



Title IX—Sexual Harassment, Sexual Misconduct and Prevention

Policies and Procedures for Responding to Reports of Sexual Harassment and Sexual Misconduct

1.0 Introduction. Title IX of the Education Amendments of 1972 (“Title IX”) is a federal civil rights law that prohibits discrimination on the basis of sex in federally funded education programs and activities. All public and private colleges and universities receiving any federal financial assistance must comply with Title IX. Under Title IX, federally funded colleges and universities must ensure that students of all ages are not denied or limited in their ability to participate in or benefit from the school’s educational programs or activities on the basis of sex. Sexual misconduct as defined in Section 6.0 of this Policy is a form of sex discrimination prohibited by Title IX and this Policy.

Macomb Community College (“College”) is firmly committed to maintaining a campus environment free from sexual discrimination. As used in this Policy, the phrase “sexual discrimination” includes, but is not limited to, sexual misconduct which is defined as sexual assault (including rape and acquaintance rape), domestic/dating violence, stalking and sexual harassment. Sexual discrimination of any kind will not be tolerated by the College and is expressly prohibited. The College has jurisdiction to investigate and take certain actions with respect to reports of sexual discrimination and retaliation covered by this Policy. Persons covered by this Policy who engage in sexual discrimination and/or retaliation may be subject to discipline. In addition, the College may take steps to prevent the recurrence of any sexual discrimination and remedy the discriminatory effects on the Complainant and others, if appropriate.

This Policy also expresses the College’s commitment to provide information and educational programs designed to raise awareness of sexual discrimination and prevent the college community from falling victim to sexual discrimination.

2.0 Policy Coverage. This policy covers sexual discrimination and retaliation in connection with reports of possible sexual discrimination made under this Policy. Sexual discrimination encompasses disparate treatment on the basis of sex or gender and a range of behaviors that can create a hostile educational environment, including sexual assault and sexual harassment.

This policy applies to sexual discrimination or retaliation committed by a College student, employee*, or a third party if that sexual discrimination or retaliation occurs:

- a. On campus, or
- b. Off campus, if:
 1. In connection with a College or College-recognized program or activity; or
 2. In a manner that may pose an obvious and serious threat of harm to, or that may have the effect of creating a hostile educational environment for, any member(s) of the College community.

This policy and related processes may also, at the College’s discretion, apply to a Respondent’s reported violations of other College policies if, in the College’s judgment, those other allegations are directly related to the reported sexual discrimination.

***Sexual misconduct reportedly committed by a College employee, including by student-employees in the context of their employment, will continue to be investigated by the Human Resources Department in accordance with the procedure outlined in the College’s Unlawful Harassment Policy.**

3.0 Reporting Sexual Discrimination or Retaliation. The reporting of sexual discrimination or retaliation is voluntary. A person who believes they have experienced sexual discrimination or retaliation has the

right to refuse to report it. Nevertheless, the College strongly encourages the prompt reporting of sexual discrimination and retaliation.

3.1 Who May Report Sexual Discrimination or Retaliation. A report of sexual discrimination or retaliation may be made by:

- A person who believes they experienced sexual discrimination (a “Complainant”); or
- A person who has information that sexual discrimination may have been committed by a College student or employee, or by a third party (a “Reporter”).

3.2 Persons Receiving Reports of Sexual Discrimination or Retaliation. Reports of sexual discrimination or retaliation should be made to:

- Title IX Coordinator, Dr. Casandra Ulbrich, Vice President College Advancement and Community Relations, 14500 E. Twelve Mile Road, Warren, Michigan 48088, 586.445.7244, 586.445.7998 (fax), ulbrichc@macomb.edu. Reports may also be submitted to the Title IX Coordinator from the College website using an electronic report form.

- College Police Department
South Campus
14500 E. 12 Mile Rd. – K340
Warren, MI 48088
Phone: 586.445.7135
Fax: 586.445.7128
Police.South@macomb.edu

- **Center Campus**
44575 Garfield Rd. - I103
Clinton Township, MI 48038
Phone: 586.286.2123
Fax: 586.286.2298
Police.Center@macomb.edu