and delivered simultaneously to the respondent and the complainant, excluding information that may be precluded by state or federal law. The decision shall become final within 14 days of the date on the written decision, unless an appeal is taken under s. [UWS 17.13](#).
- (j) If a party fails to appear at a schedule hearing and to proceed, the hearing examiner or committee may issue a decision based upon the information provided.
- (k) Disciplinary hearings are subject to the Wisconsin open meetings law and may be closed if the respondent or complainant requests a closed hearing or if the hearing examiner or committee determines that it is necessary to hold a closed hearing, as permitted under the Wisconsin open meetings law. Deliberations of the committee shall be held in closed session, in accordance with [s. 19.85](#), Stats. As such, proper notice and other applicable rules shall be followed.

UWS 17.13

Appeal to the chancellor.

- (1) Where the sanction prescribed by the hearing examiner or committee is one of those listed in s. [UWS 17.10\(1\)\(h\)](#) to [\(j\)](#), the respondent may appeal in writing to the chief administrative officer within 14 days of the date of the written decision to review the decision of the hearing examiner or committee, based upon the record. In cases involving sexual assault, dating violence, domestic violence, stalking, or sexual harassment, the complainant shall be notified of the appeal.

(2) In cases involving sexual assault, dating violence, domestic violence, stalking or sexual harassment, the following appeal rights shall be provided:

- (a) The complainant may appeal in writing to the chief administrative officer within 14 days of the date of the decision of the investigating officer pursuant to s. [UWS 17.11\(3\)](#) or the hearing committee or examiner pursuant to s. [UWS 17.12\(4\)\(i\)](#). The appeal shall be based upon the record. The respondent shall be notified of the appeal.
- (b) The respondent may appeal in writing to the chief administrative officer within 14 days of the date of the decision of the hearing committee, or examiner pursuant to s. [UWS 17.12\(4\)\(i\)](#). The appeal shall be based upon the record. The complainant shall be notified of the appeal.
- (3) The chief administrative officer has 30 days from receipt of an appeal to respond and shall sustain the decision unless the chief administrative officer finds any of the following:
 - (a) The information in the record does not support the findings or decision.
 - (b) Appropriate procedures were not followed which resulted in material prejudice to the respondent or complainant.
 - (c) The decision was based on factors proscribed by state or federal law.
- (4) If the chief administrative officer makes a finding under sub. (3), the chancellor may return the matter for consideration, or may invoke an appropriate remedy of his or her own. The chief administrative officer's decision shall be communicated simultaneously to the respondent and the complainant.

UWS 17.14

Discretionary appeal to the Board of Regents.

Institutional decisions under ss. [UWS 17.11](#) to [17.13](#) shall be final, except that the board of regents may, at its discretion, grant a review upon the record, upon written request submitted by any party within 14 days of the final institutional decision. In cases involving

sexual assault, dating violence, domestic violence, stalking, or sexual harassment, the non-appealing party shall receive notice of the appeal.

EMPLOYEE DISCIPLINARY PROCEDURES

The investigation of sexual violence allegations concerning a UWM employee will generally be conducted by the Office of Equity/ Diversity Services (EDS) under the procedure outlined in UWM's Discriminatory Conduct and Consensual Relationships Policy (S-47) (https://www4.uwm.edu/secu/docs/other/S_47_Discriminatory_Conduct_Policy.pdf). Under this policy, EDS generally investigates such allegations as follows:

1. EDS reviews the complaint to ensure that it contains the information necessary to proceed with an investigation. If any necessary information is missing, EDS requests the complainant to provide that information.
2. Within ten working days of the filing of the complaint, the Director of EDS (or designee) provides a copy of the complaint to the person(s) alleged to have violated UWM's sexual violence policy (the respondent) and the Dean or Division Head of the complainant and respondent. In the event that a conflict of interest exists for anyone involved in processing the complaint, a substitute will be appointed accordingly.
3. EDS initiates an investigation of the complaint within ten working days. EDS endeavors to resolve the matter in a prompt and equitable manner in accordance with applicable federal guidelines and taking into consideration the nature and complexity of the complaint. The complainant and the respondent will be advised of any significant delays occurring during the investigatory process. The investigation may include, but is not limited to: (a) meetings with the complainant and respondent, who may be accompanied by an advisor of their choosing; (b) meetings with other persons who may have relevant information, such as records, files, emails, text messages, charts, and reports; (c) reviewing relevant documents and information; (d) comparing the treatment of the complainant to that of others who

are in similar situations in that person's department or unit; and (e) reviewing applicable policies and practices; and (f) preparing a written report containing EDS's findings and remedial recommendations.

4. EDS may dismiss a complaint without issuing written factual findings and remedial recommendations if, after considering the totality of the circumstances including any pattern of violations under S-47, it determines that the circumstances are appropriate for doing so. In such a case, the individuals identified in S-47 who receive a copy of EDS's written report will be notified, in writing, of the dismissal of the complaint and the basis for the dismissal. Such circumstances may include, but are not limited to, the following:
 - (a) Part or all of the complaint would be handled more appropriately by another department or individual at UWM.
 - (b) The complainant and respondent have agreed to a mutually acceptable resolution of the matter which makes further investigation unnecessary.
 - (c) The complainant requests in writing that the complaint be dismissed.
 - (d) The complainant fails or refuses to cooperate with the investigation.

Findings by EDS, Responses and Implementation.

At the conclusion of its investigation, EDS submits a written report containing factual findings and remedial recommendations to the Provost, with copies to the complainant, respondent, the complainant's Dean or Division Head, the respondent's Dean or Division Head, the Associate Vice Chancellor for Global Inclusion and Engagement, the Vice Chancellor for Global Inclusion and Engagement and, in cases involving sex discrimination or sexual violence and/or sexual harassment, the Title IX Coordinator. At the conclusion of an investigation involving faculty members, the Director of EDS also notifies the University Committee of factual findings and remedial recommendations; EDS also reports to the University Committee on the disposition of complaints involving faculty members at least annually.

Appeal to Provost

- A. Within ten working days of receipt of the Director of EDS's factual findings and remedial recommendations, the complainant or the respondent may appeal the factual findings and remedial recommendations. The appeal must be in writing and sent to the Provost. The Provost will provide copies of any such appeals to the other party, the Director of EDS, the Dean or Division Head of both the complainant and the respondent, and the Title IX Coordinator (for sex discrimination, sexual violence, and/or sexual harassment complaints). Appeals may be based on (1) whether the evidence supports the findings and/or (2) whether the recommended remedial actions are appropriate.
- B. Within twenty working days after the last day that either the complainant or respondent was given to appeal the factual findings and remedial recommendations, even if neither party filed such an appeal, the Provost reviews the Director of EDS's factual findings and remedial recommendations by (a) accepting them; (b) modifying them; or (c) requesting that EDS conduct further investigation of the matter. The Provost may also address conduct described in the factual findings that violates university policy other than the Equal Employment Opportunity Policy or Discriminatory Conduct Policy. A copy of the Provost's decision will be provided to the complainant, respondent, the Dean or Division Head of the complainant and the respondent, the Director of EDS, the Associate Vice Chancellor for Global Inclusion and Engagement, the Vice Chancellor for Global Inclusion and Engagement, the Title IX Coordinator (for sex discrimination, sexual violence, and/or sexual harassment complaints), and the University Committee (for faculty) or the Academic Staff Committee (for academic staff).

Disciplinary Action

Should the Provost be asked to seek disciplinary action, or independently conclude that disciplinary action is warranted, discipline may not be imposed until additional procedural steps have been invoked. The following briefly describes the appropriate process for each University employment classification and status. Any person or entity to whom a referral

for discipline is made is expected to handle the matter in an efficient manner that, to the extent possible, protects the confidentiality of the involved parties.

1. Academic Staff: The Provost shall forward the decision to the Dean or Division Head for implementation pursuant to Wis. Admin. Code UWS sections applicable to academic staff and UWM Academic Staff Policies and Procedures.
2. University Staff and Graduate Assistants: The Provost shall refer the decision to the employee's immediate supervisor for implementation consistent with UWM policies and procedures.
3. Faculty: Discipline can only be imposed on a faculty member following review by the Faculty Rights and Responsibilities Committee. The Provost shall forward the decision to the University Committee in the form of a complaint pursuant to UWM Faculty Policies and Procedures 5.42 et seq., or, in the case of dismissal, to the Chancellor pursuant to UWM Faculty Policies and Procedures 5.23.
4. Limited Term Employees and Student Employees: The Provost shall refer the decision to the employee's immediate supervisor for implementation.

The following further describes the disciplinary processes for faculty, academic staff, and university staff.

FACULTY DISCIPLINE

Faculty Policies and Procedures can also be found at: <http://uwm.edu/secu/wp-content/uploads/sites/122/2014/06/PP-Chapter5.pdf>

5.21 Dismissal for Cause: Tenure Appointments

A faculty member who holds a tenure appointment as defined in 5.10 may be dismissed only by the Board of Regents and only for just cause and only after due notice and hearing.

5.22 Dismissal for Cause: Non-Tenure Appointments

- (1) A faculty member having a probationary appointment as defined in 5.12 may be dismissed prior to the end of the term of appointment only by the Board of Regents

and only for just cause and only after due notice and hearing.

- (2) Non-renewal of a probationary appointment is not a dismissal for cause under the provisions of this section.

5.23 Dismissal for Cause Procedures

Dismissal proceedings are initiated by the Chancellor or designee. Within a reasonable time after receipt by the Chancellor of a complaint against a faculty member, verified by the complainant, which the Chancellor deems substantial and which, if true, might lead to dismissal under 5.21 or 5.22, the Chancellor conducts an investigation. If the investigation appears to support the complaint, the Chancellor offers to discuss the matter informally with the faculty member. If the faculty member refuses to discuss the matter or it is not resolved by discussion, the Chancellor prepares written charges, and causes the same to be served upon the faculty member personally or by certified mail.

5.24 Just Cause

A faculty member is entitled to enjoy and exercise all rights and privileges of a United States citizen, and the rights and privileges of academic freedom as they are generally understood in the academic community.

This policy shall be observed in determining whether just cause for dismissal exists. The burden of proof of the existence of just cause for dismissal is on the administration.

Under Wis. Admin. Code s. [UWS 4.06\(1\)\(am\)](#), complaints involving sexual harassment, sexual assault, dating violence, domestic violence, or stalking, are evaluated using a preponderance of the evidence standard.

5.25 Fair Hearing

The faculty member addresses a written request for a hearing to the chairperson of the Dismissal Hearing Committee. A fair hearing includes:

- (1) Service of notice of hearing with a specific charge in writing at least twenty (20) working days prior to the hearing.
- (2) A right to the names of witnesses and of access to documentary evidence upon the basis on which dismissal is sought. Adjournments shall be granted to enable either party to investigate evidence as to which a valid claim of surprise is made.

- (3) A right to be heard in their own defense by all bodies passing judgment.
- (4) A right to counsel or other representative and to offer witnesses.
- (5) A right to confront and cross-examine witnesses against a faculty member.
- (6) A stenographic record of all hearings and transcripts thereof, at no cost to the faculty member.
- (7) A finding of just cause based on clear preponderance of the evidence.
- (8) Findings of fact and a decision based on the hearing record.
- (9) The admissibility of evidence is governed by Wis. Stats. 227.45. The burden of proof of the existence of just cause for dismissal is on the administration. Under Wis. Admin. Code 4.05, a complainant in a sexual harassment, sexual assault, domestic violence, or stalking case is afforded all the same rights as the faculty member respondent.

5.26 Dismissal Hearing Committee

The Dismissal Hearing Committee conducts the hearing in compliance with 5.25. This hearing is a closed hearing unless the person concerned requests a public hearing. The Dismissal Hearing Committee consists of: The chairperson of each of the executive committees of the faculty divisional committees and the chairperson of the Codification Committee. Should any member of the Dismissal Hearing Committee be disqualified, the committee of which such person is chairperson shall designate from its membership a substitute, in consultation with the University Committee.

5.27 Recommendations: To the Chancellor; To the Board of Regents

- (1) The Dismissal Hearing Committee shall send to the Chancellor and to the faculty member concerned, as soon as practicable after conclusion of the hearing, a verbatim record of the testimony and a copy of its report, findings, and recommendations. The committee may determine that, while just cause for discipline exists, some sanction less severe than dismissal is more appropriate.
- (2) Within twenty (20) working days after receipt of this material, the Chancellor shall

review it and afford the faculty member an opportunity to discuss it. The Chancellor shall prepare a written recommendation within twenty (20) working days following the meeting with the faculty member, unless the proposed recommendation differs substantially from that of the committee.

- (3) If the Chancellor's proposed recommendations differ substantially from those of the Dismissal Hearing Committee, the Chancellor shall promptly consult the Dismissal Hearing Committee and provide the committee with a reasonable opportunity for a written response prior to forwarding the recommendation.
- (4) If the recommendation is for dismissal, the recommendations shall be submitted through the President of the University of Wisconsin System to the Board of Regents.
- (5) A copy of the Dismissal Hearing Committee's report and the recommendations shall be forwarded through the President of the System to the Board of Regents along with the Chancellor's recommendation. A copy of the Chancellor's recommendation shall also be sent to the faculty member concerned and to the Dismissal Hearing Committee.
- (6) Disciplinary action other than dismissal may be taken by the Chancellor, after affording the faculty member opportunity to be heard on the record, except that, upon written request by the faculty member, such action shall be submitted as a recommendation through the President of the System to the Board of Regents, together with a copy of the Dismissal Hearing Committee's report and recommendation.

5.28 Board of Regents Review

- (1) If the Chancellor recommends dismissal, the Board of Regents shall review the record before the Dismissal Hearing Committee and provide an opportunity for filing exceptions to the recommendations of the Dismissal Hearing Committee or Chancellor, and for oral arguments, unless the Board of Regents decides to drop the charges against the faculty member without a hearing, or the faculty member elects to waive a hearing. This hearing

shall be closed unless the faculty member requests an open hearing.

- (2) If, after the hearing, the Board of Regents decides to take action different from the recommendations of the Dismissal Hearing Committee and/or the Chancellor, then before taking final action, the Board of Regents shall consult with the Dismissal Hearing Committee and/or the Chancellor, as appropriate.

If the faculty member whose dismissal is sought does not request a hearing, the Board of Regents shall take appropriate action upon receipt of the statement of charges and recommendation of the Chancellor.

5.29 Suspension from Duties

Pending final decision as to dismissal, the faculty member shall not normally be relieved of duties; but if, after consultation with appropriate faculty committees, the Chancellor finds that substantial harm to UWM may result if the faculty member continues in the position, the faculty member may be relieved immediately of duties, but on salary until the Board of Regents makes its decision as to dismissal. A decision by the Board of Regents ordering dismissal shall specify the effective date of dismissal.

Policies and procedures for faculty discipline less than termination:

5.42 Disciplinary Procedure Exclusive

Discipline shall be imposed on any faculty member pursuant to the procedure herein after provided, except that dismissal charges are subject to the provisions of 5.21 through 5.28.

5.43 Discipline Defined

Discipline may include, but is not limited to, the following proposed actions by an appropriate official of the university. Such actions shall be commensurate with the nature of the complaint:

- (1) An oral reprimand;
- (2) A written reprimand;
- (3) Temporary reassignment or other restrictions on duties for a period to be determined;
- (4) Temporary or permanent restriction of access to university property or services;

- (5) Reimbursement for damages to, destruction, or misappropriation of university property or services;
- (6) Reduction in salary or reduction of an increase in salary recommended by the department, other than for budgetary reasons;
- (7) Suspension without pay for a specified period of time.

Counseling and/or other rehabilitative intervention may be considered as an alternative or supplement to discipline.

5.44 Faculty Rights and Responsibilities Committee

- (1) **Membership.** Seven (7) tenured members of the faculty, no more than two (2) of whom shall be from a single faculty division. No more than three (3) members shall be from a single school, college, or equivalent academic unit, and no more than one (1) member shall be from a single department in a departmentalized school or college. Members who have been elected to and have served a full three-year term are not eligible for re-election until two (2) years have elapsed. Members who are elected to a partial term are eligible for reelection.
- (2) **Nominations and Elections.** Nominations for election to the committee shall be by the Nominations Committee and by the faculty in accordance with the regular procedures for elected faculty committees. Elections shall be conducted in the same manner as for other faculty committees.
- (3) **Chairperson.** In the spring semester, the committee shall elect a chairperson for the following year from among its continuing members. The decision shall be communicated to the Secretary of the University by April 15. The duties of the new chairperson will commence on the first day of the fall semester, except that the new chairperson may serve over the summer by agreement of the committee in the event that the incumbent chairperson is unable to serve.
- (4) **Functions.** Upon referral by the University Committee, pursuant to the provisions of s. UWS 6.01, Wis. Adm. Code, conducts fact-finding concerning allegations of

misconduct, which may include alleged human rights violations, made against one or more faculty members or against a faculty body and makes recommendations to the Chancellor concerning disciplinary action or appropriate corrective non-disciplinary action. The Committee may consult informally with individuals concerning questions which may lead to allegations of misconduct prior to the filing of formal complaints with the University Committee.

(5) Powers.

- a) The committee may dismiss the complaint, or refer it to the department or other equivalent administrative unit, or to the faculty member for disposition if the committee does not judge the allegation to be serious enough to warrant its further action.
- b) Upon determination by the committee that misconduct of sufficient magnitude to warrant consideration of dismissal for cause might have occurred, the committee shall refer the matter without further consideration to the Chancellor.
- c) When the Chancellor has brought dismissal charges against a faculty member against whom a complaint has been filed under 5.23 above, the provisions of 5.21 through 5.29 supersede, and any proceedings under 5.40 through 5.46 shall be suspended immediately.

5.45 Committee Procedures

- (1) **Notification.** The committee shall examine all complaints to determine whether a prima facie case exists. When a written complaint is lodged with the committee, the faculty member involved shall be notified. If the committee decides on any action other than dismissal of the complaint, the faculty member concerned shall be informed at once.
- (2) **Legal Counsel.** At the request of the committee UWM shall provide it with legal counsel.
- (3) **Fair Hearing.** Whenever it is decided to utilize formal fact-finding procedures, the concerned faculty member shall be assured of a fair hearing, including the right to present testimony or evidence in the

faculty member's behalf, to cross-examine witnesses, and to be represented by any person of the faculty member's choice. The departmental executive committee shall be consulted, and shall have an opportunity to present evidence through its chairperson or other representative. The provisions for a fair hearing shall include:

- a) Service of notice of hearing with a specification of the complaint at least twenty (20) working days prior to the hearing.
 - b) A right to the names of the parties bringing the complaints and of access to any documents which may be relevant to the complaint. Adjournments shall be granted to investigate evidence to which a valid claim of surprise is made.
 - c) A right to be heard in one's own defense by all bodies passing judgment.
 - d) A right to counsel or other representative and to offer witnesses.
 - e) A right to confront and cross-examine witnesses against them.
 - f) An audio recording shall be made of the hearing. A copy of the recording shall be made available without cost, upon request, to the concerned faculty member.
 - g) The admissibility of evidence is governed by Wis. Stats. [227.45](#).
 - h) A finding of misconduct must be based on a clear preponderance of the evidence.
 - i) Findings of fact and recommendations based on the hearing record.
 - j) The right to either a public or a closed hearing at the discretion of the faculty member concerned.
 - k) The right to prompt consideration and deliberation by the committee.
- (4) Findings. A finding of misconduct and recommendations for disciplinary action shall be reported only when at least five (5) members of the committee concur. When this condition is not met, a finding of no misconduct shall be reported. The vote shall be reported in any case. If a member disqualifies himself in a particular case, the University Committee shall

name a replacement except when the disqualification occurs after the hearing has commenced.

- (5) Transmittal of Findings. The committee shall transmit its findings and recommendations in writing to the Chancellor and the faculty member involved within ten (10) working days after the conclusion of its proceedings.
- (6) Further Jeopardy Prohibited. Following the recommendations of the committee, the faculty member involved shall not be charged again for the same misconduct.

5.46 Objection(s) and Decision

- (1) Filing of Objections. Within ten (10) working days after receipt of the findings and recommendation of the committee, the faculty member or the complainant may file written objection(s) with the Chancellor.
- (2) Objections Based on the Record. Any objection(s) must be based on the record as developed at the hearing before the committee.
- (3) Chancellor's Decision. The Chancellor shall, as soon as practicable after the expiration of this 10-day period, render a decision and transmit such decision to the faculty member, the complainant and the committee.

5.47 Right of Appeal

The decision by the Chancellor on the committee recommendation or on the complaint in the absence of committee recommendation shall be final, except that the Board of Regents, at its option, may grant a review on the record.

ACADEMIC STAFF DISCIPLINE

Academic Staff Personnel Policy and Procedures (ASPP) can be found at <http://uwm.edu/secu/policies/as/>

109.01 Dismissal for Cause for Indefinite Academic Staff Appointments

A member of the academic staff holding an indefinite appointment may be dismissed only for just cause under Wisc. Admin. Code Ch. UWS 11.01 through 11.10. The burden of proof resides with the University administration.

- (a) **Preparation of Charges.** Pursuant to UWS 11.02, when the Chancellor receives an allegation against an academic staff

member which appears to be substantial and, which if true, may lead to dismissal, they shall request that the appropriate dean or division head investigate the allegation. The dean or division head shall seek to resolve the matter informally with the academic staff member and report the resolution to the Chancellor. If this discussion does not result in a resolution, the dean or division head shall prepare a written statement of specific charges not later than 15 working days of the request of the Chancellor. This deadline may be extended by written consent of the parties.

- (b) **Hearing.** If an academic staff member requests a hearing of the charges under UWS 11.02, such hearing shall proceed under 11.04 -11.07 and UWM Chapter 109.
- (c) **Time Limitations.** The time limits stated in UWS 11.04 and 11.10 specified as a number of days shall be considered to be working days under these policies and procedures. Failure by the academic staff member to meet the time limits of UWS 11.04 shall constitute a waiver of the right to a hearing.
- (d) **Hearing Body.** Pursuant to UWS 11.03, the Academic Staff Hearing and Appeals Committee (ASHAC) shall serve as the hearing body in cases of dismissal for cause. The hearing body may, on the motion of either party, disqualify any of its members by a majority vote. The vote on such motion shall be in open session. Any member of the hearing body who has heard a related grievance involving the academic staff member requesting the hearing shall be disqualified. If any of the members of the hearing body disqualify themselves or are disqualified, the committee shall select, by majority vote, an equal number of replacements from the list established in Article I, Section 2 (F) of the bylaws. The vote shall be in open session and results shall be binding.
- (e) **Legal Counsel.** The Chancellor shall provide legal counsel for the hearing body. The functions of legal counsel shall be to advise the hearing body and to consult with them on legal matters.
- (f) **Recommendations.** The hearing body shall send a verbatim record (e.g., audio) of the testimony, a copy of its report, findings,

and recommendations to the Chancellor and to the academic staff member concerned within 30 working days after the conclusion of a hearing. After reviewing the matter on record and considering written arguments if submitted by the parties, the Chancellor shall issue a written decision pursuant to UWS 11.07 and 11.09 within 20 working days of receipt of the hearing body's recommendations. The decision of the Chancellor is final unless appealed to the UWS Board of Regents as provided in UWS 11.07 and 11.10.

*per Wis. Admin. Code § UWS 11.05(2) for complaints of sexual harassment, sexual assault, dating violence, domestic violence, or stalking, the standard of proof shall be a preponderance of the evidence.

109.02 Dismissal for Cause for Fixed-term or Probationary Academic Staff Appointments

A member of the academic staff holding a probationary appointment or a member of the academic staff holding a fixed-term appointment and having completed an initial specified period of time as provided for in ASPP 104.02, may be dismissed prior to the end of the contract term only for just cause. Such dismissal shall proceed under UWS If the dean or division head's dismissal decision is appealed, the proceeding shall be conducted in accordance with ASPP 109.01(c)-(f).

*per Wis. Admin. Code § UWS 11.05(2) for complaints of sexual harassment, sexual assault, dating violence, domestic violence, or stalking, the standard of proof shall be a preponderance of the evidence.

UNIVERSITY STAFF DISCIPLINE

University Staff Grievance Policy <http://uwm.edu/hr/home/managers-and-hr-partners/guidelines-and-policies/university-staff-grievance-policy/>

UWM encourages informal dispute resolution, which can include informal discussions, consultation with the Office of the Ombuds, the Employee Assistance Program, or others. The grievance procedure should be viewed as one of several dispute resolution options.

University Staff serving a probationary period do not have the right to file grievances on layoff or release from probation.

Discipline or dismissal of a University Staff member with an expectation of continued employment may be imposed only for just cause.

In cases when an employee has been accused of sexual misconduct, steps will be taken to ensure that UWM complies with Title IX of the Education Amendments of 1972 and with applicable Board of Regents policies.

The University Staff Council Grievance Committee will be provided with copies of letters of discipline issued to University Staff employees.

Grievances shall be submitted on a form provided by the employer. Only one subject matter may be covered in any one grievance. Each grievance shall describe the facts upon which the grievance is based and the relief sought by the employee.

The employee and the appropriate grievance step respondent may agree in writing to extend the time limits in any step of the grievance procedure. Parties are strongly encouraged to resolve situations prior to a grievance being filed, but upon filing, parties are encouraged to resolve grievances at early stages of grievance procedures.

UWM is prohibited from retaliating against a grievant for filing a grievance or against a representative or witness who participates, or is scheduled to participate, in grievance proceedings.

At any stage of the process, the employee may choose to submit a written statement in lieu of participating in a grievance hearing. The written statement will be considered in the same manner as an in-person hearing.

The grievant has the burden of proving their case by a preponderance of the evidence, except in the case of a discipline or dismissal, for which UWM will have the burden of proving just cause by a preponderance of the evidence.

Grievances shall be pursued in accordance with the following steps and time limits.

- Dismissal appeals will begin at Step Two, as outlined below, and may proceed to Step Three.
- Layoff and discipline grievances will begin at Step One and may proceed no further than Step Two.

- Working condition grievances may be processed through Step One only.
- A grievant eligible for the Optional Procedure may choose to use the Standard Procedure instead, but must choose one or the other. The two (2) Step Two procedures are mutually exclusive.

STEP ONE:

If attempts to resolve a matter through discussion between an employee and supervisor or other dispute resolution methods are not successful, a grievance may be filed. Grievances shall be filed with the employee's department head, director, dean, or equivalent administrator no later than 30 calendar days from the date the grievant first became aware, or should have become aware (with the exercise of reasonable diligence), of the matter grieved. Within 30 calendar days of receipt of the written grievance, the department head, director, dean, or equivalent administrator will meet with the grievant to hear the grievance.

Grievance hearings may be conducted by teleconference or video conference.

The grievant shall receive a written decision no later than seven calendar days after this meeting. If the subject of the grievance is not discipline or layoff, there will be no further opportunity for appeal.

STEP TWO (STANDARD PROCEDURE):

When an employee has filed a grievance alleging that a discipline decision was not based on just cause and is dissatisfied with the Step One decision, the employee may appeal the decision to the University Staff Council Grievance Committee.

To file at Step Two, the grievant must inform the Chancellor's designee of their desire to appeal within ten (10) calendar days from receipt of the answer in Step One. An appeal of a dismissal will begin at Step Two and must be filed within thirty (30) days of the date of written notice of dismissal.

At issue before the University Staff Council Grievance Committee will be whether just cause for the discipline or discharge exists. For cases involving layoff, the issue before the University Staff Council Grievance Committee will be whether the applicable layoff procedure was followed.

By unanimous decision, the University Staff Council Grievance Committee may reject the

hearing of a grievance for good and sufficient reasons. It will inform the grievant of the determination not to hear the grievance.

The grievant may make one preemptory challenge and request a substitute on the hearing committee. Other members of the University Staff Council Grievance Committee may recuse themselves, or be recused by the University Staff Council Grievance Committee for a conflict of interest with the grievant or the subject matter of the grievance.

The University Staff Council Grievance Committee will be charged with hearing the case within 30 days of the filing, and responding within 14 calendar days of the hearing. The deadlines may be extended by mutual agreement of the parties with Committee approval. The hearings may be recorded by mutual agreement of the parties with Committee approval.

The grievant shall have the right to be represented at the hearing, and shall have the right to offer witnesses. The hearing shall be closed unless it is opened by mutual agreement of the parties with Committee approval. Participation in the hearing will be without loss of pay.

Grievance hearings may be conducted by teleconference or video conference.

The University Staff Council Grievance Committee will make a written report and recommendations to the Chancellor's designee within 14 calendar days of the hearing. Within twenty (20) days of receipt of the report and recommendations, the Chancellor's designee shall issue a statement accepting or rejecting the findings of the University Staff Council Grievance Committee and explaining how the recommendations may be implemented. The Chancellor's designee may comment upon, explain or reject the recommendations of the University Staff Council Grievance Committee, but will convey the Committee's recommendations as written along with their own determination.

STEP TWO (OPTIONAL PROCEDURE FOR CERTAIN UNIVERSITY STAFF):

An employee who held permanent status in State employment prior to July 1, 2015 and according to the provisions of Wis. Stat. § [36.115\(6\)](#) retains Wis. Stat. [Ch. 230](#) appeal rights, instead of using the Standard

Procedure may appeal a disciplinary action (suspension, demotion, or reduction in base pay), layoff or discharge using the following Optional Procedure. Such a grievance may be appealed directly from Step One to the Chancellor's designee within ten (10) calendar days from receipt of the answer in Step One. The Chancellor's designee will meet with the grievant to hear the grievance within 30 days of the filing, and will answer within 14 calendar days of the hearing. The deadlines may be extended by mutual agreement.

The grievant shall have the right to be represented at the hearing. The hearing shall be closed unless it is opened by mutual consent.

Thereafter, if the employee is still dissatisfied with the decision as issued by the Chancellor's designee, the employee may appeal the decision to the Wisconsin Employment Relations Commission (WERC) or its successors or assigns under Wis. Stat. § [230.44\(1\)\(c\)](#) within thirty (30) calendar days from the date of the decision being appealed. If an appeal to WERC is filed, no further steps in the grievance process will apply. The decision of the WERC may be subject to judicial review, but no appeal to the UW Board of Regents is available.

STEP THREE—UW BOARD OF REGENTS REVIEW:

For cases of dismissal only, a grievant that is dissatisfied with the Step Two (Standard Procedure) decision may appeal the decision to the UW Board of Regents. If the matter is not appealed to the Board of Regents within 30 calendar days, the grievance will be considered ineligible for Board review. Upon receiving an appeal, the President of the Board shall refer the appeal to the Board of Regents Personnel Matters Review Committee. In accordance with Board of Regents Bylaws, the Committee shall conduct a review based on the record of the matter created by the evidence collected, the recommendation of the University Staff Council Grievance Committee and the decision of the Chancellor's designee. It shall prepare recommended findings and a decision, and shall transmit them to the full Board for final action. The full Board may confirm the Committee's recommendations, the Chancellor's designee's decision, or it may

Community Partners and Resources

Additional support and education related to sexual violence are also provided through relationships and connections to important community resources. Routinely these resources are highlighted in presentations to students, faculty, and staff and provided to survivors of sexual violence.

Aurora Healing and Advocacy Services (24 hours/day)

414-219-5555

<https://www.aurorahealthcare.org/healing-advocacy-services>

The Milwaukee LGBT Community Center

414-271-2656

<http://www.mkelgbt.org/>

Sojourner Family Peace Center

414-933-2722-24 hours/day

<http://familypeacecenter.org/>

direct a different decision. No further appeal shall be available to the parties.

SEXUAL VIOLENCE PREVENTION & AWARENESS

UWM uses a comprehensive approach to sexual violence programming. UWM requires all new faculty, staff, and students to complete online Title IX training with modules that focus on raising awareness, bystander intervention, and risk reduction. Continuing employees complete such training every three years.

In 2015, UWM received a grant through 2018 from the Aurora Health Care Better Together Fund, which support efforts to increase awareness of sexual violence, enhance sexual violence prevention, strengthen interdepartmental and interagency coordination efforts, and enhance and expand support and advocacy services for sexual violence survivors. Pursuant to this grant, UWM launched a community readiness assessment to measure

the attitudes, knowledge, efforts, activities, and community resources surrounding sexual violence. UWM's readiness assessment included 69 interviews with campus community members. The outcome and recommendations from the readiness assessment have been reviewed and many of its recommendations are being implemented.

Primary Prevention Programs

UWM offers a range of well-established successful prevention programs which reach students systematically starting prior to their arrival on campus.

ORIENTATION. During New Student, Transfer Student, and Family Orientation, the Dean of Students, Norris Health Center, and UWM Police Department orally share information, resources, and prevention strategies during the "Healthy and Successful U" presentations. This presentation consists of a video on resources available to students for their physical and emotional well-being and an open forum Q&A session. The Campus Health Officer introduces the mandatory online prevention and education program, "Think About It," to both students and families with the goal of changing the campus culture around alcohol use and sexual violence by providing all incoming students with a consistent and clear message, empowering them with the skills and information necessary to make healthy decisions within the campus environment. The training also educates students on the concept of consent. 98% of incoming first-year students participated in these in-person presentations while the other 2% engaged in online training.

At UWM Waukesha and Washington County, students are provided a video with information about the resources described above, policies and procedures, resources, and information about the Think About It program. Additionally, written materials are distributed to all incoming students in their Orientation folder, which directs them to the Student Handbook website. The Student Handbook website contains information related to Title IX and alcohol and other drug use. These materials are reviewed with an Orientation Leader during the program.

ONLINE TRAINING. UWM requires all new students to complete the online, "Think About It" training program prior to the start of their first semester. This online sexual violence

training module, consists of a 1-hour training module and includes videos, interactive exercises, Title IX-specific information, and additional sexual violence-related content such as consent, rape, acquaintance rape, domestic violence, dating violence, sexual assault, stalking, healthy and abusive relationships, sexual health, and survivor support. In addition, it includes legal definitions and penalties for sexual assault, statistics on sexual assaults, victim rights and resources on campus, and strategies to recognize and combat sexual assault and sexual harassment.

Over 25,000 students have completed the training over the past two years. In 2018, over 6,000 students, which included 100% of new first-year and transfer students, completed the training. In surveys subsequent to the training, ninety-four percent of undergraduates reported that they had a fuller understanding of what a healthy relationship looked like and ninety-four percent of graduate students reported they felt more confident that they could intervene in high-risk situations.

Ninety-seven percent of graduate students also reported that the program better prepared them to respond to gender misconduct in academic settings and to respond to intimate partner violence or sexual assault. In 2018, additional online training, provided to over 500 students participating in Greek Life or Athletics, built on the primary online training and builds awareness and skills related to bystander intervention. New students also complete AlcoholWise, an online course which includes additional bystander intervention strategies, discusses ways to reduce risk related to responsible alcohol use, and assesses prevention, services, and awareness related to sexual violence.

Since 2017, over 8,000 employees, of which 3,500 are student employees, have received online Title IX training. This training was designed to help more employees recognize and stop inappropriate behavior and understand how to report incidents of sexual violence. This training focuses on scenarios in the workplace and supports a community-wide approach to prevention.

FALL WELCOME. Once the academic year begins, prevention efforts continue in many formats. During Fall Welcome, UWM sponsors "The Sex & Drugs Show," an educational,

interactive program with scenarios that focused on sexual violence prevention and bystander intervention. The 'Sex & Drugs Show' addresses two complex campus health priority areas: sexual violence and alcohol misuse. It is part of the larger prevention framework at UWM and contributes to meeting federal requirements for awareness and primary prevention programs. The inclusion of this primary prevention program in Fall Welcome is purposeful due to the elevated risk level of both alcohol abuse and sexual assault in the beginning weeks of school, which is partially indicated by the volume of reports of such incidents.

In 2018, over 400 students attended this program, which also involved peer health educators and sexual violence education. Students surveyed after the program reported that they learned how to act as an active bystander, have greater awareness of their surroundings and in relationships, talk about consent, and moderate their alcohol use.

Students were encouraged to give their feedback on the Show via paper or online survey immediately following the performance, and 200 students submitted responses. The results demonstrate that, overall, students had positive perceptions of the program and felt it was relevant, relatable, and informative. The majority would recommend the Show to a friend or other UWM student. Most respondents could identify something important they learned and themes of 'safety,' 'resources,' and 'helping others.' Students also expressed interest in learning more about a variety of related topics, especially drugs other than alcohol, types of abuse, rape culture, how to help, and healthy relationships.

Ongoing Prevention and Awareness Programs

The Title IX Coordinator, UWM Police Department, Norris Health Center, Survivor Support & Victim Advocacy, University Counseling Services, branch campus counselors, Office of Health Promotion, Women's Resource Center, LGBT Resource Center, University Housing, Dean of Students, and Office of Equity/Diversity Services, with colleagues from other departments, provide support services to students, serve on related committees, and communicate regularly regarding sexual violence education

and prevention. This cooperative approach provides coordinated, comprehensive services and programming, which are inclusive of diverse populations, reduces duplication of services, increases ease of referrals, and achieves greater accuracy in the distribution of information about available resources and services. The following are a few key programs that are a part of UWM's overall strategy of addressing sexual violence and creating a campus climate free of violence, particularly sexual violence.

Below is a list of example programs that represent the on-going prevention and awareness efforts UWM engages in on all its various campuses.

The Office of Survivor Support & Victim Advocacy provides advocacy and prevention services for students. Victim advocates help victims navigate participation in investigations, file police reports, seek resources, and obtain accommodations or protective measures.

In 2018, 12 in-person Title IX trainings, which included education and training on consent, were jointly delivered by the campus victim advocate and Title IX Coordinator to over 200 students. Students reported increased knowledge of where to report sexual violence incidents and how to access confidential resources.

UWM also offers "**Bringing in the Bystander**," a 90-minute, evidence-based, prevention workshop designed to help participants understand appropriate levels of intervention, options bystanders have to intervene, and strategies to support personal safety. Evaluations demonstrated that the training was effective in teaching students warning signs, helping to find resources, and the ability to intervene as a bystander.

In 2018, 18 sessions of the Bringing in the Bystander training were held on UWM's Milwaukee campus. Assessments of the training showed that students significantly increased their understanding of warning signs of unhealthy and abusive relationships, increased ability to assist a victim/survivor of sexual violence in accessing resources, increased ability to be effective to intervene as a bystander. Overall, in 2018, 98% of attendees said the session facilitator(s) presented the training clearly and effectively and 79% of

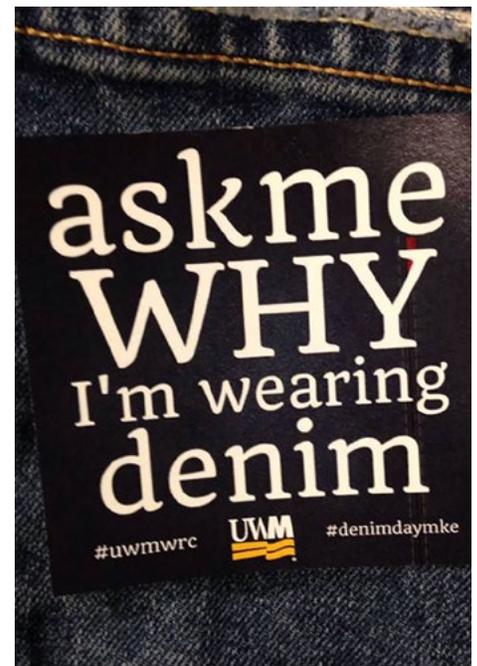
attendees said they would recommend the Bringing in the Bystander training to a peer.

The Norris Health Center, University Counseling Services, Survivor Support & Victim Advocacy, branch campus counselors, and Office of Health Promotion provide sexual violence education through counseling and outreach activities in collaboration with various departments on campus and agencies in the community. In addition, campus departments and community organizations that provide support services to survivors of sexual assault and domestic violence collaborate to host the **annual Campus and Communities United against Violence Resource Fair**. Approximately 300 participants attended the Fair in 2018.

Norris Health Center **Peer Health Educators** serve as role models for peers and are a constant and reliable source for information. Peer health educators coordinate programs related to sexual violence prevention, healthy relationships and sexuality, and alcohol and other drug prevention across campus. In 2018, peer health educators led 21 programs for faculty, staff, and students within the residence halls and throughout campus.

Peer health educators also lead a **Safe Spring Break** event annually alongside many campus partners. In 2018, the Safe Spring Event had 50 participants. Safe Spring Break was held the Thursday before UWM's spring break and is a collaboration across University departments including UWM Police Department, Women's Resource Center, University Recreation and LGBTQ Resource Center. The peer health educators coordinate this event, which focuses on safety and includes interactive activities. Of the students who participated, 79% were able after participating to address symptoms of alcohol overdose, and 97% were able to name a step that they could take to have a safe spring break. In addition to these learning outcomes, 48% reported that there were likely to change their behavior as a result of attending the program.

UWM Police Department coordinated the annual **Campus Safety Week** in late September and offer sexual assault education and information programs to students and employees upon request. The UWM Police Department also offer **self-defense**



workshops and training on an ongoing basis and upon request.

The Women's Resource Center houses a free literature collection, which contains more than 50 titles related to sexual assault, sexual harassment, stalking, and domestic violence/interpersonal relationship violence, as well as other topically-related books, DVDs, and other materials available to the UWM community.

In 2018, the Women's Resource Center partnered with the Military and Veterans Resource Center to host a Healthy Masculinity Workshop and a keynote speaker discussing sexual violence in the military. Additionally, the Women's Resource Center partnered with the Milwaukee Boys and Girls Club to host the annual Denim Day observation. Finally, the Women's Resource Center introduced the Sexual Assault Awareness Lecture during 2018.

Throughout the year, the Women's Resource Center hosted small group discussions in partnership with UWM's Victim Advocate and Planned Parenthood to discuss healthy relationships and warning signs of toxic behaviors.

The Women and Gender Studies Department also houses a free lending library with relevant materials related to gender-based violence. They also host lectures open to the public. For example, in 2018, they hosted a graduate student discussion forum with Melissa Wright, a feminist geographer who spoke about

gender-based violence in Latin America. They also host “Brown Bag” lunches for faculty and staff on gender-based topics.

Many of University Housing’s educational efforts related to sexual violence occur simultaneously with education about the risks and consequences of alcohol and drug use. In addition to an extensive staff training program for professional and student staff, University Housing annually hosts entertainers (comedians and/or lecturers) who address the issue of alcohol and its relationship to consent. In 2018, University Housing student leaders, programming groups, and staff hosted large-scale events for the residents related to sex, sexual consent, and how to have healthy relationships.

In addition to educational events, University Housing hosts a variety of late-night, alcohol alternative programming. These weekly programs are a way to provide students a fun and safe alternative to going out and participating in high-risk behaviors, specifically, high-risk drinking that puts our students in unsafe situations.

- Every Thursday at 9:27pm the Panther Activity Committee (PAC) continues to offer recurring events, with over 2,000 students having participated in the PAC events throughout 2018.
- Every Thursday, Friday, and Saturday night at 7:00pm and 9:30pm (as well as Sundays) , Housing screens free movies in the Flicks movie theatre.

During the weeks of April 9-13 and December 3-7, 2018 University Housing hosted “**Mental Health Week**”, which focused on different aspects of mental health and college-related factors. There were a series of events, including speaker/comedian Adam Grabowski, who discussed mental health, including the impact of drugs/alcohol on mental health, and a Self Care Fair. The December Mental health week culminated in an “Are You OK? Q&A” event focused on mental health, AODA, and sexual assault advocacy in partnership with University Counseling Services and Victim Advocacy & Survivor Support.

During Fall Welcome, University Housing hosts trainings called “**Virtual House Party**,” which include scenarios that address risk reduction by decreasing sexual violence

perpetration, encourages safe bystander intervention, increases empowerment of victims, and identifies conditions that facilitate violence all while promoting a greater understanding of the roles of University staff and police.

In Fall 2018, University Housing launched a “Police Liaison” program, which focused on promoting a positive and educational police presence in the residence halls. Through the program, UWM Police Department officers were paired with each residence hall to attend events and activities focused on alcohol and drug education, including an event in Sandburg Hall on October 22, 2018 at which UWM Police Department discussed alcohol safety and sobriety testing while interacting with students wearing “drunk goggles” to learn more about the effects of alcohol.

In October 2018, the Student Housing Administrative Council (SHAC), the student governance body within the residence halls, sponsored its annual educational, week-long program called “**Sex Week**,” that helps students understand their roles and responsibilities related to engaging in healthy interpersonal relationships. The topic of sexual consent was a focus during multiple Sex Week events including “Condom Olympics,” where students interacted with UWM’s Peer Health Educators and participated in games using condoms while also learning about sexually transmitted infections. University Housing staff collaborates with Victim Advocacy & Survivor Support, UWM Police Department, and the Dean of Students to enhance awareness about sexual violence resources and policies.

UWM Athletics also sponsors **OneLove** ,which is an organization that works with young people across the country to raise awareness

about the warning signs of relationship violence through a film-based discussion with a trained facilitator.

Programming at the Waukesha and Washington County Campuses

Waukesha Campus

In February and March 2018 Counseling Services hosted “Love is Respect Healthy Relationships Quiz,” which utilized paper screening tools to evaluate whether students had been impacted by unhealthy relationships. 75 students participated in this quiz. Students who scored high in having or previously being in unhealthy relationships were referred to Counseling Services and offered additional resources.

In April 2018 Counseling Services hosted a Denim Day table to spread awareness of sexual and domestic violence. In September 2018, the AIDS Resource Center of Wisconsin provided blood testing, support services and referral information for students related to HIV and other sexually transmitted diseases. Finally, in October 2018, during Domestic Violence Awareness Month, students hosted a table to provide information about the Waukesha Women’s Center and National Domestic Violence Hotline.

Washington County Campus

In January, February and March 2018, Counseling Services hosted FRIENDS, Inc., a domestic and sexual abuse support provider to offer individual support to students and resource referrals in Washington County.

In April 2018, Counseling Services hosted a Denim Day table to spread awareness of sexual assault and domestic violence. Finally, during the Volunteer Fair in May 2018, several



area non-profits were present to provide resources to victims of sexual assault.

SEX OFFENDER INFORMATION

The State of Wisconsin maintains an official Sex Offender Registry web site at: <http://offender.doc.state.wi.us/public/>. UWM will inform the campus if there is a change in how and where this data may be obtained.

In 1997, the State of Wisconsin enacted the Sex Offender Registration and Community Notification Law. This law was created to monitor and track people convicted of sex crimes and to provide access to this information for police, victims, and the general public. The official web site is designed to enhance public safety by making the information contained in the Sex Offender Registry easily accessible to the public. It also serves to enhance public awareness about sexual violence in our communities and provide valuable information about the ways in which individuals and communities can protect themselves and those they love from acts of sexual violence.

As part of State of Wisconsin's Sex Offender Apprehension and Felony Enforcement (SAFE) Initiative, the site displays the current reported residence address of registered sex offenders who are in the community.

The State of Wisconsin encourages the public to notify the Wisconsin Sex Offender Registry of information on the website believed to be inaccurate, as well as any information concerning the whereabouts of non-compliant registrants, through the SAFE Tip line toll free at (877) 234-0085 or through email at docsafetips@doc.state.wi.us. Information regarding registered sex offenders who are either enrolled or employed by the institution may be obtained by contacting University Police.

For crime statistics purposes, UWM has five separate campuses, and the crime statistics for each campus are reported separately. UWM's campuses include:

- Main "Kenwood" Campus
- School of Freshwater Sciences Campus
- Zilber School of Public Health Campus
- UWM at Washington County Campus
- UWM at Waukesha Campus

All campuses are covered by all other UWM policies and procedures as outlined in this report.

Explanation of Crime Statistics Terms

On Campus

Main "Kenwood" Campus is bounded by Newport/Edgewood (north), Downer (east), Kenwood (south) and Cramer/ Maryland (west) and includes Zelazo Center and residence halls.

School of Freshwater Sciences Campus is a single building located at 600 E Greenfield Avenue.

Zilber School of Public Health Campus is a single building located at 1240 N 10th Street.

Washington County Campus is a single building located at 400 S University Drive, West Bend, WI, 53095.

Waukesha Campus is three buildings located at a single address of 1500 N. University Drive, Waukesha, WI 53188 and bound by Northview Road (north), the Tallgrass Subdivision (west), just north of the residential properties on Glendon Way (south) and on either side of University Drive (east) between Glendon Way and Northview Rd.

Residence Halls: UWM's Kenwood Campus, on-campus residence halls include Sandburg Residence Halls, RiverView Residence Hall, Cambridge Commons Residence Hall, Kenilworth Square Apartments, and Purin Hall.

Residence Hall statistics are a subset of "On Campus" statistics.

UWM Washington County and UWM Waukesha do not have residence halls.

Non-Campus: Any building or property owned or controlled by a student organization that is officially recognized by UWM, and buildings or property owned/controlled by UWM, but off the Kenwood campus, that are used in direct support of UWM's educational purposes and are frequently used by students. This includes, but is not limited to, the Alumni House, School of Continuing Education, the Saukville Field Station, the University Services and Research Building, and the Capitol/Humboldt parking lot.

Public Property: Public property immediately adjacent to and accessible from the campus (e.g. roads surrounding or intersecting the campus, or sidewalks surrounding the campus). This includes the sidewalk across the street from campus property, but not public property beyond the sidewalk.

Hate Crimes: For this report, a "hate crime" is any criminal homicide, negligent manslaughter, rape, fondling, incest, statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny-theft, simple assault, intimidation, destruction/damage/ vandalism OR any other crime involving bodily injury, that is reported to local police agencies or a campus security authority, where there is manifest evidence the victim was intentionally selected because of the victim's actual or perceived race, gender, religion, gender identity, sexual orientation, national origin, ethnicity, or disability.

Arrests: Persons processed by arrest, citation or summons for violations of the law.

Disciplinary Referrals: Referral of any person who is believed to have committed a violation of state law/regulation or local ordinance to any official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction. At UWM, this means referral to the Dean of Students and initiation of non-academic misconduct charges or referral to University Housing's Resident Behavior Process.

Crime Statistics for 2016, 2017, and 2018

Main "Kenwood" Campus: Criminal Offenses

OFFENSES	LOCATION	2016	2017	2018
Criminal Homicide-Murder & Non-negligent Manslaughter	On Campus	0	0	0
	Residence Halls ¹	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Criminal Homicide-Negligent Manslaughter	On Campus	0	0	0
	Residence Halls	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Sex Offenses- Rape	On Campus	5	17	15
	Residence Halls	5	17	13
	Non-Campus	0	0	0
	Public Property ⁴	1	0	0
	Unknown Location ²	0	5	0
Sex Offenses- Fondling	On Campus	3	10	8
	Residence Halls	1	8	4
	Non-Campus	0	0	0
	Public Property	0	0	0
	Unknown Location ³	0	1	0
Sex Offenses- Incest	On Campus	0	0	0
	Residence Halls	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Sex Offenses- Statutory Rape	On Campus	0	0	0
	Residence Halls	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Robbery	On Campus	1	1	1
	Residence Halls	0	0	0
	Non-Campus	0	0	0
	Public Property	6	3	0
Aggravated Assault	On Campus	0	0	0
	Residence Halls	0	0	0
	Non-Campus	0	0	0
	Public Property	1	0	0
Burglary	On Campus	16	12	8
	Residence Halls	10	5	4
	Non-Campus	0	0	1
	Public Property	0	0	0
Motor Vehicle Theft	On Campus	1	2	2
	Residence Halls	0	0	1
	Non-Campus	0	0	2
	Public Property	6	0	0
Arson	On Campus	1	3	1
	Residence Halls	0	3	1
	Non-Campus	0	0	0
	Public Property	1	0	0

¹ Note that Residence Hall statistics are a subset of the On Campus statistical category.

² The locations of these crimes are unknown. One report was made anonymously, and the remaining reports were submitted by third parties and the victim did not respond to requests for additional information.

³ The location of this crime is unknown as it was reported anonymously with no information about the location.

⁴ The 2016 Public Property numbers were corrected in 2019. The "Sex Offenses rape" was changed from 0 to 1. Due to a typographical error, it was omitted in the previous version of the 2018 ASR. This statistic was correctly reported in the 2017 ASR.

Main “Kenwood” Campus: Violence Against Women Act Offenses

OFFENSES	LOCATION	2016	2017	2018
Domestic Violence	On Campus	1	2	1
	Residence Halls	1	1	0
	Non-Campus	0	0	0
	Public Property	0	1	2
	Unknown Location	0	0	3
Dating Violence	On Campus	6	5	4
	Residence Halls	5	5	4
	Non-Campus	0	0	0
	Public Property	0	0	1
	Unknown Location	0	0	1
Stalking	On Campus	0	1	5
	Residence Halls	0	1	3
	Non-Campus	0	0	0
	Public Property	0	0	1

Main “Kenwood” Campus: Arrests and Referrals for Disciplinary Action

OFFENSES	LOCATION	2016	2017	2018
Weapons Law Arrests	On Campus	0	1	0
	Residence Halls	0	0	0
	Non-Campus	0	0	0
	Public Property	1	0	0
Weapons Law Disciplinary Referrals	On Campus	1	0	0
	Residence Halls	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Drug Law Arrests	On Campus	12	29	13
	Residence Halls	9	24	12
	Non-Campus	0	0	0
	Public Property	4	4	1
Drug Law Disciplinary Referrals	On Campus	233	229	169
	Residence Halls	214	177	149
	Non-Campus	0	0	1
	Public Property	6	7	5
Liquor Law Arrests	On Campus	0	0	0
	Residence Halls	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Liquor Law Disciplinary Referrals	On Campus	409	398	282
	Residence Halls	385	384	257
	Non-Campus	4	0	14
	Public Property	15	40	19

Hate Crimes

2018: Two (2) on-campus Vandalism incidents characterized by gender identity bias.¹

2017: One (1) on-campus, residence hall Intimidation incident characterized by gender bias, one (1) on-campus, residence hall Intimidation incident characterized by ethnicity bias, one (1) on-campus, residence hall Intimidation incident characterized by gender identity bias, one (1) on-campus, residence hall Intimidation incident characterized by sexual orientation bias, one (1) on-campus, residence hall Vandalism incident characterized by national origin bias, and one (1) on-campus, residence hall Vandalism incident characterized by sexual orientation bias.

2016: Zero (0) hate crimes reported.

¹ On October 1, 2019, UWM published its 2019 Annual Security and Fire Safety Report. Shortly thereafter, UWM determined that nine of the hate crimes listed in that report were incorrectly identified as hate crimes in accordance with Department of Education guidance and have been corrected in this version of the report.

Unfounded Crimes

2018: three (3) unfounded crimes.

2017: two (2) unfounded crimes.

2016: one (1) unfounded crime.

Milwaukee Police Department Crimes

Before 2018, UWM was able to determine the specific location of crimes using the City of Milwaukee's crime data mapping system. As of the time of this report, the City of Milwaukee's crime mapping system is no longer available for use.

In April 2019, UWM requested 2018 crime statistics from the Milwaukee Police Department (MPD). In its request, UWM requested numbers of certain reported crimes that occurred on public property immediately adjacent to and accessible from campus. In its request, UWM identified specific addresses for these reportable crimes. In its response, MPD provided crimes that occurred in various city blocks adjacent to campus, but not necessarily on public property.

For the purposes of the 2018 Annual Security Report, UWM cannot identify which crimes of those provided by MPD occurred on public property immediately adjacent to and accessible from the UWM-Milwaukee (Kenwood) campus. However, UWM has provided the reportable statistics received from MPD for purposes of this report, with the caveat that not all of these crimes occurred within or on public property.

OFFENSE DESCRIPTION	2018
Murder/Non-Negligent Homicide	0
Negligent Manslaughter	0
Rape	1
Fondling	0
Incest	0
Statutory Rape	0
Robbery	5
Aggravated Assault	2
Burglary	20
Motor Vehicle Theft	11
Arson	0
Domestic Violence	5
Liquor Law Violations	2
Drug Law Violations	0
Illegal Weapons Offenses	0

School of Freshwater Sciences Campus: Criminal Offenses

OFFENSES	LOCATION	2016	2017	2018
Criminal Homicide-Murder & Non-negligent Manslaughter	On Campus	0	0	0
	Public Property	0	0	0
Criminal Homicide Negligent Manslaughter	On Campus	0	0	0
	Public Property	0	0	0
Sex Offenses- Rape	On Campus	0	0	0
	Public Property	0	0	0
Sex Offenses- Fondling	On Campus	0	0	0
	Public Property	0	0	0
Sex Offenses- Incest	On Campus	0	0	0
	Public Property	0	0	0
Sex Offenses- Statutory Rape	On Campus	0	0	0
	Public Property	0	0	0
Robbery	On Campus	0	0	0
	Public Property	0	0	0
Aggravated Assault	On Campus	0	0	0
	Public Property	0	0	0
Burglary	On Campus	0	0	0
	Public Property	0	0	0
Motor Vehicle Theft	On Campus	0	0	0
	Public Property	0	0	0
Arson	On Campus	0	0	0
	Public Property	0	0	0

School of Freshwater Sciences Campus: Violence Against Women Act Offenses

OFFENSES	LOCATION	2016	2017	2018
Domestic Violence	On Campus	0	0	0
	Public Property	0	0	0
Dating Violence	On Campus	0	0	0
	Public Property	0	0	0
Stalking	On Campus	0	0	0
	Public Property	0	0	0

School of Freshwater Sciences Arrests and Referrals for Disciplinary Action

OFFENSES	LOCATION	2016	2017	2018
Weapons Law Arrests	On Campus	0	0	0
	Public Property	0	0	0
Weapons Law Disciplinary Referrals	On Campus	0	0	0
	Public Property	0	0	0
Drug Law Arrests	On Campus	0	0	0
	Public Property	0	0	0
Drug Law Disciplinary Referrals	On Campus	0	0	0
	Public Property	0	0	0
Liquor Law Arrests	On Campus	0	0	0
	Public Property	0	0	0
Liquor Law Disciplinary Referrals	On Campus	0	0	0
	Public Property	0	0	0

There were no reported Hate Crimes for the School of Freshwater Science for 2016, 2017, and 2018.

There were no reported Unfounded Crimes for the School of Freshwater Science for 2016, 2017, and 2018.

Zilber School of Public Health Campus: Criminal Offenses

OFFENSES	LOCATION	2016	2017	2018
Criminal Homicide-Murder & Non-negligent Manslaughter	On Campus	0	0	0
	Public Property	0	0	0
Criminal Homicide Negligent Manslaughter	On Campus	0	0	0
	Public Property	0	0	0
Sex Offenses- Rape	On Campus	0	0	0
	Public Property	0	0	0
Sex Offenses- Fondling	On Campus	0	0	0
	Public Property	0	0	0
Sex Offenses- Incest	On Campus	0	0	0
	Public Property	0	0	0
Sex Offenses- Statutory Rape	On Campus	0	0	0
	Public Property	0	0	0
Robbery	On Campus	0	0	0
	Public Property	0	0	0
Aggravated Assault	On Campus	0	0	0
	Public Property	0	0	0
Burglary	On Campus	0	0	0
	Non-campus	0	0	1
	Public Property	0	0	0
Motor Vehicle Theft	On Campus	0	0	0
	Public Property	0	0	0
Arson	On Campus	0	0	0
	Public Property	0	0	0

Zilber School of Public Health Campus: Violence Against Women Act Offenses

OFFENSES	LOCATION	2016	2017	2018
Domestic Violence	On Campus	0	0	0
	Public Property	0	0	0
Dating Violence	On Campus	0	0	0
	Public Property	0	0	0
Stalking	On Campus	0	0	0
	Public Property	0	0	0

Zilber School of Public Health Campus: Arrests and Referrals for Disciplinary Action

OFFENSES	LOCATION	2016	2017	2018
Weapons Law Arrests	On Campus	0	0	0
	Public Property	0	0	0
Weapons Law Disciplinary Referrals	On Campus	0	0	0
	Public Property	0	0	0
Drug Law Arrests	On Campus	0	0	0
	Public Property	0	0	0
Drug Law Disciplinary Referrals	On Campus	0	0	0
	Public Property	0	0	0
Liquor Law Arrests	On Campus	0	0	0
	Public Property	0	0	0
Liquor Law Disciplinary Referrals	On Campus	0	0	0
	Public Property	0	0	0

There were no reported Hate Crimes for the School of Public Health for 2016, 2017, and 2018.

There was one (1) reported Unfounded Crime for the School of Public Health for 2018.

There were no reported Unfounded Crimes for the School of Public Health for 2016 and 2017.

Washington County Campus: Criminal Offenses

OFFENSES	LOCATION	2016	2017	2018
Criminal Homicide-Murder & Non-negligent Manslaughter	On Campus	0	0	0
	Public Property	0	0	0
Criminal Homicide Negligent Manslaughter	On Campus	0	0	0
	Public Property	0	0	0
Sex Offenses- Rape	On Campus	0	0	0
	Public Property	0	0	0
Sex Offenses- Fondling	On Campus	0	0	1
	Public Property	0	0	0
Sex Offenses- Incest	On Campus	0	0	0
	Public Property	0	0	0
Sex Offenses- Statutory Rape	On Campus	0	0	0
	Public Property	0	0	0
Robbery	On Campus	0	0	0
	Public Property	0	0	0
Aggravated Assault	On Campus	0	0	0
	Public Property	0	0	0
Burglary	On Campus	0	0	0
	Non-campus	0	0	0
	Public Property	0	0	0
Motor Vehicle Theft	On Campus	0	0	0
	Public Property	0	0	0
Arson	On Campus	0	0	0
	Public Property	0	0	0

Washington County Campus: Violence Against Women Act Offenses

OFFENSES	LOCATION	2016	2017	2018
Domestic Violence	On Campus	0	0	0
	Public Property	0	0	0
Dating Violence	On Campus	0	0	0
	Public Property	0	0	0
Stalking	On Campus	0	0	0
	Public Property	0	0	1

Washington County Campus: Arrests and Referrals for Disciplinary Action

OFFENSES	LOCATION	2016	2017	2018
Weapons Law Arrests	On Campus	0	0	0
	Public Property	0	0	0
Weapons Law Disciplinary Referrals	On Campus	0	0	0
	Public Property	0	0	0
Drug Law Arrests	On Campus	0	0	0
	Public Property	0	0	0
Drug Law Disciplinary Referrals	On Campus	0	0	0
	Public Property	0	0	0
Liquor Law Arrests	On Campus	0	0	0
	Public Property	0	0	0
Liquor Law Disciplinary Referrals	On Campus	0	0	0
	Public Property	0	0	0

There were no reported Hate Crimes for the Washington County Campus for 2016, 2017, and 2018.

There were no reported Unfounded Crimes for the Washington County Campus for 2016, 2017, and 2018.

Waukesha Campus: Criminal Offenses

OFFENSES	LOCATION	2016	2017	2018
Criminal Homicide-Murder & Non-negligent Manslaughter	On Campus	0	0	0
	Public Property	0	0	0
Criminal Homicide Negligent Manslaughter	On Campus	0	0	0
	Public Property	0	0	0
Sex Offenses- Rape	On Campus	0	0	0
	Public Property	0	0	0
Sex Offenses- Fondling	On Campus	0	0	1
	Public Property	0	0	0
Sex Offenses- Incest	On Campus	0	0	0
	Public Property	0	0	0
Sex Offenses- Statutory Rape	On Campus	0	0	0
	Public Property	0	0	0
Robbery	On Campus	0	0	0
	Public Property	0	0	0
Aggravated Assault	On Campus	0	0	0
	Public Property	0	0	0
Burglary	On Campus	0	0	0
	Non-campus	0	0	0
	Public Property	0	0	0
Motor Vehicle Theft	On Campus	0	0	0
	Public Property	0	0	0
Arson	On Campus	0	0	0
	Public Property	0	0	0

Waukesha Campus: Violence Against Women Act Offenses

OFFENSES	LOCATION	2016	2017	2018
Domestic Violence	On Campus	0	0	0
	Public Property	0	0	0
Dating Violence	On Campus	0	0	0
	Public Property	0	0	0
Stalking	On Campus	0	0	0
	Public Property	0	0	0

Waukesha Campus: Arrests and Referrals for Disciplinary Action

OFFENSES	LOCATION	2016	2017	2018
Weapons Law Arrests	On Campus	0	0	0
	Public Property	0	0	0
Weapons Law Disciplinary Referrals	On Campus	0	0	0
	Public Property	0	0	0
Drug Law Arrests	On Campus	0	0	1
	Public Property	0	0	0
Drug Law Disciplinary Referrals	On Campus	0	0	0
	Public Property	0	0	0
Liquor Law Arrests	On Campus	0	0	0
	Public Property	0	0	0
Liquor Law Disciplinary Referrals	On Campus	0	0	0
	Public Property	0	0	0

There were no reported Hate Crimes for the Waukesha Campus for 2016, 2017, and 2018.

There were no reported Unfounded Crimes for the Waukesha Campus for 2016, 2017, and 2018.

Relevant Wisconsin Statutes

Statutory Information UW System Institutions Are Required By Wisconsin Statute § 36.11 (22) To Provide Annually To Students

Please Note: This information was current as of May 1, 2018. To be certain one is using the most current version of a statute, please refer to the Revisor of Statutes webpage at: <http://www.legis.state.wi.us/rsb/stats.html>

Listing Of Statutes Information on Sexual Assault and Sexual Harassment for UW Students

Wis. Stat. § 36.11(22) –
Student Orientation Programs at UW System Institutions

Defining Sexual Harassment in Wisconsin

Wis. Stat. § 111.32(13) -
Definition of Sexual Harassment

Laws and Penalties For Sexual Assault Crimes In Wisconsin

Wis. Stat. § 940.225 –
Sexual Assault

Wis. Stat. § 948.02 –
Sexual Assault of a Child

Wis. Stat. § 948.025 –
Engaging in Repeated Acts of Sexual Assault of the Same Child

Wis. Stat. § 940.22 –
Sexual Exploitation by Therapist;
Duty to Report

Wis. Stat. § 947.013 –
Harassment

Rights of Victims and Witnesses of Crime in Wisconsin

Wis. Stat. § 950.01 –
Legislative Intent

Wis. Stat. § 950.02 –
Definitions

Wis. Stat. § 950.03 –
Eligibility of Victims

Wis. Stat. § 950.04 –
Basis Bill of Rights for Victims And Witnesses

Wis. Stat. § 950.055 –
Child Victims and Witnesses;
Rights and Services

Wis. Stat. § 950.06 –
Reimbursement for Services

Wis. Stat. § 950.07 –
Intergovernmental Cooperation

Wis. Stat. § 950.08 –
Information and Mediation Services

Wis. Stat. § 950.09 –
Crime Victims' Rights Board

Wis. Stat. § 950.095 –
Confidentiality of Complaints

Wis. Stat. § 950.10 –
Limitation on Liability; Grounds for Appeal

Wis. Stat. § 950.11 –
Penalties

WIS. STAT. § 36.11(22)

(22) ORIENTATION PROGRAM; INFORMATION ON SEXUAL ASSAULT AND SEXUAL HARASSMENT.

(a) The board shall direct each institution and college campus to:

1. Incorporate in its orientation program for newly entering students oral and written or electronic information on sexual assault and sexual harassment, as defined in s. 111.32 (13), including information on sexual assault by acquaintances of the victims and on all of the following:

a. The legal definitions of, and penalties for, sexual assault under s. 940.225, 948.02 and 948.025, sexual exploitation by a therapist under s. 940.22 and harassment under s. 947.013

b. Generally available national and state statistics, and campus statistics as compiled under par. (c) and as reported under par. (d), on sexual assaults and on sexual assaults by acquaintances of the victims.

c. The rights of victims under ch. 950 and the services available at the institution or college campus and in the community to assist a student who is the victim of sexual assault or sexual harassment.

d. Protective behaviors, including methods of recognizing and avoiding sexual assault and sexual harassment and locations in the community where courses on protective behaviors are provided.

2. Annually supply to all students enrolled in the institution or college campus printed or electronic material that includes all of the information under par.

(a)

(b) Annually, the board shall submit a report to the chief clerk of each house of the legislature for distribution to the appropriate standing committees under s. 13.172(3). The report shall indicate the methods each institution and college campus have used to comply with par. (a)

(c) Any person employed at an institution who witnesses a sexual assault on campus or receives a report from a student enrolled in the institution that the student has been sexually assaulted shall report to the Dean of Students of the institution. The Dean of Students shall compile reports for the purpose of disseminating statistical information under par. (a) 1. b.

(d) Annually, each institution shall report to the office of justice assistance in the department of administration statistics on sexual assaults and on sexual assaults by acquaintances of the victims that occurred on each campus of the institution in the previous year. The office of justice assistance shall include the statistics in appropriate crime reports published by the office.

WIS. STAT. § 111.32 (2004)

111.32. Definitions.

When used in this subchapter:

(13) "Sexual harassment" means unwelcome sexual advances, unwelcome requests for sexual favors, unwelcome physical contact of a sexual nature or unwelcome verbal or physical conduct of a sexual nature. "Sexual harassment" includes conduct directed by a person at another person of the same or opposite gender. "Unwelcome verbal or physical conduct of a sexual nature" includes but is not limited to the deliberate, repeated making of unsolicited gestures or comments of a sexual nature; the deliberate, repeated display of offensive sexually graphic materials which is not necessary for business purposes; or deliberate verbal or physical conduct of a sexual nature, whether or not repeated, that is sufficiently severe to interfere substantially with an employee's work performance or to create an intimidating, hostile or offensive work environment.

WIS. STAT. § 940.225

940.225. Sexual assault

(1) FIRST DEGREE SEXUAL ASSAULT. Whoever does any of the following is guilty of a Class B felony:

(a) Has sexual contact or sexual intercourse with another person without consent of that person and causes pregnancy or great bodily harm to that person.

(b) Has sexual contact or sexual intercourse with another person without consent of that person by use or threat of use of a dangerous weapon or any article used or fashioned in a manner to lead the victim reasonably to believe it to be a dangerous weapon.

(c) Is aided or abetted by one or more other persons and has sexual contact or sexual intercourse with another person without consent of that person by use or threat of force or violence.

(2) SECOND DEGREE SEXUAL ASSAULT. Whoever does any of the following is guilty of a Class C felony:

(a) Has sexual contact or sexual intercourse with another person without consent of that person by use or threat of force or violence.

(b) Has sexual contact or sexual intercourse with another person without consent of that person and causes injury, illness, disease or impairment of a sexual or reproductive organ, or mental anguish requiring psychiatric care for the victim.

(c) Has sexual contact or sexual intercourse with a person who suffers from a mental illness or deficiency which renders that person temporarily or permanently incapable of appraising the person's conduct, and the defendant knows of such condition.

(cm) Has sexual contact or sexual intercourse with a person who is under the influence of an intoxicant to a degree which renders that person incapable of giving consent if the defendant has actual knowledge that the person is incapable of giving consent and the defendant has the purpose to have sexual contact or sexual intercourse with the person while the person is incapable of giving consent.

(d) Has sexual contact or sexual intercourse with a person who the defendant knows is unconscious.

(f) Is aided or abetted by one or more other persons and has sexual contact or sexual intercourse with another person without the consent of that person.

(g) Is an employee of a facility or program under s. 940.295(2)(b), (c), (h) or (k) and has sexual contact or sexual intercourse with a person who is a patient or resident of the facility or program.

(h) Has sexual contact or sexual intercourse with an individual who is confined in a correctional institution if the actor is a correctional staff member. This paragraph does not apply if the individual with whom the actor has sexual contact or sexual intercourse is subject to prosecution for the sexual contact or sexual intercourse under this section.

(i) Has sexual contact or sexual intercourse with an individual who is on probation, parole, or extended supervision if the actor is a probation, parole, or extended supervision agent who supervises the individual, either directly or through a subordinate, in his or her capacity as a probation, parole, or extended supervision agent or who has influenced or has attempted to influence another probation, parole, or extended supervision agent's supervision of the individual. This paragraph does not apply if the individual with whom the actor has sexual contact or sexual intercourse is subject to prosecution for the sexual contact or sexual intercourse under this section.

(j) Is a licensee, employee, or nonclient resident of an entity, as defined in s. 48.685(1)(b) or 50.065(1)(c), and has sexual contact or sexual intercourse with a client of the entity.

(3) THIRD DEGREE SEXUAL ASSAULT. Whoever has sexual intercourse with a person without the consent of that person is guilty of a Class G felony. Whoever has sexual contact in the manner described in sub. (5)(b) 2. or 3. with a person without the consent of that person is guilty of a Class G felony.

(3m) FOURTH DEGREE SEXUAL ASSAULT. Except as provided in sub. (3), whoever has sexual contact with a person without the consent of that person is guilty of a Class A misdemeanor.

(4) CONSENT. "Consent", as used in this section, means words or overt actions by a person who is competent to give informed consent indicating a freely given agreement to have sexual intercourse or sexual contact. Consent is not an issue in alleged violations of sub. (2)(c), (cm), (d), (g), (h), and (i). The following persons are presumed incapable of consent but the presumption may be rebutted by competent evidence, subject to the provisions of s. 972.11(2):

(b) A person suffering from a mental illness or defect which impairs capacity to appraise personal conduct.

(c) A person who is unconscious or for any other reason is physically unable to communicate unwillingness to an act.

(5) DEFINITIONS. In this section:

(abm) "Client" means an individual who receives direct care or treatment services from an entity.

(acm) "Correctional institution" means a jail or correctional facility, as defined in s. 961.01(12m), a juvenile correctional facility, as defined in s. 938.02(10p), or a juvenile detention facility, as defined in s. 938.02(10r).

(ad) "Correctional staff member" means an individual who works at a correctional institution, including a volunteer.

(ag) "Inpatient facility" has the meaning designated in s. 51.01(10).

(ai) "Intoxicant" means any alcohol beverage, controlled substance, controlled substance analog, or other drug or any combination thereof.

(ak) "Nonclient resident" means an individual who resides, or is expected to reside, at an entity, who is not a client of the entity, and who has, or is expected to have, regular, direct contact with the clients of the entity.

(am) "Patient" means any person who does any of the following:

1. Receives care or treatment from a facility or program under s. 940.295(2)(b), (c), (h) or (k), from an employee of a facility or program or from a person providing services under contract with a facility or program.

2. Arrives at a facility or program under s. 940.295(2)(b), (c), (h) or (k) for the purpose of receiving care or treatment from a facility or program under s. 940.295(2)(b), (c), (h) or (k), from an employee of a facility or program under s. 940.295(2)(b), (c), (h) or (k), or from a person providing services under contract with a facility or program under s. 940.295(2)(b), (c), (h) or (k).

(ar) "Resident" means any person who resides in a facility under s. 940.295(2)(b), (c), (h) or (k).

(b) "Sexual contact" means any of the following:

1. Any of the following types of intentional touching, whether direct or through clothing, if that intentional touching is either for the purpose of sexually degrading; or for the purpose of sexually humiliating the complainant or sexually arousing or gratifying the defendant or if the touching contains the elements of actual or attempted battery under s. 940.19(1):

a. Intentional touching by the defendant or, upon the defendant's instruction, by another person, by the use of any body part or object, of the complainant's intimate parts.

b. Intentional touching by the complainant, by the use of any body part or object, of the defendant's intimate parts or, if done upon the defendant's instructions, the intimate parts of another person.

2. Intentional penile ejaculation of ejaculate or intentional emission of urine or feces by the defendant or, upon the defendant's instruction, by another person upon any part of the body clothed or unclothed of the complainant if that ejaculation or emission is either for the purpose of sexually degrading or sexually humiliating the complainant or for the purpose of sexually arousing or gratifying the defendant.

(c) "Sexual intercourse" includes the meaning assigned under s. 939.22(36) as well as cunnilingus, fellatio or anal intercourse between persons or any other intrusion, however slight, of any part of a person's body or of any object into the genital or anal opening either by the defendant or upon the defendant's instruction. The emission of semen is not required.

(d) "State treatment facility" has the meaning designated in s. 51.01(15).

(6) MARRIAGE NOT A BAR TO PROSECUTION. A defendant shall not be presumed to be incapable of violating this section because of marriage to the complainant.

(7) DEATH OF VICTIM. This section applies whether a victim is dead or alive at the time of the sexual contact or sexual intercourse.

WIS. STAT. § 948.02

948.02. Sexual assault of a child

(1) FIRST DEGREE SEXUAL ASSAULT. (a) In this subsection, "sexual intercourse" means vulvar penetration as well as cunnilingus, fellatio, or anal intercourse between persons or any intrusion of any inanimate object into the genital or anal opening either by the defendant or upon the defendant's instruction. The emission of semen is not required.

(b) Whoever has sexual intercourse with a person who has not attained the age of 12 years is guilty of a Class B felony.

(c) Whoever has sexual intercourse with a person who has not attained the age of 16 years by use or threat of force or violence is guilty of a Class B felony.

(d) Whoever has sexual contact with a person who has not attained the age of 16 years by use or threat of force or violence is guilty of a Class B felony if the actor is at least 18 years of age when the sexual contact occurs.

(e) Whoever has sexual contact with a person who has not attained the age of 13 years is guilty of a Class B felony.

(1) FIRST DEGREE SEXUAL ASSAULT. Whoever has sexual contact or sexual intercourse with a person who has not attained the age of 13 years is guilty of one of the following:

(a) If the sexual contact or sexual intercourse resulted in great bodily harm to the person, a Class A felony.

(b) If the sexual contact or sexual intercourse did not result in great bodily harm to the person, a Class B felony.

(2) SECOND DEGREE SEXUAL ASSAULT. Whoever has sexual contact or sexual intercourse with a person who has not attained the age of 16 years is guilty of a Class C felony.

(3) FAILURE TO ACT. A person responsible for the welfare of a child who has not attained the age of 16 years is guilty of a Class F felony if that person has knowledge that another person intends to have, is having or has had sexual intercourse or sexual contact with the child, is physically and emotionally capable of taking action which will prevent the intercourse or contact from taking place or being repeated, fails to take that action and the failure to act exposes the child to an unreasonable risk that intercourse or contact may occur between the child and the other person or facilitates the intercourse or contact that does occur between the child and the other person.

(4) MARRIAGE NOT A BAR TO PROSECUTION. A defendant shall not be presumed to be incapable of violating this section because of marriage to the complainant.

(5) DEATH OF VICTIM. This section applies whether a victim is dead or alive at the time of the sexual contact or sexual intercourse.

Wis. Stat. § 948.025

948.025. Engaging in repeated acts of sexual assault of the same child

<Text of subsec. (1), as affected by 2005 Act 430, §§ 5, 6>

(1) Whoever commits 3 or more violations under s. 948.02(1) or (2) within a specified period of time involving the same child is guilty of:

(a) A Class B felony if at least 3 of the violations were violations of s. 948.02(1)(b) or (c).

(ag) A Class B felony if at least 3 of the violations were violations of s. 948.02(1)(b), (c), or (d) but fewer than 3 of the violations were violations of s. 948.02(1)(b) or (c).

(ar) A Class B felony if at least 3 of the violations were violations of s. 948.02(1)(b), (c), (d), or (e) but fewer than 3 of the violations were violations of s. 948.02(1)(b), (c), or (d).

(b) A Class C felony if fewer than 3 of the violations were violations of s. 948.02(1).

<Text of subsec. (1), as affected by 2005 Act 437, §§ 3, 4>

(1) Whoever commits 3 or more violations under s. 948.02(1) or (2) within a specified period of time involving the same child is guilty of:

(ag) A Class A felony if at least 3 of the violations were violations of s. 948.02(1)(a).

(ar) A Class B felony if fewer than 3 of the violations were violations of s. 948.02(1)(a) but at least 3 of the violations were violations of s. 948.02(1)(a) or (b).

(b) A Class C felony if fewer than 3 of the violations were violations of s. 948.02(1).

<Text of subsec. (2), as affected by 2005 Act 430, §§ 7, 8>

(2)(a) If an action under sub. (1)(a) is tried to a jury, in order to find the defendant guilty, the members of the jury must unanimously agree that at least 3 violations of s. 948.02(1)(b) or occurred within the specified period of time but need not agree on which acts constitute the requisite number and need not agree on whether a particular violation was a violation of s. 948.02(1)(b) or (c).

(ag) If an action under sub. (1)(ag) is tried to a jury, in order to find the defendant guilty, the members of the jury must unanimously agree that at least 3 violations of s. 948.02(1)(b), (c), or (d) occurred within the specified period of time but need not agree on which acts constitute the requisite number and need not agree on whether a particular violation was a violation of s. 948.02(1)(b), (c), or (d).

(ar) If an action under sub. (1)(ar) is tried to a jury, in order to find the defendant guilty, the members of the jury must unanimously agree that at least 3 violations of s. 948.02(1)(b), (c), (d), or (e) occurred within the specified period of time but need not agree on which acts constitute the requisite number and need not agree on whether a particular violation was a violation of s. 948.02(1)(b), (c), (d), or (e).

(b) If an action under sub. (1)(b) is tried to a jury, in order to find the defendant guilty, the members of the jury must unanimously agree that at least 3 violations of s. 948.02(1) or (2) occurred within the specified period of time but need not agree on which acts constitute the requisite number and need not agree on whether a particular violation was a violation of s. 948.02(1) or (2).

<Text of subsec. (2), as affected by 2005 Act 437, §§ 5, 6>

(2)(a) If an action under sub. (1)(ag) is tried to a jury, in order to find the defendant guilty, the members of the jury must unanimously agree that at least 3 violations of s. 948.02(1)(a) occurred within the specified period of time but need not agree on which acts constitute the requisite number.

(am) If an action under sub. (1)(ar) is tried to a jury, in order to find the defendant guilty the members of the jury must unanimously agree that at least 3 violations of s. 948.02(1)(a) or (b) occurred within the specified period of time but need not agree on which acts constitute the requisite number.

(b) If an action under sub. (1)(b) is tried to a jury, in order to find the defendant guilty the members of the jury must unanimously agree that at least 3 violations of s. 948.02(1) or (2) occurred within the specified period of time but need not agree on which acts constitute the requisite number and need not agree on whether a particular violation was a violation of s. 948.02(1) or (2).

(3) The state may not charge in the same action a defendant with a violation of this section and with a felony violation involving the same child under ch. 944 or a violation involving the same child under s. 948.02, 948.05, 948.06, 948.07, 948.075, 948.08, 948.10, 948.11, or 948.12, unless the other violation occurred outside of the time period applicable under sub. (1). This subsection does not prohibit a conviction for an included crime under s. 939.66 when the defendant is charged with a violation of this section.

WIS. STAT. § 940.22

940.22. Sexual exploitation by therapist; duty to report

(1) DEFINITIONS. In this section:

(a) "Department" means the department of regulation and licensing.

(b) "Physician" has the meaning designated in s. 448.01(5)

(c) "Psychologist" means a person who practices psychology, as described in s. 455.01(5)

(d) "Psychotherapy" has the meaning designated in s. 455.01(6)

(e) "Record" means any document relating to the investigation, assessment and disposition of a report under this section.

(f) "Reporter" means a therapist who reports suspected sexual contact between his or her patient or client and another therapist.

(g) "Sexual contact" has the meaning designated in s. 940.225(5)(b)

(h) "Subject" means the therapist named in a report or record as being suspected of having sexual contact with a patient or client or who has been determined to have engaged in sexual contact with a patient or client.

(i) "Therapist" means a physician, psychologist, social worker, marriage and family therapist, professional counselor, nurse, chemical dependency counselor, member of the clergy or other person, whether or not licensed or certified by the state, who performs or purports to perform psychotherapy.

(2) SEXUAL CONTACT PROHIBITED.

Any person who is or who holds himself or herself out to be a therapist and who intentionally has sexual contact with a patient or client during any ongoing therapist-patient or therapist-client relationship, regardless of whether it occurs during any treatment, consultation, interview or examination, is guilty of a Class F felony. Consent is not an issue in an action under this subsection.

(3) REPORTS OF SEXUAL CONTACT.

(a) If a therapist has reasonable cause to suspect that a patient or client he or she has seen in the course of professional duties is a victim of sexual contact by another therapist or a person who holds himself or herself out to be a therapist in violation of sub. (2), as soon thereafter as practicable the therapist shall ask the patient or client if he or she wants the therapist to make a report under this subsection. The therapist shall explain that the report need not identify the patient or client as the victim. If the patient or client wants the therapist to make the report, the patient or client shall provide the therapist with a written consent to the report and shall specify whether the patient's or client's identity will be included in the report.

(b) Within 30 days after a patient or client consents under par. (a) to a report, the therapist shall report the suspicion to:

1. The department, if the reporter believes the subject of the report is licensed by the state. The department shall promptly communicate the information to the appropriate examining board or affiliated credentialing board.

2. The district attorney for the county in which the sexual contact is likely, in the opinion of the reporter, to have occurred, if subd. 1. is not applicable.

(c) A report under this subsection shall contain only information that is necessary to identify the reporter and subject and to express the suspicion that sexual contact has occurred in violation of sub. (2). The report shall not contain information as to the identity of the alleged victim of sexual contact unless the patient or client requests under par. (a) that this information be included.

(d) Whoever intentionally violates this subsection by failing to report as required under pars. (a) to (c) is guilty of a Class A misdemeanor.

(4) CONFIDENTIALITY OF REPORTS AND RECORDS.

(a) All reports and records made from reports under sub. (3) and maintained by the department, examining boards, affiliated credentialing boards, district attorneys and other persons, officials and institutions shall be confidential and are exempt from disclosure under s. 19.35(1) Information regarding the identity of a victim or alleged victim of sexual contact by a therapist shall not be disclosed by a reporter or by persons who have received or have access to a report or record unless disclosure is consented to in writing by the victim or alleged victim. The report of information under sub. (3) and the disclosure of a report or record under this subsection does not violate any person's responsibility for maintaining the confidentiality of patient health care records, as defined in s. 146.81 (4) and as required under s. 146.82 Reports and records may be disclosed only to appropriate staff of a district attorney or a law enforcement agency within this state for purposes of investigation or prosecution.

(b)

1. The department, a district attorney, an examining board or an affiliated credentialing board within this state may exchange information from a report or record on the same subject.
2. If the department receives 2 or more reports under sub. (3) regarding the same subject, the department shall communicate information from the reports to the appropriate district attorneys and may inform the applicable reporters that another report has been received regarding the same subject.
3. If a district attorney receives 2 or more reports under sub. (3) regarding the same subject, the district attorney may inform the applicable reporters that another report has been received regarding the same subject.
4. After reporters receive the information under subd. 2. or 3., they may inform the applicable patients or clients that another report was received regarding the same subject.

(c) A person to whom a report or record is disclosed under this subsection may not further disclose it, except to the persons and for the purposes specified in this section.

(d) Whoever intentionally violates this subsection, or permits or encourages the unauthorized dissemination or use of information contained in reports and records made under this section, is guilty of a Class A misdemeanor.

(5) IMMUNITY FROM LIABILITY.

Any person or institution participating in good faith in the making of a report or record under this section is immune from any civil or criminal liability that results by reason of the action. For the purpose of any civil or criminal action or proceeding, any person reporting under this section is presumed to be acting in good faith. The immunity provided under this subsection does not apply to liability resulting from sexual contact by a therapist with a patient or client.

WIS. STAT. § 947.013

947.013. Harassment

(1) In this section:

- (a) "Course of conduct" means a pattern of conduct composed of a series of acts over a period of time, however short, evidencing a continuity of purpose.
 - (b) "Credible threat" means a threat made with the intent and apparent ability to carry out the threat.
 - (c) "Personally identifiable information" has the meaning given in s. 19.62(5)
 - (d) "Record" has the meaning given in s. 19.32(2)
- (1m) Whoever, with intent to harass or intimidate another person, does any of the following is subject to a Class B forfeiture:
- (a) Strikes, shoves, kicks or otherwise subjects the person to physical contact or attempts or threatens to do the same.
 - (b) Engages in a course of conduct or repeatedly commits acts which harass or intimidate the person and which serve no legitimate purpose.

(1r) Whoever violates sub. (1m) under all of the following circumstances is guilty of a Class A misdemeanor:

- (a) The act is accompanied by a credible threat that places the victim in reasonable fear of death or great bodily harm.
- (b) The act occurs while the actor is subject to an order or injunction under s. 813.12, 813.122 or 813.125 that prohibits or limits his or her contact with the victim.

(1t) Whoever violates sub. (1r) is guilty of a Class I felony if the person has a prior conviction under this subsection or sub. (1r), (1v), or (1x) or s. 940.32(2), (2e), (2m), or involving the same victim and the present violation occurs within 7 years of the prior conviction.

(1v) Whoever violates sub. (1r) is guilty of a Class H felony if he or she intentionally gains access to a record in electronic format that contains personally identifiable information regarding the victim in order to facilitate the violation under sub. (1r)

(1x) Whoever violates sub. (1r) under all of the following circumstances is guilty of a Class H felony:

- (a) The person has a prior conviction under sub. (1r), (1t) or (1v) or this subsection or s. 940.32(2), (2e), (2m), or (3)
- (b) The person intentionally gains access to a record in order to facilitate the current violation under sub. (1r)
- (2) This section does not prohibit any person from participating in lawful conduct in labor disputes under s. 103.53

WIS. STAT. § 950.01

950.01. Legislative intent

In recognition of the civic and moral duty of victims and witnesses of crime to fully and voluntarily cooperate with law enforcement and prosecutorial agencies, and in further recognition of the continuing importance of such citizen cooperation to state and local law enforcement efforts and the general effectiveness and well-being of the criminal justice system of this state, the legislature declares its intent, in this chapter, to ensure that all victims and witnesses of crime are treated with dignity, respect, courtesy and sensitivity; and that the rights extended in this chapter to victims and witnesses of crime are honored and protected by law enforcement agencies, prosecutors and judges in a manner no less vigorous than the protections afforded criminal defendants.

WIS. STAT. § 950.02

950.02. Definitions - In this chapter:

- (1) Except in sub. (3), "child" means a person who is less than 18 years of age.
- (1m) "Crime" means an act committed in this state which, if committed by a competent adult, would constitute a crime, as defined in s. 939.12.

(1t) "Custodial agency" means any person authorized to arrest or take into actual physical custody an individual who is alleged to have committed a crime. "Custodial agency" includes a law enforcement agency, a sheriff, superintendent or other keeper of a jail and a person authorized to take custody of a juvenile under s. 938.19 or 938.20(4).

(2) "Department" means the department of justice.

(2m) "District attorney" means any of the following:

(a) The district attorney or other person authorized to prosecute a criminal case or a delinquency proceeding under ch. 938.

(b) A person designated by a person specified in par. (a) to perform the district attorney's duties under this chapter.

(3) "Family member" means spouse, minor child, adult child, sibling, parent, or legal guardian.

(3m) "Law enforcement agency" has the meaning given in s. 165.83(1)(b).

(4)(a) "Victim" means any of the following:

1. A person against whom a crime has been committed.

2. If the person specified in subd. 1. is a child, a parent, guardian or legal custodian of the child.

3. If a person specified in subd. 1. is physically or emotionally unable to exercise the rights granted under s. 950.04 or article I, section 9m, of the Wisconsin constitution, a person designated by the person specified in subd. 1. or a family member of the person specified in subd. 1.

4. If a person specified in subd. 1. is deceased, any of the following:

a. A family member of the person who is deceased.

b. A person who resided with the person who is deceased.

5. If a person specified in subd. 1. has been adjudicated incompetent in this state, the guardian of the person appointed for him or her.

(b) "Victim" does not include the person charged with or alleged to have committed the crime.

(4m) "Victim and witness office" means an organization or program that provides services for which the county receives reimbursement under this chapter.

(5) "Witness" means any person who has been or is expected to be summoned to testify for the prosecution, or who by reason of having relevant information is subject to call or likely to be called as a witness for the prosecution, whether or not any action or proceeding has yet been commenced.

WIS. STAT. § 950.03

950.03. Eligibility of victims

A victim has the rights and is eligible for the services under this chapter only if the crime has been reported to law enforcement authorities.

WIS. STAT. § 950.04

950.04. Basic bill of rights for victims and witnesses

(1v) RIGHTS OF VICTIMS. Victims of crimes have the following rights:

(a) To have his or her interest considered when the court is deciding whether to grant a continuance in the case, as provided under ss. 938.315(2) and 971.10(3)(b)3.

(b) To attend court proceedings in the case, subject to ss. 906.15 and 938.299(1). The court may require the victim to exercise his or her right under this paragraph using telephone or live audiovisual means, if available, if the victim is under arrest, incarcerated, imprisoned or otherwise detained by any law enforcement agency or is admitted or committed on an inpatient basis to a treatment facility under ch. 51, 971 or 980, and the victim does not have a person specified in s. 950.02(4)(a)3. to exercise the victim's right under this paragraph.

(bm) To be provided with appropriate intercession services to ensure that employers of victims will cooperate with the criminal justice process and the juvenile justice process in order to minimize an employee's loss of pay and other benefits resulting from court appearances.

(c) To be accompanied by a service representative, as provided under s. 895.45.

(d) To request an order for, and to be given the results of, testing to determine the presence of a communicable disease, as provided under ss. 938.296 or 968.38.

(dL) To not be the subject of a law enforcement officer's or district attorney's order, request, or suggestion that he or she submit to a test using a lie detector, as defined in s. 111.37(1)(b), if he or she claims to have been the victim of a sexual assault under s. 940.22(2), 940.225, 948.02(1) or (2), or 948.085, except as permitted under s. 968.265.

(e) To be provided a waiting area under ss. 938.2965 and 967.10.

(em) To have his or her interests considered by the court in determining whether to exclude persons from a preliminary hearing, as provided under s. 970.03(4).

(f) To have the parole commission make a reasonable attempt to notify the victim of applications for parole, as provided under s. 304.06(1).

(g) To have reasonable attempts made to notify the victim of hearings or court proceedings, as provided under ss. 302.113(9g)(g)2., 302.114(6), 938.27(4m) and (6), 938.273(2), 971.095(3) and 972.14(3)(b).

(gm) To have reasonable attempts made to notify the victim of petitions for sentence adjustment as provided under s. 973.195(1r)(d).

(i) To have, at his or her request, the opportunity to consult with intake workers, district attorneys and corporation counsel in cases under ch. 938, as provided under ss. 938.245(1m), 938.265 and 938.32(1)(am).

(j) To have, at his or her request, the opportunity to consult with the prosecution in a case brought in a court of criminal jurisdiction, as provided under s. 971.095(2).

(k) To a speedy disposition of the case in which they are involved as a victim in order to minimize the length of time they must endure the stress of their responsibilities in connection with the matter.

(L) To have the district attorney or corporation counsel, whichever is applicable, make a reasonable attempt to contact the victim concerning the victim's right to make a statement, as provided under ss. 938.32(1)(b) 2., 938.335(3m)(b) and 972.14(3)(b).

(m) To provide statements concerning sentencing, disposition or parole, as provided under ss. 304.06(1)(e), 938.32(1)(b)1. [s. 938.32(1)(b)1g.], 938.335(3m)(a) [938.335(3m)(ag)] and 972.14(3)(a).

(n) To have direct input in the parole decision-making process, as provided by the rules promulgated under s. 304.06(1)(em).

(nn) To attend parole interviews or hearings and make statements as provided under s. 304.06(1)(eg).

(nt) To attend a hearing on a petition for modification of a bifurcated sentence and provide a statement concerning modification of the bifurcated sentence, as provided under s. 302.113(9g)(d).

(o) To have information concerning the impact of a delinquent act on the victim included in a court report under s. 938.33 and to have the person preparing the court report attempt to contact the victim, as provided under s. 938.331.

(p) To have the person preparing a presentence investigation under s. 972.15 make a reasonable attempt to contact the victim, as provided in s. 972.15(2m).

(pm) To have the court provided with information pertaining to the economic, physical and psychological effect of the crime upon the victim and have the information considered by the court.

(q) To restitution, as provided under ss. 938.245(2)(a)5., 938.32(1t), 938.34(5), 938.345, 943.212, 943.23(6), 943.245, 943.51 and 973.20.

(qm) To be compensated as provided under s. 969.13(5)(a).

(r) To a judgment for unpaid restitution, as provided under ss. 895.035(2m) and 973.09(3)(b).

(rm) To compensation, as provided under subch. I of ch. 949.

(s) To have any stolen or other personal property expeditiously returned by law enforcement agencies when no longer needed as evidence, subject to s. 968.205. If feasible, all such property, except weapons, currency, contraband, property subject to evidentiary analysis, property subject to preservation under s. 968.205, and property the ownership of which is disputed, shall be returned to the person within 10 days of being taken.

(t) To receive information from law enforcement agencies, as provided under s. 950.08(2g).

(u) To receive information from district attorneys, as provided under s. 950.08(2r).

(um) To have district attorneys make a reasonable attempt to notify the victim under s. 971.17(4m) regarding conditional releases under s. 971.17.

(v) To have the department of corrections make a reasonable attempt to notify the victim under s. 301.046(4) regarding community residential confinements, under s. 301.048(4m) regarding participation in the intensive sanctions program, under s. 301.38 regarding escapes from a Type 1 prison, under s. 301.46(3) regarding persons registered under s. 301.45, under s. 302.105 regarding release upon expiration of certain sentences, under s. 304.063 regarding extended supervision and parole releases, and under s. 938.51 regarding release or escape of a juvenile from correctional custody.

(vm) To have the appropriate clerk of court send the victim a copy of an inmate's petition for extended supervision and notification of the hearing on that petition under s. 302.114(6).

(w) To have the department of corrections make a reasonable attempt to notify the victim under s. 303.068(4m) regarding leave granted to qualified inmates under s. 303.068.

(x) To have the department of health and family services make a reasonable attempt to notify the victim under s. 971.17(6m) regarding termination or discharge under s. 971.17 and under s. 51.37(10) regarding home visits under s. 51.37(10).

(xm) To have the department of health and family services make a reasonable attempt to notify the victim under s. 980.11 regarding supervised release under s. 980.08 and discharge under s. 980.09(4).

(y) To have reasonable attempts made to notify the victim concerning actions taken in a juvenile proceeding, as provided under ss. 938.24(5m), 938.25(2m), 938.312 and 938.346.

(yd) To have the appropriate clerk of court make a reasonable attempt to send the victim a copy of a motion made under s. 974.07(2) for post-conviction deoxyribonucleic acid testing of certain evidence and notification of any hearing on that motion, as provided under s. 974.07(4).

(ym) To have the governor make a reasonable attempt to notify the victim of a pardon application, as provided under s. 304.09(2) and (3).

(z) To make a written statement concerning pardon applications, as provided under s. 304.10(2).

(zm) To request information from a district attorney concerning the disposition of a case involving a crime of which he or she was a victim, as provided under s. 971.095(6).

(zx) To complain to the department of justice concerning the treatment of crime victims, as provided under s. 950.08(3), and to request review by the crime victims rights board of the complaint, as provided under s. 950.09(2).

(2w) RIGHTS OF WITNESSES. Witnesses of crimes have the following rights:

(a) To request information from the district attorney about the final disposition of the case.

(b) To be notified that a court proceeding to which they have been subpoenaed will not go on as scheduled, in order to save the person an unnecessary trip to court.

(c) To receive protection from harm and threats of harm arising out of their cooperation with law enforcement and prosecution efforts, and to be provided with information as to the level of protection available.

(d) To be informed of financial assistance and other social services available as a result of being a witness of a crime, including information on how to apply for the assistance and services.

(e) To be informed of the procedure to be followed in order to apply for and receive any witness fee to which they are entitled.

(f) To be provided a waiting area under ss. 938.2965 and 967.10.

(fm) To have any stolen or other personal property expeditiously returned by law enforcement agencies when no longer needed as evidence. If feasible, all such property, except weapons, currency, contraband, property subject to evidentiary analysis and property the ownership of which is disputed, shall be returned to the person within 10 days of being taken.

(g) To be provided with appropriate intercession services to ensure that employers of witnesses will cooperate with the criminal justice process and the juvenile justice process in order to minimize an employee's loss of pay and other benefits resulting from court appearances.

(h) To be entitled to a speedy disposition of the case in which they are involved as a witness in order to minimize the length of time they must endure the stress of their responsibilities in connection with the matter.

WIS. STAT. § 950.055

950.055. Child victims and witnesses; rights and services

(1) LEGISLATIVE INTENT. The legislature finds that it is necessary to provide child victims and witnesses with

additional consideration and different treatment than that usually afforded to adults. The legislature intends, in this section, to provide these children with additional rights and protections during their involvement with the criminal justice or juvenile justice system. The legislature urges the news media to use restraint in revealing the identity of child victims or witnesses, especially in sensitive cases.

(2) **ADDITIONAL SERVICES.** In addition to all rights afforded to victims and witnesses under s. 950.04 and services provided under s. 950.06(1m), counties are encouraged to provide the following additional services on behalf of children who are involved in criminal or delinquency proceedings as victims or witnesses:

(a) Explanations, in language understood by the child, of all legal proceedings in which the child will be involved.

(b) Advice to the judge, when appropriate and as a friend of the court, regarding the child's ability to understand proceedings and questions. The services may include providing assistance in determinations concerning the taking of depositions by audiovisual means under s. 908.08 or 967.04(7) and (8) and the duty to expedite proceedings under s. 971.105.

(c) Advice to the district attorney concerning the ability of a child witness to cooperate with the prosecution and the potential effects of the proceedings on the child.

(d) Information about and referrals to appropriate social services programs to assist the child and the child's family in coping with the emotional impact of the crime and the subsequent proceedings in which the child is involved.

(3) **PROGRAM RESPONSIBILITY.** In each county, the county board is responsible for the provision of services under this section. A county may seek reimbursement for services provided under this section as part of its program plan submitted to the department under s. 950.06. To the extent possible, counties shall utilize volunteers and existing public resources for the provision of these services.

WIS. STAT. § 950.06

950.06. Reimbursement for services

(1m) To be eligible for reimbursement under this section for the provision of services to victims and witnesses, a county shall provide all of the following services to victims and witnesses:

(a) Court appearance notification services, including cancellation of appearances.

(b) Victim compensation and social services referrals, including witness fee collection, case-by-case referrals and public information.

(c) Escort and other transportation services related to the investigation or prosecution of the case, if necessary or advisable.

(d) Case progress notification services which may be combined with services under par. (a)

(dm) Assistance in providing the court with information pertaining to the economic, physical and psychological effect of the crime upon the victim of a felony.

(e) Employer intercession services.

(f) Expedited return of property services.

(g) Protection services.

(h) Family support services, including child and other dependent care services.

(i) Waiting facilities.

(2) The costs of providing services under sub. (1m) shall be paid for by the county, but the county is eligible to receive reimbursement from the state for not more than 90% of the costs incurred in providing those services. The department shall determine the level of services for which a county may be reimbursed. The county board shall file a claim for reimbursement with the department. The department shall reimburse counties under this subsection from the appropriation under s. 20.455(5)(k), (kk) and (kp) and, on a semiannual basis, from the appropriations under s. 20.455(5)(c) and (g)

(3) The county board shall provide for the implementation of the county's plan under sub. (4). Two or more counties may submit a joint plan under sub. (4)

(4) If the county seeks reimbursement under sub. (2), the county board shall submit a program plan to the department for its approval. The county is eligible for reimbursement under sub. (2) only if the department has approved the plan. The program plan shall describe the level of

services to victims and witnesses that the county intends to provide; the personnel or agencies responsible for related administrative programs and individual services; proposed staffing for the program; proposed education, training and experience requirements for program staff and the staff of agencies providing related administrative programs and individual services; the county's budget for implementing the program and other information the department determines to be necessary for its review. The plan shall provide that the district attorney, local law enforcement agencies and the courts shall make available to the person or agency responsible for administering the program all reports or files, except reports or files which are required by statute to be kept confidential, if the reports or files are required by the person or agency to carry out program responsibilities. Each year, the county board shall submit a report to the department on the operation of the plan, including the provision of services under sub. (1m)

(5) The department shall review and approve the implementation and operation of programs and the annual reports under this section. The department may suspend or terminate reimbursement under sub. (2) if the county fails to comply with its duties under this section. The department shall promulgate rules under ch. 227 for implementing and administering county programs approved under this section.

WIS. STAT. § 950.07

950.07. Intergovernmental cooperation

The county board, district attorney, local law enforcement agencies, local social service agencies, victim and witness offices and courts shall all cooperate with each other to ensure that victims and witnesses of crimes receive the rights and services to which they are entitled under this chapter.

WIS. STAT. § 950.08

950.08. Information and mediation services

(1) **DUTIES OF DEPARTMENT; TOLL-FREE TELEPHONE NUMBER.**

The department shall maintain a toll-free telephone number to provide crime victims and witnesses with all of the following services:

(a) Information and referral to available services.

(b) Crisis counseling and emotional support.

(c) Assistance in securing resources and protection.

(2) DUTIES OF DEPARTMENT; GENERAL INFORMATIONAL PROGRAM.

The department shall provide an informational program to inform crime victims, the general public, criminal justice officials and related professionals about crime victim rights and services.

(2g) INFORMATION TO BE PROVIDED BY LAW ENFORCEMENT AGENCIES.

No later than 24 hours after a law enforcement agency has initial contact with a victim of a crime that the law enforcement agency is responsible for investigating, the law enforcement agency shall make a reasonable attempt to provide to the victim written information on all of the following:

- (a) A list of the rights of victims under s. 950.04(1v)
- (b) The availability of compensation under ch. 949 and the address and telephone number at which to contact the department for information concerning compensation under ch. 949
- (c) The address and telephone number of the intake worker, corporation counsel or district attorney whom the victim may contact to obtain information concerning the rights of victims and to request notice of court proceedings under ss. 938.27(4m) and (6), 938.273(2), 938.299(1)(am) and 938.335(3m)(b) or ss. 971.095(3) and 972.14(3)(b), whichever is applicable, and to request the opportunity to confer under ss. 938.245(1m), 938.265 or 938.32(1)(am) or s. 971.095(2), whichever is applicable.
- (d) The address and telephone number of the custodial agency that the victim may contact to obtain information concerning the taking into custody or arrest of a suspect in connection with the crime of which he or she is a victim.
- (e) The address and telephone number of the custodial agency that the victim may contact for information concerning release under s. 938.20 or 938.21 or ch. 969, whichever is appropriate, of a person arrested or taken into custody for the crime of which he or she is a victim.
- (f) Suggested procedures for the victim to follow if he or she is subject to threats or intimidation arising out of his or her cooperation with law enforcement and prosecution efforts relating to a crime of which he or she is a victim.

(g) The address and telephone number at which the victim may contact the department or any local agency that provides victim assistance in order to obtain further information about services available for victims, including medical services.

(2r) INFORMATION TO BE PROVIDED BY A DISTRICT ATTORNEY IN CRIMINAL CASES.

As soon as practicable, but in no event, later than 10 days after the initial appearance under s. 970.01 or 24 hours before a preliminary examination under s. 970.03, whichever is earlier, of a person charged with a crime in a court of criminal jurisdiction, a district attorney shall make a reasonable attempt to provide to each victim of the crime written information on all of the following:

- (a) A brief statement of the procedure for prosecuting a crime.
- (b) A list of the rights of victims under s. 950.04(1v) and information about how to exercise those rights.
- (c) The person or agency to notify if the victim changes his or her address and wants to continue to receive notices and services under s. 950.04 or 971.095(3)
- (d) The availability of compensation under ch. 949, including information concerning eligibility for compensation and the procedure for applying for compensation.
- (e) The person to contact for further information about a case involving the prosecution of a crime of which he or she is a victim.

(2s) INFORMATION CONCERNING JUVENILE CASES.

Notification of a victim of an act committed by a juvenile concerning the rights of victims under ch. 938 shall be provided as specified in s. 938.346

(3) DUTIES OF DEPARTMENT; MEDIATION.

The department may receive complaints, seek to mediate complaints and, with the consent of the involved parties, actually mediate complaints regarding the treatment of crime victims and witnesses by public officials, employees or agencies or under crime victim and witness assistance programs. The department may act as a liaison between crime victims or witnesses and others when seeking to mediate these complaints and may request a written response regarding the complaint from the subject of a complaint. If asked by the department to provide a written response regarding a complaint, the subject of a complaint shall respond to the department's request within a reasonable time.

WIS. STAT. § 950.09

950.09 Crime victims' rights board

(1) In this section, "board" means the crime victims' rights board.

(2) At the request of one of the involved parties, the board may review a complaint made to the department under s. 950.08(3) regarding a violation of the rights of a crime victim. A party may not request the board to review a complaint under this subsection until the department has completed its action on the complaint under s. 950.08(3). In reviewing a complaint under this subsection, the board may not begin any investigation or take any action specified in pars. (a) to (d) until the board first determines that there is probable cause to believe that the subject of the complaint violated the rights of a crime victim. Based on its review of a complaint under this subsection, the board may do any of the following:

- (a) Issue private and public reprimands of public officials, employees or agencies that violate the rights of crime victims provided under this chapter, ch. 938 and article I, section 9m, of the Wisconsin constitution
- (b) Refer to the judicial commission a violation or alleged violation by a judge of the rights of crime victims provided under this chapter, ch. 938 and article I, section 9m, of the Wisconsin constitution
- (c) Seek appropriate equitable relief on behalf of a victim if such relief is necessary to protect the rights of the victim. The board may not seek to appeal, reverse or modify a judgment of conviction or a sentence in a criminal case.

(d) Bring civil actions to assess a forfeiture under s. 950.11. Notwithstanding s. 778.06, an action or proposed action authorized under this paragraph may be settled for such sum as may be agreed upon between the parties. In settling actions or proposed actions, the board shall treat comparable situations in a comparable manner and shall assure that any settlement bears a reasonable relationship to the severity of the offense or alleged offense. Forfeiture actions brought by the board shall be brought in the circuit court for the county in which the violation is alleged to have occurred.

(3) In addition to its powers under sub. (2), the board may issue reports and recommendations concerning the securing and provision of crime victims' rights and services.

(4) Actions of the board are not subject to approval or review by the attorney general.

(5) The board shall promulgate rules establishing procedures for the exercise of its powers under this section.

WIS. STAT. § 950.095

950.095. Confidentiality of complaints

(1) (a) The records of the department relating to a complaint made under s. 950.08(3) are confidential unless the subject of the complaint waives the right to confidentiality in writing to the department.

(am) Before a finding of probable cause under s. 950.09(2), a complaint referred to the crime victims rights board under s. 950.09(2) is confidential unless the subject of the complaint waives the right to confidentiality in writing to the crime victims rights board.

(b) If a complaint becomes known to the public before the completion of action by the department under s. 950.08(3) or a finding of probable cause by the crime victims rights board under s. 950.09(2), the department or the crime victims rights board, whichever is applicable, may issue statements in order to confirm that a complaint has been made or is being reviewed, to clarify the procedural aspects of actions taken under ss. 950.08(3) and 950.09(2), to explain the right of the subject of the complaint to respond to the complaint, to state that the subject of the complaint denies the allegations, if applicable, to state that action under ss. 950.08(3) and 950.09(2) has been completed and no basis for the complaint was found or to correct public misinformation.

(1m) In investigating a complaint made under s. 950.08(3) or being reviewed under s. 950.09, the department or the crime victims rights board, whichever is applicable, shall do all of the following:

(a) Act to avoid unnecessary embarrassment to and publicity for the subject of the complaint.

(b) Request any person contacted for information not to disclose that an investigation is being conducted or the nature of any inquiries made by the department or the crime victims rights board.



(2) This section does not preclude the department or the crime victims' rights board from doing any of the following:

(a) Informing the person who made the complaint of the outcome of any action by the department or review by the crime victims' rights board.

(b) Referring to the judicial commission information relating to alleged misconduct by or an alleged disability of a judge or court commissioner.

(c) Referring to an appropriate law enforcement authority information relating to possible criminal conductor or otherwise cooperating with a law enforcement authority in matters of mutual interest.

(d) Referring to an attorney disciplinary agency information relating to the possible misconduct or incapacity of an attorney or otherwise cooperating with an attorney disciplinary agency in matters of mutual interest.

(e) Disclosing to the chief justice or director of state courts information relating to matters affecting the administration of the courts.

WIS. STAT. § 950.10

950.10. Limitation on liability; grounds for appeal

(1) No cause of action for money damages may arise against the state, any political subdivision of the state or any employee or agent of the state or a political subdivision of the state for any act or omission in the performance of any power or duty under this chapter or under article I, section 9m, of the Wisconsin constitution or for any act or omission in the performance of any power or duty under ch. 938 relating to the rights of, services for or notices to victims.

(2) A failure to provide a right, service or notice to a victim under this chapter or ch. 938 or under article I, section 9m, of the Wisconsin constitution is not a ground for an appeal of a judgment of conviction or sentence and is not grounds for any court to reverse or modify a judgment of conviction or sentence.

WIS. STAT. § 950.11

950.11. Penalties

A public official, employee or agency that intentionally fails to provide a right specified under s. 950.04(1v) to a victim of a crime may be subject to a forfeiture of not more than 1,000.

ANNUAL FIRE SAFETY REPORT

The Higher Education Opportunity Act, enacted on August 14, 2008, requires institutions that maintain on-campus student housing facilities to publish an annual fire safety report that contains information about campus fire safety practices and standards of the institution. The Annual Fire Safety Report has been combined with the Annual Security Report and will be posted on the UWM website at <http://uwm.edu/health-safety/>. Each year, UWM also sends an email notification to all enrolled students and current employees that provides the website to access this report. Anyone may request a physical copy of the report at the Dean of Students, Student Union 345, or by calling 414-229-4632. There is no university housing on the Washington County or Waukesha campuses.

SANDBURG RESIDENCE HALLS, 3400 N. MARYLAND AVE., MILWAUKEE, WI 53211

Year	Total Fires	Fire Number	Cause	Number of Injured Receiving Treatment	Number of Deaths	Property Damage (\$)
2016	1	1	Unintentional-cooking	0	0	\$62,522
2017	1	1	Unintentional-cooking	0	0	\$65
2018	1	1	Unintentional-cooking	0	0	0

PURIN HALL, 2600 E. KENWOOD BLVD., MILWAUKEE, WI 53211

Year	Total Fires	Fire Number	Cause	Number of Injured Receiving Treatment	Number of Deaths	Property Damage (\$)
2016	0	0	N/A	0	0	0
2017	0	0	N/A	0	0	0
2018	0	0	N/A	0	0	0

KENILWORTH SQUARE APARTMENTS, 1915 E. KENILWORTH PL., MILWAUKEE, WI 53202

Year	Total Fires	Fire Number	Cause	Number of Injured Receiving Treatment	Number of Deaths	Property Damage (\$)
2016	0	0	N/A	0	0	0
2017	3	1	Unintentional-cooking	0	0	\$750
		2	Unintentional-cooking	0	0	\$8513
		3	Unintentional-cooking	0	0	\$1459
2018	0	0	N/A	0	0	0

CAMBRIDGE COMMONS, 2323 N. CAMBRIDGE AVE., MILWAUKEE, WI 53211

Year	Total Fires	Fire Number	Cause	Number of Injured Receiving Treatment	Number of Deaths	Property Damage (\$)
2016	1	1	Unintentional-dryer vent	1	0	\$37,025
2017	1	1	Unintentional-cooking	0	0	0
2018	1	1	Intentional-burned flyer	0	0	\$1

RIVERVIEW RESIDENCE HALL, 2340 N. COMMERCE ST., MILWAUKEE, WI 53212

Year	Total Fires	Fire Number	Cause	Number of Injured Receiving Treatment	Number of Deaths	Property Damage (\$)
2016	1	1	Unintentional-cooking	0	0	\$0
2017	3	1	Intentional-lit condiment packet in elevator	0	0	\$1
		2	Intentional-burned door decorations	0	0	\$1
		3	Intentional-burned flyer	0	0	\$1
2018	0	0	N/A	0	0	0

Policies and Procedures Impacting Fire Safety

FIRE SAFETY SYSTEMS IN STUDENT HOUSING

Sandburg Halls have the following fire safety systems currently in place:

- Complete automatic sprinkler system.
- Fire alarm system monitored by the UWM University Housing facilities staff and the UWM Police Department.
- Smoke detector in each resident room and each suite has an alarm speaker and strobe light located in the hallway or common area within the suite or apartment.
- Egress corridors and stairwells are fire rated.
- Residents with disabilities are accommodated according to their needs.

Note: Sandburg Halls are equipped with a fire alarm system that sounds independently in each tower.

Kenilworth Square Apartments have the following fire safety systems in place:

- Complete automatic sprinkler system.
- Fire alarm system monitored by the UWM University Housing facilities staff and a 24-hour central station monitoring service
- Smoke detector in each resident room and each suite has an alarm speaker and strobe light located in the hallway or common area within the suite or apartment.
- Egress corridors and stairwells are fire rated.
- Residents with disabilities are accommodated according to their needs.

Purin Hall has the following fire safety systems in place:

- Fire alarm system with notification system throughout the entire building.
- Smoke alarms detectors in each apartment.
- Egress corridors and stairwells are fire rated.
- Heat detectors in kitchen areas.
- Heat detectors in parking structure, boiler room, and generator room.

Cambridge Commons Residence Hall has the following fire safety systems in place:

- Complete automatic sprinkler system.

- Fire alarm system monitored by the UWM University Housing facilities staff and a 24-hour central station monitoring service (it dials out to Emergency 24, not the UWM Police Department).
- Smoke detector in each resident room and each suite has an alarm speaker and strobe light located in the hallway or common area within the suite or apartment.
- Egress corridors and stairwells are fire rated.
- Residents with disabilities are accommodated according to their needs.

RiverView Residence Hall has the following fire safety systems in place:

- Complete automatic sprinkler system.
- Fire alarm system monitored by the UWM University Housing facilities staff and a 24-hour central station monitoring service (it dials out to Emergency 24, not University Police).
- Smoke detector in each resident room and each suite has an alarm speaker and strobe light located in the hallway or common area within the suite or apartment.
- Egress corridors and stairwells are fire rated.
- *Note: Fire alarm systems in each building undergo general testing regularly and every device (heat detectors, smoke detectors, flow switches, pull stations, monitor modules, etc.) as well as notification devices (speakers and strobes) receive comprehensive system inspection annually.*

POLICIES ON PORTABLE ELECTRICAL APPLIANCES, SMOKING AND OPEN FLAMES IN STUDENT HOUSING

On-campus housing facilities have prohibitions against the following activities:

- Smoking
- Using lighted candles or other open flames devices
- Cooking in unapproved areas (bedrooms) including use of toaster ovens and appliances with an open heating element. Microwaves are allowed in some areas
- Use of space heaters, air conditioners
- Ceiling fans, or auxiliary heating/cooling devices
- Misuse of extension cords and power-strips
- Tampering with or blocking any fire protection equipment
- Possession of fireworks, live ammunition, flammable liquids and fuels, or other explosive or combustible materials
- Use of halogen lamps or halogen bulbs, and any

lamp with a plastic shade

- Possession of hotplates, deep fryers, toasters, toaster ovens, waffle irons, soldering irons, or grills

SPIRITUAL USE OF CANDLES/BURNING

University Housing policies allow the spiritual use of candles, incense, sage, sweetgrass, and cedar smoke, when its use is for the purpose of purification or prayer; is consistent with time-honored cultural, traditional, and spiritual observances; and complies with the protocols outlined in the Resident Handbook. **Residents are required to complete a form and receive approval at least one week in advance of the requested burning.** Once the form is submitted, the requestor must meet briefly with a member of the University Housing staff for an inspection of the area where the burning is to occur, along with a brief overview of how to use a fire extinguisher.

Additional information regarding fire safety within the residence halls is available on pages 29-30 of the University Housing Resident Handbook: <http://uwm.edu/housing/policies/forms-publications/>

STUDENT HOUSING EVACUATION PROCEDURES

The evacuation procedures are the same for all University Housing Facilities. University Housing's fire safety regulations are intended to prevent injuries to members of the university community and physical damage to facilities. Rooms are inspected periodically, at random, to assure compliance with University regulations. Because of the seriousness of the regulations that cover fire safety, University Housing takes disciplinary action on the first offense. Such actions may include an educational and/or a disciplinary sanction (such as housing contract probation, contract termination (eviction from the residence halls), etc.).

In the event that an alarm is activated, the fire alarm will sound and the strobe lights will flash. Sandburg Halls, Cambridge Commons, Kenilworth Square, and RiverView Halls are each equipped with a public address system, and University Housing staff will provide instructions for the residents to follow in response to a fire alarm. Residents should assume each alarm is genuine and respond according to directions given over the public address system. If the alarm is determined to be a false alarm, an "all clear" will be issued over the public address system. In the event of an actual fire emergency, residents will be instructed over the public address system to evacuate the building immediately. During an evacuation, residents must:

- Immediately evacuate the building using the nearest stairwell.
- If smoke or fumes are coming up the stairwell, a different stairwell should be used.
- Do not use the elevators. Depending on what

activates the fire alarm, the elevators may go to the first floor and remain there.

- Once residents have exited the building, they must move as far away as possible from the building to allow fire fighters access to the building.
- University Housing Staff will make clear announcements when the fire emergency has been resolved, and inform residents when it is safe to return to the building.

FIRE SAFETY EDUCATION AND TRAINING FOR STUDENTS, FACULTY AND STAFF

The Department of University Safety & Assurances (along with University Housing staff) provides training to University Housing staff including resident assistants, student security staff, and University Housing residential programs staff (live-in, student and professional employees) each year. This training includes information on fire protection features of facilities, fire prevention, evacuation and emergency procedures, and conducting health and safety inspections in resident living spaces.

Students are also educated at the beginning of each year by Resident Assistants on common fire causes, prohibited materials that contribute to fires, the damage that can occur as the result of fires, and University Housing rules regarding fire safety.

Fire safety training and information is available to all faculty, staff, and students in in-person and online formats. Fire Safety Awareness and Extinguisher training consists of classroom discussion of fire hazards, common causes, extinguishing resources and proper procedures to follow when a fire is discovered, as well as hands-on extinguisher instruction with a live fire. This in-person training is conducted during open sessions for the campus community and targeted sessions for University Housing resident assistants and security staff, academic departments, Facility Services, and as requested by departments or campus groups. Online information is available at <https://uwm.edu/safety-health/fire/>

FIRE DRILLS

University Housing conducts regular fire drills throughout the year, as well as routine system checks of all devices. University Housing facilities conducted fire evacuation drills for RiverView and Cambridge Commons Residence Halls on May 21, 2018 and the occupied towers of Sandburg Halls on May 23, 2018. During the fall of 2018, fire evacuation drills were conducted for Kenilworth Square Apartments as well as Sandburg North and West Towers on September 18, 2018; for Sandburg Commons, Cambridge Commons, and RiverView on September 19, 2018; and Purin Hall and Sandburg East and South Towers and on September 20, 2018. University Housing residential

program staff evaluated those drills in coordination with the Department of University Safety & Assurances.

Fire evacuation drills are conducted by activating each individual fire alarm system in each on-campus student housing facility. Drills occurred during the business day in buildings where there are office staff members, and the remainder occurred in the early evening hours when the majority of students were within the halls.

ELEVATOR USE DURING FIRES

When a fire alarm is sounded, elevators are programmed to go to the first floor of the building and remain locked out of normal service prevent building occupants from using the elevator during a fire. In the event of a fire or other emergency condition, the elevator can only be operated by trained firefighters.

Under no circumstances should anyone, other than a trained and experienced elevator technician, attempt to perform repairs to an elevator or its associated equipment, or attempt to rescue any entrapped passenger(s) unless a bona fide emergency, such as a risk to life or a fire, exists.

Under certain rare circumstances, when it is believed that a serious life/safety hazard exists, police or fire department personnel may access elevator shafts or cars using the proper procedures as outlined in ASME A17.4, "Emergency Evacuation of Passengers from Elevators."

Most campus elevators are equipped with emergency phones for the purpose of summoning aid for those stranded in a stalled elevator. Please identify yourself and the number from which you are calling. Identify the emergency, including type, location, injuries, and/or other known details to determine assistance needed. If possible, stay on the line until the dispatcher tells you that you can hang up.

FIRE PREPAREDNESS:

GENERAL

- Learn where emergency exits are located. All designated exits are clearly marked.
- Review the Emergency Evacuation Floor Plans for your building in advance of an emergency so that you are familiar with alternate routes in the event that your normal exit route is blocked by fire or smoke.
- Participate in fire drills. Fire drills are conducted to familiarize you with the sound of your building's fire alarm, the emergency exits which you may not normally use, and the procedures for calling the UWM Police.
- In case of fire evacuate through the nearest, safe stairwell. **Do not use elevators.**

IF YOU ARE DISABLED

If you are a wheelchair user, you should learn about fire safety, plan ahead for fire emergencies, and be aware of your own capabilities and limitations. Look for "areas of refuge", like stair enclosures or the other side of corridor fire doors. Most elevators are designed to stop operating when the alarm is sounding and are not safe during a fire. Sometimes it may be safer to stay in your room. If you are hearing-impaired you should request to be assigned to a room with strobe lights inside the bedroom. Contact the **Accessibility Resource Center** at www.uwm.edu/arc (x6287; voice or TTY) or see our webpage on Emergency Evacuation of People with Disabilities <https://uwm.edu/safety-health/emergency/> for additional information.

REPORTING FIRES

Reporting fires on the UWM campus occurs in several ways. First, most fires are reported through automated smoke detector or rate-of-rise heat detector systems. Each campus building is served by an advanced automated fire detection system that sounds a local alarm and also sends an alarm to the campus 911 emergency system. The system dispatcher notifies the local fire department and sends law enforcement officers to the alarm location for further investigation. Automated sensors are located in rooms and hallways and also inside building ventilation ductwork.

Second, fires are reported by the use of manual pull-boxes. The boxes, also connected to the advanced fire detection systems, activate the local alarm and send an alarm to the campus 911 emergency system.

Third, fires are reported by telephone and cellular phone calls to the campus 911 system. Users of campus telephones should dial 9-911 while cellular callers should dial (414) 229-9911 to reach the campus 911 dispatcher. The dispatcher contacts the local fire department and sends law enforcement officers to the alarm location for further investigation.

Fourth, fire sprinkler flow switches are integrated within the fire alarm system. Upon activation of a sprinkler head, both a localized alarm and a transmitted signal occurs similar to fire alarm activations by smoke or heat detectors. Students should also report any fire in progress to a resident assistant (assigned by floor) or Housing security staff:

Sandburg and Purin Hall Security Staff 414-229-6123

Cambridge Commons Security Staff 414-935-6900

RiverView Residence Hall Security Staff
414-229-3595

Kenilworth Square Apartments Security
Staff 414-229-0512

Per federal law, UWM is required to annually disclose statistical data on all fires that occur in on-campus student housing facilities. Listed below are the non-emergency numbers to call to report fires that have already been extinguished in on-campus student housing. These are fires for which you are unsure whether the UWM Police Department may already be aware. If you find evidence of such a fire or if you hear about such a fire, please contact one of the following:

UWM Police Department (non-emergency)
414-229-4627

Director of University Housing
414-229-6589

When calling, please provide as much information as possible about the location, date, time, and cause of the fire.

There is a reward for information leading the arrest of an arsonist. Causing a false alarm is a crime punishable by a fine of \$5,000 and 5 years' imprisonment. Vandalism of fire extinguishers, exit signs, and fire alarms robs you of your fire protection. Any person found responsible for these crimes will be prosecuted to the fullest extent of the law.

FIRE LOG:

The UWM Police Department updates and maintains a fire log of all fires on campus property, including in on-campus student housing facilities. The log includes the date the fire was reported, the nature of the fire, the date and time of the fire, and the general location of the fire. The log notes whether the fire is reportable under the Clery Act. Entries are recorded within 2 business days of the reporting of the information to the campus police. As matter of protocol, the professional staff in the Department of Residence Life report all fires to the UWM Police Department.

Fires reported within the past 60 days are available on demand at the UWM Police Department. Crime log entries older than 60 days may be available with two business days of the request.

PLANS FOR FUTURE IMPROVEMENTS IN FIRE SAFETY

University Housing Facilities installed fire alarm strobe light installs in West and North Tower student rooms to provide additional room choices for hearing-impaired students. Additionally, the West Tower emergency stairwell doors were recently replaced.

In 2019, the North and South Tower emergency stairwell doors were replaced to enhance function and fire rating.

