UW-Platteville Sexual Violence and Sexual Harassment Policy

Responsible University Official(s): Chancellor or Title IX Coordinator, as designee
Policy Owner: Dean of Students Office
Policy Contact: Dean of Students

REASON FOR POLICY

The purpose of this policy is to establish compliance with federal Title IX regulations at the University of Wisconsin - Platteville, University of Wisconsin - Platteville Baraboo Sauk County, and University of Wisconsin - Platteville Richland in support of UW System Regent Policy Document 14-2.

SCOPE

This policy prohibits acts of sexual violence and sexual harassment on university property, at university-sanctioned or university-affiliated events, and where off-campus conduct affects a member of the university community. This policy applies to all university students and employees. The university is committed to educating its community and to promptly and effectively responding to and redressing conduct that violates this policy. This policy provides the UW-Platteville community with information and resources to identify, report, and respond to sexual violence and sexual harassment including, sexual assault, stalking, and dating and domestic violence.

Title IX Coordinator. The duties of the UW-Platteville Title IX Coordinator are described in the institutional position description. Those duties include: receiving reports of sexual violence and sexual harassment; providing or supporting the provision of appropriate education and training; maintaining ongoing communication with any Deputy Title IX Coordinators and the Title IX Committee; ensuring that applicable policies, resources, and other information is up-to-date and properly disseminated. The duties of the Title IX Coordinator will be guided by principles of trauma-informed care.

Deputy Title IX Coordinators. The duties of the UW-Platteville Deputy Title IX Coordinators are described in the institutional position description. Those duties include: receiving reports of sexual violence and sexual harassment; maintaining appropriate records; supporting the provision of appropriate education and training; investigating and adjudicating allegations of sexual violence and sexual harassment as appropriate; and ensuring that applicable policies, resources, and other information is up-to-date and properly disseminated. The duties of the Deputy Title IX Coordinators will be guided by principles of trauma-informed care.

Title IX Committee. The Title IX committee at UW-Platteville meets on a bi-monthly, or as-needed, basis to discuss policy implementation and revision, to assess the effectiveness of trainings and educational programming, to address campus climate issues, and to provide guidance to the Title IX Coordinator.

Responsible Employees. These individuals should be properly trained to do the following:

   1. Be familiar with definitions of sexual violence and sexual harassment.
2. Be familiar with this and other related policies.
3. Be prepared to respond should an individual report an incident of sexual violence or sexual harassment.
4. Be familiar with resources on campus to which to refer a reporting individual.

**All Employees.** In accordance with s. 36.11(22), Wis. Stats., employees who witness an act of sexual assault, or who receive a first-hand report of sexual assault from an enrolled student, must report that information to the Dean of Students Office via their webpage, using the reporting link located on the right sidebar. Confidential employees, described below, are only required to report the occurrence of the sexual assault. All employees must comply with Executive Order 54 which requires that university employees report incidents of child abuse and neglect which they observe or witness in the course of their employment. Such reports must be personally and immediately made to law enforcement or the county department of social services or human services.

**BACKGROUND**

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq., prohibits discrimination on the basis of sex in any educational program or activity receiving federal financial assistance.

**DEFINITIONS**

**Coercion.** The use of pressure that compels another individual to initiate or continue sexual activity against their will. Coercion can include a wide range of behaviors, including intimidation, manipulation, implied threats or blackmail that places a person in fear of immediate harm or physical injury or causes a person to engage in unwelcome sexual activity. A person’s words or conduct are sufficient to constitute coercion if they wrongfully impair another individual’s freedom of will and ability to choose whether or not to engage in sexual activity. Coercing an individual into engaging in sexual activity violates this policy in the same way as physically forcing someone into engaging in sexual activity.

**Complainant.** Any individual who is reported to have been subjected to sexual harassment, sexual assault, dating violence, domestic violence, or stalking, as defined in the relevant Administrative Code provisions or policies. See, e.g., Chs. UWS 4.015 (faculty), UWS 11.015 (academic staff), and UWS 17.02(2m) (students).

**Confidential Employee.** Any employee, who is a licensed medical, clinical or mental health professional, when acting in that role in the provision of services to a patient or client who is a university student. A Confidential Employee will not report specific information concerning a report of sexual violence or sexual harassment received by that Employee in the Employee’s professional capacity unless with the consent of the reporting individual or unless required by the Employee’s license or by law.

UW-Platteville has designated individuals with the following titles as “confidential employees”:
- Medical & health providers from Student Health Services
- Licensed professional counselors from University Counseling Services
- Licensed professional counselors from UW-Platteville Baraboo Sauk County
- Licensed professional counselors contracted by UW-Platteville Richland

**Confidential Resource.** Individuals such as community advocates or agencies who are licensed medical, clinical, or mental health professionals in the community, licensure or certification permits that individual to preserve the confidentiality of the patient or client.

**Consent.** 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 is unable to give consent if the person is incapacitated because of drugs, alcohol, physical or intellectual disability, or unconsciousness [§ 940.225(4), Wis. Stats.].

**Dating Violence.** Violence committed in a “dating relationship,” which is defined as a romantic or
intimate social relationship between two adult individuals. “Dating relationship” does not include a casual relationship or an ordinary fraternization between two individuals in a business or social context. A court shall determine if a dating relationship existed by considering the length of the relationship, the type of the relationship, and the frequency of the interaction between the adult individuals involved in the relationship, [s. 813.12(1)(ag), Wis. Stats.].

**Domestic Violence.** 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, [ss. 813.12 (1)(am) and 968.075, Wis. Stats.]:

1. Intentional infliction of physical pain, physical injury or illness.
2. Intentional impairment of physical condition.
3. A violation of the state statute regarding sexual assault. [Wis. Stat. § 940.225(1), (2) or (3)]
4. A violation of the state statute regarding stalking. [Wis. Stat. § 940.32]
5. A violation of the state statute regarding damage to property [Wis. Stat. § 943.01], involving property that belongs to the individual.
6. A threat to engage in any of the conduct under 1 through 5 listed above [ss. 813.12 (1)(am) and 968.075, Wis. Stats.]

**Employee.** Any individual who holds a faculty, academic staff, university staff, limited, student employment, employee-in-training, temporary, or project appointment. (See, e.g., UPS Operational Policy, GEN o, General Terms and Definitions (https://www.wisconsin.edu/ohrwd/download/policies/ops/geno.pdf))

**Executive Order 54.** Executive Order issued by Governor Walker in 2011 requiring that university employees report incidents of child abuse and neglect which they observe or witness in the course of their employment. Such reports must be personally and immediately made to law enforcement or the county department of social services or human services. (https://docs.legis.wisconsin.gov/code/executive_orders/2011_scott_walker/2011-54.pdf)

**Hostile Environment.** A hostile work, academic, or program-related environment is created when one engages in harassment that consists of unwelcome verbal or physical conduct directed at another individual because of that individual’s gender, and that has the purpose or effect of creating an intimidating, hostile, or offensive work, academic, or program-related environment or has the purpose or effect of substantially interfering with that individual’s work or academic performance. Substantial interference with an employee’s work or academic performance or creation of an intimidating, hostile, or offensive work, academic, or program-related environment is established when the conduct is such that a reasonable person under the same circumstances as the student or employee would consider the conduct sufficiently severe or pervasive to interfere substantially with the person’s work or academic performance or to create an intimidating, hostile, or offensive work or learning environment. [See, e.g., § 111.36(1)(b), Wis. Stats.]

**Incapacitation.** The state of being unable to physically and/or mentally make informed rational judgments and effectively communicate, and may include unconsciousness, sleep, or blackouts, and may result from the use of alcohol or other drugs. Where alcohol or other drugs are involved, evaluation of incapacitation requires an assessment of how the consumption of alcohol and/or drugs affects a person’s decision-making ability; awareness of consequences; ability to make informed, rational judgments; capacity to appreciate the nature and quality of the act; or level of consciousness. The assessment is based on objectively and reasonably apparent indications of incapacitation when viewed from the perspective of a sober, reasonable person.

**Office for Civil Rights.** The U.S. Department of Education office that is responsible for enforcing Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and other education-based discrimination acts. http://www2.ed.gov/about/offices/list/oer/complaints-how.html
Preponderance of the Evidence. Information that would persuade a reasonable person that a proposition is more probably true than not true. It is a lower standard of proof than “clear and convincing evidence” and is the minimum standard for a finding of responsibility. [Sections UWS 17.02(13), UWS 11.015(7), UWS 4.015(7), and UWS 7.015(5), Wis. Admin. Code]

Respondent. A student who is accused of violating a policy under UWS Chapter 17, Wis. Admin. Code, or an employee who is accused of violating a policy under Chapters UWS 4, 7, 11, Wis. Admin. Code.

Responsible Employee. There are designated employees at the university who are considered “responsible employees” for the purpose of reporting of sexual violence or sexual harassment under Title IX, unless they are specifically designated as “confidential employees”. If a “responsible employee” becomes aware of an act of sexual violence or sexual harassment involving a student or employee, they are required to report it to the university which will prompt an investigation. If the name of an alleged perpetrator/respondent is disclosed to a UW-Platteville “responsible employee”, victims/complainants should be advised that this will initiate contact with the respondent by an official of the university. A “responsible employee” is defined as an employee:

1. Who has the authority to take action to redress sexual misconduct;
2. Who has been given the duty of reporting incidents of sexual misconduct by students or employees to the Title IX coordinator or other appropriate school designee; or
3. Who a student could reasonably believe has this authority or duty.

UW-Platteville’s main campus has designated individuals with the following working titles as “responsible employees”:

- Title IX Coordinator and Deputy Title IX Coordinators
- The Chancellor, Vice Chancellors, Assistant Chancellors, and Assistant Vice Chancellors
- Dean of Students & Assistant Dean of Students
- Chief of Police, Sergeant, Officers, Program Assistants, & University Resource Officers
- Director of Residence Life, Assistant Director of Residence Life, Resident Directors, Senior Assistants, & Resident Assistants
- Director of Human Resources
- College Deans, Associate Deans, and Assistant Deans
- Coaches, Assistant Coaches, Athletic Director, Assistant Athletic Director

UW-Platteville Baraboo Sauk County and UW-Platteville Richland has designated individuals with the following titles as “responsible employees”:

- Associate Advisor
- Ad Hoc Program Specialist
- Athletic Director
- Campus Administrative Specialist
- Campus Dean & Assistant Campus Dean
- CASE Associate
- Chemistry Lab Tech
- Coach
- Continuing & Strategic Program Coordinator
- Dean’s Assistant
- Development Skills Specialist
- Director of Student Services
- Financial Specialist
- International Coordinator
- Lecturer (Assistant, Associate, Senior)
- Library Services Assistant
• Professor (Assistant, Associate)
• Residence Life Staff (Executive Director, Community Manager, Residence Director, Resident Assistant)
• Sr. Academic Librarian
• Student Services Advisor
• Student Success Coordinator
• Student Success Specialist
• Tech Support Specialist
• Woodman Learning Center Director

An employee’s obligations as a Responsible Employee are determined by the campus on which they receive the report of sexual violence. For example, if a faculty member is teaching a course on the main campus and receives a report of sexual violence, they are not a responsible employee and not required to report this information. However, if that same faculty is also teaching on a branch campus and receives a report of sexual violence while on that campus, under this policy, they are a responsible employee and requires to report this information through the Sexual Violence & Sexual Harassment Reporting Form.

Retaliation. An adverse action taken against an individual in response to, motivated by, or in connection with an individual’s complaint of discrimination or discriminatory harassment, participation in an investigation of such complaint, and/or opposition of discrimination or discriminatory harassment in the educational or workplace setting.

Sex Discrimination. Discrimination on the basis of sex or gender. Sexual harassment and sexual assault are forms of sex discrimination. [See 20 USC §§ 1681-1688]

Sexual Assault. Sexual contact or sexual intercourse with another person without the consent of that person [s. 940.225(4)].

1. FIRST DEGREE SEXUAL ASSAULT. Engaging in any of the following constitutes First Degree Sexual Assault:
   a) Sexual contact or sexual intercourse with another person without consent of that person and that causes pregnancy or great bodily harm to that person.
   b) 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) Sexual contact or sexual intercourse with another person without the consent of that person by use or threat of force or violence, aided or abetted by one or more persons.

2. SECOND DEGREE SEXUAL ASSAULT. Engaging in any of the following constitutes Second Degree Sexual Assault:
   a) Sexual contact or sexual intercourse with another person without consent of that person by use or threat of force or violence.
   b) Sexual contact or sexual intercourse with another person without consent of that person causing injury, illness, disease or impairment of a sexual or reproductive organ, or mental anguish requiring psychiatric care for the victim.
   c) 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.
   d) 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.

e) Sexual contact or sexual intercourse with a person who the defendant knows is unconscious.

f) Sexual contact or sexual intercourse with another person without the consent of that person, aided or abetted by one or more other persons.

3. THIRD DEGREE SEXUAL ASSAULT. Sexual intercourse with a person without the consent of that person.

4. FOURTH DEGREE SEXUAL ASSAULT. Sexual contact with a person without the consent of that person.  【§ 940.225, Wis. Stats.】

Sexual Contact. Intentional touching, whether direct or through clothing, if that intentional touching is for the purpose of sexually degrading or 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) or s. 940.225(5)(b)(1), Wis. Stats.

Sexual Harassment. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment 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 individuals is used as the basis for employment or academic decisions affecting such individuals; 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. 【Adapted from 29 C.F.R. s. 1604.11 [1980].】

Sexual Intercourse. Penetration, 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 【s. 940.225(5)(c), Wis. Stats.】.

Sexual Violence. The phrase, as used in this policy, refers to incidents involving sexual assault, sexual harassment, gender-based stalking, dating violence, and domestic violence.

Stalking. Intentionally engaging in a course of conduct directed at a specific person based on that individual’s sex or gender 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 【s. 940.32, Wis. Stats.】.

Student. “Student” means any person who is registered for study in a University of Wisconsin System institution for the academic period in which the alleged act of sexual violence or sexual harassment occurred, or between academic periods for continuing students. 【See Chapter UWS 17.02(14), Wis. Admin. Code.】

Title IX. Title IX of the Education Amendments of 1972 (20 U.S.C. sec. 1681 et seq.; 34 C.F.R. Part 106) (as amended) is a federal law that states, “n[o] person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” 20 U.S.C. § 1681(a).

Title IX Coordinator (and Deputies). An employee designated to coordinate compliance with Title IX, who plays an important role in an institution’s efforts to ensure equitable opportunity for all students and employees, and who works with school officials to remind the school community that students and employees must have equal access to all programs. (Adapted and revised from April 24, 2015, “Dear Colleague Letter” available at http://www2.ed.gov/about/offices/list/ocr/letters/colleague-201504-title-ix-coordinators.pdf).

Trauma-Informed Care. Trauma-informed care reflects an understanding of trauma and emphasizes creating services and programs that are sensitive and directly responsive to the trauma that many victims
and survivors experience following a violent crime. Trauma-informed care programs identify and limit potential triggers to reduce their re-traumatization and protect their mental and emotional health. [https://www.justice.gov/ovw/blog/importance-understanding-trauma-informed-care-and-self-care-victim-service-providers](https://www.justice.gov/ovw/blog/importance-understanding-trauma-informed-care-and-self-care-victim-service-providers). Trauma-informed care is an organizational structure and treatment framework that involves understanding, recognizing, and responding to the effects of all types of trauma. Trauma-informed care also emphasizes physical, psychological and emotional safety for both consumers and providers, and helps survivors rebuild a sense of control and empowerment. See also: [http://www.traumainformedcareproject.org/resources/SAMHSA%20TIC.pdf](http://www.traumainformedcareproject.org/resources/SAMHSA%20TIC.pdf) and [http://www.nsvrc.org/sites/default/files/publications_nsvrc_guides_building-cultures-of-care.pdf](http://www.nsvrc.org/sites/default/files/publications_nsvrc_guides_building-cultures-of-care.pdf)

**Violence Against Women Act (VAWA).** Federal law enacted in 1994, which promotes the investigation and prosecution of violent crimes against women, among other objectives. Recently, it affected amendments to the Clery Act [42 U.S.C. §§ 13701-14040], through the Campus Sexual Violence Elimination Act (SaVE) provision, Section 304.

---

**POLICY STATEMENT**

The mission of the University of Wisconsin – Platteville is to promote excellence by using a personal, hands-on approach to empower each student to become broader in perspective, intellectually more astute, ethically more responsible, and to contribute wisely as an accomplished professional and knowledgeable citizen in a diverse global community. To promote these institutional values, UW – Platteville, including its branch campuses at Baraboo Sauk County and Richland, is committed to creating and maintaining a community environment that is free from sexual violence and harassment.

---

**PROCEDURES**

1. When a report is made to the Title IX Coordinator, alleging that a **student** has engaged in an act of sexual violence or sexual harassment, the procedures linked here apply.
   - UWS Chapter 17 – [Student Nonacademic Disciplinary Procedures](#)

2. When a report is made to the Title IX Coordinator, alleging that a **faculty member** has engaged in an act of sexual violence or sexual harassment, the procedures linked here apply.
   - UWS Chapter 4 – [Procedures for Dismissal](#)
   - UWS Chapter 6 – [Complaints and Grievances](#)
   - UWS Chapter 7 – [Dismissal of Faculty in Special Cases](#)

3. When a report is made to the Title IX Coordinator, alleging that a **member of the academic staff** has engaged in an act of sexual violence or sexual harassment, the procedures linked here apply.
   - UWS Chapter 11 – [Dismissal of Academic Staff for Cause](#)
   - UWS Chapter 13 – [Complaints and Grievances](#)

4. When a report is made to the Title IX Coordinator, alleging that a **member of the university staff** has engaged in an act of sexual violence or sexual harassment, the procedures linked here apply.
   - [University Personnel Systems](#)

5. For assistance on how to file a police report with law enforcement, you can contact the following resources:
   a. UW-Platteville Title IX Coordinator, 608.342.1845
   b. [University Counseling Services](#), 608.342.1865
   c. Advocate Services
      i. [Family Advocates](#), (Platteville) 800.924.2624
      ii. [Passages Inc.](#), (Richland Center) 608.647.8775
      iii. [Hope House](#), (Baraboo) 608.356.7500
   d. Law Enforcement
      i. [UW-Platteville Police](#), 608.342.1584
When a report is made to more than one of the offices noted above, the offices will endeavor to cooperate as they are able, with the consent and cooperation of the parties involved. Attempts will be made to limit the number of times a complainant or respondent is required to repeat information about the allegations.

**Prompt Resolution** The offices and individuals receiving a report of sexual violence or harassment will endeavor to resolve the matter in a timely manner, with consideration of available information and context. Consistent and regular communication will be offered to both the complainant and respondent throughout the process.

**Potential Sanctions** The procedures identified above provide for disciplinary action against staff members and students who are found responsible for violating University policy. Such sanctions may include restrictions on a course or program, suspension, expulsion, suspension and dismissal from employment. Chapter UWS 17.10 provides a more comprehensive list of potential sanctions against students. Employee sanctions may include suspension from duties and dismissal.

**Notice of Outcome** Both the complainant and the respondent will be provided with notice of the outcome of the final resolution of the complaint.

**Prohibition Against Retaliation**

This policy prohibits retaliation against an individual who reports, assists an individual in reporting, or who participates in proceedings involving an allegation of sexual violence or harassment. Retaliation under this policy includes threats, intimidations, or adverse employment/academic actions. Those who believe they have been subjected to retaliation under this section may report the allegations to the Title IX Coordinator or Deputy or Deputies, Campus Police Department, or local Police Department. (See contact information above.)

**False Accusations**

Knowingly making a material misstatement of fact in connection with reporting under this policy may subject the individual to disciplinary action. Anyone who believes that they have been the subject of a false complaint may meet with the Title IX Coordinator to discuss the allegations. The filing of a complaint that does not result in a finding of prohibited conduct is not alone evidence of the intent to file a false complaint.

**A. Reporting Options**

Those who have been subjected to an incident of sexual violence or sexual harassment, or who have received a report of or witnessed an incident of sexual violence or sexual harassment, have several options for reporting the incident. An individual may make a report to *none, one, or more* of the offices or individuals listed.

1. The individual may elect not to report (unless the individual is an employee who has information about a sexual assault as described in II.D. above)

2. The individual may report information to a confidential employee or community advocate:

<table>
<thead>
<tr>
<th>UW-Platteville Main Campus</th>
<th>UW-Platteville Baraboo Sauk County</th>
<th>UW-Platteville Richland County</th>
</tr>
</thead>
<tbody>
<tr>
<td>University Counseling</td>
<td>Counseling Services</td>
<td>Campus Counseling Center</td>
</tr>
</tbody>
</table>
3. (Choosing to report to the following options may result in University action. If you would prefer to talk through options prior to making an official report, please seek out an option listed in #2.)

   The individual may report information to the campus Title IX Coordinator:
   Linda Mulroy-Bowden, Director of Student Life and Development
   120 Royce Hall, 608.342.1845
   mulroy@uwplatt.edu

4. The individual may report information to the Dean of Students Office:
   UW-Platteville Main Campus
   2300 Markee Pioneer Student Center, 608.342.1854
   deanofstudents@uwplatt.edu

   UW-Platteville Baraboo Sauk County
   215 Lange Center Building, 608.342.1854
   deanofstudents@uwplatt.edu

   UW-Platteville Richland
   443 Melvill Hall, 608.342.1854
   deanofstudents@uwplatt.edu

5. The individual may report information to local law enforcement:
   Please note that complainants may decline to report to law enforcement.

<table>
<thead>
<tr>
<th>UW-Platteville Main Campus</th>
<th>UW-Platteville Baraboo Sauk County</th>
<th>UW-Platteville Richland</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>University Police</strong></td>
<td><strong>Baraboo Police Department</strong></td>
<td><strong>Richland Center Police Department</strong></td>
</tr>
<tr>
<td>608.342.1584</td>
<td>608.355.2720</td>
<td>608.647.2103</td>
</tr>
<tr>
<td>Brigham Hall</td>
<td>101 South Blvd. Baraboo, WI</td>
<td>470 South Main Street Richland Center, WI 53581</td>
</tr>
<tr>
<td><strong>Platteville City Police</strong></td>
<td><strong>Sauk County Sheriff’s Department</strong></td>
<td><strong>Richland County Sheriff’s Office</strong></td>
</tr>
<tr>
<td>608.348.2313</td>
<td>608.356.4895</td>
<td>608.647.2106</td>
</tr>
<tr>
<td>165 N 4th Street</td>
<td>1300 Lange Ct. Baraboo, WI</td>
<td>181 W Seminary St, Richland Center, WI 53581</td>
</tr>
</tbody>
</table>
Individuals may also file a complaint with the U.S. Department of Education, Office for Civil Rights: http://www2.ed.gov/about/offices/list/ocr/docs/howto.html.

Amnesty for Students

Complainants, victims, and witnesses to incidents of sexual violence, including sexual assault, will not be issued citations or subject to disciplinary sanctions for violations of university policy at or near the time of the incident unless the institution determines that the violation was egregious, including actions that place the health or safety of any other person at risk.

B. Confidentiality

Individuals, including victims, who report to any of the offices or individuals noted above, or to any other University employee cannot be assured absolute confidentiality. However, information provided in the report and in any subsequent, related proceeding will be maintained in a confidential manner; only those individuals who have a need to know to fulfill obligations consistent with University policies or laws will be privy to certain information.

C. Resources and Accommodations

1. Accommodations

The University will work with individuals involved in alleged incidents of sexual violence and sexual harassment to undertake appropriate measures to assist in their safety and wellbeing. These may include: no-contact orders, academic or work modifications, and relocation of living or working space.

2. Resources

The University offers a variety of resources that are available to individuals involved in incidents of sexual violence or sexual harassment. The University shall comply with all reasonable requests for resources. Resources can be accessed through the Dean of Students Office. If you present in person, these resources are offered in writing, including the following:

<table>
<thead>
<tr>
<th>UW-Platteville Main Campus</th>
<th>UW-Platteville Baraboo Sauk County</th>
<th>UW-Platteville Richland</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Student Health Services</strong></td>
<td><strong>Dean Clinic – Baraboo</strong></td>
<td><strong>Richland Hospital</strong></td>
</tr>
<tr>
<td>608.342.1891</td>
<td>608.355.3800</td>
<td>608.647.6321</td>
</tr>
<tr>
<td>2nd floor Royce Hall</td>
<td>1700 Tuttle St. Baraboo, WI 53913</td>
<td>333 East Second Street</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Southwest Health Center</strong></th>
<th><strong>Sauk Prairie Hospital</strong></th>
<th><strong>Spring Green Medical Center</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>608.342.4730</td>
<td>608.643.3311</td>
<td>608.588.7413</td>
</tr>
<tr>
<td>1400 Eastside Rd, Platteville, WI 53818</td>
<td>260 26th St. Prairie du Sac, WI 53578</td>
<td>150 East Jefferson Street</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Neighborhood Health Partners</strong></th>
<th><strong>St. Clare Hospital</strong></th>
<th><strong>Richland Hospital</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>608.348.9766</td>
<td>608.355.3800</td>
<td>608.647.6321</td>
</tr>
<tr>
<td>5 West Mineral St, Platteville, WI</td>
<td>1700 Tuttle St. Baraboo, WI 53913</td>
<td>333 East Second Street</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Richland Center, WI 53581</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Dean Clinic – Baraboo</strong></th>
<th><strong>Richland Hospital</strong></th>
<th><strong>Spring Green Medical Center</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>608.355.3800</td>
<td>608.647.6321</td>
<td>608.588.7413</td>
</tr>
<tr>
<td>1700 Tuttle St. Baraboo, WI 53913</td>
<td></td>
<td>150 East Jefferson Street</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Spring Green, WI 53588</td>
</tr>
</tbody>
</table>
## Off-Campus Confidential Counseling/Advocacy Resources

<table>
<thead>
<tr>
<th>UW-Platteville Main Campus</th>
<th>UW-Platteville Baraboo Sauk County</th>
<th>UW-Platteville Richland</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Family Advocates</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>24/7 Hotline, 800.924.2624</td>
<td></td>
<td></td>
</tr>
<tr>
<td>250 N Court, Platteville, WI 53818</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Riverview Center</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Iowa Sexual Assault Hotline, 888.557.0310 2600 Dodge St, Dubuque, IA 52003</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Hope House</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>24/7 Hotline, 608.356.7500</td>
<td></td>
<td></td>
</tr>
<tr>
<td>720 Ash St. Baraboo, WI 53913</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Passages Inc.</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>608.647.8775</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1001 Parkview Dr., Richland Center, WI</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Confidential Counseling/Advocacy Resources

<table>
<thead>
<tr>
<th>UW-Platteville Main Campus</th>
<th>UW-Platteville Baraboo Sauk County</th>
<th>UW-Platteville Richland</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>University Counseling Services</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>608.342.1865</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2nd floor Royce Hall</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Counseling Services</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>608.355.5272</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Performing Arts Building, Room B141</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Counseling Services</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>608.800.6909</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Melvill Hall, Room 464</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Campus Reporting Resources

<table>
<thead>
<tr>
<th>UW-Platteville Main Campus</th>
<th>UW-Platteville Baraboo Sauk County</th>
<th>UW-Platteville Richland</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Dean of Students Office</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>608.342.1854</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2300 Markee Pioneer Student Center</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Human Resources</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>608.342.1176</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2300 Ullsvik Hall</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>University Police</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>608.342.1584</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st floor Brigham Hall</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Campus Resources

<table>
<thead>
<tr>
<th>UW-Platteville Main Campus</th>
<th>UW-Platteville Baraboo Sauk County</th>
<th>UW-Platteville Richland</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Academic Support Programs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>608.342.1081</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Student Services Office</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>608.355.5260</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lange Center Building, L-206</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Student Services Office</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>608.800.6809</td>
<td></td>
<td></td>
</tr>
<tr>
<td>402 Melvill Hall</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| 3rd floor Brigham Hall  
(Academic Support) | 1006 Connie Road Baraboo, WI  
53913 | 2100 UW Highway 14 West,  
Richland Center, WI 53581 |
|----------------------|------------------------|-----------------------------|
| Doyle Center for Gender & Sexuality  
608.342.1453  
1st floor of Warner Hall | The Villas Residence Hall  
608.448.4199  
1020 Connie Road Baraboo, WI  
53913 | Campus View Residence Halls  
608.647.6709  
1275 Highway 14 West, Richland Center, WI |
| Financial Aid  
608.342.1836  
2nd floor of Brigham Hall | | |
| International Programs  
608.342.1726  
1st floor of Royce Hall  
(Visa & Immigration assistance) | | |
| Registrar’s Office  
608.342.1321  
1st floor Brigham Hall  
(Class accommodations) | | |
| Residence Life  
608.342.1845  
1st floor Royce Hall  
(Housing accommodations) | | |

**RESPONSIBILITIES**

**Education and Training**

The Title IX Coordinator will be primarily responsible for facilitating the training and educational programs to the campus community. At a minimum, all students and employees will be required to complete the campus-supported on-line training covering issues of sexual violence and sexual harassment.

Employees involved in the disciplinary process (including the Title IX coordinator, Deputy Title IX coordinators, Student Misconduct Hearing Committee, and Investigating Officers) receive extensive annual and ongoing training on the approaches and techniques for conducting comprehensive and impartial investigations, including training on how to gather and weigh evidence, trauma-informed interviewing techniques, and recognizing and adjusting for potential conflicts of interest. The Title IX Coordinator, Deputy Coordinators, and Investigating Officers also receive training on how to conduct investigations that are aligned with the University's student discipline process.

The Chancellor or designee will identify and offer more in-depth training for employees who are executives, supervisors, managers, directors, department heads, responsible employees, and those connected with the disciplinary process.

**Record-Keeping and Data Collection**

The Dean of Students Office will maintain records of reports of sexual violence and sexual harassment consistent with the institutional records-retention policy. In addition, the Dean of Students Office and Human Resources will track compliance with mandatory training programs and maintain a list of training and education offered on campus.

The UW-Platteville Police Department or other appropriate offices will collect, maintain, and submit the
Annual Security Report, consistent with the federal Clery Act.

The Dean of Students Office will collect appropriate data and compile the state report required under S. 36.11(22), Wis. Stats.

Assessment

The University will conduct periodic studies that seek to gather data and information concerning sexual violence and harassment on or near campus. Efforts will be made to conduct such a study once every three years. All students and employees are encouraged to participate. The University will also work to design methods for effectively evaluating the outcomes of campus training and educational programming. It is imperative that the University proactively integrate empirically informed assessment and evaluations into sexual violence and harassment prevention and awareness programs to measure whether they are achieving the intended outcomes.

CONTACTS

Those designated to receive questions and feedback on the policy.

<table>
<thead>
<tr>
<th>Subject</th>
<th>Contact</th>
<th>Phone</th>
<th>Fax/Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policy Owner</td>
<td>Kate Demerse</td>
<td>608.342.1854</td>
<td><a href="mailto:demersek@uwplatt.edu">demersek@uwplatt.edu</a></td>
</tr>
<tr>
<td>Title IX Coordinator</td>
<td>Linda Mulroy-Bowden</td>
<td>608.342.1845</td>
<td><a href="mailto:mulroy@uwplatt.edu">mulroy@uwplatt.edu</a></td>
</tr>
</tbody>
</table>

FREQUENTLY ASKED QUESTIONS

Q: Does the UW-Platteville Sexual Violence and Sexual Harassment Policy apply to all three UW-Platteville campuses?

A: Yes, the UW-Platteville Sexual Violence and Sexual Harassment Policy, and all policies referenced within, are applicable to all three UW-Platteville campuses.

Q: Am I a Responsible Employee?

A: It depends on your working title and the campus you work on. Per page 4 of this policy, here is how UW-Platteville defines responsible employees:

UW-Platteville’s main campus has designated individuals with the following working titles as “responsible employees”:

- Title IX Coordinator and Deputy Title IX Coordinators
- The Chancellor, Vice Chancellors, Assistant Chancellors, and Assistant Vice Chancellors
- Dean of Students & Assistant Dean of Students
- Chief of Police, Sergeant, Officers, Program Assistants, & University Resource Officers
- Director of Residence Life, Assistant Director of Residence Life, Resident Directors, Senior Assistants, & Resident Assistants
- Director of Human Resources
- College Deans, Associate Deans, and Assistant Deans
- Coaches, Assistant Coaches, Athletic Director, Assistant Athletic Director

UW-Platteville Baraboo Sauk County and UW-Platteville Richland has designated individuals with the following titles as “responsible employees”:

- Associate Advisor
- Ad Hoc Program Specialist
- Athletic Director
An employee’s obligations as a Responsible Employee are determined by the campus on which they receive the report of sexual violence. For example, if a faculty member is teaching a course on the main campus and receives a report of sexual violence, they are not a responsible employee and not required to report this information. However, if that same faculty is also teaching on a branch campus and receives a report of sexual violence while on that campus, under this policy, they are a responsible employee and requires to report this information through the **Sexual Violence & Sexual Harassment Reporting Form**.

Q: **What is the difference between reporting sexual misconduct to the University and reporting sexual misconduct to law enforcement?**

A: A complainant may file a report with either the University or, for possible criminal misconduct, the appropriate law enforcement agency (e.g., University Police, 608.342.1584; Platteville City Police, 608.348.2313; Baraboo Police Department, 608.355.2720; Richland Center Police Department, 608.647.2103; or 911), or both. At the student’s request, trained staff will provide assistance in notifying the police. A law enforcement agency is responsible for investigating criminal activity; the Dean of Students Office is charged with investigating reports of violations of university policy involving student respondents; Human Resources is charged with investigating violations of university policy involving employee respondents. Where reports are made to both police and the Dean of Students Office, there may be concurrent investigations, even if the police report results in a criminal prosecution.

Q: **What do the terms “complainant” and “respondent” mean?**

A: Complainant means the person bringing forward the incident, other terms you might see in other materials would include victim, accuser, and survivor. Respondent means the person named by the complainant for causing the incident. Other terms might include alleged assailant, accused, and perpetrator.

Q: **Can I have someone accompany me throughout this process?**
A: Yes, both parties are allowed to have an advisor/advocate accompany them to all meetings and hearings throughout the process.

Q: I am a student employee and designated a Responsible Employee but would like to attend the Sexual Assault Support Group on the main campus. Can I attend this without being mandated to report the information learned in this group?

A: Yes, the Title IX Coordinator of the University has created an exception to the reporting obligations of their Responsible Employees status while they are attending the Sexual Assault Support Group on campus. While in attendance at this group, they are not operating in the capacity of their employment and thus are not bound by their reporting obligations.

Q: Does domestic violence include violence between roommates?

A: Yes, the state of Wisconsin has defined domestic violence to include violence between two roommates, even if they have not engaged in a romantic relationship.

Q: What support resources are available for respondents?

A: Being accused of sexual misconduct can be a difficult experience. The University provides a number of supports to respondents to help them manage during and after the disciplinary process. These include counseling available through the University, the Title IX Coordinator, community resources, academic accommodations, and housing accommodations, as appropriate.

Q: What sanctions may be imposed for violations of the University's Sexual Violence & Sexual Harassment Policy?

A: Sanctions for a finding of responsibility are the same as any other university infraction, including expulsion, suspension, disciplinary probation, recommended counseling, and educational sanctions such as community service, readings, and papers. The sanction will vary depending on such factors as the nature of the conduct, prior disciplinary history, acceptance of responsibility, precedent, the complainant’s perspective, and the University’s interest in providing a safe environment for all.

Q: After a report is filed, are there any interim measures that can be issued to support a complainant and/or respondent before the hearing?

A: Yes. The University will provide reporting parties with written notification of their options for available assistance both within the University and in the community, and will comply with a reasonable request for interim measures. Examples of interim measures include “no contact” orders (see below), options to change academic classes (i.e., to not be in the same class), changing residence halls (i.e., to not be in the same residence hall), and other academic support as needed. The Dean of Students Office can arrange for such measures, and will take steps to ensure that only that information necessary to provide the interim measures is disclosed. In deciding which measures to provide, they will consider such factors as the specific need expressed by the complainant; the age of the students involved; the severity, persistence, or pervasiveness of the allegations; any continuing effects on the complainant; whether the complainant and alleged perpetrator share the same residence hall, dining hall, class, transportation, or job location; and, whether judicial measures have been taken to protect the complainant (e.g., civil protection orders).

Q: What are “no contact” orders?

A: “No contact” orders are not disciplinary in nature; they do not create or appear on a student’s disciplinary record. They are measures put in place to provide physical and digital distance between complainants and respondents. A "no contact" order instructs both parties not to have any physical contact or communication. They are to have no contact by telephone, in writing, by email, through web pages, or through any other means, including third parties. "No contact" orders apply to contact through all forms of social media, including where one party "likes" the other party's Facebook status, retweets the
other party’s tweet on Twitter; “favorites” the other party’s post on Twitter, “likes” the other party’s Instagram post, and views the other party’s story on Snapchat. Violation of a “no contact” order may result in immediate removal from campus and disciplinary action.

RELATED DOCUMENTS

UWS Chapter 17 – Student Nonacademic Disciplinary Procedures
UWS Chapter 4 – Procedures for Dismissal
UWS Chapter 6 – Complaints and Grievances
UWS Chapter 7 – Dismissal of Faculty in Special Cases
UWS Chapter 11 – Dismissal of Academic Staff for Cause
UWS Chapter 13 – Complaints and Grievances
University Personnel Systems

HISTORY

Policy originally approved 2018
Policy amended August 2019

SCHEDULED REVIEW

2021