

**University of Wisconsin–Madison
Campus Safety Guide
Academic Year 2009–2010**





September 2009

Dear Campus Community Member:

Attached you will find a comprehensive report of the many safety mechanisms that are in place on the University of Wisconsin–Madison campus. This report is part of our on-going effort to inform you of the safety programs and services available, the crimes that are reported to our police and security personnel, and the steps you can take to maintain a safe and secure campus. It is also provided as our compliance document as called for under the Crime Awareness and Campus Security Act of 1990 and subsequent amendments that led to its being renamed the Jeanne Clery Act in 1998.



We in the Offices of the Dean of Students, along with our many campus and community partners, take the commission of crimes against our students, faculty, staff and visitors very personally. It is our desire to aggressively investigate reported crimes and put systems in place to support the victims of crime in our campus community. Prevention, however, is the best cure. We all need to make it clear that our persons and property are secure and protected by a responsible, vigilant and caring population of involved people who report suspicious and unlawful behavior immediately to the University Police Department. Please do your part by getting involved.

In looking at our UW Campus Safety Guide, you will notice that we have experienced a slight decline in reported campus crimes, in comparison to past years. This is an achievement not to be overlooked as our community is taking an active role in preventing violence on campus and in our larger community. We would like to see this trend continue in future years.

Thank you for the important role you play in keeping our campus and city community safe. We appreciate and recognize the role that the UW Police, the Student Assistance and Judicial Affairs unit and other safety focused offices play on campus. Most importantly, everyone who belongs to our campus community plays a role in campus safety. We encourage you to stay actively engaged in making our campus a safer place to belong and take care of your fellow Badgers.

Sincerely,

Lori Berquam
Dean of Students

Offices of the Dean of Students

75 Bascom Hall, 500 Lincoln Drive • Madison, WI 53706 • 608/263–5700 • TTY: 608/263–2400 • URL: www.wisc.edu/students

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Note: On Dec. 20, 2010 this report was reposted to correct an editing error that inadvertently misstated a line in the 2006 crime statistics.

Quick Reference Resources

Safety and Security

Offices of the Dean of Students.....608/263-5700
75 Bascom Hall
dean@odos.wisc.edu www.wisc.edu/students
Dean on Call: M-F 8:30-11:30 a.m.; 1-4:30 p.m.

UW Police Department (On Campus)

Emergency9-1-1
From a campus phone, dial 9 first:9-9-1-1
Non-emergency.....608/264-COPS (2677)
www.uwupd.wisc.edu

Madison Police Department (Off Campus)

Emergency9-1-1
Non Emergency608/266-4275
Crime Stoppers.....608/266-6014
<http://www.ci.madison.wi.us/police/>

SAFE Nighttime Services

Free late-night cabs, busses, and walking escorts available to students, faculty, and staff 608/262-5000
uwsafe@fpm.wisc.edu <http://www2.fpm.wisc.edu/trans/safe>

Registered Sex Offender Information Contact the University Police Department for registered sex offender information. Information is available on the University Police Department Web site.
<http://www.uwupd.wisc.edu/Sex%20Offender.html>

Health

University Health Services (UHS)608/265-5600
Medical and Counseling Services
Information and Appointments
Mon/Tues/Thurs/Fri: 8:30 a.m.-5 p.m., Wed: 9 a.m.-5 p.m.
www.uhs.wisc.edu

UHS Medical Services.....608/265-5600
333 East Campus Mall, 5th and 6th floors
Urgent medical consultation by phone:
Advice on treatment of physical illness or injury
Weekdays: regular hours and until 9 p.m.
Weekends and Holidays: 12 p.m.-9 p.m.

UHS Counseling & Consultation Services.....608/265-5600
333 East Campus Mall, 7th floor
Mental health crisis response by phone for urgent concerns about yourself or a friend 24 hours a day, 7 days a week

Meriter Hospital608/417-6000
202 S Park Street, Madison, WI
www.meriter.com
Meriter hospital is the location of Dane County's Sexual Assault Nurse Examiner (SANE) program for victims of sexual assault. SANE Office: 608/491-5916
<http://www.meriter.com/mhs/hospital/sane.htm>

St. Mary's Hospital Medical Center 608/251-6100
707 S Mills Street, Madison, WI
www.stmarysmadison.com

UW Hospitals & Clinics 608/263-6400
600 Highland Avenue, Madison, WI
www.uwhealth.org

VA Hospital (for veterans only) 608/256-1901
2500 Overlook Terrace Madison, WI 53705
<http://www.madison.va.gov/>

Key Campus and Community Offices

Dane County Rape Crisis Center
Campus Office608/265-6389
333 East Campus Mall, 7th floor
Community Office.....608/251-5126
2801 Coho Street, Suite 301
24-hour crisis line.....608/251-7273
rcc@itis.com www.danecountyrc.org

Domestic Abuse Intervention Services (DAIS)
Office608/251-1237
24-hour crisis lines608/251-4445
or 1-800/747-4045
info@abuseintervention.org www.abuseintervention.org

Visitor and Information Programs (VIP) 608/263-2400
716 Langdon St.(Red Gym)
askbucky@uwmad.wisc.edu
www.vip.wisc.edu

University Housing 608/262-2522
625 Babcock Drive
<http://www.housing.wisc.edu/>

Campus Women's Center 608/262-8093
800 Langdon St., Memorial Union, 4th Fl.
cwc@studentorg.wisc.edu
www.campuswomenscenter.org

Lesbian, Gay, Bisexual and Transgender Campus Center..... 608/265-3344
800 Langdon St., Memorial Union, 2nd Fl.
lgbtcc@rso.wisc.edu
<http://lgbt.wisc.edu/>

National and Statewide Hotlines

National Center on Drug Abuse Hotline.....1-800/662-HELP

Alcoholics Anonymous
24-Hour Info Phone Line608/222-8989
Southern Wisconsin: www.area75.org

Narcotics Anonymous
24-Hour Info Phone Line608/258-1747

Wisconsin Regional Phone Line..... 1-800/240-0276
www.wisconsinna.org

Campus Safety

This document is one of many mechanisms designed to provide information on crime prevention, procedures for reporting crime, resources for victims, and crime statistics to enhance the safety and security of everyone who visits, studies, or works at the University of Wisconsin–Madison.

Many campus offices are actively working to support and enhance campus safety. The following offices have significant responsibility for collecting and reporting crime data:

- ▶ Offices of the Dean of Students (Student Assistance and Judicial Affairs)
- ▶ University of Wisconsin Police Department
- ▶ Office for Diversity and Equity
- ▶ University Health Services
- ▶ In addition to the offices listed above, representatives from these offices assisted with the completion of this report:
- ▶ University Communications
- ▶ University Subcommittee on Sexual Assault/Dating Violence
- ▶ PAVE: Promoting Awareness, Victim Empowerment

Security Measures and Enforcement Authority

University of Wisconsin Police Department (UWPD)

The University of Wisconsin–Madison Police Department (UWPD) is a full service, 24-hour agency with 68 sworn officer positions. Officers are armed and deputized. All officers have received 520 hours of basic training and are certified by the State of Wisconsin. They are also required to continually upgrade their skills through quarterly in-service training sessions. Enhanced 911 and computer-aided dispatch services are available in the communications center and mobile data computers are mounted in all marked squad cars. A recognized leader in policing, UWPD has nationally recognized special units in the bike and mounted patrols. UPWD was the first campus agency in the state to establish a “community police officer” position with a satellite office, and currently has four community police officers

with plans for more. The university’s peace officers cooperate with local police and other state and federal authorities in the exercise of their responsibilities.

UWPD is represented on University committees that address sexual assault, domestic and dating violence, traffic safety, moped safety, Arboretum safety and security, white collar crime, alcohol and other drugs (including the chancellor’s alcohol group and AOD Task Force), and the intervention team which addresses campus safety concerns and mental health issues. UW–Madison police receive continued training throughout the year for professional development. The training includes four separate in-services, two crowd control in-service programs, and daily shift briefings. Officers are informed of legal updates, stalking, cyber-stalking, sexual assault, firearms qualification, domestic violence, rapid shooter drills, emergency vehicle operations, natural disaster readiness, major incident response, computer forensics, evidence collection, terrorist threats, narcotics/gangs, CPR/AED and first aid, weapons of mass destruction, and crime scene preservation.

Security and Safety on Campus

General access to and use of the facilities at UW–Madison is governed by Chapter UWS 21, Wisconsin Administrative Code, and institutional policies on file in the Office of the Chancellor. In accordance with Wisconsin Statue 36.11(2), UWPD is staffed

This annual report is filed as required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. An electronic version of this report is available at www.wisc.edu/students/faculty/safety.htm. Questions regarding this publication should be directed to Assistant Dean Ervin “Kipp” Cox, Director, Student Assistance and Judicial Affairs, Room 75, Bascom Hall; 608/263–5700.

by peace officers who meet the standards of the Wisconsin Law Enforcement Standards Board and have the power to arrest and bring before the proper courts persons violating the law on university property.

Security is provided in the maintenance of the university’s facilities through a number of mechanisms, including limitations on hours of operation, policies on keys, restricting access to those bearing proper identification as university staff or students, the issuance of after-hour building passes for academic buildings, the provision of adequate lighting, and making available outside “blue light” telephone call boxes that are connected directly to the UPWD dispatcher for emergency assistance. Specific security mechanisms may vary with the type of university facility.

Emergency Management Unit

The Emergency Management Unit, established in 2004 in large part to manage Homeland Security terrorism prevention programs for the UW–Madison campus and several of the UW System schools, has rapidly expanded into other areas of emergency preparedness. The unit coordinates various university and community entities to ensure that the UW–Madison students, faculty, staff, visitors, and the community are prepared to respond to emergencies, recover from them, and mitigate against their impacts. Emergency Management also works closely with several of our campus partners to develop and implement UW–Madison’s crisis communication plan.

Crisis and disaster events require campuses to not only prepare for such events, but they also require an understanding of response capabilities and limitations. It is impossible to predict exactly when a crisis or disaster will occur, or the extent to which they might affect the campus. Through deliberate planning, preparing, and training, UW–Madison can greatly minimize losses from such events.

When an emergency occurs, the Emergency Operations Center (EOC) is acti-

vated. During the activation, key university leadership meet to facilitate sheltering of evacuees, search and rescue, law enforcement, debris removal, and to provide needed resources. The Emergency Management Unit is also responsible for developing and maintaining the campuswide Crisis Response Plan (CRP), facilitating the completion of Occupant Emergency Plans (OEP) for each facility on campus, and coordinating Continuity of Operations Planning (COOP) for all UW System schools. The unit provides training and information on all 4 phases of emergency management: preparedness, response, recovery, and mitigation.

Student Assistance and Judicial Affairs (SAJA)

Student Assistance and Judicial Affairs staff work in collaboration with staff from other student life departments across campus, including University Health Services, UWPD, and University Housing.

The Student Assistance and Judicial Affairs (SAJA) team members support the academic mission of UW–Madison by providing advocacy, prevention, intervention, and referral services to students in their living-learning-working communities in order to foster citizens who exercise personal responsibility, ethical decision making, and cross-cultural competency.

The staff of the Student Assistance and Judicial Affairs unit of the Offices of the Dean of Students, has two primary functions. First, to provide advocacy and support services to students and the university community; and second, to manage the university's academic and non-academic misconduct systems.

Threat Assessment and Response Team

The university formed, through the leadership of the Offices of the Dean of Students and the UWPD, a Threat Assessment and Response Team in September of 2007. The group is charged with assessing and responding to situations where a student, faculty, staff, or visitor poses a threat to other individuals. Members of the team include representatives from University Housing, University Apartments, UWPD, Academic Personnel, Classified Personnel, Counseling and Consultation Services, University Legal, University Communications, Employee Assistance, and Dean of Students.

Intervention Team (I-Team)

The Intervention Team (I-Team) is comprised of staff members from McBurney Disability Resource Center, Counseling and Consultation Services, UWPD, University Housing, and University Apartments, and is staffed by the Director of SAJA. This team

Blue Light Emergency Telephones

There are over one hundred blue emergency telephones located throughout campus with a direct connection to the UWPD. All emergency phones (with the exception of emergency phones located inside campus buildings and elevators) have a blue light above them. All emergency phones are labeled "Emergency."

UWPD officers regularly respond to calls in university-owned residence halls. A committee comprised of police officers, residents, student staff, and professional staff of these residence halls meets regularly to address the security concerns of the students occupying these facilities. Both student unions are also regularly patrolled by uniformed police officers. Additionally, UWPD has staff liaisons assigned to university-owned apartments (Eagle Heights) and each residence hall. These officers meet regularly with building managers, look at crime trends in these areas, identify root causes for the criminal activity, and utilize crime prevention and problem solving techniques to promote campus safety.

is set up to discuss situations that involve students who may be struggling with mental health issues, including possible suicidal ideations and disruptive conduct. This team has the ability to assist and refer students to appropriate campus resources. The Offices of the Dean of Students also convenes this team.

Security and Safety off Campus

The Madison Police Department (MPD) has primary jurisdiction in all areas off campus. MPD routinely works with UWPD and campus judicial affairs officers on any serious incidents occurring off campus when a UW–Madison student is involved. MPD has a designated staff liaison to the Langdon Neighborhood, the off-campus area that is home to many officially recognized student organizations (fraternities and sororities). Under advisement of the Fraternity and Sorority Advisor, student members of the Greek community governing boards (Interfraternity Council and Panhellenic Association) are in regular communication with the Langdon Neighborhood Police Officer regarding safety concerns and local ordinances.

Daily Crime Log

UWPD maintains a daily log of crimes and incidents that occur on campus that is accessible to the public upon request.

This information includes the nature of the crime, the date, time, general location, and a summary description of the event. This daily log is available at Police Headquarters during normal business hours. Log entries for the previous day are updated each morning by 8 a.m. In order to protect an ongoing criminal investigation or the identity of a victim, the Chief of Police or her designee may classify information as confidential and prohibit its release.

Missing Student Notification – University Housing Student

If a student is missing for more than 24 hours, it should be reported to a member of the Residence Life Staff. There are 26 fulltime staff members who serve as Residence Life Coordinators, Area Coordinators, Assistant Directors, and Associate Directors. An assistant or associate director would activate the missing student notification process.

Each residence hall student was asked to provide a cell phone number and emergency contact person in case we were notified that they were missing. When a student signed on to the internet for the first time in Housing, students were given the opportunity to furnish us their cell phone number and the emergency contact information. Attached is the document as it appeared to students when signing onto the internet for the first time.

It is our protocol, that if a student is missing for 24 hours, that University Housing staff notify University Police so they can start an investigation into the status of the missing student.

Any issue that occurs in the residence hall community with a student underage the age of 18 requires immediate contact with parents. This involves discipline issues, mental health issues, missing students and other relevant issues. As an underage student, you can anticipate that University Housing will contact your parent/legal guardian for any issue that arises.

Our protocol for a student who has been missing for 24 hours includes:

- ▶ Residence life staff member contacts University police to start an investigation
- ▶ House fellows gather information from the roommate and other house mates about last contact with student
- ▶ Food service staff member confirms the last time their meal card was used in the cafeteria
- ▶ Facilities staff member confirms the last time the ID was used to access a building
- ▶ Any information that Housing gathers is shared with University police as part of their investigation

Communication about Campus Crimes

Through a variety of media, UW–Madison provides information to students and employees about campus security procedures and practices, encourages them to be responsible for their own security and the security of others, informs them about crime prevention strategies, and communicates with the campus community about reported crimes that pose serious threats to students and employees. This section highlights some of the ways in which campus offices communicate information about crime on campus.

When a Crime Occurs

UWPD will, upon receipt of information involving a potential threat to members of the university community, work cooperatively to ensure that the community receives the information that is necessary for them to make informed decisions regarding their personal safety and security.

UWPD works on a case-by-case basis with the Madison Police Department, University Communications, University Housing, University Health Services, the Offices of the Dean of Students, and other relevant campus bodies to determine how safety information will be disseminated to members of the campus community through a wide variety of communication methods (e-mail, Web, communication through residence hall directors, etc).

Campus Safety Web site

UW–Madison has a new Web site designed to improve education and awareness about campus safety. This Web site reminds members of our community that everyone plays a role in safety, security and emergency preparedness at UW–Madison. University community members can learn about crime prevention information, campus resources and emergency procedures. See: <http://www.safeu.wisc.edu/>

WiscAlerts

WiscAlerts is the name for UW–Madison's emergency notification system. In the event of a campus emergency, students, faculty, and staff will receive timely information and updates about a situation and steps you can take to stay safe. The philosophy behind WiscAlerts is to send a consistent set of messages across all platforms in an effort to reach as many

members of the campus community as possible, in as short an amount of time as possible.

The university has four main notification systems, each able to reach different subsets of the campus community, depending on the nature of the emergency. They are:

- ▶ **WiscAlerts–E-mail:** Mass e-mail which can be sent to all campus users.
- ▶ **WiscAlerts–Text:** The university's text-messaging service, designed to reach mobile users who may be away from their computers or offices. This is an opt-in service.
- ▶ **WiscAlerts–Broadcast Voicemail:** This system can send a voicemail message to all 10,000 faculty and staff users of DoIT's voicemail system.
- ▶ **WiscAlerts–Reverse 911:** A new service using a Dane County system that can call landline phones in a certain geographic area with a pre-recorded message

Additional communications systems that may be used in an emergency include reports sent to local media, information posted on UW–Madison's WiscAlerts Facebook group, the UW–Madison Parent Program, 1–800 information numbers, call centers and the university's Web pages. More information about WiscAlerts can be found online at www.safeu.wisc.edu/WiscAlerts. In any emergency, information is posted at on the university's home page as soon as possible.

SAFE Nighttime Services, Badger Watch, and Citizens Academy

SAFE (Safe Arrival For Everyone) Nighttime Services are the university's comprehensive late-night transportation system,

available to students, faculty, staff, and university guests. SAFE has three components: SAFERide Bus, which provides free circular bus transportation during work and night hours on and near campus; SAFERide Cab, which provides a limited number of free cab rides to students/staff/faculty who need to get from campus to home safely at night; and SAFEwalk, a free nighttime escort service on campus. UWPD has a staff liaison to the SAFEwalk program, and is involved in training the staff members. SAFEwalk staff have direct communication with UWPD via hand-held radio in case they have any safety concerns. <http://www2.fpm.wisc.edu/trans/Safe/SafeOther.htm>.

Badger Watch, a volunteer-based crime prevention effort modeled after the national Neighborhood Watch program, involves over 600 student, faculty, and staff volunteers each academic year who are trained to promote personal safety, office safety, and responding to unwanted building patrons. UWPD provides continuing support to the volunteers and provides direct access to specific campus personnel. UWPD also sends specific crime alert information to the volunteers. The Badger Watch program holds an annual conference to provide volunteers updated and additional training such as: CPR, building emergency plans, advanced Badger Watch training, CERT (citizen emergency response teams), travel safety, and safe mail handling. Badger Watch was started in 2002 at UW–Madison.

In 2005, UWPD started offering an annual Citizens Academy, which is an intensive training program for citizens to learn more about the requirements of what it takes to become and maintain basic police certification in Wisconsin. The academy promotes crime prevention through UWPD's commitment to

problem-oriented policing. Topics covered in the intensive six-week training include: a ride-along with a patrol officer; sexual assault response (provided by the Dane County Rape Crisis Center); tours of the police department and detoxification

center; education on alcohol and other drugs; an overview of Wisconsin Law as it pertains to bicycles, mopeds, and pedestrians; firearm use; defense and arrest tactics; and emergency vehicle operation and control. Participants must pass a rig-

orous background check and be at least 18 years of age; this growing program is very popular among students studying criminal justice, law, and psychology.

Crime and Safety Education

Web sites about campus safety and crime prevention:

Campus Safety: www.safeu.wisc.edu

UWPD: www.uwupd.wisc.edu

Safety information and tips from UWPD:
www.uwupd.wisc.edu/crime%20prevention.html

Offices of the Dean of Students:
www.wisc.edu/students

Campus Safety Guide:
www.wisc.edu/students/faculty/safety.htm

SAFE Nighttime Services (late-night cab, bus, walking escort service): www2.fpm.wisc.edu/trans/Safe

UWPD regularly publishes and distributes *The Badger Beat* newsletter, which contains information about recent crimes on campus, community, and personal safety, and articles from community officers and residence hall liaisons about the areas they cover. To promote additional safety education, UWPD has developed and regularly distributes pamphlets on hate crimes, bicycle and moped laws, sexual assault, acquaintance rape drugs and dating violence, theft, crime-reporting options, alcohol, emergency procedures, and information about campus/community resources.

The chancellor and the dean of students address the state of crime on campus, alcohol use, and safety through letters to incoming students, press releases, and at campus/residence hall convocations.

All new employees at UW–Madison are provided with information about sexual harassment and campus safety resources in their orientation packets.

UWPD and representatives from the Student Assistance and Judicial Affairs unit of the Offices of the Dean of Students are available to present to academic classes, departments, student organizations, campus offices, and residence halls (both private and university owned) regarding campus safety. Presentations highlight steps to enhance personal safety as well as community responsibility for creating a safer campus.

UWPD meets with student union representatives prior to every Union special event (including a dance, concert or other registered student event) to discuss security and event guidelines.

The Langdon Street Neighborhood Watch Program was created in the Fall of 2006 as a collaborative effort between the Madison Police Department and the UW–Madison Greek community to improve the safety of the Langdon neighborhood (an off-campus neighborhood that is home to many fraternities and sororities). Fraternity and sorority members volunteer to patrol the streets on Friday and Saturday nights from 11 p.m.–3 a.m. Flashlights, LEDs, and reflective vests are provided. See more at www.uwgreek.com/safety.asp

Each semester, social fraternities and sororities send representatives to workshops on risk management, alcohol, sexual assault, and hazing. These students receive education about how to host a social event in their houses safely and securely; training from a Madison City Police Officer about staying safe on and off campus; clear definitions of sexual assault, consent, and hazing; and personal choices concerning alcohol use. The programs give students information about risk factors for Greek leaders, liability reduction, and creating safer facilities.

Violence Prevention at UW–Madison

As part of its efforts to further campus safety efforts, UW–Madison works actively to respond to the threat of and prevent sexual assault and intimate partner violence. Violence and the fear of violence can disrupt the working and learning processes of the university community. The effects are costly, not only to individual victims, but also to the campus as a whole: fear replaces safety, doubt replaces confidence, and distraction replaces concentration. The high rates of victimization experienced by both men and women, paired with acceptance of rape myths, contribute to campus environments wherein survivors are often estranged from their overall collegiate experience. Victims experience barriers to academic success, lower graduation rates, social isolation, and ongoing medical and mental health issues. While campus safety and all forms of violence are deeply concerning on the university campus, sexual assault, stalking, and intimate partner violence are crimes that require a distinct set of interventions and preventions. In part, this is due to the insidious nature of sexual and dating violence, which are largely perpetrated by someone who the victim knows and in many cases, trusts.

More information about sexual assault, dating violence, and stalking can be found at www.uhs.wisc.edu/assault.

Collaborative Approaches

University Health Services (UHS) serves as the administrative home to the End Violence on Campus (EVO) project, a multi-disciplinary effort between nearly 20 campus and community offices dedicated to ending violence against women. The foci of this project are to provide prevention education to students, to enhance training efforts for first responders such as law enforcement and judicial affairs officers, and to increasing reporting and/or access to victim service agencies. Two professional staff coordinate this project with the assistance of the University Subcommittee on Sexual Assault and Dating Violence, a collaborative body with representation from the Offices of the Dean of Students, University Athletics, University Housing, the Rape Crisis Center, Domestic Abuse Intervention Services, University Police, the Dane County Victim/Witness Unit in the District Attorney's office, and student organizations such as PAVE (Promoting Awareness, Victim Empowerment) and the Campus Women's Center. For more information about the University Subcommittee or the EVO project, please contact violenceprevntion@uhs.wisc.edu.

University Health Services also supports an interdisciplinary working group on sexual assault and dating violence, which fosters unit-wide training of and, screening

for sexual and dating violence of students who use the services at UHS in medical clinics and counseling/consultation services.

Prevention Efforts

University Health Services hosts full-time professional staff to support prevention programming, student activism, and coordinated efforts to address violence against women at UW–Madison. In addition to advising and supporting the student-led efforts listed below, the violence preventions staff provide training to New Student Leaders (Orientation staff), House Fellows (resident assistants), academic advisors, and other staff/faculty upon request.

Student organization PAVE: Promoting Awareness, Victim Empowerment works to prevent sexual assault and dating violence through education and activism. Since 2003, PAVE has provided one-hour, student-led workshops about sexual assault, consent, and dating violence to roughly 4,000 of their peers each year. Housing residents, student athletes, and graduate students often participate in these workshops; the workshops are mandatory for all new members of the social fraternities and sororities. PAVE, like many other student organizations, support large programs/keynote speakers throughout the year to further the dialogue about sexual assault/

dating violence prevention. Greek Men in Violence Prevention is a one-credit course (Social Work 579-002) for fraternity men designed to foster their leadership as allies in preventing violence against women. Several other student organizations, including Sex Out Loud and the Campus Women's Center, often host one-time events or discussion sessions about these crimes. Wisconsin Statute 36.11(22) mandates that all incoming and returning students receive information about sexual assault and sexual harassment; these requirements are largely met through first year orientation efforts at SOAR (Student Orientation, Registration, and Advising) and the campus-wide safety e-mail communication. SOAR efforts include: Rape Crisis Center table at the resource fair, brief overview of consent and sexual assault at the Health and Safety Panel, and information about campus safety/sexual assault in SOAR materials distributed to parents and students. With funding made available through the U.S. Department of Justice, effective August 2009, first year students are expected to complete an online sexual assault education course prior to the end of the semester. For more information about the federal grant program that provides funding for the End Violence on Campus Project, see http://www.ovw.usdoj.gov/campus_desc.htm and the campus press

release from January 2009 at <http://www.news.wisc.edu/16172>.

Services for Victims

Reporting Options: Student victims are encouraged first and foremost to take care of themselves after an assault and/or if they are experiencing dating violence, domestic violence, or stalking.

Students who choose to disclose experiences of sexual assault to UW–Madison employees should be aware that this may result in a third-party anonymous report to the Offices of the Dean of Students. The report does **not** include the victim's name or go on the student record. It is used for crime reporting purposes only. More information about that policy can be found here: <http://www.provost.wisc.edu/memos/mandsas.html>.

Students have the right to access to all services listed below (i.e., counseling, advocacy, crisis assistance, forensic evidence exam) even if they choose **not to** report the crime to law enforcement. Students also have the right to campus assistance services without choosing to participate in a campus judicial affairs/investigation. If a student chooses to report to the police, they should do so in the jurisdiction where the crime occurred. UW–Madison is committed to ensuring that students are treated confidentially and respectfully if they choose to report their experiences to a judicial affairs or law enforcement officer. More information about reporting can be found in the “Reporting Options” section of this document.

Services Available:

The Associated Students of Madison administers a contract for sexual assault crisis services with the Dane County Rape Crisis Center (RCC), a non-profit community-based victim service agency. RCC has a satellite office located in the same building as University Health Services. The office is staffed by a professional campus counselor/advocate who provides advocacy, counseling, education, and support groups. University Health

Services provides medical and mental health services to victims of sexual assault and dating violence by appointment; some screening of these crimes is provided. UHS also publishes a brochure entailing options for student victims of these crimes. The Offices of the Dean of Students Student Assistance and Judicial Affairs (SAJA) unit provides support services to students who seek their services, including academic advocacy, a crisis loan fund, and referrals to appropriate services. In addition, SAJA compiles the third-party anonymous sexual assault reports/disclosures mandated by Wisconsin Statute 36.11(22) via the annual Provost Mandate and Clery Act. SAJA also offers, upon request, training on the third party disclosure form and victim response for staff and faculty. Some mental health professionals, such as those who work at University Health Services Counseling & Consultation Services, may be exempt from filing these disclosures per 34 CFR 668.46(a). Finally, SAJA staff serve as judicial affairs/investigating officers in sexual assault, dating violence, and stalking cases. Though not located on campus, students can also access the Sexual Assault Nurse Examiner (forensic exam) services at Meriter Hospital and Domestic Abuse Intervention Services, a community-based domestic violence agency. Students who live in University Housing may seek temporary shelter in a safe room if needed.

Efforts to Hold Perpetrators Accountable

Efforts to hold perpetrators accountable at UW–Madison are two-fold: 1) systems response focused: those aimed at enhancing the systems response in the campus judicial and/or criminal process), and 2) community response focused: those that empower university community members to speak up, intervene, and hold one another accountable for behaviors and attitudes that sanction violence against women.

Systems Response:

The University of Wisconsin Police Department serves as the campus police force and provides training on crime response (including sexual assault, dating violence, domestic violence and stalking) and investigation. UWPD will generally not charge underage drinking citations for victims who are intoxicated at the time of the assault and choose to report. The ODOS SAJA unit serves as the judicial body that manages the University's academic and non-academic misconduct systems (UWS student code of conduct chapters 17 and 18). SAJA only adjudicates cases with the permission of the victim. Several quasi-judicial bodies exist on campus, including those located in University Housing, Athletics, Greek Life, and the Committee on Student Organizations. University Housing professionals can act on behalf of the Offices of Dean of Students SAJA unit to investigate student behavior and provide sanctions.

Community Response:

Research indicates that higher rates of prosecution of sexual assault and domestic violence exist in communities wherein community attitudes understand the realities (rather than the myths) of these crimes. Prevention efforts at UW–Madison aim to systematically address violence before it occurs by addressing root causes, environmental factors, and community attitudes. Some strategies for promoting primary prevention include: actively engaging the leadership of men as allies in violence prevention, facilitating broad-based violence prevention collaborations such as planning teams and campus-community partnerships, skill-building in the areas of bystander intervention, and promoting protective factors such as skill development in healthy intimate relationships.

For more information, please see www.uhs.wisc.edu/assault

Campus Crime Statistics

UW–Madison is one of the approximately 400 colleges and universities in the United States who annually report their crime statistics to the FBI under the UCR (Uniform Crime Report). In addition to the statistics compiled by UWPD, additional information is obtained from the Madison Police Department, which is reported directly to the University of Wisconsin–Madison, Offices of the Dean of Students, Student Assistance & Judicial Affairs unit.

These two police agencies frequently work together on investigations involving students. UW–Madison cooperates with local police authorities to monitor and record information concerning criminal activity occurring away from the campus, but involving university students or university recognized student organizations.

UWPD is one of only three agencies in the county having a permanent employee assigned to the Dane County Narcotics

Enforcement Team (Dane County NET). This employee's duty time is dedicated solely to the Narcotics Enforcement Team. UW–Madison Police annually reports their crime statistics to the FBI under the UCR (Uniform Crime Report).

Amendments to the Campus Security Policy and Campus

The Crime Statistics Act, effective October 1, 1998, required additional reporting

requirements. Crime statistics are now reported by location. Statistics are also expanded to include crimes that occurred in buildings or on property owned or controlled by the university or university-recognized student organizations and in public areas adjacent to the campus, such as sidewalks, streets, and parking areas. Specific statutory definitions of the categories are explained below in the respective footnotes.

2008 Campus Crime Statistics

	On-Campus Total ¹	University-Owned Residence Halls ²	Non-Campus Total ³	Public Property Adjacent to the Campus ⁴
Murder/non-negligent manslaughter	0	0	0	0
Forcible sex offenses ⁵	5	1	0	0
Nonforcible sex offenses ⁵	0	0	0	0
Sex offenses – reported to Student Assistance & Judicial Affairs, Offices of the Dean of Students ⁶	8	3	5	1
Robbery	1	0	0	1
Aggravated assault	4	0	0	7
Burglary	56	10	7	1
Motor vehicle theft	11	3	1	1
Negligent manslaughter	0	0	0	0
Arson	1	0	0	0
Hate crimes	0	0	0	0
Liquor law violations – Arrests	937	139	1	320
Liquor law violations – University disciplinary referrals	898	342	1	4
Drug law violations – Arrests	48	17	3	7
Drug law violations – University disciplinary referrals	61	54	0	0
Weapons possessions – Arrests	1	0	0	1
Weapons possession – University disciplinary referrals	1	0	0	0

2007 Campus Crime Statistics

	On-Campus Total ¹	University-Owned Residence Halls ²	Non-Campus Total ³	Public Property Adjacent to the Campus ⁴
Murder/non-negligent manslaughter	0	0	0	0
Forcible sex offenses ⁵	7	4	0	3
Nonforcible sex offenses ⁵	1	0	0	0
Sex offenses – reported to Student Assistance & Judicial Affairs, Offices of the Dean of Students ⁶	8	4	0	5
Robbery	5	1	0	5
Aggravated assault	9	2	0	13
Burglary	167	14	11	0
Motor vehicle theft	17	0	1	3
Negligent manslaughter	0	0	0	0
Arson	6	2	0	3
Hate crimes	0	0	0	0
Liquor law violations – Arrests	871	284	35	356
Liquor law violations – University disciplinary referrals	599	223	0	3
Drug law violations – Arrests	53	19	7	15
Drug law violations – University disciplinary referrals	42	74	0	0
Weapons possessions – Arrests	3	0	3	0
Weapons possession – University disciplinary referrals	0	0	0	0

Footnotes:

¹ The term “campus” means (1) any building or property owned or controlled by an institution of higher education within the same reasonably contiguous geographic area of the institution and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and (2) property within the same reasonably contiguous geographic area of the institution that is owned by the institution but controlled by another person, is used by students, and supports institutional purposes (such as a food or other retail vendor). [ref. 20 USCA 1092 (f)(5)(A)(i)]

² These numbers are included in the “On-Campus Total.”

³ The term “non-campus building or property” means (1) any building or property owned or controlled by a student organization recognized by the institution; and (2) any building or property (other than a branch campus) owned or controlled by an institution of higher education that is used in direct support of, or in relation to, the institution’s educational purposes, is used by students, and is not within the same reasonably contiguous geographic area of the institution. [ref. 20 USCA 1092(f)(5)(A)(ii)]

⁴ The term “public property” means all public property that is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, a street, other thoroughfare, or parking facility, and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to the institution’s educational purposes. This information is provided by the City of Madison Police Department. [ref. 20 USCA 1092(f)(5)(A)(iii)]

⁵ As defined by the Clery Act guidelines.

⁶ State and national statistics on rape, as well as statistics on reports of sexual assault reported to campus officials, that may or may not have been reported to police, are available on pages 13 of this report.

2006 Campus Crime Statistics

	On-Campus Total ¹	University-Owned Residence Halls ²	Non-Campus Total ³	Public Property Adjacent to the Campus ⁴
Murder/non-negligent manslaughter	0	0	0	0
Forcible sex offenses ⁵	8	5	0	0
Nonforcible sex offenses ⁵	1	0	0	0
Sex offenses – reported to Student Assistance & Judicial Affairs, Offices of the Dean of Students ⁶	9	5	0	0
Robbery	5	0	0	5
Aggravated assault	6	0	0	8
Burglary	157	19	12	0
Motor vehicle theft	15	0	3	1
Negligent manslaughter	0	0	0	0
Arson	3	3	5	3
Hate crimes	4	2	0	0
Liquor law violations – Arrests	427	146	23	163
Liquor law violations – University disciplinary referrals	609	831	0	7
Drug law violations – Arrests	70	30	0	22
Drug law violations – University disciplinary referrals	37	74	0	0
Weapons possessions – Arrests	8	0	0	1
Weapons possession – University disciplinary referrals	0	0	0	0

Footnotes:

¹ The term “campus” means (1) any building or property owned or controlled by an institution of higher education within the same reasonably contiguous geographic area of the institution and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and (2) property within the same reasonably contiguous geographic area of the institution that is owned by the institution but controlled by another person, is used by students, and supports institutional purposes (such as a food or other retail vendor). [ref. 20 USCA 1092 (f)(5)(A)(i)]

² These numbers are included in the “On-Campus Total.”

³ The term “non-campus building or property” means (1) any building or property owned or controlled by a student organization recognized by the institution; and (2) any building or property (other than a branch campus) owned or controlled by an institution of higher education that is used in direct support of, or in relation to, the institution’s educational purposes, is used by students, and is not within the same reasonably contiguous geographic area of the institution. [ref. 20 USCA 1092(f)(5)(A)(ii)]

⁴ The term “public property” means all public property that is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, a street, other thoroughfare, or parking facility, and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to the institution’s educational purposes. This information is provided by the City of Madison Police Department. [ref. 20 USCA 1092(f)(5)(A)(iii)]

⁵ As defined by the Clery Act guidelines.

⁶ State and national statistics on rape, as well as statistics on reports of sexual assault reported to campus officials, that may or may not have been reported to police, are available on pages 13 of this report.

Safety Tips

General Crime Prevention Tips

Crime does not simply happen. Like a triangle, crime must have three sides or elements present to be complete. Those three elements are:

ABILITY, DESIRE, and OPPORTUNITY.

Remove any one of these elements and the triangle can't be formed and the crime will not occur.

You can help the UWPD reduce crime on the University of Wisconsin–Madison Campus by reducing the “opportunity” for crime. By limiting the opportunity for crime, you remove one side of the crime triangle and limit the ability for the criminal to commit the crime.

Keep these crime prevention tips in mind and you will greatly reduce criminal incidents at home and here at the University of Wisconsin–Madison:

- ▶ Call the police immediately if you see or hear something suspicious. Report any crime or suspicion of a crime at once. Dial 911 in an emergency or when a crime is in progress. Be sure to tell them your exact location if calling from a cell phone.
- ▶ Be wary of people who don't appear to belong in the area. If you doubt that they belong in the area, ask them questions. If their answers are vague or suspicious, call the police.
- ▶ Keep your possessions in sight at all times. Don't leave books or backpacks unattended anywhere—it only takes a matter of seconds for things to disappear.
- ▶ If you leave your office or room, even for a few minutes, **LOCK THE DOOR!** It's much easier to invest the few seconds it takes than to spend the time later filing a police report and replacing the property.
- ▶ Never leave a wallet or purse on top of your desk; take it with you or lock it in a drawer
- ▶ Avoid taking wallets, money, and jewelry into athletic facilities and storing them in lockers, which are targets for thieves.
- ▶ Mark your property; place marks inside your books. Use Operation ID to mark all valuable items.

- ▶ Use your drivers license number and the two-letter abbreviation for the state. Engraving tools are available from the UWPD 7 days a week, 24 hours a day.
- ▶ Be aware of your surroundings, other people around you, and places where someone could be hiding.
- ▶ Be alert to potential danger. If it doesn't look or feel right, trust your instinct and leave.
- ▶ Walk with friends whenever possible. Use SafeWalk, SafeRide or the SafeBus when you can't find someone to go with you.
- ▶ Avoid jogging or bicycling alone. If you must go alone, stay in well-lit and well-traveled areas.
- ▶ Don't leave objects plainly visible in your car; secure them in the trunk whenever possible.
- ▶ Remember to shred any documents you discard that contain personal information.

Protective Behaviors

The victim/survivor is not responsible for being assaulted; only perpetrators are responsible for sexual assault and other violent crimes. Most sexual perpetrators know the person they violate—an intimate partner, recent acquaintance, a classmate. As such, most safety precautions listed below might not prevent a sexual assault, but may deter other criminals who prey on vulnerability.

All students can take protective measures to increase their personal safety and the safety of those around them. These measures are intended to promote safety and deter many forms of crime, including but not limited to sexual assault perpetrated by strangers and/or recent acquaintances.

- ▶ When going to a party or bar, if possible, let a friend or roommate know who you are with and where you will be. Leave an address and phone number when possible.
- ▶ When going to a party or bar, it's best to go in groups and ask one member of the group to be the Designated Friend (like a Designated Driver). This person agrees

to stay sober and to check in with other members of the group through the night. In some cases, members of the group agree that they won't leave the party with someone else without first checking in with the Designated Friend.

- ▶ Be careful with anything you drink at parties. Colorless, odorless, and tasteless drugs are used to facilitate rape and can render a victim defenseless and powerless. Do not accept drinks from a stranger or leave your drink unattended. Remember that alcohol is the substance most commonly used to facilitate sexual assault, so be aware of your consumption, boundaries, and those of your friends.
- ▶ Alcohol is the most widely used debilitating agent in sexual assaults. Alcohol does not cause rape, but can make it more difficult for the parties involved to understand how consent is freely given and expressed.
- ▶ Be wary of anyone who doesn't respect your boundaries around alcohol. If you say you've had enough and someone else keeps urging you to have more, this person likely does not have your best interests in mind. If you see someone pushing alcohol on someone else, say or do something to intervene. Take care of your friends.
- ▶ When in doubt about your ability to get home safely, call Campus SafeWalk or SafeCab at 262-5000. These services operate until 3 a.m. (6 a.m. during finals week) and can provide a safe way to get home.

At-Home Recommendations to Promote Safety

- ▶ Do not prop open an outside door for friends who come in late. Many assailants gain entry to apartment buildings and other group housing through doors that were left propped open by well-meaning friends.
- ▶ Have lights in all entrances.
- ▶ Use deadbolt locks on all doors. Due to a new city ordinance, all apartment buildings must be equipped with locks on all

exterior doors, basements and laundry rooms. If your apartment lacks these locks, speak with your landlord or, if necessary, the City of Madison Building Inspectors.

- ▶ Equip all windows with secure locks and curtains or blinds.
- ▶ Don't put your full name on the mailbox (or in the phone book).
- ▶ Always know who is at your door before opening it.
- ▶ If a repair person is at the door, ask for identification.
- ▶ If a stranger wants to use your phone, offer to make the phone call yourself while the stranger waits outside.
- ▶ If you find an intruder in your apartment, leave immediately. If that's not possible, throw something through a window to attract your neighbor's attention.
- ▶ If you think you hear a prowler, or feel otherwise suspicious, call the police.

When Walking Alone, Be Prepared, Alert, and Consider These Precautions

- ▶ Be aware of people walking behind you and/or following you.
- ▶ When possible, walk in a brisk manner on well-lighted streets away from bushes or alleys.

- ▶ Keep your hands and arms free and unburdened. Have your keys and cell phone accessible. Remain alert and maintain an assertive posture.
- ▶ Learn to yell "NO" or "BACK OFF" loud and forcibly to attract attention and help from others. If you hear someone yelling for help, find a way to get them help without endangering yourself. Simply yelling or causing a scene may deter a criminal from further action. Practice this so that IF the time comes you are ready.

When Traveling

- ▶ Lock your car doors. Also lock the doors when you get out, and check the back seat before you get back in.
- ▶ Park in a well-lighted or busy area or near the entrance of where you are going.
- ▶ Have a functioning interior overhead light.
- ▶ If you have car trouble, stay in your car and close your windows (when someone approaches). If someone stops, ask them to call for assistance for you.
- ▶ If you see someone having car trouble, note the location and call for assistance for them.
- ▶ If you feel that you are being followed in your car, drive to a busy, well-lighted area or to the police station. Attract attention by using your horn and lights.

When Using Public Transportation

- ▶ Try to wait in a well-lighted place.
- ▶ Note who is getting on and off with you.
- ▶ Sit near the driver of a bus and don't fall asleep.

Reporting Options (Legal, Campus, and Judicial Boards)

UWPD, as the primary enforcement authority, will respond to and investigate all crimes that occur on university lands. It is the policy of UWPD to encourage accurate and prompt reporting of all crimes to the department or the appropriate local police authority.

Reporting Options for Victims of Sexual Assault

Following a sexual assault, victims are urged to get support and information immediately by reporting to the Dane County Rape Crisis Center, 608/251-7273, the city or campus Police, the Offices of the Dean the Students, 608/263-5700 or University Health Services 608/265-5600. Individuals at these agencies can provide emotional and counseling assistance, advise you about your rights, inform you how to preserve evidence, and discuss your formal and informal complaint options. They can also connect you to sensitive and specialized emergency medical treatment and evaluation services. The police need all the clothing worn at the time of a sexual assault. Do not change clothes or wash, shake or brush off your clothes. Also, do not take a shower, bathe, or douche since this will affect the physical exam and evidence obtained during the exam. The clothing may be returned after the conclusion of the case. The following sections provide details on how and why to report to the Police and information about services available from the Dane County Rape Crisis Center, the Offices of the Dean of Students, and University Health Services.

These options may or may not include legal charges.

The UWPD are concerned about sexual assaults occurring both on and off campus. In order to combat this serious problem, we request and urge any victim/survivor of a sexual assault or attempted sexual assault to call 911 immediately. Depending upon the location of the phone being used to make the report, the call will be directed to the appropriate police department—either UW–Madison Police or the Madison Police Department. Statistics on sexual assaults

reported to campus authorities during 2005 are available in page 13 of this report.

Remember; making a report of sexual assault does not mean that victims/survivors must press charges. Although the police prefer that victims/survivors sign a complaint against the assailant, it is ultimately their decision and the UWPD will respect that decision. UWPD encourages victims/survivors to make a report, even if they are uncertain about whether or not they want to press charges. If a victim/survivor would like to have someone accompany him or her when making a police report or when having a physical exam they are welcome to do so. .

Both the UWPD and Madison Police departments have female officers available to interview female victims/survivors of sexual assault. The police realize negative feelings about reporting sexual assaults exist among women in the community. The only way this feeling can be eliminated is through positive, effective contact with qualified police personnel. Both Departments employ detectives who have received special training in the area of sexual assault and other sensitive crimes. Victims/survivors of sexual assault often know their assailants; they may be friends, acquaintances or family members. Victims/survivors of these assaults may be more reluctant to report the incident, and the police understand the reasons for their hesitation. However, the police believe there can be restitution for victims/survivors of acquaintance sexual assault and encourage reporting of any and all sexual assaults. If you have questions about how sexual assaults are investigated, please feel free to call the UWPD Detective Bureau at 608/265-2598. The 24-hour non-emergency police dispatch number is 608/262-2957. If you are in immediate danger, or need immediate assistance, call 911.

Disciplinary Processes on Campus

Procedures for Campus Disciplinary Action in Cases of Sexual Assault

Sexual assaults are covered in the university student misconduct code as part of the University of Wisconsin Administrative Code Chapter 17, "Non-Academic Student Misconduct."

- ▶ Following a report of an alleged sexual assault, an Assistant Dean in the Offices of the Dean of Students/ Student Assistance and Judicial Affairs team will initiate the following process:
- ▶ The Dean meets with the victim to ensure the victim understands how to report the incident to the police.
- ▶ If the victim is willing, the Dean will assist the victim in contacting the police.
- ▶ Once the student victim's safety and needs are attended to, the Dean will review the disciplinary process, discuss informal options and connect them to other support services. If the alleged assailant is a student, the Dean will schedule a second appointment with the victim to describe the student discipline process in detail and answer questions. IF the victim is willing to have the university consider disciplinary action against the alleged student assailant(s), the Dean conducts an investigation as follows:

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 STUDENT. When the investigating officer concludes that proceedings under this section are warranted, the investigating officer shall promptly contact the student in person, by telephone, or by electronic mail to offer to discuss the matter with the student. The purpose of this discussion is to permit the investigating officer to review with the student the basis for his or her belief that the student engaged in nonacademic misconduct, and to afford the student an opportunity to respond. If the student does not respond to the investigating officer's offer to discuss the matter, the investigating officer may proceed to make a determination on the basis of the available information.

(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.

(4) 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 student upon request, except as may be precluded by applicable state or federal law.
3. Specification of the sanction sought.
4. Notice of the student'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 to the student.
 - (c) A student 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 student desires a hearing, the student shall file a written request with the student affairs officer within 10 days of the date the written report is delivered to the student. If the student 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 student waives, in writing, the right to such a hearing.

History: CR 08_099: cr. Register August 2009 No. 644, eff.

Detailed Information on the University Student Misconduct Code and disciplinary procedures is available online at: <http://www.wisc.edu/students/>

The Committee on Student Organizations (CSO)

CSO is a committee established by the Chancellor's Policy on the Conduct and Discipline of Registered Student Organizations (RSOs). A shared-governance committee of the Associated Students of Madison (ASM), the CSO is comprised of students, staff, and faculty and includes representatives of the Student Organization Office, Offices of the Dean of Students and the Chancellor's Office. The Committee serves the following functions: to carry out the registered student organization disciplinary process as established in the Policy on the Conduct and Discipline of Registered Students Organizations as listed in the *Student Organization Handbook*, review disciplinary process and procedures and set policy relevant to Registered Student Organizations.

Greek J Board Interfraternity Council Bylaws, Article IV, Section 1. Legal Issues

The possession, use, sale or consumption of alcoholic beverages, while on the premises of a member organization, or in any event or situation sponsored or endorsed

by a member organization, regardless of location, must be in compliance with all applicable laws and regulations of the city, county, state and university. This includes, but is not limited to underage drinking, service to intoxicated individuals, open containers in public, and the sale of alcoholic beverages. All required permits from government agencies must be obtained with copies delivered to the IFC and PHA office 4 days prior to the event.

Interfraternity Council Bylaws, Article V, Section 1. Anti-Hazing Policy, Definition

Whereas, for the purposes of the Interfraternity Council of the University of Wisconsin–Madison, hazing is defined as any means, action, or situation that recklessly or intentionally endangers the mental or physical health or safety of a student for the purpose of initiation or admission into or affiliation with any organization operating under the jurisdiction of the Interfraternity Council of the University of Wisconsin–Madison.

Section 2. Anti-Hazing Policy

Hazing, as defined above, is strictly prohibited at all times by any person(s) affiliated with or under the jurisdiction of the Interfraternity Council.

Interfraternity Council Bylaws, Article I, Section 6. Vice President of Risk Management

The Vice President will be responsible for the following tasks:

- ▶ Organize a Risk Management seminar for chapter risk management chair and social chairs at the beginning of each semester.
- ▶ Organize a meeting once a semester with the Madison Police Department.

Support Services

Resources and Counseling for Victims of Sex Offenses

Whether or not you report the crime, obtain emotional support as soon as possible. Call the Dane County Rape Crisis Center, the Offices of the Dean of Students, University Health Services Counseling and Consultation Services, or a trusted friend or relative. Delayed emotional reactions are common. Also, it is important to consult with a medical provider following a sexual assault for a physical exam and to discuss concerns regarding pregnancy and sexually transmitted infection. For a physical exam including forensic evidence collection, contact: Meriter Hospital, Sexual Assault Nurse Examiner at 608/267-5916. University Health Services can also provide physical exams but does not provide forensic evidence collection (608/265-5600).

Options for Changing Victim's Academic and Living Situations Following Alleged Sex Offense

Students who have experienced a sexual assault can contact the Offices of the Dean of Students, 608/263-5700, to review their academic options. A Dean can assist in working with faculty to consider adjustments that may assist a victim of a sexual assault. In addition, a staff member can assist the victim/survivor in negotiating with housing staff regarding changes in living arrangements.

Victim's Bill of Rights

Any victim of sexual violence in Dane County has the right to be treated with respect and dignity regardless of gender, cultural background, age, sexual orientation, income, cognitive abilities, physical abilities or sexual, medical, and mental health history. Treating victims with respect and dignity requires that we acknowledge that sexual violence is wrong and that no one deserves to be, or asks to be, a victim of such violence; nor are victims responsible for the violence committed against them.

Any victim of sexual violence in Dane County has the right to an array of protective and retributive services, including:

- ▶ timely access to emergency and crisis counseling services

- ▶ the option of being accompanied by an advocate while receiving victim services
- ▶ information regarding reporting requirements, legal rights, and legal resources, such as restitution and Wisconsin Crime Victims' Compensation
- ▶ information about safety planning and protection services
- ▶ information about appropriate follow-up services
- ▶ Any victim of sexual assault in Dane County has the right to expect that the above array of services will be provided by agencies, organizations and individuals that are:
 - ▶ knowledgeable about, aware of and respectful of an individual's unique socio-cultural background
 - ▶ knowledgeable about and sensitive to the impact of sexual violence on individuals
 - ▶ familiar with the various community resources available to victims of sexual violence
 - ▶ respectful of the individual's right to privacy and confidentiality
 - ▶ informed about and able to clarify any legal regulations or professional ethics that require sharing information with others
 - ▶ informed about and able to clarify agency policies and procedures regarding the treatment of victims of sexual assault

Dane County Rape Crisis Center (RCC), 608/251-7273 for 24-hour crisis line, 608/251-5126 for administration line www.danecountyrc.org

RCC offers 24-hour crisis intervention services and medical and legal advocacy; one-to-one short-term counseling; support groups for victims/survivors (and their friends and family) of all forms of sexual violence including recent sexual assaults, past sexual assault, sexual harassment, incest, and sexual exploitation/violation. RCC maintains a campus office located at 115 N. Orchard Street where one-to-one counseling services are available. Services are also available at the main RCC office. To make an appointment at either location, call the 24-hour crisis line at 251-7273.

Chimera, 608/251-5126

Chimera self-defense teaches verbal assertiveness skills and physical techniques to prevent and stop harassment and assault. This aspect of the Dane County Rape Crisis Center's prevention programming spreads awareness and safety to the community, including youth, victims of domestic violence, and other vulnerable populations.

Offices of the Dean of Students, Student Assistance & Judicial Affairs (SAJA), 608/263-5700 www.wisc.edu/students/saja

The Student Assistance & Judicial Affairs (SAJA) unit of the Offices of the Dean of Students provides support services to students who are victims of sexual assault, dating/domestic violence and stalking. SAJA Staff can assist if a victim/survivor wants to discuss their options (including who to report to in order to file a criminal complaint), and/or learn more about the university's disciplinary process for assailants who are students. Students can also learn about on and off campus resources (including mental health and counseling resources, academic support/options, and housing options) by calling the SAJA On-Call Dean, Monday-Friday from 8:30-11:30 a.m. and 1:00 p.m.-4:30 p.m.

University Health Services (UHS), 608/265-5600 www.uhs.wisc.edu

University Health Services Counseling and Consultation Services provides a 24-hour crisis line (265-5600) for students and their friends and family members who've been affected by sexual violence. Services include short-term counseling, group counseling, consultation, and referral. UHS provides same-day service and a same-gender counselor to sexual assault victims/survivors on request. UHS conducts women's support groups for undergraduate and graduate students and, based upon need, will provide support groups for sexual assault survivors. UHS works closely with the Dane County Rape Crisis Center and provides office space within the same building as UHS Counseling and Consultation Services.

University Policies and State Laws

Sexual Assault and Sexual Harassment

Wisconsin statutes recognize that sexual assault, sexual exploitation by a therapist and harassment are serious criminal offenses. It is important for all members of the university to understand how these offenses are defined in law, and to be aware of the penalties. Excerpted below are the definitions and penalties of sexual assault. The law defines the words consent, sexual contact, and sexual intercourse. *Consent* means words or overt actions by a person indicating a freely given agreement to have sexual intercourse or sexual contact. A person under 16 years of age is incapable of consent as a matter of law. Teens 16 and 17 years old can legally consent to sexual contact; however, they are deemed incapable of consenting to sexual intercourse as a matter of law. People who have a mental illness or deficiency, and people who are unconscious or physically unable to communicate, are assumed to be incapable of consent, but that assumption can be challenged in court. Marriage is not a bar to prosecution for sexual assault. A person may be prosecuted for assaulting his or her spouse. *Sexual contact* is defined as any intentional touching of the intimate parts of a person, either directly or through clothing, by any body part or by an object, if that intentional touching is for the purpose of sexually degrading or humiliating the victim, or for the sexual arousal or gratification of the assailant, or if the intentional touching contains the elements of actual or attempted battery. *Sexual intercourse* includes any intrusion, however slight, into another person's genital or anal openings by any object or part of another person's body, or oral-genital contact.

Under another statute, Wisconsin delineates guidelines for the use of evidence in court. Wisconsin State statute 972.11 prohibits the use in court of evidence of the victim's past sexual conduct. There are three exceptions to this. The judge may allow evidence of the victim's past conduct with the assailant; evidence that could show the source or origin of semen, pregnancy or disease; or evidence of prior untruthful allegations of sexual assault made by the victim. Recent revisions in the law have allowed for further

exceptions to be made at the judge's discretion.

WIS. STAT. 940.225:

SEXUAL ASSAULT

First Degree Sexual Assault

Whoever does any of the following is guilty of a Class B felony: A person who commits first degree sexual assault can be imprisoned for up to 40 years.

- ▶ Has sexual contact or sexual intercourse with another person without consent of that person and causes pregnancy or great bodily harm to that person.
- ▶ 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 to reasonably believe it to be a dangerous weapon.
- ▶ 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.

Second Degree Sexual Assault

Whoever does any of the following is guilty of a Class C felony: The penalty for second degree sexual assault is a fine of up to \$10,000 and/or imprisonment for up to 20 years.

- ▶ Has sexual contact or sexual intercourse with another person without consent of that person by use or threat of force or violence.
- ▶ 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.
- ▶ Has sexual contact or sexual intercourse with another person who suffers from 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.
- ▶ Has sexual contact or sexual intercourse with another person who the defendant knows is unconscious.

- ▶ 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.

Third Degree Sexual Assault

Whoever has sexual intercourse with a person without consent of that person is guilty of a Class D felony. A person who commits third degree sexual assault can be fined not more than \$10,000 and/or imprisoned not more than 5 years.

Fourth Degree Sexual Assault

Whoever has sexual contact with a person without the consent of that person is guilty of a Class A misdemeanor. A person who commits fourth degree sexual assault can be fined up to \$10,000 and/or imprisoned for up to 9 months in the county jail.

Rights of Victims & Alleged Assailants of Sexual Assault

36.11(22)(1)(c) Wis. Stats.

- ▶ The right of the victim/survivor and alleged assailant to have the same opportunity to have one representative accompany them in a University disciplinary hearing.
- ▶ The right of the victim/survivor and alleged assailant to be informed of the outcome of any disciplinary hearing involving sexual assault.

Rights of Victims/Survivors of Sexual Assault and Sexual Harassment

Victims/survivors shall be informed of their options to notify proper law enforcement authorities, including on-campus and local police, and the option to be assisted by campus authorities in notifying such authorities, if the victim/survivor chooses.

Victims/survivors shall be notified of available counseling, mental health or student services for victims of sexual assault, both on campus and in the community.

Notification to victims/survivors of and options for, and available assistance in, changing academic and living situations after an alleged sexual assault incident, if so requested by the victim/survivor and if such changes are reasonably available.

In addition to the above, Chap. 950 Wis. Stats, provides a victim's bill of rights, 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. For more details on Wis. Stats Chap. 950 go to: <http://folio.legis.state.wi.us/>

Definitions and Penalties for Sexual Harassment

36.11(22)(1)(a)Wis. Stats.

University policy as well as state and federal law prohibit sexual harassment. Some acts may constitute both assault and sexual harassment. Unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature constitute sexual harassment when:

- ▶ Submission to such conduct is a condition of employment, academic progress, or participation in a university program;
- ▶ Submission to or rejection of such conduct influences employment, academic or university program decisions; or
- ▶ The conduct interferes with an employee's work or a student's academic career, or creates an intimidating, hostile, or offensive work, learning or program environment.

Sexual Harassment

Tangible Action or Quid Pro Quo (This for That) Sexual Harassment

Occurs when employment or academic decisions resulting in a significant change in status are based on an employee or student's submission to or rejection of unwelcome verbal or physical sexual conduct.

Hostile Environment Sexual Harassment Occurs when verbal, non-verbal and/or physical conduct is:

1. Sexual and/or based on gender
2. Unwelcome, and
3. Sufficiently severe and pervasive to interfere with a person's work, learning, or program performance or to create a hostile, intimidating or offensive environment. The determination of sexual harassment is made on a case-by-case basis looking at the whole record, including the circumstances (such as the nature of the sexual advances) and the context in which the alleged incidents occurred. Some behaviors, which may be acceptable in certain contexts, are inappropriate in the workplace or classroom, particularly if an objection is expressed. Key points about sexual harassment include:

- ▶ Differences in power or status can be a significant component in sexual harassment. A person who seems to acquiesce to sexual conduct may still experience tangible action harassment or hostile environment harassment if the conduct is unwelcome.
- ▶ Harassment can occur between men and women or between members of the same gender.
- ▶ Sexual harassment may or may not involve a tangible injury (e.g., economic loss, lowered grades). A sexually harassing environment, in and of itself, may constitute a harm.
- ▶ Sexual harassment must be addressed and corrected regardless of the position or status of the harasser or the person being harassed.
- ▶ Conduct is not always offensive or unwelcome to the same degree when perceived by different people. Courts use a "reasonable person" standard to determine whether the contested behavior constitutes sexual harassment.
- ▶ In an academic or program setting, offenders can be faculty, instructors, lecturers, teaching assistants, coaches, tutors, or even fellow students or program participants. In the workplace, offenders can be supervisors, co-workers, or non-employees such as vendors or customers. Extensive information on the sexual

harassment policy and procedures on campus:
<http://www.oed.wisc.edu/sexualharassment/>.

Services on Campus and in the Community to Assist Victims of Sexual Harassment

The campus has a network of people trained to assist with concerns about sexual harassment. You should feel free to contact any one of them (listed below). Call 911 immediately if your safety is at risk. If assault is involved, you may contact the University Police, the Offices of the Dean of Students, or another resource listed below.

Sexual Harassment Contact Persons

Sexual Harassment Contact Persons are available to anyone wishing to inquire about sexual harassment, discuss an incident, or receive information about options for resolving complaints. They are equipped to address initial concerns and refer appropriately. You can find more information about sexual harassment and the names of Sexual Harassment Contact persons on the sexual harassment Web site at: <http://www.oed.wisc.edu/sexualharassment/>

Office for Equity and Diversity

The OED is available to receive complaints of sexual harassment and other forms of discrimination or prohibited harassment when the allegation is of misconduct by a university employee. If the allegation is against a student, the OED will refer the matter to the Offices of the Dean of Students. While many persons prefer have their concern addressed at the departmental level, the university also provides an option for complaint reporting, investigation and/or resolution through the OED. The OED will conduct prompt, thorough and impartial investigations when formal complaints are filed. If informal resolution is an appropriate alternative, the OED will work with individuals to facilitate a resolution that assures that sexual harassment is corrected and reoccurrence prevented. For more information on the OED's complaint procedures, see their Web page at: www.oed.wisc.edu

Resources

Office for Equity and Diversity

179A Bascom Hall 263-2378 Luis Piñero,
Assistant Vice Chancellor/Director www.oed.wisc.edu

Administrative Legal Services

361 Bascom Hall 263-7400 Lisa Rutherford,
University Legal Counsel

Office of the Associate Vice Chancellors for Academic Affairs

117 Bascom Hall
262-5246 Linda Greene, Associate Vice
Chancellor for Academic Affairs, and
Ombuds For Faculty

Office of the Provost

150 Bascom Hall 262-1304 Eden
Inoway-Ronnie, Executive Assistant to the
Provost <http://www.provost.wisc.edu/>

Employee Assistance Office

526 Lowell Hall 610 Langdon Street 263-
2987 Steve Pearson, Director <http://eao.wisc.edu/>

Offices of the Dean of Students

75 Bascom Hall 263-5700 www.wisc.edu/students/

University of Wisconsin Police Department

1429 Monroe Street 262-2957 (24-hours)
265-9558 Carol Ann Glassmaker www.uwpd.wisc.edu

University Health Services

608/265-5600 www.uhs.wisc.edu UHS is
the campus health clinic for all registered
students, housing both Medical Services
and Counseling and Consultation Services

► **Medical Services:** 1552 University
Avenue (will move to 333 E Campus Mall
in January 2009)

► **Counseling & Consultation Services:**
115 N Orchard St. (will move to 333
E Campus Mall in January 2009)
608/265-5600 (business hours and
after hours crisis line) Greta Guenther,
Counselor [http://www.uhs.wisc.edu/
home.jsp?cat_id=36](http://www.uhs.wisc.edu/home.jsp?cat_id=36)

Campus Women's Center (a student
organization offering information and
referrals) Memorial Union 4th floor 800
Langdon Street 608/262-8093

SEXUAL ASSAULT PROTECTIVE BEHAVIORS 36.11(22)(1)(d) Wis. Stats.

If You Are Concerned About Possible Sexual Harassment

- We encourage early contact—consultation is not escalation. Timely discussion of people's concerns may allow resolution before alternatives become limited. The university will protect confidentiality to the extent possible under the law.
- Seek advice. Consult with your department chair, another divisional resource person, OED or another campus resource (listed above) to discuss options for resolution.
- Consider informing the individual(s) involved that the conduct is unwelcome and that you expect it to stop.
- Keep notes of what happened, when, where, and who was present. Retain copies of any correspondence.
- You may find it helpful to seek support from a trusted colleague. Be aware of your interest in keeping the matter as confidential as possible.

If You Are Accused of Sexual Harassment

- Early consultation may help avoid claims of retaliation and facilitate resolution of the situation.
- You will be informed of any complaint filed against you and provided with an opportunity to respond to the specific allegations.
- You should contact the OED or another campus resource (listed above).
- You may choose to seek private legal advice.
- Be honest when questioned about alleged conduct and explain its context.

If You Are in a Position of Authority

(E.g., *Principal Investigator, Manager/
Supervisor, Department Chair/Director, Dean*)

- Sexual harassment can arise in a healthy environment but it often develops in negative climates. If you have concerns about the climate in your area, consult with one of the resources listed above to learn about proactive measures to improve the climate for all individuals.
- Distribute the Prohibited Harassment Policy to new faculty and staff and to all

employees periodically and when there are modifications to the policy.

- Periodically remind employees of your expectation that they maintain a harassment free environment. Provide resources (e.g., this document, a link to the sexual harassment Web site).
- Schedule Sexual Harassment Informational Sessions and promote attendance by all department members.
- Encourage employees and students to come forward with questions, concerns, and allegations. Avoid discouraging persons from "going outside the department with problems." (A person may not be comfortable reporting within the department and may not seek help if the department's culture discourages outside assistance.)
- Take every complaint seriously and ensure that others do as well. Ensure that your department appropriately addresses all complaints. If you have questions about the scope of your responsibility, contact OED or another campus resource.
- Keep allegations confidential except on a "need to know" basis.
- Ensure that no retaliation occurs against the person making the allegations and that the person charged with harassment is not assumed guilty and/or disciplined on the basis of allegations.
- For the protection of both parties, comply with all applicable university procedures and ensure that your department fully cooperates with any investigation.

If You Are Approached by a Colleague or Peer

Listen to the allegation of harassment sympathetically but objectively.

Sexual Assault And Sexual Harassment

- Encourage the individual to contact someone who can explain alternatives available to resolve the situation (a Sexual Harassment Contact Person, department chair or other divisional resource, the OED, or other campus resources listed above).
- If requested, and if you are comfortable doing so, assist the individual in reporting the behavior.
- Keep allegations confidential, except as necessary to cooperate with appropriate university officials.

OTHER DEFINITIONS AND PENALTIES

36.11(22)(1)(a) Wis. Stats.

Sexual Harassment (In Employment)

111.32(13) Wis. Stats.

“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.

Harassment

947.013 Wis. Stats.

947.013(1)(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.

947.013(1)(b)

“Credible threat” means a threat made with the intent and apparent ability to carry out the threat.

947.013(1)(c)

“Personally identifiable information” has the meaning given in s. 19.62 (5).

947.013(1)(d)

“Record” has the meaning given in s. 19.32 (2).

947.013(1)(1m)

947.013(1m)(a)

Strikes, shoves, kicks or otherwise subjects the person to physical contact or attempts or threatens to do the same.

947.013(1m)(b)

Engages in a course of conduct or repeatedly commits acts which harass or intimidate the person and which serve no legitimate purpose.

947.013(1r)

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

947.013(1r)(a)

The act is accompanied by a credible threat that places the victim in reasonable fear of death or great bodily harm.

947.013(1r)(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.

947.013(1t)

Whoever violates sub. (1r) is guilty of a Class E felony if the person has a prior conviction under this subsection or sub. (1r), (1v) or (1x) or s. 940.32 (2), (2m), (3) or (3m) involving the same victim and the present violation occurs within 7 years of the prior conviction.

947.013(1v)

Whoever violates sub. (1r) is guilty of a Class D 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). 947.013(1x) Whoever violates sub. (1r) under all of the following circumstances is guilty of a Class D felony:

947.013(1x)(a) (a)

The person has a prior conviction under sub. (1r), (1t) or (1v) or this subsection or s. 940.32 (2), (2m), (3) or (3m). 947.013(1x)(b) (b) The person intentionally gains access to a record in order to facilitate the current violation under sub. (1r). 947.013(2) (2) This section does not prohibit any person from participating in lawful conduct in labor disputes under s. 103.53.

Sexual Exploitation by a Therapist 940.22 Wis Stats 940.22(2)

Sexual exploitation by therapist; duty to report. (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 C felony. Consent is not an

issue in an action under this subsection. 940.22(3) Reports of sexual contact. 940.22(3) (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.”

University Misconduct Policies and Procedures

Every member of the University of Wisconsin–Madison community has the right to conduct his or her academic and social life in an environment that is free from threats, danger, harassment, or other disruption.

UWS Chapter 17

The UW System and UW–Madison have devised regulations defining responses to behavior of students which interferes with the life and work of the University and its members. Chapter UWS 17 is a part of the University of Wisconsin Administrative Code and was adopted by the Board of Regents as a set of disciplinary procedures for the University System. It defines conduct by students that may result in University discipline because it causes harm either to another member of the University community or to the University itself. UWS 17 also describes the penalties which may be imposed and the procedures for carrying out disciplinary actions. Of course, due process for students accused of misconduct is an important part of these procedures. (Note: Academic misconduct is covered in UWS 14. UWS 17 applies to student conduct; faculty and staff are governed by other regulations.)

Non-academic conduct rules cover a broad spectrum of conduct involving students’:

- ▶ behavior toward other community members
- ▶ actions on university property or
- ▶ actions related to a university activity.

A student may be subject to discipline for conduct that is or already has been the subject of a police citation or criminal action.

This means that a student ticketed for an alcohol violation or charged with vandalism may also be subject to misconduct proceedings. A student may also be subject to discipline for conduct that is or has already been addressed by a University Housing breach of contract action.

UWS 17 defines prohibited conduct in the following areas:

(Note: See the UWS 17 policies for a complete description of offenses & penalties; see the UWS 17 procedures for campus specific implementation guidelines.)

- ▶ “For conduct which constitutes a serious danger to the personal safety of a member of the university community or guest.” UWS 17.03(1). Examples include, but are not limited to: engaging in conduct that is a crime involving danger to property or persons such as sexual assaults; attacking or otherwise physically abusing, threatening to physically injure or physically intimidating a member of the university community or a guest; throwing objects at law enforcement personnel, or inciting others to do so; selling or delivering a controlled substance, or possessing a controlled substance with intent to sell or deliver; or tampering with fire or safety equipment.
- ▶ “For stalking or harassment.” UWS 17.03(2)(a). Stalking and harassment are defined by state law. In part, “stalking” is described as intentionally “repeatedly following or remaining in visual or physical proximity to a person, or repeatedly conveying verbal or written threats or threats implied by conduct...” “Harassment” is described in part as intending to harass or intimidate another person by “striking, shoving, kicking or otherwise subjecting another person to physical contact or attempting or threatening to do the same... or ... engaging in a course of conduct or repeatedly committing acts which harass or intimidate another person, which serve no legitimate purpose.”
- ▶ “For conduct that seriously damages or destroys university property or attempts to damage or destroy university property, or the property of a member of the university community or guest.” UWS 17.03(3). A large portion of non-academic conduct matters involve damage to university property or the property of other community members by a student while under the influence of alcohol. Such conduct may result in a permanent disciplinary record in addition to citations or other legal action.
- ▶ “For conduct that obstructs or seriously impairs or attempts to obstruct

or seriously impair university-run or university-authorized activities, or that interferes with or impedes the ability of a member of the university community, or guest, to participate in university-run or university-authorized activities.” UWS 17.03(4)(a). Examples of the conduct prohibited under this subsection include, but are not limited to: preventing or blocking physical entry to, or exit from, a university building, corridor or room; engaging in shouted interruptions, whistling, or similar means of interfering with a classroom presentation or a university-sponsored speech or program; obstructing a university officer or employee engaged in the lawful performance of duties; obstructing or interfering with a student engaged in attending classes or participating in university-run or university-authorized activities; or knowingly disrupting access to university computing resources, or misusing university computing resources.

These rules include the use of a UW e-mail account or UW computing facility. A student may not send messages that mask or change the sending student’s identity. No student may communicate with another through e-mail in ways that are prohibited if done in person or by telephone or regular mail. See the complete rules for “Appropriate Use of UW Information Technology Resources”.

These rules do not prohibit conduct that is protected under a student’s right to free expression, such as peacefully picketing a campus event. A more detailed discussion of how certain conduct is prohibited or protected by First Amendment rights can be found in UWS 17 or by contacting the Offices of the Dean of Students.

- ▶ “For unauthorized possession of university property or property of another member of the university community or guest.” UWS 17.03(5).
- ▶ “For acts which violate the provisions of UWS 18, Conduct on University Lands.” UWS 17.03(6). UWS 18 includes a wide range of conduct such as vandalism, removing trees or flowers, improperly entering or remaining in a university building, misusing university keys, or violating campus alcohol or smoking rules.
- ▶ “For knowingly making a false statement to any university employee or agent regarding a university matter, or for refusing to identify oneself to such employee or agent.” UWS 17.03(7).
- ▶ “For violating a standard of conduct, or other requirement or restriction imposed

in connection with disciplinary action.” UWS 17.03(8).

Disciplinary Penalties

If a student is found to have engaged in non-academic misconduct under these rules, one or more of the following disciplinary sanctions may be imposed:

- (a) A written reprimand
- (b) Denial of specified university privileges
- (c) Imposition of reasonable terms and conditions on continued student status
- (d) Restitution
- (e) Removal of the student from the course in progress
- (f) Disciplinary probation
- (g) Suspension
- (h) Expulsion

The Disciplinary Process

If a report is received alleging that a student has engaged in conduct which is in violation of UWS 17, an Investigating Officer will investigate the matter. The student will be invited to meet with the investigating officer in an informal meeting. The purpose of that meeting is to hear any statements the student wishes to make and to answer questions about the procedures. The student may be accompanied by a person of his/her choosing at the meeting. If the student lives in Residence Halls and the alleged misconduct occurred in Residence Halls, a University Housing staff person will serve as an Investigating Officer. Otherwise, a staff member from Student Assistance & Judicial Affairs will serve as an Investigating Officer.

If it appears that misconduct has occurred, the Investigating Officer will prepare a report describing the misconduct and the sanction he or she believes is warranted.

The Right to a Hearing

If the investigator determines that misconduct occurred, the student has the right to a formal hearing to contest the decision that the student engaged in misconduct, the disciplinary action imposed, or both. The hearing may be available at the student’s request or may be scheduled automatically, depending on the sanction imposed. When the discipline imposed is less severe, the student may request a hearing by submitting a written notice within 10 calendar days after the finding of misconduct. In cases where the discipline imposed

includes suspension or expulsion, UWS 17 provides for the hearing to be scheduled automatically unless the student waives the right to the hearing in writing.

Hearings are conducted either by a hearing committee or by a hearing examiner, at the student's choice. Separate academic and non-academic misconduct hearing committees are appointed by the chancellor and include faculty, academic staff, and student members. The committee for a specific case is composed of at least three members with at least one student member. A hearing examiner is appointed by the chancellor from the faculty or academic staff. A hearing examiner or hearing committee conduct hearings in the same manner and under the same policies and procedures.

In any hearing (whether by student election or automatically scheduled) the student maintains:

- ▶ the right to have a representative present on his/her behalf, including the right to be advised by counsel at his/her own expense;
- ▶ the right to question witnesses;
- ▶ and the right to obtain a transcript of the proceedings at his/her own expense.

Can I Make a Report?

If you are being harassed, threatened or harmed by a student, or if you observe conduct which you believe may be in violation of university rules, you are encouraged to contact Student Assistance & Judicial Affairs in 75 Bascom Hall (263-5700). A staff member will be happy to talk to you in confidence about the situation. Staff will then review with you which disciplinary procedures might apply, as well as other avenues for solving problems or taking action.

***Note:** UWS 17 covers non-academic student misconduct. Faculty and staff are subject to other university policies and procedures. The policies and procedures for student academic misconduct (cheating) are contained in UWS 14.*

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. History: CR 08_099: cr. Register August 2009 No. 644, eff. 9_1_09.

UWS Chapter 18

UWS Chapter 18 provides the UW System statutes for all behavior on university property. Regulations address topics ranging from traffic rules and criminal behavior to ticket scalping and distribution of political materials.

A link to these policies and procedures can be found at: <http://www.wisc.edu/students/saja/pdf/UWS18.pdf>

Links to Relevant Wisconsin State Statutes

The following Wisconsin State Statutes are linked to the Revisor of Statutes Bureau www.legis.state.wi.us/rsb/stats.html; search under Folio Format by entering the statute number (i.e. 940.225 or 36.12).

- 36.12 Student discrimination prohibited
- 947.013 Harassment
- 940.225 Sexual assault
- 940.22 Sexual exploitation by therapist; duty to report
- 948.02 Sexual assault of a child
- 948.025 Engaging in repeated acts of sexual assault of he same child
- 939.50 Classification of felonies
- 939.51 Classification of misdemeanors
- 939.52 Classification of forfeitures
- 950.04 Basic bill of rights for victims and witnesses
- 950.055 Child victims and witnesses; rights and services

Appendix 1

State Report on Sexual Assault as required by the State of Wisconsin (Wisconsin State Statute 36.11(22)(1)(a))

2008 Narrative Report to UW System

as required by Wis. Stat. §36.11(22)

Programming and Services on Sexual Assault/Harassment Prevention, Education, and Victim Assistance

INSTRUCTIONS:

Please type in this electronic document to respond to the following questions and submit via email to acss@uwsa.edu.

1. Provide a description of the method used to annually distribute the required information, as described in Wis.Stat. §36.11(22)(1)(a-d), to all new and continuing students electronically or in printed format.

General campus safety, including sexual assault prevention, is one of the topics discussed amongst new students in small groups during the Student Orientation, Advising and Registration (SOAR) program. In addition to discussion on how to keep themselves and their friends safe, students are also informed of support resources they can access if they are the victim of sexual assault. Finally, referral information is provided in an Orientation folder which is distributed to all new students and their parents/family members.

2. Provide an explanation how the chosen methods ensure that all new and continuing students annually receive the required information. Wis.Stat. §36.11(22)(2).

While SOAR is not a required program, all new students must attend SOAR if they would like to register for courses prior to the beginning of the semester. 99% of all freshmen and transfer students attend SOAR and therefore received both written and oral information regarding safety and sexual assault. Continuing students received the required information via the Clery Report which is e-mailed to them annually on October 1.

3. Provide a summary of the format, focus, goals, and size of the orientation programming which includes the required oral and written information to new students, as described in Wis.Stat. §36.11(22)(1)(a-d).

The SOAR program is a one and a half day program for freshmen and a one day program for transfer students. The primary focus of SOAR is academic advising and course enrollment information. However, students receive information on the transition from high school to college, alcohol, safety, sexual assault and campus resources. For the summer of 2008, SOAR served approximately 6500 new freshmen and transfer students

4. Describe two or three best examples of institutional initiatives, programs or services which assist student victims of sexual violence. The description should include the **impact, benefit, or significant innovation** of these highlighted programs.

In 2008 UW–Police Department created a Stalking packet for victims. Included in the packet is a booklet created by UW Police which explains the investigation and court process, safety plans, as well as provide information on resources throughout the Dane County area. The impact of this booklet will significantly assist victims with the knowledge of the criminal process. Also included in the packet is a log book which assists the victim in recording/documenting: Dates and times of contacts to include e-mails, phone calls, and third party contacts by the suspect. The benefit of this log is that the documentation may be helpful in the criminal process. Thirty-one percent of women who were stalked by a current or former husband or cohabiting partner were also sexually assaulted by that partner.

UW Madison Police provides a variety of safety information on their website uwpd.wisc.edu. The website includes information such as campus sex offender registry, crime alerts, contact information, on-line pamphlets, computer safety tips, UW administrative code information,

Department unit information, and links to UW Health Service and UW Parking. The benefit of this website for our university community and parents provides accessible immediate and up-to-date crime related news, incident summaries and safety tips to better protect themselves.

The Student Assistance and Judicial Affairs (SAJA) a unit within the Dean of Students Office provides on-going advocacy for victims of sexual assault and holds student assailants accountable. SAJA assists student victims with safety issues and planning, academic concerns, relocation, resource referrals to both on and off campus agencies, supports victims through the criminal process, and gives them options for reporting. SAJA works collaboratively with campus and community agencies (Rape Crisis, Sexual Assault Nurse Examiner, District Attorney's Office, etc) in order to better serve our student victims. Our university detectives on sensitive crimes are available to student victims to answer questions and/or assist them in the criminal process.

The Rape Crisis Center (RCC) Satellite Office on campus continues to be a valuable service to our university community. The satellite office provides easy access for the university community, and it affords us the opportunity to partner with the RCC on other initiatives, i.e. the Campus Women's Center and the RCC sponsor walk-in support groups for victims. For a third year, the RCC will also provide Thai Chi as a Healing Art program to sexual assault victims from campus.

Promoting Awareness, Victim Empowerment (PAVE) is a student organization dedicated to ending sexual assault and dating violence through education and activism. To this end, 60 volunteer and staff peer educators offer free one-hour, evidence-based workshops to students, faculty, and staff focusing on definitions/dynamics, gender roles, consent, resources for victims and healthy/protective behaviors. In 2008, PAVE volunteers and staff served approximately 4000 students, faculty, and staff with these workshops,

including new members of the social fraternity and sorority systems. Additionally, PAVE conducts public awareness campaigns, large campus-wide events, and media advocacy with student newspapers to ensure sensitive coverage of sexual assault and dating violence. In April 2008, PAVE hosted Aishah Shaidah Simmons, director of "NO! The Rape Documentary" for a series of lectures, workshops, and documentary screenings about the impact of sexual assault in African American communities. In partnership with the Dane County Rape Crisis Center and the Campus Women's Center, PAVE also sponsored Take Back the Night, an event designed to empower victims to speak out about their experiences. In Fall of 2008, PAVE hosted Ben Atherton-Zeman for a production of "Voices of Men," a one-act play that focuses on masculinity, respect, and activism. <http://uwpave.rso.wisc.edu/>

Impact:

"I was able to see different viewpoints within my new member class in a comfortable environment." -participant in PAVE workshop
"With such a large community of people who are active throughout campus, it is important for them to understand what is happening and potentially attempt to stop it." -participant in PAVE's Greek New Member Education Workshop

After participating in a PAVE workshop, 65% of respondents to the evaluation said they were more likely to intervene in a friend's behavior if they saw him or her being abusive to their partner.

Benefit:

With a minimal budget and part-time student staff of 7, PAVE provides authentic peer leadership in educational efforts about sexual assault and dating violence and serves roughly 4000-6000 each year. Students who are served by PAVE's services are more likely to know about options for victims, respond to disclosures in compassionate ways, and understand dynamics and definitions of sexual assault. These services could not be provided to this many students by the single professional violence prevention staff if PAVE were not in existence.

Greek Men for Violence Prevention (GMVP) is a one-credit, seven-week class sponsored by the School of Social Work and University Health Services designed by and for college fraternity men. The course is peer-led by fraternity men and feminist women, and explores the intersections of masculinity, homophobia, and sexual/dating violence. Key topics include: bystander

intervention, supporting a survivor, and creating counter stories of masculinity. In 2008, GMVP served 45 students. This program is supported in part through the Centers for Disease Control and Prevention DELTA grant in Dane County, which is administered by the Wisconsin Coalition Against Domestic Violence.

Impact:

"When people think of a rapist, they think of a dirty and scary man; the truth is that many perpetrators of sexual assault are normal people. Even though I did not know the person who was raped, I still felt for the woman because it happened so close to my house. I now am more observant as to how men are treating women and I have approached my friends on multiple instances when they are treating women in a harmful way. The readings and discussions from class made me realize how prevalent of a problem sexual assault is." -GMVP Participant

5. Describe two or three best examples of ways the institution offers education or training in sexual assault prevention and protective behaviors, and the **impact, benefit or significant innovation** of these highlighted programs.

A survey of women's sexual experiences found that, while fraternity men accounted for only 25 percent of the undergraduate male population, they represented 46 percent of the perpetrators of sexual violence (Fritner, Mary Pat, and Lurna Rubinson. 1993. "Acquaintance Rape: The Influence of Alcohol, Fraternity Membership, and Sports Team Membership." *Journal of Sex Education & Therapy* 19:272-84). To that end, programs designed to not only reduce the risk factors for fraternity men's perpetration, and/or facilitation of sexual assault but also enhance their protective factors to intervene in other men's sexually aggressive behavior such as GMVP address a key need on college campuses. Only a handful of sustained, peer-led fraternity-focused prevention programs exist across the United States, and University Health Services continues to ensure programmatic and outcome evaluation of student learning. In 2008, Professional staff to this project shared their findings and experiences at the Wisconsin College Personnel Association/Wisconsin Coalition Against Sexual Assault Conference (WCASA), the WCASA Training Institute, the UW-Madison Campus Diversity Forum, the 30th Anniversary Wisconsin Coalition Against Domestic Violence Conference,

and the UW-Madison Student Personnel Association Conference.

SAJA staff provided numerous campus wide trainings for faculty, staff, and students; topics included sexual assault, dating/domestic violence, and stalking. The audiences for these included a social work class, educational leadership and policy administration class, a campus-wide stalking professional development, and training for faculty and staff regarding reporting and resources.

6. The institutionally defined boundaries of the geographic location "off-campus". [The criteria for specifying "off-campus" should be that it identifies a region surrounding the campus, but not controlled by the institution, where substantial numbers of students typically live or congregate. Our expectation is that this may well be a dynamic category and that institutions may choose to annually re-evaluate the defined boundaries.]

The UW-Madison campus defines "off campus" as "within one mile of campus."

Institutional Obligation to Notify Faculty and Staff of their Reporting Obligations

Provost Patrick V. Farrell sent the University of Wisconsin-Madison's annual memo regarding mandatory sexual assault reporting and the university's Sexual Harassment Information & Resources initiative to all employees on 5 December 2008 (by e-mail, with hard copy to employees without e-mail addresses).

Our Sexual Harassment Information & Resources web site (www.oed.wisc.edu/sexualharassment/) and companion brochure, Sexual Harassment: Defining and Addressing a Community Concern, were updated in August 2008. These resources explain the University of Wisconsin-Madison's policies on sexual harassment and consensual romantic or sexual relationships. They provide information and guidance on what to do if an individual is harassed, accused of harassment, or contacted by someone who believes he or she has been harassed. In addition, they highlight the responsibilities of individuals in positions of authority (principal investigators, supervisors, managers, department chairs, directors, and deans). Both web and print materials include additional information about campus safety, sexual assault reporting requirements, and resources for preventing and responding to sexual assault.

Brochures are provided to students at Student Orientation, Advising & Registration (SOAR); to employees at New Employee Orientation sessions offered each month; to graduate students attending the Graduate Assistant Equity Workshops offered for TAs and PAs each year since 1990; to participants in the Office of Human Resource Development's Managers & Supervisors (MSD) Series; and to individuals attending sexual harassment informational sessions. During 2007–2008,

a total of 516 TAs and PAs attended 15 Graduate Assistants Equity Workshops.

In 2007–2008, 185 employees (including 103 limited appointees) attended sexual harassment informational sessions. An additional 300 employees attended sessions offered in Fall 2008. At these interactive sessions, facilitators provide information about the law, university policies and campus resources; share advice about responding compassionately and effectively to sexual harassment concerns;

and address sexual assault reporting requirements and resources. Attendance has been mandatory for limited appointees since November 2005. As of 1 June 2008, 522 (98%) had participated as required.

Appendix 2

Alcohol And Other Drug Information

as required by the Drug Free Schools and Communities Act

Alcohol & Other Drugs: Services and Programs

Campus Resources for Students

Our campus provides a variety of services to students. In order that we may intervene earlier and more effectively with students who are alcohol/other drug troubled, we provide training for counselors, House Fellows in university residence halls, resident assistants in the private residence halls, fraternity and sorority members, and any interested faculty and staff to help them identify and refer persons who may be having problems associated with alcohol or other drugs through their own or someone else's use. If you are concerned about your own use of alcohol or other drugs, confidential information, assessment, referral, and short-term counseling services are available at UHS Counseling and Consultation Services (608/265-5600). There are no intensive treatment services available on campus. Insurance affects your ability to use off-campus alcohol and other drug service providers, and we urge all students to have adequate insurance coverage.

The PACE Project

University Health Services
1552 University Ave.
608/265-5231
www.uhs.wisc.edu/rwj

The PACE Project utilizes an environmental management approach to produce long-term campus and community change to reduce high-risk drinking. For more information, click on PACE at www.uhs.wisc.edu.

Information Resources

A variety of informational resources are available to students. These include a free, confidential, online assessment tool called e-CHUG (which gets 3,000 hits annually) to assess personal drinking, and posters and brochures available to students throughout campus.

Campus Resources for Employees

Employees who have problems with alcohol or controlled substances are encouraged to contact the Employee Assistance Office Director Steven Pearson (608/263-2987). URL: <http://eao.wisc.edu/index.htm>. Voluntary contact with EAO may remain confidential.

Community Information and Treatment Resources

There are a variety of alcohol and other drug information, prevention, intervention, and treatment programs and services in the Madison community.

Wisconsin Clearinghouse for Prevention Resources

Wisconsin Clearinghouse for Prevention Resources offers videos, books, brochures and other free materials.

1552 University Ave.
Madison, WI 53705
800/322-1468; 608/262-9157,
800/248-9244;

The Wisconsin Department of Health and Family Services will send a pamphlet detailing the statewide and local resources for drug and alcohol abuse treatment. You can request a pamphlet by calling 608/266-2717 or http://dhfs.wisconsin.gov/bqaconsumer/AODA_MH?AODAMhDirs.htm

12 Step Groups

AA area Headquarters 608/222-8989

Al-Anon 24-hour hotline 608/241-6644

Narcotics Anonymous 608/258-1747

The following information is provided to comply with the Drug Free Schools and Communities Act, 20 USC 1011(1)

University Standards of Conduct & University Sanctions Concerning Illicit Drugs & Alcohol

We have a variety of on-campus prevention, education, screening and intervention programs as well as university sanctions designed to reduce alcohol and other drug abuse. We can also help put people in touch with the variety of community resources available to assist persons who are experiencing alcohol and other drug related problems. We know, however, that the most effective catalyst for positive change is the willingness of people who know and care for each other to talk to one another about these issues — to share values and expectations, to ask questions, to convey concern, to offer information and support. We ask you to work on this important communication with us; we will help in any way we can, and invite you to call us for assistance.

Standards of Conduct

The University of Wisconsin System and University of Wisconsin-Madison prohibit the unlawful possession, use, distribution, manufacture, or dispensing of illicit drugs and alcohol by students and employees on university property or as part of university activities. The use or possession 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, in accordance with s. UWS 18.06(13)(a), Wis. Adm. Code. Without exception, alcohol consumption is governed by Wisconsin statutory age restrictions under s. UWS 18.06(13)(b), Wis. Adm. Code. The unlawful use, possession, distribution, manufacture, or dispensing of illicit drugs ("controlled substances" as defined in ch. 961, Wis. Stats.) is prohibited in accordance with s. UWS 18.10(1), Wis. Adm. Code.

Disciplinary Sanctions

Violation of these provisions by a student may lead to the imposition of a disciplinary sanction, up to and including suspension or expulsion, under s. UWS 17.03(1)(b), Wis. Adm. Code. Students are often requested to participate in an alcohol and other drug (AOD) assessment provided by University Health Services (UHS), the Values and Influences Toward Alcohol class taught by UHS Counseling and Consultation staff, the e-CHUG online self-assessment tool and reflection papers that require the student to read excerpts from books such as *Dying to Drink* by Henry Wechsler and *Beer and Circus* by Murray Sperber as a part of their educational sanctions.

University employees are also subject to disciplinary sanctions for violation of these provisions occurring on university property or the worksite or 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, faculty and academic staff policies, and collective bargaining agreements. Referral for prosecution under criminal law is also possible. Further, violations of ss. UWS 18.06(13) and 18.10(1), Wis. Adm. Code may result in additional penalties as allowed under ch. UWS 18, Wis. Adm. Code.

Employees who are convicted of any criminal drug statute violation occurring in the workplace must notify the dean, director or department chair within 5 days of the conviction, if the employees are employed by the university at the time of the conviction.

State of Wisconsin and Federal Laws

State of Wisconsin and Federal Legal Sanctions

The Uniform Controlled Substances Act, Chapter 961 of the Wisconsin Statutes, regulates controlled substances and outlines specific penalties for the violation of the regulations. A first-time conviction for possession of a controlled substance can result in a sentence of up to one year in prison and a fine of up to \$5,000. Sec. 961.41(3g), Stats. A person convicted of manufacturing a controlled substance, delivering a controlled substance, or possessing a controlled substance with an intent to manufacture or deliver, can be imprisoned for up to 30 years and fined up to \$1,000,000. Secs. 961.41(1) and (1m), Stats. Penalties vary according to the type of drug involved, the amount of drug confiscated, the number of previous convictions, and the presence of any aggravating factors. The distribution of a controlled substance to a minor can lead to the doubling of an authorized sentence term. Sec. 961.46, Stats. Wisconsin has formidable legal sanctions that restrict the use of alcohol in various situations. It is illegal to procure for, sell, dispense or give away alcohol to anyone who has not reached the legal drinking age of 21 years. Sec. 125.07(1)(a)(1), Stats. Every adult has a legal obligation to prevent the illegal consumption of alcohol on premises owned by the adult or under the adult's control. Sec. 125.07(1)(a)(3), Stats. A first-time violator of either of the above subsections can be fined up to \$500. It is against the law for an underage person to procure or attempt to procure an alcoholic beverage, to falsely represent his or her age for the purpose of obtaining alcohol, to enter premises licensed to sell alcohol, or to consume or possess alcohol on licensed premises. Sec. 125.07(4)(a), Stats. A first-time underage violator of Section 125.07(4)(bs), Stats., can be fined up to \$500, ordered to participate in a supervised work program, and have their driver's license suspended.

Federal Laws

Federal Legal Sanctions

Pursuant to federal law, the United States Sentencing Guidelines establish mandatory minimum penalties for categories of drug offenses and provide for penalty enhancements in specific cases. Under these federal guidelines, courts can sentence a person for up to 6 years for unlawful possession of a controlled substance, including the distribution of a small amount (less than 250 grams) of marijuana; a sentence of life imprisonment can result from a conviction of possession of a controlled substance that results in death or bodily injury; and, possession of more than 5 grams of cocaine can trigger an intent to distribute penalty of 10 – 16 years in prison.

Federal Penalties and Sanctions for Illegal Possession of Controlled Substances

1st conviction: Up to 1 year imprisonment and fined at least \$1,000 but not more than \$100,000, or both. After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500 but not more than \$250,000, or both.

After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but not more than \$250,000, or both.

21 U.S.C. 853(a)(2) and 881(a)(7) Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment. (See special sentencing provisions re: crack, above.)

21 U.S.C. 881(a)(4) Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 844a Civil fine of up to \$10,000.

21 U.S.C. 862 Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

18 U.S.C. 922(g) Ineligible to purchase, receive or transport a firearm. Miscellaneous Revocation of certain Federal licenses and benefits, e.g. pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies.

Note: These are only Federal penalties and sanctions. Additional State penalties and sanctions may apply.

Health Effects of Alcohol & Other Drugs: Summary

The following is a partial list of drugs and the consequences of their use. The abuse of alcohol and the use of other drugs is detrimental to the health of the user. Further, the use of drugs and alcohol is not conducive to an academic atmosphere. Drugs impede the learning process and can cause disruption for other students and disturb their academic interests. The use of alcohol or drugs in the workplace may also impede the employee's ability to perform in a safe and effective manner, and may result in injuries to others. Early diagnosis and treatment of drug and alcohol abuse is in the best interests of the student, employee and the university. For additional information concerning the health risks associated with substances covered by the Controlled Substances Act, refer to the chart on pages 24–25 of the U.S. Department of Justice publication, *Drugs of Abuse*, 1996 edition.

- ▶ **Alcohol:** Alcohol is the most frequently abused drug on campus and in society. Alcohol is chemically classified as a mind-altering drug because it contains ethanol and has the chemical power to depress the action of the central nervous system. This depression affects motor coordination, speech and vision. In great amounts, it can affect respiration and heart rate control. Death can result when the level of blood alcohol exceeds 0.40%. Prolonged abuse of alcohol can lead to alcoholism, malnutrition and cirrhosis.
- ▶ **Anabolic Steroids:** Concerns over a growing illicit market and prevalence of abuse, combined with the possibility of long-term effects of steroid use, led Congress to place anabolic steroids into Schedule III of the Controlled Substances Act (CSA). Although the adverse effects of large doses of multiple anabolic steroids are not well established, there is increasing evidence of serious health problems associated with the abuse of these agents, including cardiovascular damage, liver damage and damage to reproductive organs. Physical side effects include elevated blood pressure and cholesterol levels, severe acne, premature balding,

reduced sexual function and testicular atrophy. The CSA defines anabolic steroids as any drug or hormonal substance chemically and pharmacologically related to testosterone (other than estrogens, progestins, and corticosteroids), that promotes muscle growth. Those commonly encountered on the illicit market include: boldenone (Equipose), ethylestrenol (Maxibolin), fluoxymesterone (Halotestin), methandriol, methandrostenolone (Dianabol), methyltestosterone, nandrolone (Durabolin, Deca-Durabolin), oxandrolone (Anavar), oxymetholone (Anadrol), stanozolol (Winstrol), testosterone and trenbolone (Finajet).

- ▶ **Cannabis:** Three drugs that come from cannabis—marijuana, hashish, and hashish oil—are currently distributed on the U.S. illicit market. These drugs are deleterious to the health and impair the short-term memory and comprehension of the user. When used, they alter the sense of time and reduce the ability of the user to perform tasks requiring concentration and coordination. They also increase the heart rate and appetite. Motivation and cognition can be altered, making acquisition and retention of new information difficult. Long-term users may develop psychological dependence that can produce paranoia and psychosis. Because cannabis products are usually inhaled as unfiltered smoke, they are damaging to the lungs and pulmonary system and have more cancer-causing agents than tobacco.
- ▶ **Depressants:** Depressants produce central nervous system depression. Depressants (i.e., barbiturates, benzodiazepines, glutethimide, methqualone, and meprobamate) can cause physical and psychological dependence that can lead to respiratory depression, coma and death, especially when used in concert with alcohol. Withdrawal can lead to restlessness, insomnia, convulsions and even death. Chloral hydrate, a hypnotic depressant, and alcohol constitute the infamous “date-rape drug” or “Mickey Finn.”
- ▶ **Hallucinogens:** LSD, PCP, mescaline and peyote are classified as hallucinogens. Hallucinogens interrupt the brain messages that control the intellect and keep instincts in check. Large doses can produce convulsions and coma, heart and lung failure. Chronic users complain of persistent memory problems and speech difficulties for up to a year after

their use. Because the drug stops the brain's pain sensors, drug experiences may result in severe self-inflicted injuries. Persistent memory problems and speech difficulties may linger.

- ▶ **Narcotics:** The term narcotic derives from the Greek word for stupor. Narcotic use is associated with a variety of unwanted effects, including drowsiness, inability to concentrate, apathy, lessened physical activity, constriction of the pupils, dilation of the subcutaneous blood vessels causing flushing of the face and neck, constipation, nausea and vomiting and, most significantly, respiratory depression. With repeated use of narcotics, tolerance and dependence develop. Users of narcotics, such as heroin, codeine, morphine, and opium, are susceptible to overdose that can lead to convulsions, coma and death.
- ▶ **Stimulants:** Cocaine is the most potent stimulant of natural origin. “Crack” is the chunk form of cocaine that is a ready-to-use freebase. These drugs stimulate the central nervous system and are extremely addictive. They can cause psychological and physical dependency. Stimulants can lead to dilated pupils, increased pulse rate, elevated blood pressure, insomnia, loss of appetite, paranoia, and seizures. They can also cause death by disrupting the brain's control of the heart and respiration. The use of amphetamines and other stimulants can have the same effect as cocaine and cause increased heart rates and blood pressure that can result in a stroke or heart failure. Side effects include dizziness, sleeplessness, and anxiety. They can also lead to hallucinations, paranoia, psychosis, and even a physical collapse. Nicotine is a highly addictive stimulant, whether ingested by smoking or chewing. This drug hits the brain in six seconds and damages the lungs, decreases heart strength, and is associated with many types of cancers when ingested by smoking. The withdrawal symptoms include anxiety, progressive restlessness, irritability, and sleep disturbances.

Myths About Alcohol

- ▶ **Everyone drinks.** Actually, 30% of UW–Madison students don't drink at all or classify themselves as light drinkers.
- ▶ **The use of alcohol is a personal choice that only affects the user.** You are part of a 40,000+ student community and

your substance use choices can affect the people you are with and the things you are doing.

- ▶ **I see a lot of people using alcohol to socialize and I want to fit in and make friends.** Choose to see and be with those people who care about themselves and their friends. There are many ways to make friends and many places to fit into the campus - join a student organization (there are 700+ to choose from!), volunteer, hang out at one of the Unions, join an intramural sports team.

▶ **Make Moderation Part of Your Lifestyle.**

A Harvard University study indicated that 65% of UW–Madison undergraduates are high-risk drinkers and that 54% drink to get drunk. Moderation can lessen the negative consequences such as hurting you or others, vandalism, academic problems and failure. Begin by deciding if you're going to drink alcohol or not! If you choose to drink, remember it's not a race. Alternate with nonalcoholic drinks and be sure to eat. Think how much better you'll feel in the morning after a moderate night, not to mention the positive effect moderation will have on your class attendance, grades, and friendships!

Appendix 3

UW–Madison Division of University Housing 2008 Annual Fire Safety Report Residence Hall and Apartment Student Housing

(7/4/09)

Number and cause of each fire in any on-campus housing facility

University Residence Halls

One fire in an elevator car caused by arson.

University Apartments

Two dumpster fires caused by hot charcoals disposed of in dumpster.

Four fires in apartments caused by the following:

- Candle on kitchen table started table wreath on fire
- Drape caught on fire when it touched a floor lamp
- Two stove top fires when a pan was left unattended

Number of injuries from fire that result in medical treatment

University Residence Halls

No injuries from fires that resulted in medical treatment in 2008.

University Apartments

No injuries from fires that resulted in medical treatment in 2008.

Number of deaths related to fire

University Residence Halls

No deaths related to fire in 2008.

University Apartments

No deaths related to fire in 2008.

Value of property damage caused by fire

University Residence Halls

University Residence Halls value of property damage by fire was \$1915.73.

University Apartments

University Apartments value of property damage caused by fire was \$920.00. Most of the property loss was resident (personal) property loss.

Description of the fire safety "system" in each housing facility

University Residence Halls

Adams Hall: Multiplexed addressable building fire alarm system, dry standpipe system and resident room 110v stand alone smoke detectors with battery backup.

Barnard Hall: Multiplexed addressable building fire alarm system and resident room 110v stand alone smoke detectors with battery backup.

Bradley Hall: Multiplexed addressable building fire alarm system and resident room 110v stand alone smoke detectors with battery backup.

Chadbourne Hall: Multiplexed addressable building fire alarm system, full building sprinkler system and supervised resident room smoke detectors.

Cole Hall: Multiplexed addressable building fire alarm system and resident room 110v stand alone smoke detectors with battery backup.

Elizabeth Waters Hall: Multiplexed addressable building fire alarm system, dry standpipe system and resident room 110v stand alone smoke detectors with battery backup.

Friedrick Hall: Multiplexed addressable building fire alarm system and resident room 110v stand alone smoke detectors with battery backup.

Kronshage Hall: Multiplexed addressable building fire alarm system and resident room 110v stand alone smoke detectors with battery backup.

Merit House: Multiplexed addressable building fire alarm system and resident room 110v stand alone smoke detectors with battery backup.

Ogg Hall: Multiplexed addressable building fire alarm system, full building sprinkler system and supervised resident room smoke detectors.

Sellery Hall: Multiplexed addressable building fire alarm system, full building sprinkler system and resident room 110v stand alone smoke detectors.

Slichter Hall: Multiplexed addressable building fire alarm system and resident room 110v stand alone smoke detectors with battery backup.

Smith Hall: Multiplexed addressable building fire alarm system, full building sprinkler system and resident room 110v stand alone smoke detectors with battery backup.

Sullivan Hall: Multiplexed addressable building fire alarm system and resident room 110v stand alone smoke detectors with battery backup.

Susan B. Davis House: Multiplexed addressable building fire alarm system and

resident room 110v stand alone smoke detectors with battery backup.

Tripp Hall: Multiplexed addressable building fire alarm system, dry standpipe system and resident room 110v stand alone smoke detectors with battery backup.

Witte Hall: Multiplexed addressable building fire alarm system, full building sprinkler system and supervised resident room smoke detectors.

Zoe Bayliss Coop: Multiplexed addressable building fire alarm system and resident room 110v stand alone smoke detectors with battery backup.

University Apartments

Eagle Heights Buildings: Multiplexed addressable fire alarm systems and apartment 110v stand alone smoke detectors with battery backup.

University Houses Buildings: Apartment 110v stand alone smoke detectors with battery backup. There are five basements in the University Houses buildings; all have non-addressable fire alarm systems.

Number of mandatory, supervised fire drills

University Residence Halls

There are four required fire drills of which one of the four must take place after dark.

University Apartments

There are monthly required fire drills in the community center only. Fire drills are not conducted in apartments.

Policies pertaining to use of portable electric appliances, smoking, open flames; evacuation; fire safety training and education provided for residents and staff

University Residence Halls

Policies for portable electric appliances, smoking and open flames are available on-line at <http://www.housing.wisc.edu/assignments/contracts.php> under Terms and Conditions and under Student/

Community Expectations at <http://www.housing.wisc.edu/expectations/>.

Procedures for evacuation are posted on all resident and staff floors.

Fire Safety training and education for residents is covered at house meetings by the House Fellow. This is a review of general fire safety information.

Fire Safety training and education for staff includes yearly training. Residence life training includes both hands on (fire extinguisher) and discussion regarding roles in the event of a fire, open door impact, smoke danger and causes of recent fires. Facilities staff training includes hands on (fire extinguisher) and review of a fire safety video.

University Apartments

Policies for portable electric appliances, smoking and open flames are available on-line at <http://www.housing.wisc.edu/universityapartments/> under lease information.

Procedures for evacuation are posted at various locations in the Community Center.

Fire Safety training and education for residents is covered in the resident handbook at http://www.housing.wisc.edu/universityapartments/pdf/resident_handbook_08_09.pdf.

Fire Safety training and education for staff includes hands on semi annual fire alarm system troubleshooting and resetting training.

Plans for future improvements in fire safety

University Residence Halls

In the short term, our plans are to continue to adhere to stringent inspection, testing and maintenance of all fire safety systems, equipment and devices. All new facilities will be fully sprinklered and fire alarm systems will be replaced as needed with the most up to date technology.

University Apartments

University Houses buildings will be upgraded to multiplexed addressable fire alarm systems starting in 2011. We continue to adhere to stringent inspection, testing and maintenance of all fire safety systems, equipment and devices.