WISCONSIN

UNIVERSITY OF WISCONSIN–MADISON

& THE SCHOOL OF MEDICINE AND PUBLIC HEALTH'S PHYSICIAN ASSISTANT PROGRAM AT UW-PLATTEVILLE & NORTHCENTRAL TECHNICAL COLLEGE IN WAUSAU

2026 ANNUAL SECURITY & FIRE SAFETY REPORT

Table of Contents

Resources at a Glance **3**
- Safety and Security 3
- Campus Offices 3
- Sexual Misconduct Resource and Response Program Contacts 4
- Sexual Assault, Domestic/Dating Violence, and Stalking Survivor Resources 4
- Legal Resources 5
- Visa & Immigration 5
- Health Resources 5
- Mental Health Resources 6
- Substance Misuse Resources 6
- Financial Aid Resources 6

Campus Crime Statistics **10**

Campus Safety **16**
- Law Enforcement and Crime Reporting 16
  - UW–Madison Police Department 16
  - General Crime and Emergency Reporting 17
  - Off Campus Safety and Security 19
- Safety and Security on Campus 21
  - Safety on Campus 21
  - Security on Campus 24
    - Access to and Security of University Buildings 24
    - Missing Student Notification 27
    - General Crime Prevention Tips 31
- Communication About Campus Crimes and Safety 33
  - WiscAlerts 33
  - WiscAlerts in multiple languages 35
  - Crime Warnings 35
  - Off Campus Emergency Alerts 38
  - Information About Sex Offenders 38
- Crime Prevention and Security Awareness Education 39

Sexual Assault, Domestic Violence, Dating Violence, and Stalking **41**

Sexual Harassment & Sexual Exploitation **42**
- Prevention and Awareness Programs 45
- Bystander Intervention and Risk Reduction 49
- Reporting and Resources 52
- Restraining Orders and No Contact Directives 54
- Notice of Accommodations and Confidential Resources 59
- Protecting Confidentiality 65
- Commonly Asked Questions Regarding Reporting and Resources 66

UW–Madison Disciplinary Procedures **78**
- Student Disciplinary Procedures 83
- Employee Disciplinary Procedures 101

State of Wisconsin Crime Statutes and Definitions **171**

UW–Madison Alcohol and Drug Resource Information, Policy, and Laws **180**

UW–Madison 2026 Annual Fire Safety Report **194**

UW-Madison Separate Campus at UW-Platteville **237**

UW-Madison Separate Campus at Wausau **260**

Appendix: 2024 Chapter 36 Report to the UW System **273**

Resources at a Glance

Safety & Security

UW-Madison Police Department
Emergency – 911
Non-Emergency - (608) 264-2677
1429 Monroe St
UWPD Email | UWPD Website

City of Madison Police Department
Emergency - 911
Non-Emergency - (608) 255-2345
Crimestoppers - (608) 266-6014
211 S. Carroll St
City of Madison Police Department Website

SAFEwalk
Free walking escorts for students, faculty & staff
(608) 262-5000
SAFEwalk Email | SAFEwalk Website

Campus Offices

Office of Student Assistance and Support (OSAS)
(608) 263-5700
Drop-in Service:
Monday - Friday 8:30 AM-4:00 PM
500 Lincoln Dr., 70 Bascom Hall
OSAS Email | OSAS Website

Office of Student Conduct & Community Standards
(608) 263-5701
724 W Johnson St
Student Conduct Email | Student Conduct Website

Office of Compliance
(608) 265-6018
500 Lincoln Dr., 361 Bascom Hall
Office of Compliance Email | Office of Compliance Website

OHR-Office of Workforce Relations
(608) 265-2257
21 North Park Street, #5101
HR Website | Workforce Relations Email | Workforce Relations Website

Employee Assistance Office
(608) 263-2987
610 Walnut St., Room 1109
Employee Assistance Office Email | Employee Assistance Office Website

Ombuds Office
(608) 265-9992
610 Walnut St., Room 1107-1126
Ombuds Office Email | Ombuds Office Website

University Housing
(608) 262-2522
625 Babcock Drive
University Housing Website

Campus and Visitor Relations
(608) 263-2400
1308 W. Dayton Street, Suite 329
Campus and Visitor Relations Email | Campus and Visitor Relations Website

Risk Management
(608) 262-8925
21 N. Park St., #5301
Risk Management Website

International Safety & Security - International Division
(608) 890-2446
International Safety & Security Email | International Safety & Security Website

Office of Student Financial Aid
(608) 262-3060
333 East Campus Mall #9701
Financial Aid Email | Financial Aid Website

International Student Services
(608) 262-2044
702 Langdon St., Suite 130
International Student Services Email | International Student Services Website

McBurney Disability Resource Center
Voice calls - (608) 263-2741
Text message - (608) 225-7956
702 W. Johnson St., #2104
McBurney Disability Resource Center Email | McBurney Disability Resource Center Website

Sexual Misconduct Resource and Response Program Contacts

Title IX Coordinator
(608) 265-6018
500 Lincoln Dr
Title IX Coordinator Email

Office of Compliance Case Managers
(608) 265-6018
Office of Compliance Case Managers Email

Deputy Title IX Coordinators
Title IX – Deputy Coordinators – Office of Compliance – UW–Madison

Sexual Assault, Domestic Violence, Dating Violence, Stalking, Sexual Harassment & Sexual Exploitation Resources

UHS Survivor Services
(608) 265-5600 (ext 3) or self-schedule via MyUHS
UHS Survivor Services Email
UHS Survivor Services Website

UW-Madison Youth & Family Resource Guide
(608)265-6018
A resource guide that is focused on the needs of youth participating in UW–Madison programs and activities who have experienced sexual harassment, sexual assault, dating violence, domestic violence, stalking, or sexual exploitation.
UW-Madison Youth & Family Resource Guide

Sexual Violence Resource Center
(24 hrs) (608) 251-7273
Community Office (608) 251-5126
Linea de ayuda (608) 258-2567
960 Rise Lane, Madison, WI 53714
Campus Office: 333 East Campus Mall, 7301
Sexual Violence Resource Center Email | Sexual Violence Resource Center Website

National Domestic Violence Hotline (800) 799-7233
TTY (800) 787-3224

RAINN (Rape, Abuse & Incest National Network)
National Sexual Assault Hotline (800) 656-4673
RAINN Website

Domestic Violence Program
(Dane County District Attorney's Office)
(608) 266-9003

Midwest Domestic Violence Resource Center
(608) 231-3300
313 Price Place, Suite 10
Midwest Domestic Violence Resource Center Website

RISE, The Respite Center
(608) 250-6634
2120 Fordem Ave
RISE Website

Rainbow Project
(608) 255-7356
831 E. Washington Ave
The Rainbow Project Website

Legal Resources

Domestic Abuse Intervention Services
(608) 251-1237
24 hours: (608) 251-4445 or (800) 747-4045
2102 Fordem Ave
Domestic Abuse Intervention Services Email | Domestic Abuse Intervention Services Website

RISE Law Center
(608) 256-1015
1400 E. Washington Ave #262
Rise Law Center Website
RISE Law Center Email

Dane County District Attorney's Office-Victim Witness Unit
(608) 266-9003
215 S. Hamilton St., #3000
Dane County District Attorney's Office-Victim Witness Unit Website

Survivor's Legal Program
(608) 204-9642
Mention the Survivor's Legal Program

Restraining Order & Survivor Advocacy Law Clinic
University of Wisconsin Law School
(608) 263-9574
Restraining Order & Survivor Advocacy Law Clinic Email | Restraining Order & Survivor Advocacy Law Clinic Website

State Bar of Wisconsin Lawyer Referral & Information Service
(608) 257-4666 or (800) 362-9082
State Bar of Wisconsin Lawyer Referral & Information Service Website

Legal Action of Wisconsin's Victim Rights Project
(855) 947-2529 or (800) 362-3904
744 Williamson St., #200
Legal Action of Wisconsin's Victim Rights Project Email

Visa and Immigration Resources

International Student Services
(608) 262-2044
702 Langdon St., Suite 130
International Student Services Email | International Student Services Website

International Faculty &Staff Services
(608) 890-4586
702 Langdon St., Suite 130
International Faculty & Staff Services Email | International Faculty & Staff Services Website

Health Resources

UHS Medical Services
(608) 265-5600 (Option 1)
333 East Campus Mall, 5th/6th floors
Medical consultation by phone: advice on treatment of physical illness or injury (24 hours a day)
UHS Medical Services Website

UHS Survivor Services
(608) 265-5600 ext 3 or self-schedule via MyUHS
UHS Survivor Services UW–Madison Website | UHS Survivor Services Email

UnityPoint Health Meriter Hospital
(608) 417-6000
202 South Park Street
UnityPoint Health Meriter Hospital Website

UnityPoint Health Meriter Hospital
Forensic Nurse Examiner
(608) 491-5916
UnityPoint Health Meriter Hospital Forensic Nurse Examiner Website

Mobile Forensic Nurse Exams (FNE) through Dane MAC
Schedule a FNE at Mobile Forensic Nurse Exams (FNE) through Dane MAC Website

Mental Health Resources

UHS Mental Health Services
(608) 265-5600, option 2
333 East Campus Mall, 7th floor
Appointments available in-person and via telehealth
Monday, Tuesday, Wednesday, Friday: 8:30 AM - 4:00 PM
Thursday: 9:30 AM - 4:00 PM
UHS Mental Health Services Website

Access appointments: (608) 265-5600, option 2 or self-schedule via MyUHS

UHS Mental Health Crisis Support Line
Available 24/7
608-265-5600 (option 9)

Mental Health Center of Dane County
(608) 280-2720
Emergency Crisis Line (24 Hours) - (608) 280-2600
49 Kessel Court
Mental Health Center of Dane County Website

National Suicide Prevention Hotline
(800) 273-8255 or 988

Substance Abuse and Mental Health Services Administration
Substance Abuse and Mental Health Services Administration Website

Veteran's Crisis Line
(800) 273-8255 or 988 (option 1), or text 838255 for immediate help
Veteran's Crisis Line Website

Substance Misuse Resources

UHS Mental Health Services
(608) 265-5600
333 East Campus Mall, 7th/8th floors
Appointments mainly held via telehealth
Monday and Tuesday: 8:30 AM-7:00 PM
Wednesday and Friday: 8:30AM-5:00PM
Thursday: 9:30 AM - 5:00 PM
UHS Mental Health Services Website

Substance Use and Co-Occurring Mental Disorders
(800) 662-4357
Substance Use and Co-Occurring Mental Disorders

Financial Aid Resources

Office of Student Financial Aid
(608) 262-3060
333 East Campus Mall #9701
Financial Aid Email | Financial Aid Website

Office of Student Assistance and Support
(608) 263-5700
Drop-in:
Monday-Friday 8:30 AM - 4:00 PM
500 Lincoln Dr., 70 Bascom Hall
OSAS Email | OSAS Website

Chief's Welcome

Dear UW–Madison Community,

Thank you for taking the time to read the 2026 Annual Security Report and Annual Fire Safety Report (ASR). The ASR, provided to you in accordance with the Jeanne Clery Campus Safety Act, is full of useful information about safety and security at UW–Madison. Within this guide you will find crime statistics for the previous three calendar years, statistics for on-campus residential housing fires for the previous three calendar years, campus safety and disciplinary policies, alcohol and drug policies, and policies that specifically address prevention of and response to sexual assault, domestic violence, dating violence and stalking.

While UW–Madison is generally a safe place to study and work, it is not without the challenges that other institutions of similar size and scope face. There are many resources available to help you make informed decisions about your safety. In addition to the annual release of the ASR, UW–Madison uses multiple methods to communicate about campus crime and major events.

Beyond the wealth of information that is provided to you in this ASR, there are number of ways to keep informed about safety and security at UW–Madison. UW–Madison Police Department (UWPD) is active on X, Instagram and Facebook, as is the City of Madison Police Department. UWPD also frequently communicates through media releases about incidents that happen in and around the campus area. Members of the UW-Madison Police Department are actively engaged with the community through a variety of committees, liaison programs, and other assignments that focus on prevention, education, and community trust building both on and off campus to ensure the needs of our community are met. We view community safety not just a police department responsibility but as a partnership with our community in order to create a safe environment for our campus staff, students, and guests to work, learn, and play.

I encourage you to familiarize yourself with UW–Madison's safety and security policies, procedures, and programs. By doing so, you are taking a significant step in protecting yourself and your community. The ASR contains a great deal of resources for students and employees who are in crisis, and we encourage you to tell us if you or someone you know needs help.

We all play an important role in keeping ourselves, our fellow Badgers, and our campus community safe. From all of us at UWPD, we hope you have a safe and successful school year. On, Wisconsin!

Sincerely,

Brent S. Plisch
Chief of Police
UW-Madison Police Department

Compilation of the 2026 Annual Security Report and Annual Fire Safety Report

The Jeanne Clery Campus Safety Act requires the distribution of an Annual Security Report and Annual Fire Safety Report to all current faculty, staff, and students and notice of its availability to prospective students, faculty, and staff. This document, referred to as the "Annual Security Report and Annual Fire Safety Report"' or "ASR," is one of many mechanisms designed to inform current and potential UW–Madison community members of crime, arrest and referral statistics, of current crime response, reporting, prevention and awareness policies, including policies regarding sexual assault, domestic violence, dating violence and/or stalking, of campus disciplinary policies and relevant state laws, and of campus safety and security. This ASR includes crime, arrest, and referral statistics for the previous three calendar years concerning reported crimes that occurred on campus, in certain off-campus buildings or property owned or controlled by the University of Wisconsin–Madison, and on public property within, or immediately adjacent to and accessible from, the campus. The Fire Report at the end the document contains current UW–Madison Housing fire safety protocols and fire statistics for the previous three calendar years.

This report is prepared by the University of Wisconsin–Madison Police Department. To gather policies for this report, The University of Wisconsin-Madison Police Department (UWPD) collaborated with the Division of Student Life, University Housing, the Office of Human Resources, University Health Services, the Department of Intercollegiate Athletics, the Office of Legal Affairs, the Title IX Coordinator and other divisions and departments on campus. In addition, representatives from Office of Strategic Communication assisted with the compilation of this report.

Statistics are gathered through reports to the University of Wisconsin–Madison Police Department, Office of Student Assistance and Support, the Office of Student Conduct and Community Standards, University Housing, the Title IX Coordinator, the Office of Human Resources and reports submitted by other Campus Security Authorities. UWPD also requested crime statistics from outside law enforcement agencies that may have jurisdiction over UW–Madison's non-campus property. UWPD and the Office of Student Conduct and Community Standards collaborated in compiling the crime, arrest and referral statistics to ensure statistics are not missed or double counted. A copy of this report is disseminated to faculty, staff, and students in an e-mail sent in late September or early October of each fall semester. Crimes are classified using the FBI Uniform Crime Reporting Handbook, the National Incident Based Reporting System Handbook, and the Clery Act Appendix for FSA Handbook (2020). Wisconsin law is used to define drug, liquor and weapons law violations, as well as incidents of domestic and dating violence.

Campus Crime Statistics Charts

In this chapter are statistical charts for calendar years 2025, 2024, and 2023. Differences in the statistics themselves reflect the number of crimes reported, and not necessarily a difference in the rate of crime itself. The data does not reflect prosecutions, convictions or the outcome of disciplinary actions.

Crime statistics published in this document reflect crimes that are reported to have occurred in one of four federally defined locations. Crimes that are reported to have occurred outside of the following locations are not included in this report. The four federally defined locations are:

On-campus property is defined as any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to campus that is owned by the institution but controlled by another person, frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

On-campus student housing is defined as any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus. On campus student housing is a subset of on campus property in the crime statistics charts.

Public property is defined as all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from campus.

Non-campus property is defined as any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property that is owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students and is not within the same reasonably contiguous geographic area of the institution. This category includes property that is outside of Madison, outside of Wisconsin and outside of the United States.

For the definitions of crimes and categories in the charts, please visit the UWPD Website.

2025 UW-Madison Campus Crime Statistics

Notes on 2025 statistics:

- Underage drinking is a civil offense in the state of Wisconsin, not a criminal offense, and therefore tickets issued for underage drinking are not classified as "arrests," as per Clery Act regulations.
- In accordance with the Comments to the Final Regulations for the Violence Against Women Act (VAWA) (34 CFR Part 668, 2014), crimes committed between roommates or former roommates are not counted in "Domestic Violence" or "Dating Violence" statistics. In order to be counted as "Dating Violence" or "Domestic Violence," "requires more than just two people living together"
- The Stop Campus Hazing Act (SCHA) was signed into law December 23, 2024 requiring Universities to report hazing incidents reported to Campus Security Authorities (CSAs) starting January 1, 2025, that meet the definition of hazing and a student organization in the SCHA.

	ON-CAMPUS PROPERTY	# OF ON-CAMPUS INCIDENTS THAT OCCURRED IN STUDENT HOUSING	PUBLIC PROPERTY	NON-CAMPUS PROPERTY
Arrests				
Liquor Law Violation	0	0	0	0
Drug Law Violation	26	2	6	8
Weapons Law Violation	5	0	1	4
Disciplinary Referrals				
Liquor Law Violation	533	351	11	0
Drug Law Violation	43	35	2	0
Weapon Law Violation	1	1	0	0
Criminal Offenses				
Murder and Non-Negligent Manslaughter	1	0	0	0
Manslaughter by Negligence	0	0	0	0
Robbery	3	1	0	3
Aggravated Assault	20	1	8	15
Burglary	27	2	0	7
Motor Vehicle Theft (Includes e-bikes, e-scooters, and e-skateboards)*	49	1	2	17
Arson	5	1	0	3
Hazing				
Hazing	0	0	0	2
Sexual Assault (Sex Offenses)				
Rape	8	4	0	1
Fondling	8	2	0	2
Incest	0	0	0	0
Statutory Rape	0	0	0	0

*47 of 68 were e-bikes, e-scooters, or e-skateboards which are classified as motor vehicles for Clery Act purposes.

2025 UW-Madison Campus Crime Statistics (Continued)

	ON-CAMPUS PROPERTY	# OF ON-CAMPUS INCIDENTS THAT OCCURRED IN STUDENT HOUSING	PUBLIC PROPERTY	NON-CAMPUS PROPERTY
VAWA Offenses				
Domestic Violence	5	1	1	5
Dating Violence	3	2	0	2
Stalking	52	11	0	0

Hate Crimes

In 2025, there were 26 hate crimes reported that qualified for inclusion in this report:

1. 1 simple assault motivated by bias against sexual orientation on non-campus
2. 2 vandalisms motivated by bias against national origin on campus student housing
3. 1 vandalism motivated by bias against religion on campus student housing
4. 15 vandalisms motivated by bias against sexual orientation on campus*
5. 6 intimidations motivated by bias against race on campus
6. 1 intimidation motivated by bias against religion on campus

* The vandalism was reported to have occurred between January 2024 and March 2025. The number is based on an estimation of occurrences from what was reported.

Unfounded Crimes

One reported crime was unfounded in 2025

2024 UW-Madison Campus Crime Statistics

Notes on 2024 statistics:

- Underage drinking is a civil offense in the state of Wisconsin, not a criminal offense, and therefore tickets issued for underage drinking are not classified as "arrests," as per Clery Act regulations.
- In accordance with the Comments to the Final Regulations for the Violence Against Women Act (VAWA) (34 CFR Part 668, 2014), crimes committed between roommates or former roommates are not counted in "Domestic Violence" or "Dating Violence" statistics. In order to be counted as "Dating Violence" or "Domestic Violence," "requires more than just two people living together"

	ON-CAMPUS PROPERTY	# OF ON-CAMPUS INCIDENTS THAT OCCURRED IN STUDENT HOUSING	PUBLIC PROPERTY	NON-CAMPUS PROPERTY
Arrests				
Liquor Law Violation	0	0	0	0
Drug Law Violation	11	0	7	4
Weapons Law Violation	5	0	4	0
Disciplinary Referrals				
Liquor Law Violation	662	417	8	0
Drug Law Violation	31	23	0	3
Weapon Law Violation	0	0	0	0
Criminal Offenses				
Murder and Non-Negligent Manslaughter	0	0	0	0
Manslaughter by Negligence	0	0	0	0
Robbery	3	0	0	0
Aggravated Assault	30	4	5	3
Burglary	16	1	0	1
Motor Vehicle Theft (Includes e-bikes, e-scooters, and e-skateboards) *	37	0	0	0
Arson	1	0	0	2
Sexual Assault (Sex Offenses)				
Rape	19	16	0	2
Fondling	27	14	0	4
Incest	0	0	0	0
Statutory Rape	0	0	0	0
VAWA Offenses				
Domestic Violence	12	2	1	0
Dating Violence	9	3	1	0
Stalking	40	7	1	1

*34 of 37 were e-bikes, e-scooters, or e-skateboards which are classified as motor vehicles for Clery Act purposes

2024 UW-Madison Campus Crime Statistics (Continued)

Hate Crimes

In 2024, there were seven hate crimes reported that qualified for inclusion in this report:

1. 1 intimidation motivated by bias against religion on campus
2. 1 intimidation motivated by bias against ethnicity on campus student housing
3. 2 intimidations motivated by bias against national origin on public property
4. 2 vandalisms motivated by bias against religion on campus
5. 1 vandalism motivated by bias against race on non-campus

Unfounded Crimes

Six reported crimes were unfounded in 2024

2023 UW-Madison Campus Crime Statistics

Notes on 2023 statistics:

- Underage drinking is a civil offense in the state of Wisconsin, not a criminal offense, and therefore tickets issued for underage drinking are not classified as "arrests," as per Clery Act regulations.
- In accordance with the Comments to the Final Regulations for the Violence Against Women Act (VAWA) (34 CFR Part 668, 2014), crimes committed between roommates or former roommates are not counted in "Domestic Violence" or "Dating Violence" statistics. In order to be counted as "Dating Violence" or "Domestic Violence," "requires more than just two people living together"

	ON-CAMPUS PROPERTY	# OF ON-CAMPUS INCIDENTS THAT OCCURRED IN STUDENT HOUSING	PUBLIC PROPERTY	NON-CAMPUS PROPERTY
Arrests				
Liquor Law Violation	0	0	0	0
Drug Law Violation	11	0	3	0
Weapons Law Violation	2	0	3	2
Disciplinary Referrals				
Liquor Law Violation	587	435	37	10
Drug Law Violation	71	59	0	1
Weapon Law Violation	0	0	0	0
Criminal Offenses				
Murder and Non-Negligent Manslaughter	0	0	0	0
Manslaughter by Negligence	0	0	0	0
Robbery	0	0	1	0
Aggravated Assault	5	3	4	1
Burglary	28	3	0	8
Motor Vehicle Theft (Includes e-bikes, e-scooters, and e-skateboards)*	32	0	4	4
Arson	2	0	0	0
Sexual Assault (Sex Offenses)				
Rape	13	11	0	1
Fondling	5	2	0	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0

*33 of 40 were e-bikes, e-scooters, or e-skateboards which are classified as motor vehicles for Clery Act purposes

2023 UW-Madison Campus Crime Statistics (Continued)

	ON-CAMPUS PROPERTY	# OF ON-CAMPUS INCIDENTS THAT OCCURRED IN STUDENT HOUSING	PUBLIC PROPERTY	NON-CAMPUS PROPERTY
VAWA Offenses				
Domestic Violence	4	2	0	2
Dating Violence	8	4	0	0
Stalking	34	11	0	1

Hate Crimes

In 2023, there were fourteen hate crimes reported that qualified for inclusion in this report:

1. 1 simple assault motivated by bias against race on campus
2. 1 intimidation motivated by bias against national origin on campus
3. 1 intimidation motivated by bias against race on campus student housing
4. 1 intimidation motivated by bias against religion on campus student housing
5. 1 destruction of property motivated by bias against religion on campus
6. 1 aggravated assault motivated by bias against gender, race, gender identity, and sexual orientation on campus
7. 6 intimidations motivated by bias against national origin and race on campus*
8. 1 vandalism motivated by bias against religion on campus
9. 1 intimidation motived by bias against religion on campus

*This was one incident. The suspect was arrested.

Unfounded Crimes

Two reported crimes were unfounded in 2023

University of Wisconsin–Madison
Campus Safety

Overview

In the Campus Safety chapter, you will find information on policies for safety and security on campus, general crime reporting, access to campus facilities, missing students, communication about emergencies and information about the various units and teams that help keep UW–Madison safe.

Safety and Security on Campus

Law Enforcement and Crime Reporting

UW–Madison Police Department (UWPD)

The UWPD is a full-service, 24-hour agency with approximately 70 sworn officer positions. Officers are armed and deputized.

All UWPD police officers have the power and authority to make an arrest. Police officers assigned to Patrol use Body Worn Cameras (BWCs) for all contacts with the general public. In addition, UWPD provides services through its own 911 Communications Center and are further supported by a non-sworn security division. Non-sworn security personnel do not have the power or authority to make arrests and are not armed. UWPD is the only law enforcement agency in the State of Wisconsin to be awarded accreditation by three different accreditation agencies: the Commission on Accreditation for Law Enforcement Agencies (CALEA), the Wisconsin Law Enforcement Accreditation Group (WILEAG), and the International Association of Campus Law Enforcement Administrators (IACLEA).

UWPD has nationally recognized specialty units including Bike Patrol, Police K9, and Motorcycle Units. UWPD was the first campus agency in the state to establish a community police officer position with a satellite office, and has community police officers who are assigned to specific geographical areas of responsibility for community interaction, crime prevention, and problem solving.

UWPD cooperates with local police and other state and federal authorities in the exercise of their responsibilities. In addition, the UWPD offers security services with the primary responsibility of ensuring the security of campus properties. This is done with security consultations, patrols, and other services.

UWPD maintains a strong working relationship with the Madison Police Department and other surrounding state and local law enforcement agencies. Staff participate in local and statewide meetings to share information and resources, as deemed necessary. UWPD does not have a memorandum of understanding with the Madison Police Department or any other law enforcement agency regarding the investigation of criminal incidents, as UWPD has a full investigative division. UWPD’s primary jurisdiction and patrol jurisdiction

is the University of Wisconsin–Madison. UWPD Lake Rescue & Safety responds to calls for assistance on Lake Mendota, however police response is under the jurisdiction of the Dane County Sheriff's Office. In the summer of 2019 UWPD began patrolling Upham Woods Camp in Juneau County during select shifts. Madison Police Department has primary jurisdiction over the City of Madison, and concurrent jurisdiction on UW-Madison's campus.

UWPD is represented on university, county, and state committees that address sexual assault, domestic and dating violence, stalking, mental health concerns, traffic safety, bike and moped safety, community crime watch, emergency management, alcohol and other drug misuse prevention, and threat assessment addressing campus safety concerns and behavioral interventions. UWPD encourages accurate and prompt reporting of all crimes to UWPD or other appropriate police agencies when the victim of the crime elects to do so, or is unable to do so.

Crime and Emergency Reporting

Crimes and emergencies that occur on campus should be reported to the University of Wisconsin–Madison Police Department (UWPD) by dialing 911 in an event of an emergency, by calling the non-emergency number (608) 264-2677, or by visiting the department at 1429 Monroe St., Madison, WI 53711. For the purpose of a making a crime warning evaluation and for potential inclusion of a crime statistic in the Annual Security and Fire Safety Report, criminal offenses should be reported to UWPD, Office of Student Assistance and Support, Office of Student Conduct and Community Standards, the Sexual Misconduct Resource and Response Program or the Office of Human Resources - Workforce Relations. UWPD strongly encourages people to report crimes so that they may be evaluated for a crime warning.

Crimes that occur off campus can be reported to the City of Madison Police Department via the non-emergency number (608) 255-2345, by calling 911 from an off-campus location within Madison, or by going to the department at 211 S. Carroll St., Madison, WI 53709. UW–Madison encourages all campus community members to accurately and promptly report all crimes to law enforcement.

Crimes/violations of the student code of conduct should be reported to Office of Student Conduct and Community Standards or the Sexual Misconduct Resource and Response Program to seek assistance or to begin a code of conduct investigation. Office of Student Conduct and Community Standards can be contacted at 724 W Johnson St, (608) 263-5701. The Title IX Coordinator can be contacted at 361 Bascom Hall, (608) 265-6018. If requested, Office of Student Assistance and Support, Office of Student Conduct and Community Standards, or the Title IX Coordinator will provide assistance in notifying law enforcement of sexual assault, domestic violence, dating violence and/or stalking.

Crimes/violations of employment policies should be reported to the Office of Human Resources - Workforce Relations, which is located at 21 N. Park St., Suite 5101, Madison, WI, (608) 265-2257. If requested, the Office of Human Resources - Workforce Relations will provide assistance in notifying law enforcement of sexual assault, domestic violence, dating violence and/or stalking.

Victims of sexual assault, domestic violence, dating violence and/or stalking who do not wish to report the crime to a law enforcement official, Office of Student Assistance and Support, Office of Student Conduct and Community Standards, the Title IX Coordinator or the Office of Human Resources - Workforce Relations are still encouraged to get help and support. Please see the Sexual Assault, Domestic Violence, Dating Violence and/or Stalking chapter in this report for more information.

UW–Madison's policy regarding reporting child abuse is located in the UW-Madison Policy Library. To comply with state law, all employees who become aware of potential child abuse or neglect should report to law enforcement or child protective services.

Response to a Reported Crime

UWPD dispatchers are available 24 hours a day. In response to a call regarding a reported crime, police officers will take the required action to investigate the crime, search for suspects, collect available evidence, file a report, and work with local prosecutors. In response to an emergency, UWPD will respond, evaluate, and summon the appropriate resources to respond to the incident. All of the cases that UWPD generates involving students are forwarded to Office of Student Conduct and Community Standards for review and potential action, such as initiating the student disciplinary process by referring the matter to the Office of Student Conduct and Community Standards when appropriate and/or offering support to student victims. Where applicable, the Title IX Coordinator will also be informed. UWPD investigators will investigate criminal reports and forward additional information obtained via the investigation to Office of Student Conduct and Community Standards and/or the Sexual Misconduct Resource and Response Program, as appropriate. If assistance is required from the Madison Police or Fire Departments, or other local, state, or federal law enforcement agencies, UWPD will contact the appropriate agency.

Response to crimes reported to Office of Student Conduct and Community Standards and Support or the Office of Human Resources - Workforce Relations may include initiation of a disciplinary action or notice to law enforcement if the crime involves a minor.

Voluntary Confidential Crime Reporting

UW-Madison does not provide voluntary, confidential crime reporting for the purposes of including crime statistic disclosures in the ASR. As a matter of policy, UW-Madison directs people to report Clery crimes to UWPD, Office of Student Assistance and Support, Office of Student Conduct and Community Standards, the Sexual Misconduct Resource and Response Program or the Office of Human Resources - Workforce Relations for the purpose of including a statistic in UW-Madison's ASR; though people may report crimes to any Campus Security Authority. However, UW-Madison may be obligated to investigate when there is a report of sexual assault, domestic violence, dating violence and/or stalking.

An online report form is used to collect statistical information for inclusion in the Annual Security Report and Annual Fire Safety Report and for Sexual Misconduct related

incidents. Though most often used by Campus Security Authorities, anyone may report crime through this publicly available form. For possible follow-up and record keeping purposes, the form requires the name of the submitter. The online reporting from can be viewed by going to Campus Incident Report Form to view the online reporting form.
The report must include sufficient information as to the location and type of incident for inclusion in the ASR. If the crime did not occur on Clery Act designated geography, or it cannot be determined from the report whether the incident(s) occurred on Clery Act designated geography or is a Clery crime, it will not be included in the ASR, as per federal regulations. For more information on Clery Act geography, please visit the Department of Education's Website.

The Clery staff at UWPD, the Title IX Coordinator and/or Office of Student Assistance and Support/Office of Student Conduct & Community Standards review all submissions made through the report form.

Please see the chapter in this ASR entitled Sexual Assault, Domestic Violence, Dating Violence and Stalking for more information regarding resources on and off campus where help can be received confidentially.

Professional and Pastoral Counselors

Campus "professional counselors," when acting as such, are not considered to be Campus Security Authorities and are not required to report crimes for inclusion in the ASR or for a crime warning evaluation. Any Clery crime can be confidentially discussed with these employees and no crime statistic will be created in the ASR. UW-Madison does not employ pastoral counselors.

Because UW-Madison does not have a mechanism for voluntary, confidential reporting for statistical inclusion in the ASR, UW-Madison does not have a policy to encourage professional counselors to advise their clients of the procedures to report crimes on a voluntary, confidential basis for statistical inclusion in the Annual Security Report and Annual Fire Safety Report.

Please see the chapter in this ASR entitled "Sexual Assault, Domestic Violence, Dating Violence, and Stalking" for more information regarding official reporting and confidential resources for sexual assault, domestic violence, dating violence, sexual assault and/or stalking.

Off-Campus Safety & Security

The Madison Police Department (MPD) has primary jurisdiction in most areas off campus in the campus area. Other county, state and federal agencies also provide law enforcement services in the Madison area. MPD routinely works with UWPD and, at times, the Office of Student Conduct and Community Standards.

UWPD has a designated Downtown Liaison Police Officer who serves the off-campus student population, particularly in the Langdon and State Street areas. The Downtown Liaison Officer works with students and other campus partners, connects students with

necessary resources, and provides a link between UWPD and MPD response in these areas.

Fraternity and sorority governance council leaders from the Panhellenic Association (PHA) and Interfraternity Council (IFC) have bylaws and processes for managing social events. Fraternities and sororities in IFC and PHA submit event information and for some events, IFC and PHA officers serve as peer monitors for registered social fraternity and sorority events. Events involving alcohol may be hosted at an off-campus organizational facility and third-party licensed venues. Policy violations are reported to the Interfraternity Council or the Panhellenic Association, which are non-institutional student-run governance bodies for each council. IFC and PHA officers work in partnership with the Office of Student Conduct and Community Standards (OSCCS) to share information and determine if the report should be managed by the councils or OSCCS. If these reports allege violations of the Registered Student Organization Code of Conduct, the Registered Student Organization Disciplinary Process is followed.

Clery Crime and Fire Log

UWPD maintains a Clery Crime and Fire Log of crimes and on-campus residential housing fires which occur within UWPD's patrol jurisdiction and about which the UWPD Clery staff receives notification. The information presented in the Log includes the Event #, which is an event reporting number by which UWPD may identify an incident. The absence of an Event #, noted as "N/A", indicates that a crime was not reported to UWPD, and that UWPD may consequently not be investigating this crime.

The Log also includes the date and time which a crime or fire was reported to UWPD or the University, and the date and time, if known, at which a crime or fire occurred. The column labeled Report # may be used by the public to request additional information about a particular incident. The Location column identifies the street address at which the crime or fire occurred. The street address may not be specifically identified when this could compromise the privacy of a victim of sexual or intimate partner violence. The Offense column defines the nature of the crime or fire. The Disposition reveals the current stage of UWPD's criminal investigation into the offense, if one is taking place.

Log entries are entered and updated in the log within two business days of UWPD receiving the information or within two business days of an update of a disposition. In order to protect an ongoing criminal investigation or the identity of a victim, the chief of police or designee may classify information as confidential and prohibit its release. Log entries are archived from the active log after 60 calendar days. The Log is available at UWPD at 1429 Monroe Street and online by visiting the Event Log and Clery Log.

Safety and Security on Campus

Safety on Campus

Emergency Response and Evacuation

The Emergency Management (EM) Unit of the UW–Madison Police Department (UWPD) was established in 2003 to oversee Homeland Security-related programs on campus. Since then, it has evolved into a comprehensive all-hazards preparedness program serving UW–Madison and the Universities of Wisconsin. The EM Unit coordinates with campus and community partners to ensure students, faculty, staff, and visitors are prepared to respond to, recover from, and mitigate the impacts of emergencies.

Campus readiness depends on proactive preparation and a clear understanding of UW–Madison's emergency response capabilities. While emergencies cannot be predicted, their impacts can be minimized through deliberate planning, training, and continuous improvement.

The EM Unit is responsible for:

- Maintaining the campus Emergency Operations Plan (EOP)
- Managing the Emergency Operations Center (EOC)
- Coordinating Occupant Emergency Plans (OEPs) for select buildings
- Supporting Continuity of Operations Planning (COOP)
- Delivering training and guidance aligned with the five FEMA mission areas: prevention, protection, mitigation, response, and recovery

When an emergency occurs, the EOP is activated, triggering the coordinated efforts of two primary response entities:

- Emergency Operations Center (EOC): Staffed by campus personnel from key functional areas-including Facilities, Health Services, IT, Housing, Athletics, and more-the EOC supports on-scene operations, coordinates sheltering, restores services, and manages recovery logistics.
- EOC Executive Group: Comprised of the Chancellor, Provost, Vice Chancellors, selected Deans, and other leaders as needed, this group sets high-level policy and provides strategic support to the EOC and field personnel.

The EM Unit also plans and facilitates regular emergency exercises to test procedures and identify areas for improvement. UW–Madison follows a four-year exercise cycle that includes tabletop, functional, and (as feasible) full-scale exercises involving both the EOC and Executive Group. This cycle may be adjusted based on real-world incidents or other operational needs.

After each emergency activation or exercise, the EM Unit produces an After-Action Report and Improvement Plan (AAR-IP). These reports document the scenario, participants,

strengths, gaps, and specific corrective actions. This process helps ensure UW–Madison continually strengthens its emergency preparedness.

Building Evacuation and Fire Drills

All buildings equipped with fire alarms undergo at least one annual fire drill. These are coordinated by Environmental Health & Safety (EH&S) with support from the EM Unit. Requirements include:

- Academic buildings: Minimum one fire drill per year
- Residence halls: Minimum four fire drills per year

Drills are scheduled and documented, including whether they were announced or unannounced. All buildings have posted evacuation maps and designated evacuation routes. Residence hall rooms display evacuation instructions on the back of the door.

Campus-wide evacuation plans are tested during the third week of September each year. All students, faculty, and staff should familiarize themselves with evacuation routes for buildings they frequently occupy. For questions about evacuation procedures, contact Environment, Health & Safety Email.

For more information about the Emergency Management Unit, visit the UWPD Emergency Management Website.

Blue Light Emergency Phones

There are more than 100 Blue Light emergency telephones located throughout campus with a direct connection to the UWPD. Blue Light emergency telephones are tested regularly by UWPD and Transportation Services. The Physical Plant and DoIT provides maintenance. 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.” For more information about Blue Light emergency phones, please visit UWPD's Website.

SAFE Nighttime Services

SAFE Nighttime Services is UW–Madison’s late-night transportation system for students, faculty, staff, and university guests.

Madison Metro Transit

Madison Metro routes 80, 81, 82 and 84 bus routes serve campus and nearby areas, with some routes operating until 3 AM There is no charge to board.

- For maps and schedules, visit the Madison Metro Transit Website.

SAFEwalk

At UW–Madison, you don't have to walk alone at night. Call or text (608) 262-5000 for two student SAFEwalkers to join you on your walk home-no questions asked.

SAFEwalk is available year-round from 7 PM to 1 AM (October 1 - March 31) and 8 PM to 1 AM (April 1 - September 30), excluding winter break.

The SAFEwalk service zone is approximately a one-mile radius from Bascom Hill. SAFEwalkers can meet you and walk with you anywhere within the service zone. The SAFEwalk service zone can be found on this map (PDF download).

SAFEwalkers have direct communication with dispatch staff via hand-held radios to address safety concerns.

- Learn more about SAFEwalk at the Transportation Services Website.

The Campus Threat and Disruption Oversight Group (CTDOG)

The Chief of Police chairs the Campus Threat and Disruption Oversight Group (CTDOG), and members include the Vice Chancellor for Legal Affairs, the Executive Director of University Health Services, the Dean of Students, and the Chief Human Resources Officer. The purpose of this group is to ensure credible threats of significant violence are responded to by the highest levels of the University, to reduce the risk of significant violence or death by taking decisive action to respond to credible threats, to provide guidance to the various teams on campus that are charged with threat prevention and response, and to serve as a review body for campus bans.

Threat Team

The Director of Threat Intervention Services chairs the University's Threat Team, which assesses and coordinates a response to threats of targeted violence at UW-Madison. The team develops strategies to intervene, interrupt, and mitigate threats posed by students, faculty, staff, visitors, and others unaffiliated with the campus. In addition to the Threat Director, the Threat Team has members from the Office of Student Conduct and Community Standards, UWPD Investigations, the Office of Legal Affairs, University Health Services, Housing, Human Resources, the Employee Assistance Office, and Office of Strategic Communication. The Threat Team receives guidance and oversight from the Campus Threat and Disruption Oversight Group.

Behavioral Intervention Team

The Behavioral Intervention Team (BIT) is comprised of staff members from the McBurney Disability Resource Center, University Health Services Mental Health Services, University of Wisconsin-Madison Police Department, Residence Life, Office of Student Assistance and Support, the Office of Student Conduct and Community Standards, International Student Services, College of Letters and Science Undergraduate Academic Deans' Services, and University Apartments. (ex officio: Graduate School, Athletics and Office of Compliance) The BIT is chaired by the Associate Dean of Students. The Behavior Intervention Team's mission is to identify appropriate supports for students whose behavior is disruptive or concerning. In addition, BIT provides support for students having trouble accessing resources, experiencing academic distress, self-harm, or personal, emotional, and/or psychological difficulties.

International Safety and Security

Please visit UW-Madison's International Travel Safety and Security website for information about resources, policies and support for university-sponsored international travel by UW-Madison students, faculty, and staff. The site is coordinated by Ron Machoian, the International Safety and Security Director (ISSD), in coordination with the University International Travel Committee (UITC) and other campus international offices. Travelers with specific questions should contact their program sponsor, or the ISSD if traveling independently. Visit the International Safety and Security Division Website and learn more about UW–Madison's international travel policies and resources.

Security on Campus

General access to and use of the facilities at UW–Madison is governed by University of Wisconsin System Chapter 21, Wisconsin Administrative Code, and institutional policies on file in the Office of the Chancellor.

Access to and Security of University Buildings

Academic and Administrative Buildings

The UW-Madison campus is open to faculty, staff, students and the general public. The academic and administrative buildings are open to the public during normal business hours. Most facilities have individual hours, and the hours may vary at different times of the year. Access to these buildings is controlled by either key or card access after normal business hours, and all of these buildings have varied levels of access. Most academic and administrative buildings have a UWPD police officer assigned as a community officer to them. UWPD police and security officers patrol the academic and administrative buildings on a daily basis. For information about the access protocol for a specific building, see the building manager, a department head, or contact UWPD at (608) 264-2677.

Beginning in 2018, UW-Madison is replacing or installing locks on all classroom doors to provide consistent hardware and locking capabilities in all classrooms.

Residence Halls

Authorized access to residence hall residential areas is restricted to residents, their approved guests, and other approved members of the UW-Madison community. Residents gain entry by presenting their Wiscards to the card access readers 24 hours a day. Individual rooms have regular key access. Through signage and other forms of communication, all residents are cautioned against permitting strangers to enter the buildings and are urged to contact Housing staff or UWPD if they encounter strangers attempting to enter the building or the residence portions of the halls. UWPD police officers routinely patrol the residence halls. Along with routine patrols each residence hall is assigned a UW Police Officer as a liaison.

Housing staff also enforce security measures in the residence halls and work with residents to achieve a community respectful of individual and group rights and responsibilities. Housing Staff and UWPD staff also conduct periodic educational sessions on prevention of various crimes, including sexual assault. UW-Madison's 19 residence halls are staffed by approximately 210 House Fellows (Student Staff Resident Assistants) and 14 Residence Life Coordinators (Full-time live-in staff). Safety and security measures are addressed at house meetings by House Fellows at a minimum of 2 house meetings per semester. UWPD officers regularly respond to calls in conjunction with housing staff in university-owned residence halls.

Eagle Heights and University Apartments Student Housing

All apartments are accessed by keys in possession of the resident. The Community Center is open during regular business hours, and is locked after business hours. UWPD regularly patrols the area and has a Community Officer assigned to University Apartments complex. The complex has its own key shop and makes its own key cores. Small facility buildings and sheds are locked when not in use.

Additionally, UWPD has a community police officer assigned to other geographic areas on campus, and has an officer assigned full time as a liaison for students living off campus. These officers meet regularly with building managers, look at crime trends in these areas, identify root causes for the criminal activity, and utilizes crime prevention and problem- solving techniques to promote campus safety. Community police officers build positive relationships with community members, staff, students, and social service providers to ensure they are not just enforcing laws, but assessing and utilizing the best possible resolutions to issues.

Dairy Cattle Center Living Quarters

The Dairy Cattle Center is open from 7:00 AM-5:00 PM each day. After hours, it is accessible through via card reader for approved Wiscards. The living quarters hallway is locked via key, and individual resident rooms are accessible only by key.

The French House

The French House is locked with the exception of Wednesdays 5:30 PM-7:30 PM and Fridays 12:00 PM-1:30 PM for public meals. The French House is accessible via issued keys. The living quarters hallway is locked via key, and individual resident rooms are accessible only by key.

Athletic Facilities

Access to athletic facilities is generally from 6:00 AM–10:00 PM, and is largely limited to student-athletes and staff. Limited exceptions may be made with prior approval. Access to most athletic facilities is controlled by the Athletic Department at all times using Wiscard Photo ID or Access Control Photo Identification cards and proximity card readers. Other facilities utilize standard door locks, fencing and padlocks. Biometric access control and associated controls are used to secure some athletic facilities. Security cameras are also used to monitor most athletic facilities. Full and part-time athletic staff are required to display athletic photo identification cards at all times while in UW– Madison Athletic facilities. UWPD assigns security officers to certain Athletics facilities from 7:30am – 4:15pm Monday through Friday.

Restricted Access Facilities

UW has several highly regulated research laboratories on campus that require additional, specialized security measures limiting access to only authorized persons at all times.

Security and Maintenance of Campus Facilities

Security is provided in the maintenance of the UW-Madison'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, and making available outside "blue light" telephone call boxes that are connected directly to the UWPD dispatcher for emergency assistance. Specific security mechanisms may vary with the type of university facility. Each building has a facility manager that reports problems. The Electric Shop addresses reports of burnt-out lights. Landscaping impacts on security are addressed during the design phase. UWPD responds to building alarms. Both student unions are also regularly patrolled by uniformed police officers from UWPD.

Missing Student Notification for Students Living in Residence Halls

UW-Madison has on-campus student housing facilities. As a part of the housing assignment process, each prospective residence hall student, regardless of age, is required to provide a missing student notification contact name and telephone number, for missing person purposes, which the Residence Life staff member will provide to UWPD. Students' contact person information is registered confidentially, the information is accessible only to authorized campus officials, and it may not be disclosed, except to law enforcement personnel in furtherance of a missing persons investigation.

If a student is reported to have been missing for more than 24 hours, a Residence Life staff member should be notified. If a House Fellow is notified initially, they will collect information regarding the missing student, and attempt to make contact with the student at their room. If the student is available, housing staff will encourage them to respond to the concerned individual. If the resident does not respond, the House Fellow will contact the Residence Life Coordinator on Duty, or, if there is fear of imminent danger, the House Fellow will contact UWPD. Once a student is reported to be missing, Residence Life and/or University Housing will immediately notify UWPD, who will begin an investigation. UWPD will be informed if the missing person is under 18 and not emancipated. If the missing student is under 18 and not emancipated, UWPD will notify Madison Police Department, custodial parent(s) or guardian, and any additional contact person, if any, designated by the student, within 24 hours of the determination that the student is missing. If a student is over 18 or emancipated, UWPD will notify the emergency contact, if any, and Madison Police Department within 24 hours of the determination that the student is missing. If Madison Police Department was the entity that originally made the determination that the student was missing, there is no need for UWPD to notify Madison Police Department.

While UWPD proceeds, University Housing professional staff will take the following steps:

- The Residence Life staff member will ensure UWPD has the information they require.
- The Residence Life staff member will file an incident report in the campus database.
- The Residence Life staff member will gather information on the student.
- The Residence Life staff member will determine the last time and location the student accessed dining services.
- The Residence Life staff member will confirm the last time and location of housing building access.

All the above is provided immediately to UWPD. Important phone numbers to know:

- **Southeast Residence Life Coordinator Duty Phone:** (608) 206-7497
- **Lakeshore Residence Life Coordinator Duty Phone:** (608) 301-6461
- **Residence Life Leadership Team Phone:** (608) 225-7118
- **UWPD:** (608) 264-2677 or 911

Missing Student Notification for Students Living in University Apartments

UW-Madison has on-campus housing facilities for graduate students, faculty, and staff. As a part of the leasing process, residents are asked to submit emergency contact and missing person contact information. Our housing information system (StarRez) also pulls information from SIS regularly, including emergency contact and missing person contact information. Residents of University Apartments who are not students can update their emergency contact information by contacting the University Apartments Office staff, in person during business hours or via University Apartments Email Resident's emergency contact and missing person contact information is registered confidentially. The information is accessible only to authorized campus officials, and it may not be disclosed, except to law enforcement personnel in furtherance of a missing persons investigation.

PLEASE NOTE: The following procedures apply to adult leaseholders. The University Missing Child protocol would be followed in the event of a report of a missing child or other legal dependent.

If a phone call reporting that a resident is missing is received, staff should first check to see if the UWPD Community Officer is on site. If not, the staff member receiving the call should get the contact information and name of the caller, the name of the person they are concerned about and provide the caller with the UWPD non-emergency contact number. The staff member should then offer to transfer the caller to the UWPD.

The staff member should then immediately notify the Director and/or Assistant Directors of Resident Support, or another supervisor in their absence. If the report is made to a Resident Manager on Duty, or when there are no supervisory staff available, the RM or staff member should notify the Supervisor on Call.

UWPD will lead any investigation into the missing person report. University Apartments staff will assist by providing any contact information available in StarRez.

University Apartments staff may also be asked to meet UWPD at the resident's apartment to assist with accessing the apartment.

UWPD will be informed if the missing person is under 18 and not emancipated. If the missing student is under 18 and not emancipated, UWPD will notify Madison Police Department, custodial parent(s) or guardian, and any additional contact person, if any, designated by the student, within 24 hours of the determination that the student is missing. If a student is over 18 or emancipated, UWPD will notify the emergency contact, if any, and Madison Police Department within 24 hours of the determination that the student is missing. If Madison Police Department was the entity that originally made the determination that the student was missing, there is no need for UWPD to notify Madison Police Department.

While UWPD proceeds, University Apartments Resident Support will take the following steps:

- The Resident Support staff member will ensure UWPD has the information they require.
- The Resident Support staff member will notify the Director of University Apartments that there is a missing person concern.
- The Resident Support staff member will file an incident report in the campus database.
- The Resident Support staff member may reach out to Leasing, Eagle's Wing or other staff to gather information about the resident.

All the above is provided immediately to UWPD.

Important phone numbers to know:

- **UWPD Non-Emergency/Dispatch**: (608) 264-2677 or 911
- **Resident Manager on Duty Phone:** (608) 444-9308
- **University Apartment Supervisor on Call Phone:** (608) 280-1601

Missing Student Notification for Students Living in the Dairy Cattle Center Living Quarters

The Department of Animal & Dairy Science at UW-Madison provides on-campus student housing within the Dairy Cattle Center. As part of the housing assignment process, each student living within this facility, regardless of age, is required to provide an emergency contact name and telephone number, for missing person purposes, which Animal & Dairy Science staff will provide to UWPD. Students' contact person information is registered confidentially with the Department of Animal & Dairy Science Program Director, and may not be disclosed, except to law enforcement personnel in furtherance of a missing persons investigation.

If a student is reported to have been missing for more than 24 hours, the Dairy Cattle Center Facility Manager and/or the Program Director should be notified. Once a student is reported to be missing, the facility manager and/or Program Director will immediately notify UWPD, who will begin an investigation. UWPD will be informed if the missing person is under 18 and not emancipated. If the missing student is under 18 and not emancipated, UWPD will notify Madison Police Department, custodial parent(s) or guardian, and any additional contact person, if any, designated by the student, within 24 hours of the determination that the student is missing. If a student is over 18 or emancipated, UWPD will notify the emergency contact, if any, and Madison Police Department within 24 hours of the determination that the student is missing. If Madison Police Department was the entity that originally made the determination that the student was missing, there is no need for UWPD to notify Madison Police Department.

While UWPD proceeds, the Department of Dairy Science will take the following steps:

- Animal & Dairy Science Program Director will ensure that UWPD has the information they require.

- Animal & Dairy Science Program Director will file an incident report in the campus database.
- Animal & Dairy Science Program Director will direct the Dairy Cattle Center Manager to gather information on the student.
- Animal & Dairy Science Program Director will contact dining staff to determine the last time and location the student accessed dining services.
- Animal & Dairy Science Program Director will work with facilities to confirm that last time the student used card access to the building.

All of the above is provided immediately to UWPD.

Important contact information for Integrated Cattle Hub Director and Dairy Cattle Center Manager:

Integrated Cattle Hub Director: (608) 957-5298
Cattle Center Manager: (608)301-7291
UW–Madison Police Department: (608) 264-2677 or 911

Missing Student Notification for Students Living in The French House

The French House provides housing for students who speak or are learning French. As part of the housing assignment process, each student living within this facility, regardless of age, is required to provide an emergency contact name and telephone number, for missing person purposes, which French House staff will provide to Madison Police Department (MPD). Students' contact person information is registered confidentially with the Directory of the French House, and may not be disclosed, except to law enforcement personnel in furtherance of a missing persons investigation.

If a student is reported to have been missing for more than 24 hours, the Director of the French House should be notified. Once a student is reported to be missing, the Director of the French House will immediately notify MPD. MPD will be informed if the missing person is under 18 and not emancipated. If a student is over 18 or emancipated, UWPD will notify the emergency contact, if any, and Madison Police Department within 24 hours of the determination that the student is missing. If Madison Police Department was already notified or the entity that originally made the determination that the student was missing, there is no need for UWPD to notify Madison Police Department.

After notifying MPD, the French House personnel will take the following steps:

- Director of French House will ensure that MPD has the information they require.
- Director of French House will gather information on the student.
- Director of French House will contact dining staff to determine the last time and location the student accessed dining services.

All of the above is provided immediately to MPD.

Important contact information for French House Director:

Director French House: (608) 298-7470
Madison Police Department: (608) 255-2345 or 911
UW-Madison Police Department: (608) 264-2677

General Crime Prevention Tips

- Don't hesitate to dial **911** in an emergency. Call the police at (608) 264-2677 IMMEDIATELY if you see or hear something suspicious. Be sure to tell them exactly where you are.
- Keep your possessions in sight at all times. Don't leave computers, cell phones, or electronics unattended, even momentarily. Theft takes seconds.
- Lock up bikes and scooters with a heavy-duty lock (U-Lock or heavy chain). Motivated thieves can defeat cheap locks in seconds.
- If you leave your office or room, even for a few minutes, lock the door.
- Be alert to potential danger. Trust your instincts.
- Walk with friends whenever possible.
- If jogging, walking, or biking alone, stay in well-lit and well-traveled areas.
- Shred documents you discard that contain personal information.

- See the section of this document titled “Sexual Assault, Domestic Violence, Dating Violence and Stalking” for protective behaviors regarding those offenses.
- If you use a combination lock make more than small changes to the combination when locking your bike.

Safety at Home

For information about tenant rights, please visit resources page from the City of Madison website. Per Madison City Ordinance, you have the right to the following:

- Have lights in all entrances.
- Have locks on the entrances to buildings and individual apartments.
- Have locks on the windows and alternate entrances such as balcony doors.
- Have a working smoke detector.

Contact your property manager if you do not have these legally mandated amenities.

Additional Tips

- Do not put your first name on your mailbox. (Ex., B. Badger rather than Bucky Badger)
- Do not prop open the outside door of a building.
- Always know who is at your door before opening it.

Common Fraud Schemes

- Pretending to be law enforcement and demanding money.
    - Law enforcement agencies will not call you and demand money
- Pretending to be a friend or supervisor and requesting you purchase gift cards and send to them via email or text photos of the cards
- Pretending to be a place of employment and sending you a check for “equipment” for more than needed and asking you to send money back to them
- A landlord requiring a rental deposit before a tenant visits and inspects the property
- Virtual acquaintance asking for intimate photographs
    - This then leads to threats to release the photos if the individual is not paid
- StopNCII.org (to flag/detect/assist in removing nonconsensual images of adults) Stop Non-Consensual Intimate Image Abuse website
- National Center for Missing & Exploited Children can assist survivors under 18 National Center for Missing & Exploited Children website
- December 2025 WI DOJ Sextortion public service announcement Wisconsin Department of Justice news release December 18, 2025

Note- Do not send payment or gift cards in response

Communication About Campus Crimes and Safety

Through a variety of methods, UW–Madison provides information to students and employees about campus security procedures and practices and encourages them to be responsible for their own security and the security of others. One method is keeping students and employees informed about crime prevention strategies and by communicating with the campus community about reported crimes or emergencies that pose serious or continuing threats to students and employees. This section highlights some of the ways in which UW-Madison offices communicate information about crime and safety on campus.

Immediate (Emergency) Notification Procedures

WiscAlerts

This section describes the procedures UW-Madison uses to immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus.

Upon confirmation of an emergency or dangerous situation, UWPD will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of UWPD, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency. The notification system at UW-Madison is known as WiscAlerts.

UWPD management typically confirms significant emergencies or dangerous situations involving an immediate threat to the health or safety of students or employees on campus with UWPD personnel and in conjunction with key administrative units, such as Facilities Planning & Management, Division of Information Technology, building managers, and/or the local first-responder agencies, and public health agencies.

All UWPD managers are authorized to initiate and use the WiscAlert system. During situations in which there is a time-critical threat to campus, a WiscAlert message and messages sent via the other systems listed below are sent immediately on authority of the UWPD Manager on Call (MOC) or other UWPD personnel if the MOC is unavailable. The MOC or the MOC's designee is responsible for drafting the content, which is developed based on the type of emergency, determining the appropriate segment of the community to receive the message based on the affected community, and sending the

message to the community using any or all systems listed below except the emergency telephone notification system, which is initiated by Dane County. If time permits, UW Communications may review media distributions prior to UWPD sending them.

Dispatchers are authorized to send WiscAlerts utilizing the Alertus one button notification system and ESL button for a confirmed active killer situation.

Situations for sending a WiscAlert include, but are not limited to: active harmer, significant and serious hazardous materials spill, closing a section of campus, significant disruptions to campus infrastructure, multiple building closings, a mass casualty disaster or active tornado warnings in the campus vicinity. All students and staff have a wisc.edu email address, and WiscAlerts are always sent via email in an effort to notify the largest percentage of students and staff in the fastest way possible. Usually, WiscAlerts are also sent via text message to those registered with the text system. In addition to, or in the event of an email or text system failure, UW–Madison may use some or all of the following systems to communicate an immediate threat to the community: voice calls, other warning mechanisms such as the UWPD Website, the BadgerSAFE app, UWPD Twitter, UW–Madison Twitter, campus electronic sign boards and/or media distribution.

In the event of an outbreak of a serious illness or other public health emergency, the Executive Director of University Health Services or designee will typically collaborate with UWPD's MOC or designee to confirm the emergency, draft the language of the warning and distribute the warning to the affected campus community.

Situations requiring a WiscAlert will almost always require ongoing communications support. UWPD will determine what level emergency is present and use the Emergency Operations Plan (EOP). Once the EOP is activated, the process of posting information on UW–Madison's homepage and preparing a crisis communications response will begin. Depending on the type of emergency, UWPD, the Joint Information Center and/or Office of Strategic Communication may work together to craft a consistent set of follow-up messages that can be efficiently distributed to update the UW–Madison and larger community, including through additional WiscAlerts or through the UW–Madison homepage (www.wisc.edu), the Parent and Family Program website (www.parent.wisc.edu), and/or the My UW Portal. UW–Madison may also communicate through email and text message to provide follow-up communication.

The EOP Joint Information Center and/or Office of Strategic Communication on-call staff will also provide assistance in responding to media inquiries.

In certain emergency situations, a campus affiliate group, such as UW Hospital may also propose sending a text message via WiscAlerts. Such requests will be evaluated on a case-by-case basis by the UWPD MOC, using the criteria listed above.

Parents and the larger community can receive information pertaining to an emergency situation at the university through some or all the following systems: the UW–Madison Homepage, the BadgerSAFE App, UWPD Homepage, Campus Alerts Website, UWPD X Feed (@UWMadisonPolice), UW–Madison X Feed (@UWMadison) and media distribution.

Community members and parents can also enroll in our WiscAlert system via text by sending UWALERT to 77295. This will enroll you for six months - the system will text to remind you when that six-month period has expired. In addition, the UW–Madison Parent and Family Program has the ability to communicate with parents and family members.

WiscAlert in Multiple Languages

The UW–Madison Police Department (UWPD) will send information about many emergencies in multiple languages, so all of our community members know when there is a campus emergency and how to stay safe.

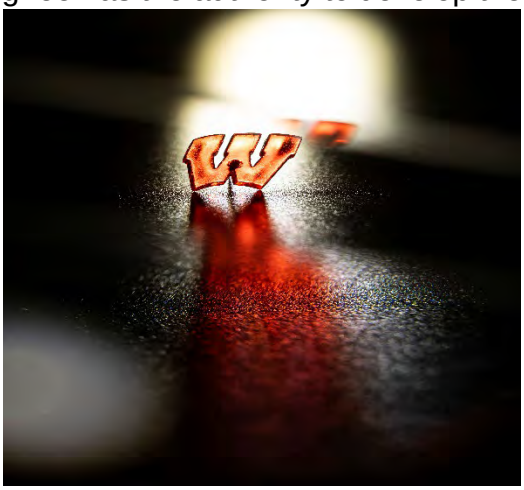
UWPD will send two WiscAlerts in most cases. The first WiscAlert will give general information about the emergency and safety advice in English. The second WiscAlert will have a link to a message translated into five different languages to reach more nonnative English speakers in our community. The translated messages give general safety information with instructions to ask a trusted person for more details about the emergency.

Crime Warnings

UW-Madison issues Crime Warnings to warn the campus community about certain crimes that present a continuing threat to the campus community and to aid in the prevention of similar crimes. Known in the Clery Act as a “timely warning,” the intent of a Crime Warning is to warn of a criminal incident so that people will be enabled to protect themselves. Crime warnings are issued in a manner that is timely, withholds the names of victims as confidential, and that will aid in the prevention of similar occurrences. The Clery Act requires UW-Madison to distribute Crime Warnings regarding certain crimes that occur within UW-Madison’s Clery geography and represent a serious or continuing threat to the safety of students or employees. These crimes are murder/non-negligent manslaughter,

manslaughter by negligence, rape, fondling, statutory rape, incest, robbery, aggravated assault, burglary, motor vehicle theft, arson, domestic violence, dating violence and stalking. Larceny-theft, simple assault, intimidation and vandalism will be assessed for a crime warning if there is evidence, they were motivated by hate or bias against a protected class.

UWPD's Manager on Call (MOC) or the MOC's designee has the authority to develop the content of a Crime Warning and authorize distribution using the guidelines listed below. The MOC or designee will consider the type of offense, location, nature of any threat and whether there is a continuing threat to the community or a continuing crime pattern in determining the appropriateness of a Crime Warning. Some information may be withheld if there is a risk of compromising law enforcement efforts to investigate and/or solve the crime. If the victim of the crime is a person, that person will not be identified by name in a Crime Warning. Crime Warnings are issued as soon as the pertinent information is available to the UWPD MOC or designee. Crimes will be assessed on a case-by-case basis and Crime Warnings will be distributed as deemed necessary. Cases of aggravated assault involving known parties, such as two roommates fighting which result in an aggravated injury, will be evaluated on a case-by-case basis to determine if an individual is believed to be an ongoing threat to the larger UW–Madison community. Cases of sexual assault will be considered on a case-by-case basis to determine whether there is an ongoing threat to the larger UW-Madison community, depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount of information known by UWPD. Crime Warnings will not typically be issued for property crimes unless there is some evidence of a pattern or a serious, continuing threat to the community.



The following factors will be considered when determining whether to issue a Crime Warning:

- Where the crime occurred
- The nature of the crime (serious/non-serious, violent/non-violent)
- The nature of the threat (general threat versus limited threat to a specific person)
- Whether or not there is a continuing danger to the community or continuing crime pattern

When UWPD becomes aware of a situation that meets the criteria for a Crime Warning, the Manager on Call (MOC) or designee develops the content of the Crime Warning, has the authority to authorize the distribution, and distributes the Crime Warning to the community. In the event a Crime Warning is needed, consideration will be given to the most appropriate means to be used to disseminate the information to the UW–Madison community. The primary form of distribution is through a mass email message to the entire university community. This email is sent by the MOC or the MOC's designee, including,

but not limited to, UWPD's Public Information Officer. Other forms of communication may be utilized, such as UWPD Facebook and UWPD Twitter. In addition, Crime Warning notices may also be shared by postings on UW-Madison's Website, the UWPD homepage, press releases, postings/notices at appropriate locations, or the use of UWPD electronic signboards.

Other Campus Security Authorities learning of an incident in which a Crime Warning might be appropriate will share the information with the Clery staff at UWPD to determine whether the incident meets the criteria for a Crime Warning.

A Crime Warning notice will typically include the following, unless issuing any of this information would risk compromising law enforcement efforts:

- The date and time or time-frame of the incident
- A brief description of the incident
- Information that will promote safety and potentially aid in the prevention of similar crimes (crime prevention or safety tips)
- Suspect description(s)/photo(s) when deemed appropriate and if there is sufficient detail
- Police agency contact information
- Other information as deemed appropriate.
- UWPD does not issue a Crime Warning notice for the above listed crimes if:
- The MOC or designee determines there is no serious or continuing threat to the safety of UW–Madison students and employees
- UWPD apprehends the subject(s) and the threat of imminent danger to members of the UW–Madison community have been mitigated by the apprehension
- A report was not filed with UWPD or UWPD was not notified of the crime in a manner that would allow the department to post a "timely" warning for the community (e.g. a report that was filed more than 7 days after the date of the alleged incident may not allow UWPD to post a "timely" warning to the community). This type of situation will be evaluated on a case-by-case basis.

For more information about Crime Warnings, please visit the UWPD Website

Student and Employee Registration for WiscAlerts and Crime Warnings

Students are automatically enrolled to receive WiscAlerts via text message unless they opt-out. Student cell phone numbers are retrieved from the Local Emergency Contacts form in MyUW. Employees can register to receive WiscAlerts via text message by visiting UWPD's Website. Once this is completed, WiscAlerts will be sent automatically.

Everyone with a UW–Madison affiliated email address automatically receives WiscAlerts and Crime Warnings and cannot opt-out or unsubscribe. The email database is updated daily with the most current list of email addresses.

Additional emergency contact and local contact information for students and employees can be registered online by visiting the WiscAlert Portal in MyUW.

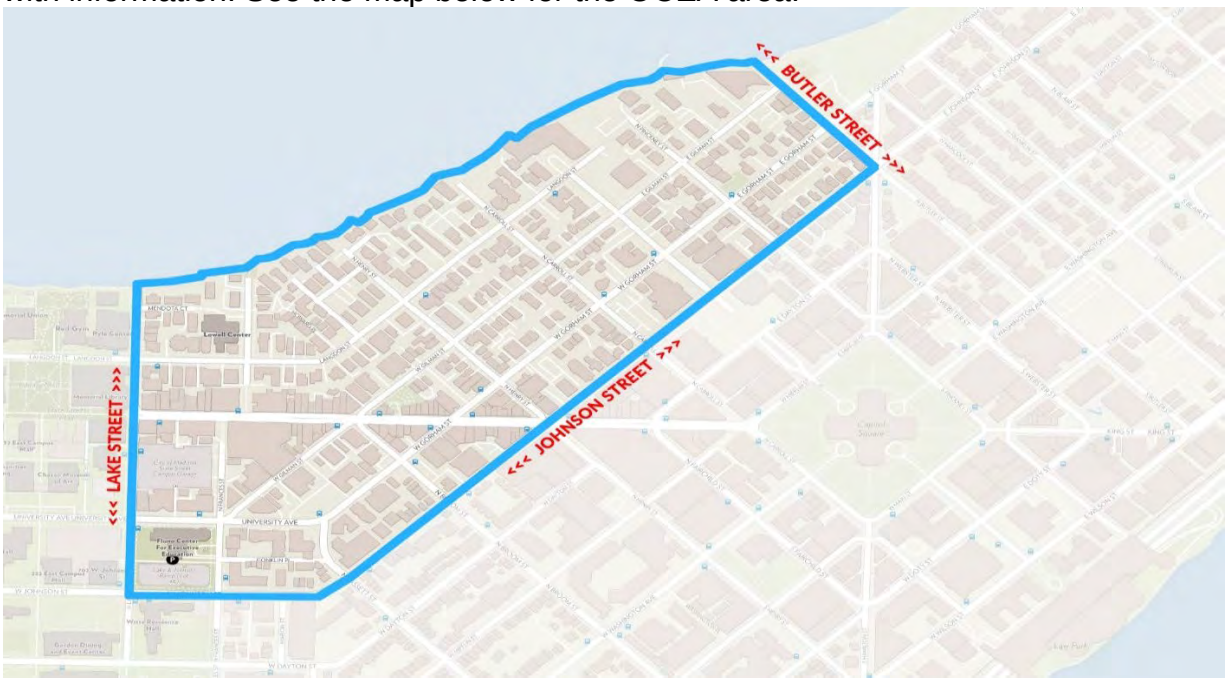
WiscAlert and Crime Warning System Testing

UWPD tests the emergency notification system internally on a weekly basis. UWPD's Public Information Office and Office of Strategic Communication also test the website portion of the WiscAlert system on a quarterly basis. The systems are tested campus-wide on an annual basis.

Off Campus Emergency Alerts

In an effort to keep our community more informed about emergency incidents in their vicinity, the UW–Madison Police Department may also issue "Off-Campus Alerts." These alerts are a supplement to WiscAlerts, which are emergency notifications about dangerous incidents actively happening on the UW–Madison campus. The key difference is that Off-Campus Emergency Alerts (OCEAs) will alert our community about significant threats in certain areas OFF the UW–Madison campus, in areas where a large number of our students live or frequently visit.

All Off-Campus Emergency Alerts are sent via UWPD's BadgerSAFE app. To receive the alerts, anyone can download BadgerSAFE from the Apple App Store or the Google Play Store. Once the app is downloaded and opened, users will automatically receive the alerts. Significant crimes and/or emergencies that happen within a certain geographical area, just off campus, will initiate an OCEA and app users will receive a push notification with information. See the map below for the OCEA area:



Information about Sex Offenders

The federal Campus Sex Crimes Prevention Act requires institutions of higher education to issue a statement to the campus community about where to find information on registered sex offenders in the state. It also requires sex offenders who are already

required to register with the state to notify that state if they are enrolled, carry on a vocation or are employed in a post-secondary institution.

In Wisconsin, convicted sex offenders must register with the Department of Corrections; a registry can be found at Wisconsin Department of Corrections Website. The Wisconsin Department of Corrections supplies information to UWPD regarding registered sex offenders who are enrolled or employed at UW-Madison. This information can also be found on the UWPD Website.

Crime Prevention and Security Awareness Education

Creating a safe campus is everyone's responsibility. The following programs are offered to inform the campus community about campus security procedures and practices, to encourage the campus community to be responsible for their safety and the safety of others, and to inform students and employees about crime prevention.

Active Threat Response Training

UWPD offers Active Threat Response training to students, staff, and faculty at UW-Madison. The training emphasizes preparedness, situational awareness, "Run-Hide-Fight", prevention, reporting, and response. The goal is to help civilians think through their personal response plan to a potential active threat situation, in a safe, non-threatening environment, and to be informed of the university's threat assessment process and police response as well.

Led by experienced law enforcement professionals with diverse backgrounds, these sessions are offered multiple times a year and are open to the entire campus

community. Training can be requested through our online form. For more information, visit the UWPD Website.

Student Orientation, Advising, and Registration (SOAR)

Every year during Student Orientation, Advising and Registration (SOAR), parents, guardians, and loved ones of first year students receive a presentation from UWPD that discusses everything and anything related to crime prevention, emergency situations and personal safety.

Fraternities & Sororities

There are 4 governing councils for fraternities and sororities. These councils provide peer-led self-governance for the fraternities and sororities that are members of each council. The Interfraternity Council (IFC) is the governing council for all North-American Interfraternity Conference (NIC) affiliated fraternities at UW–Madison. The Multicultural Greek Council (MGC) is the governing council for multicultural and multiethnic fraternities and sororities. The National Pan-Hellenic Association (NPHC) is the governing council for historically black fraternities and sororities. The Panhellenic Association (PHA) is the governing council for all National Panhellenic Council (NPC) sororities at UW–Madison.

In addition to nationally affiliated organizations, both IFC and PHA have chapters that affiliate locally instead of nationally.

Each semester, the governing councils host harm prevention workshops. Topics frequently covered include: risk management, alcohol, sexual assault, legal liability and hazing. Members of each chapter receive education about how to host social events safely and securely; information from UWPD and/or MPD about staying safe on and off campus; clear definitions of sexual assault, consent and hazing, and personal choices concerning alcohol use. All programs give students information about risk factors for fraternity and sorority leaders, liability reduction and creating safer environments.

Badgers Step Up!

In order to register as a student organization at UW–Madison, a representative from all student organizations must complete the Badgers Step Up! program. Badgers Step Up! is an alcohol program that teaches risk reduction, clarifies social norms around alcohol use, challenges perceptions, and teaches bystander intervention techniques. Content is specific to UW–Madison, including the Wisconsin Idea and the UW–Madison leadership framework competencies.

Additional Crime Prevention and Security Awareness Programs

Upon request, personnel from UWPD are available to present to academic classes, departments, student organizations, campus offices, and residence halls regarding campus safety issues around crime prevention and security awareness. Presentations highlight steps to enhance personal safety as well as community responsibility for creating a safer campus. These programs encourage students and employees to be responsible for their own security and the security of others. UW-Madison conducts many security awareness and crime prevention programs each year. Also see the chapter of this document entitled “Sexual Assault, Domestic Violence, Dating Violence and Stalking,” for more crime prevention and security awareness programs.

Chimera Self-Defense

Chimera® (ky-MEER-ah) is a self-defense program which teaches awareness, assertiveness, and physical protection skills. We’ve partnered with the Rape Crisis Center to offer Chimera sessions at the Bakke Recreation & Wellbeing Center. Instructors emphasize safety and confidentiality throughout all courses.

Classes meet once per week for six weeks and are designed to serve folks who are targets of gender violence. For more information and to register for classes visit University Recreation & Wellbeing Website.

Sexual Assault, Domestic Violence, Dating Violence, and Stalking

UW–Madison prohibits sexual assault, domestic violence, dating violence, and stalking as they are defined for the purposes of the Clery Act and Wisconsin state law. These crimes will not be tolerated on campus and are a violation of Wisconsin law as well as student and employee conduct policies. UW–Madison proactively addresses sexual assault, dating violence, domestic violence, and stalking.

For the legal definitions of sexual assault, domestic violence, dating violence, stalking and consent in UW–Madison's jurisdiction, the State of Wisconsin, please see the chapter in this document entitled, "State of Wisconsin Crime Statutes and Definitions." For the purposes of the Clery Act and the UW–Madison Policy on Sexual Harassment and Sexual Violence, sexual assault, domestic violence, dating violence and stalking are defined as the following:

Sexual Assault

- Sex offense: any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.
- Rape: the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes both males and females.
- Fondling: the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.
    - *Title IX definitions include: Prohibited Sexual Contact: The intentional touching of the clothed or unclothed body parts without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation; the forced touching by the victim of the actor's clothed or unclothed body parts, without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation.*
- Statutory Rape: sexual intercourse with a person who is under the statutory age of consent.
- Incest: sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Domestic Violence

A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime occurred; by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws

of the jurisdiction in which the crime occurred. *To categorize an incident as domestic violence, the relationship between the perpetrator and the victim must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship. [1]

Dating Violence

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or threats of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or suffer substantial emotional distress. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device or means, follows, monitors, observes, surveils, threatens or communicates to or about a person, or interferes with a person's property. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.

Sexual Harassment and Sexual Exploitation

In addition to Sexual Assault, Domestic Violence, Dating Violence, and/or Stalking; Sexual harassment and Sexual Exploitation are also prohibited by UW–Madison policy. For more information about sexual harassment, including reporting options and resources please visit the UW-Madison Office of Compliance Website.

UW–Madison's Policy on Sexual Harassment and Sexual Violence can be found by visiting the UW-Madison Policy Library.

According to UW–Madison policy, Sexual Harassment is defined as:

Conduct on the basis of sex that satisfies one or more of the following:

[1] As defined in Violence Against Women Act, Pub. L. No. 113-4 § 304. The regulatory definition of domestic violence found in 34 CFR 668.46(a).

1. *Quid pro quo sexual harassment*
    1. An employee of the university conditions the provision of an aid, benefit, or service of the institution directly or indirectly on an individual's participation in unwelcome sexual conduct;
    2. An employee of the university either explicitly or implicitly conditions the provision of an academic, professional, or employment-related opportunity, aid, benefit, or service on the complainant's participation in unwelcome sexual conduct.
2. *Hostile environment sexual harassment.* Unwelcome conduct of a sexual nature directed towards a student, an employee, or a person participating in a program or activity of the university that, when using the legal "reasonable person" standard:
    1. Is so severe, pervasive, and objectively offensive that it effectively denies the person equal access to the institution's education program or activity;
    2. Unwelcome conduct of a sexual nature directed towards an individual that, when using the legal "reasonable person" standard, is so severe or pervasive and objectively offensive that it has the purpose or effect of unreasonably interfering with an individual's academic or work performance or participation in an university sponsored or supported activity.

According to UW–Madison policy, Sexual Exploitation is defined as:

Attempting, taking, or threatening to take nonconsensual sexual advantage of another person. Examples include:

1. Without the knowledge and consent of all participants:
    a. Observing, recording, or photographing private body parts or sexual activity of the complainant;
    b. Allowing another person to observe, record, or photograph private body parts or sexual activity of the complainant
    c. Otherwise distributing recordings, photographs, or other images of private body parts or sexual activity of the complainant;
2. Masturbating, touching one's genitals, or exposing one's genitals in complainant's presence without the consent of complainant, or inducing another person to do the same.
3. Dishonesty or deception regarding the use of contraceptives or condoms during the course of sexual contact or sexual activity;
4. Inducing incapacitation through deception for the purpose of making the complainant vulnerable to non-consensual sexual activity;
5. Coercing the complainant to engage in sexual activity for money or anything of value;
6. Threatening distribution of the following, to coerce complainant into sexual activity or providing money or anything of value:
    a. Photos, videos, or recordings depicting private body parts or sexual activity of the complainant, or
    b. Other information of a sexual nature involving the complainant, including sexual history or sexual orientation.

Reporting Sexual Harassment and Sexual Exploitation to UW-Madison

You may report sexual harassment and sexual exploitation–along with sexual assault, dating violence, domestic violence and stalking via the reporting form or to the following offices:

Sexual Misconduct Resource and Response Program, Office of Compliance
Title IX Coordinator
500 Lincoln Dr., 361 Bascom Hall, Madison, WI
608-265-6018 | Title IX Coordinator Email
Office of Compliance Title IX Website

Office of Student Assistance and Support
500 Lincoln Drive, 70 Bascom Hall, Madison, WI
(608) 263-5700 | Office of Student Assistance and Support Email
Office of Student Assistance and Support Website

Office of Human Resources–Workforce Relations
21 N. Park St., # 5101, Madison, WI
(608) 265-2257 | Workforce Relations Email | Workforce Relations Website

On Campus Support Resources

The following offices provide confidential support services:

UHS Survivor Services (Students)
University Health Services
333 East Campus Mall, 8th Floor
(608) 265-5600 (option 3) or self-schedule via MyUHS
University Health Services-Survivor Services Website
Survivor Services Email

Employee Assistance Office
610 Walnut St. Room 1109
(608) 263-2987
Employee Assistance Office Website
Employee Assistance Office Email

Life Matters (Employee Assistance Office)
800-634-6433
Life Matters Webpage

Prevention, Awareness, and Bystander Intervention

Primary Prevention and Ongoing Awareness Programs

UW–Madison is dedicated to providing educational and prevention services. Primary prevention programs are informed by research or assessed for value, effectiveness, and outcomes. The goal of such programs is to stop dating violence, domestic violence, sexual assault, and stalking before they occur. Primary prevention programs promote behaviors that foster healthy, mutually respectful relationships and sexuality; encourage skillful bystander intervention; and seek to change social norms in healthy and safe directions. Primary prevention and ongoing educational/awareness efforts at UW–Madison contain information about options available to victims/survivors, procedures for institutional disciplinary action, and bystander intervention.

University Health Services Violence Prevention (UHS VP) staff coordinate several of UW–Madison's primary prevention efforts for students and provides training and technical assistance for students, staff and faculty focused on sexual assault, sexual harassment, relationship violence and stalking.

For more information, please visit UHS Violence Prevention or contact UHS Violence Prevention Program. Several other campus units and community agencies also collaborate and provide prevention and education services at UW–Madison:

Undergraduate Online Prevention Program, "U Got This!": Incoming undergraduate first-year and transfer students who intend to earn degrees from UW–Madison are required to complete an online violence prevention program, called U Got This! Approximately 9,500 new students complete the program each year. Students who do not complete the program are not able to register for second-semester classes. U Got This! includes a statement that the institution prohibits the crimes of domestic violence, dating violence, sexual assault and stalking; definitions and statistics for sexual assault, sexual harassment, domestic violence, dating violence, stalking and consent, in reference to sexual activity in UW–Madison's jurisdiction; rights of victims; and a description of safe and positive options for bystander intervention. In accordance with Wisconsin Statute 36.11(22)(a), students are expected to complete the U Got This! program during the month of orientation, prior to arriving to campus. For more information visit U Got This! program.

Undergraduate Online GetWIse Programs: Incoming undergraduate first-year and transfer students who intend to earn degrees from UW–Madison are also required to complete an online GetWIse violence prevention workshop. Approximately 9,500 new students complete the program each year. Students can choose from a variety of workshop topics including healthy sexuality, healthy relationships, and how to support survivors. The online GetWIse programs are also available to all second-, third-, and fourth-year undergraduate students as an annual refresher course. For more information visit GetWIse.

Undergraduate Orientation: At orientation, known as SOAR (Student Orientation, Advising, and Registering), both new undergraduate students and parents/guests receive brief information about sexual and relationship violence topics. New students participate in a primary prevention activity aimed at understanding how social norms shape sexual culture and bystander safety. Parents and guests of new students participate in session about student health and safety led by University Health Services and UWPD. SOAR is offered each summer and winter. SOAR is coordinated by the Office of Student Transition & Family Engagement in the Division of Student Affairs; training about sexual assault is provided to SOAR staff by UHS Prevention.

Parent Handbook: All parents and guests attending SOAR are provided with a discussion guide on college health topics, including sexual assault and dating violence that provides an overview of resources for victims/survivors on campus and in the community, tips for parents on starting conversations about violence prevention with their students, an overview of prevention efforts, and relevant campus policies. To view the handbook online, view Student Orientation, Advising, and Registration Parent Handbook.

Student-Athletes and Athletics Staff: In August 2017, the NCAA adopted a requirement that all student-athletes, coaches and athletic administrators be educated on sexual violence prevention, intervention and response, to the extent allowable by state law and collective bargaining agreements. Wisconsin Athletics partners with an external vendor, called Huddle Up, to provide content for an in-person sexual violence prevention educational curriculum geared specifically to the student-athlete. All student-athletes completed a 75-minute in-person educational workshop with a small number of students that could not attend any of the sessions. Wisconsin Athletics also partnered with an external vendor, called Bridge Athletic, to provide online sexual violence education curriculum geared specifically to student-athletes. The student-athletes that could not attend any of the sessions were provided access to Bridge Athletic to complete twelve eLearning courses on Bridge Athletic. All first-year student-athletes also participated in the campus required trainings–U Got This!, AlcoholEdu, GetWIse, and Preventing and Responding to Sexual and Relationship Violence. Athletics staff identified as Responsible Employees and Campus Security Authorities completed two annual online trainings–Responsible Employee (RE) and Clery Act Campus Security Authority (CSA), respectively. Athletics staff are also required to complete Preventing Sexual Harassment & Sexual Violence at UW–Madison every three years. These trainings inform staff on obligations related to being compliant with institutional policies and processes, as well as reporting responsibilities.

Incoming Graduate and Professional Students: UW–Madison provides a mandatory online violence prevention program for incoming graduate and professional students. The program is designed to promote the health and safety of the campus community. The program includes a statement that the institution prohibits the crimes of domestic violence, dating violence, sexual assault and stalking; definitions and statistics for sexual assault, sexual harassment, domestic violence, dating violence, stalking and consent, in reference to sexual activity, in UW–Madison's jurisdiction; rights of victims; a description of safe and positive options for bystander intervention; and information on how to support a survivor or access both confidential or non-confidential resources on campus or in the community. In accordance with Wisconsin Statute 36.11(22)(a), students are expected to

complete this program during orientation, prior to arriving to campus For more information about the program, please visit University Health Services Website.

Graduate Assistants: The Graduate Assistants' Equity Workshops, (GAEWs) are employee professional development sessions offered each academic year for Teaching Assistants (TAs), Program/Project Assistants (PAs) and Research Assistants (RAs) by the Office of the Vice Provost for Faculty and Staff Affairs. The workshops provide participants with information regarding rights, responsibilities, workplace expectations, and resources; promote belonging, excellence, and inclusion; and foster student and employee success.

Participants receive information about relevant laws, policies, regulations, resources, and best practices; explore the practical application of these policies to teaching, learning, and research environments; and engage in conversations designed to promote interdisciplinary dialogue and excellence. The sessions encourage the development of competencies that sustain and strengthen UW–Madison's position of preeminence in research and higher education and advance critical campus strategic priorities.

Employees: UW–Madison provides a mandatory online violence prevention program for all employees. The program, "Prevent Sexual Harassment and Sexual Violence at UW–Madison" is designed to reflect our institutional commitment to ensuring safe and equitable teaching, learning, and working environments for all members of our campus community. This online training module includes how to recognize, prevent, and respond to sexual assault and sexual violence in the workplace. Information about reporting options and campus and community resources to support individuals who have experienced sexual harassment or sexual violence are also provided. The training can be found by visiting the Office of Compliance Website.

Promoting Awareness, Victim Empowerment (PAVE): PAVE is a registered student organization dedicated to preventing sexual assault, stalking and intimate partner violence through education and activism. All students and student groups may request a free peer-led, hour-long workshop about consent, sexual assault, and dating violence from PAVE. PAVE also hosts many ongoing events, lectures, discussions, and campaigns to raise awareness about sexual assault and dating violence on campus. PAVE receives student segregated fees to provide student services for students, by students.

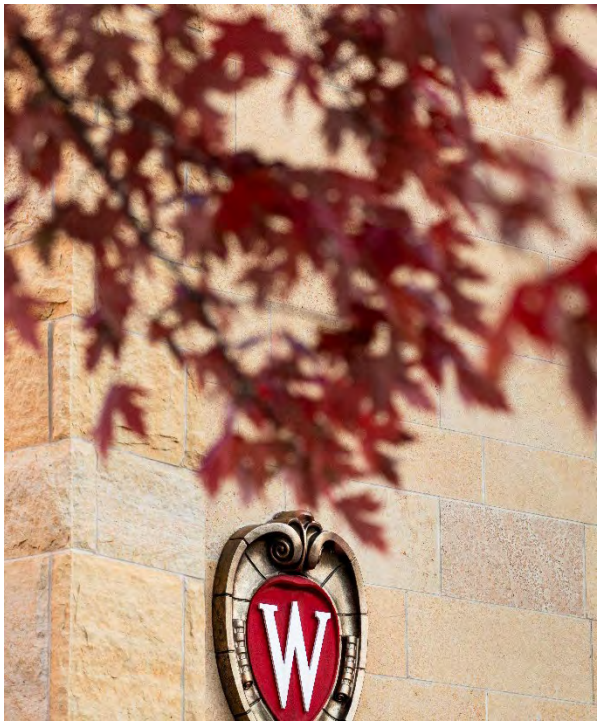
Educational services offered by community-based victim service providers: Presentations are available upon request from valued partners to the UW–Madison campus: the RCC Sexual Violence Resource Center (RCC), Domestic Abuse Intervention Services (DAIS), and UnityPoint Health Meriter Forensic Nurse Examiner program, three local community organizations that exist to serve victims/survivors of sexual assault and/or domestic violence. The RCC Sexual Violence Resource Center also offers Chimera Empowerment Self-Defense courses. For more information about these community-based programs, including how to contact them, please visit University Health Services Survivor Services Website.

Ongoing Awareness Programs: University Health Services Survivor Services and Violence Prevention, in coordination with student organizations and campus partners, host ongoing educational and survivor support events throughout the academic year. These programs are designed to provide information and resources, build prevention skills, and foster communities that support survivors. Efforts are focused but not limited to awareness months such as October for Domestic Violence Awareness Month and April for Sexual Assault Awareness Month. Examples of programming offered include: panels, film screenings, keynote events, theatre programs, marches, outreach tabling events, workshops and peer discussions, and more. All undergraduate students are also offered the online GetWIse prevention education workshops on an annual basis, at the start of each academic year. Students are encouraged to complete a module each year in order to refresh their knowledge of prevention strategies, campus resources, and policies.

Hazing Prevention and Awareness Programs

Research-informed hazing prevention and awareness training will be made available to students, staff, and faculty. This training will include information about this policy and other applicable university policies, how to recognize and report hazing, and strategies for intervening when hazing is witnessed or known about.

General Training Services



Faculty, staff, and students who wish to learn more about sexual harassment, sexual assault, dating violence, domestic violence, stalking and/or sexual exploitation or who wish to schedule professional development in these areas should visit the Violence Prevention Website and complete a request form for a consultation and list of upcoming events. UHS VP staff are available to provide or coordinate training upon request. UHS VP staff provide training and technical assistance about prevention strategies, supporting a survivor, and resources available on campus and in the community. They do not provide training about nor enforce policies regarding institutional reporting requirements.

The Sexual Misconduct Resource and Response Program (SMRRP), including the Title IX Coordinator, can provide training upon request about institutional reporting requirements and resources/rights for victims of sexual harassment, sexual assault, dating violence, domestic violence, stalking, and/or sexual exploitation. Additionally, the SMRRP staff will provide focused trainings in areas where patterns or systemic problems arise. For more information, contact Title IX Coordinator Email.

Bystander Intervention Programs and Risk Reduction

ActWIse Bystander Intervention Program

UHS Violence Prevention programs offers an online bystander intervention program called ActWIse. ActWIse is designed to increase participants' commitment, skill, and confidence to safely and effectively intervene to prevent interpersonal violence. ActWIse is made available to all undergraduate students at the start of each academic year and is available for other campus audiences to view upon request. UHS Violence Prevention also provides workshops by request for student organizations, academic departments, and other campus groups on topics including alcohol and hookup culture, bystander intervention, accountability, and organizational prevention. Content is tailored to relevant risk and protective factors of the group's population, as well as building relationships and the capacity for reflection, dialogue, and social norms change.

Bystander Intervention Tips

Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, and/or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene. Many people assume that sexual assault, domestic violence, dating violence and stalking only involve the victim/survivor and perpetrator, but at UW–Madison we recognize that every campus community member is responsible for preventing violent behavior and helping to create a safe and respectful environment. If you see something that concerns you, you have many options for intervening safely and effectively:

- Be active in supporting a safe and respectful community. If you see others engaging in disrespectful or inappropriate actions, speak up and get involved, or contact someone to assist.
- Listen for rape jokes and sexist language. Choose not to laugh or participate, or start a conversation about the harmful impact of this language on survivors, women, and transgender and gender-nonconforming people.
- If you see someone who looks to be in immediate danger, get help. This can include alerting someone who is nearby, and in a position to assist, or calling 911
- You can intervene even after an assault. Learn what options sexual assault survivors have available to them on this campus and be supportive of their choices. Believe survivors when they share experiences.
- If you're a bystander and see someone behaving in a way that seems disrespectful or predatory, be direct and do something about it, such as distracting their attention away from a potential victim. If you don't feel comfortable or safe confronting them, find someone else who can help, such as someone who knows them or a host, bouncer, bartender, security, manager, etc.
- If you sense that something is wrong, don't ignore it, you can help by getting involved. Check-in and ask, "Hey, do you know this person?" or, "Are you OK?" or, "Can I call a friend to walk you home?"

- It can feel awkward to say something if you notice harmful behavior, but often all it takes is a brief introduction. Let the potential perpetrator know that their actions are noticeable with a simple, “Hey, do I know you? Aren’t you in Tuesday Chemistry section?”
- When you go out, consider going out as part of a group and talk to your friends ahead of time about how you will look out for others and support each other in intervening if someone needs help. People tend to intervene in situations when they have friends who they know will back them up.

Protective Behaviors and Risk Reduction: What Everyone Can Do

Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence. It is possible to follow all of these tips and still be the target of someone else’s harmful behavior. No matter what choices you make, you deserve to be safe and respected, and experiencing violence is never your fault.

- Have respectful, open and ongoing conversations with your partner or potential partner about sex and sexual contact. Talk about your boundaries and what behaviors you both feel comfortable, and uncomfortable, engaging in.
- The next time you hear yourself talking about gender or sex in a derogatory way, stop. Speak up when you hear others talk this way-no matter their gender.
- Listen to or read the personal story of a survivor of violence.
- Make sure you have affirmative and ongoing consent from your partner. Consent is a clear and freely given yes, not the absence of a no. When you have engaged in any sexual activity be sure you understand your partner’s limits, and communicate your own limits clearly. Don’t engage in sexual activities without affirmative consent from your partner.
- Consent to one act does not mean consent to other acts. Communicate and be responsive to every partner’s feelings, boundaries, and needs. You must continually practice consent for any and all sexual activity. If someone seems not okay with what’s happening, it is your responsibility to check in and to stop if you have any doubts about their comfort or consent to what is happening.
- Most commonly, sexual assault is perpetrated not by a stranger but by someone the victim knows, typically a date or acquaintance. It’s important that everyone be active and observant bystanders.
- People who are incapacitated by alcohol or drugs cannot consent. Signs of incapacitation may include-but are not limited to-throwing up, slurring words, stumbling, or not being able to remember conversations. Even without showing these signs, if you know someone has been drinking heavily throughout the night, they likely are not able to consent.
- Do not pressure others to drink or use drugs and be alert to people pressuring you or others to use.
- Alcohol and drugs are often used to create vulnerability to sexual assault. Studies of sexual assault incidents show a high correlation between sexual assault perpetration, victimization and drug/alcohol usage.

- Each individual has the right to make their own decisions about drinking. No one should be pressured to consume more than they want to.
- Some perpetrators target people by using alcohol as a weapon. Use and encourage others to have a companion or a safe means of getting home, i.e., a trusted friend, taxi, or SAFEwalk at (608) 262-5000.
- If an authority figure pressures you to engage in sexual activity, you are encouraged to tell someone if that is a safe option like, confidential resources in the campus or in the community. This is a violation of University policy, and your employment or academic success should never be used as leverage to pressure you to do something you do not want to.
- Understand that crime victims are never responsible for the behavior of perpetrators, and actively share this message with others.
- If you've been sexually assaulted or victimized there are resources available to help.

Signs of an abusive dating partner may include someone who:

- Calls you names, insults you or continually criticizes you
- Does not trust you and acts possessive or jealous
- Tries to isolate you from family or friends
- Takes your possessions to punish you and refuses to return them
- Monitors where you go, who you call, and who you spent time with
- Controls finances or refuses to share money
- Punishes you by withholding affection
- Expects you to ask permission from them to do what you want to do
- Threatens to hurt you, your family, your pets, or your belongings
- Threatens and/or uses a weapon against you
- Has ever forced, coerced, or manipulated you into having sex or performing sexual acts
- Accuses you of cheating or is often jealous of your relationships with others
- Traps you in your apartment or residence hall room and keeps you from leaving
- Social media messages, tweets, text messages, and/or calls you obsessively to find out where you are and what you are doing
- Uses harmful language related to race, gender, ability, sexual orientation, ethnicity and national origin.

More information about dating violence can be found by visiting the University Health Services Website. Remember, sexual assault, domestic violence, dating violence, and stalking are never the fault of the victim; they are the choice of the perpetrator.

Students and employees who experience sexual assault, domestic violence, dating violence, and/or stalking have many options and services available to them on and off campus, including mental health counseling, victim advocacy, off-campus legal assistance, employee assistance and access to the criminal and campus disciplinary systems. Many services are available to victims regardless of their choice to report the incident to law enforcement, and several are available at no charge.

The campus and surrounding community have a wide range of services available to help student victims. This information is provided as part of prevention education efforts and is detailed below. For more information visit, please visit the University Health Services Website.

When a student or employee reports to UW–Madison that they have been a victim of sexual assault, domestic violence, dating violence and/or stalking, whether the offense occurred on or off campus, UW–Madison will provide the student or employee with written notification of the student or employee's rights and options.

Reporting and Resources

UW–Madison encourages victims of sexual assault, domestic violence, dating violence, stalking, and/or sexual exploitation to report the incident immediately to UWPD at (608) 264-2677 or by calling 911. In addition to law enforcement, individuals may also report sexual assault, domestic violence, dating violence, stalking, sexual harassment and/or sexual exploitation to UW–Madison through the Sexual Misconduct Resource and Response Program, overseen by the Title IX Coordinator. Reports may also be made to Office of Student Assistance, Office of Student Conduct and Community Standards, and Support or the Office of Human Resources - Workforce Relations. Following a report of sexual assault, domestic violence, dating violence, stalking, sexual harassment and/or sexual exploitation to UW–Madison, whether the offense occurred on or off campus, UW–Madison will provide the student or employee a written explanation of the student's or employee's rights and options. All victims have the right to be accompanied by a person of their choosing, including a victim advocate, when they file a report and to any meetings related to institutional disciplinary proceedings. A victim has the right and is encouraged to notify proper law enforcement authorities, including UWPD and local police, to report sexual assault, domestic violence, dating violence and/or stalking. Victims have the right to be assisted by campus authorities in notifying law enforcement if the victim chooses. UW–Madison will comply with a request for assistance in notifying law enforcement. Victims also have the right to decline to notify law enforcement. If the crime occurred on UW–Madison property, UWPD has jurisdiction. If the crime occurred off campus, the victim can notify the appropriate local law enforcement agency with jurisdiction at the location of the crime. UWPD will assist the victim in identifying the correct law enforcement agency and will assist the victim in reporting it to that agency. Victims have the right to NOT notify law enforcement or report the crime if they so choose.

If a victim chooses to report to UWPD, the Sexual Misconduct Resource and Response Program, Office of Student Conduct and Community Standards, or the Office of Human Resources - Workforce Relations, UW–Madison will investigate for a policy violation and, where applicable, pursue disciplinary action against the person alleged to have committed the offense. The University is required to respond appropriately to all reports of sexual harassment and sexual violence, and will do so when it receives notice of such allegations from designated reporting offices.

UW–Madison provides training and information to many staff members to respond to and support victims, however, many victims do not feel comfortable talking to law enforcement, campus administrators, professors, or advisors. Healing can look different

for everyone. Additional services available to victims of crime occurring both on and off campus are listed in this chapter, including confidential options that will not result in criminal or university investigation.

When reporting sexual harassment, sexual assault, domestic violence, dating violence stalking or sexual exploitation, please note the following:

- The preservation of evidence may strengthen investigations, which may result in a better chance of holding the respondent responsible or obtaining a restraining order. (Evidence may include the clothing worn at the time, a record of threatening text messages and e-mails, and bodily fluids). The UnityPoint Health Meriter Forensic Nurse Examiner or the on-campus Forensic Nurse Exams available at University Health Services can provide no-cost forensic medical exams, even if a victim chooses not to report to law enforcement.
- Although it is best not to shower, even if a victim has showered and changed clothes, a police report can be filed and/or medical exam can be obtained.
- Campus officials are required to provide information about options and assist in making contact with law enforcement personnel if requested.
- Filing a report will generally involve an interview with law enforcement officer or an investigator from the Sexual Misconduct Resource and Response Program (or both, if you choose to report to both agencies). With UWPD, you may request an officer with the gender you feel most comfortable with to take your statement.
- A student disclosing sexual harassment, sexual assault, dating violence, domestic violence, stalking or sexual exploitation victimization to a UHS staff member with confidential status will be provided with appropriate support resources and referrals, including but not limited to: information about counseling, medical care, victim advocacy, legal assistance, and other services available for victims both on-campus and in the community; information about options for, and available assistance in, changing academic, living, transportation, and working situations, if so requested by the victim, and if such accommodations are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement; and an explanation of the student or employee's rights and options for reporting. Privileged and confidential staff members will explain their confidential role and that the disclosure has not triggered reporting except for statistical purposes.

To Report to Law Enforcement:
Sexual assault, sexual harassment, domestic violence, dating violence, stalking, and/or sexual exploitation can be reported to local law enforcement, including UWPD:

UW-Madison Police Department
1429 Monroe St., Madison, WI
(608) 264-2677 or 911 (on campus)

City of Madison Police Department
211 S. Carroll St., Madison, WI
(608) 261-9694 or 911 (off campus)

To Report to UW-Madison

For institutional response including investigation of sexual harassment, sexual assault, domestic violence, dating violence, stalking, or sexual exploitation and for

accommodations and resources for victims, incidents can be reported at the following offices:

For everyone:
Sexual Misconduct Resource and Response Program, Office of Compliance
Title IX Coordinator:
500 Lincoln Dr., 361 Bascom Hall Madison, WI
(608) 265-6018
Title IX Coordinator Email
Relay Calls Accepted

For students:
Office of Student Assistance and Support
500 Lincoln Dr., 70 Bascom Hall, Madison, WI
(608) 263-5700
Office of Student Assistance and Support Email

For employees:
Office of Human Resources - Workforce Relations
21 N. Park St. #5101, Madison, WI
(608)265-2257
Workforce Relations Email

Restraining Orders and No Contact Orders

Civil Restraining Orders

The following section is information provided by the Dane County District Attorney's Office Website and is accurate as of September 2022. The following information is also available online by go to the Dane County Clerk of Courts Website, by visiting the Legal Resource Center in the Dane County Courthouse, Room L1007, 215 S. Hamilton St., Madison, WI, or calling (608) 266-4311

What is a Restraining Order?

A Restraining Order is a court order limiting defined potential conduct of someone who has abused or harassed you, ordering them not to abuse or contact you. The District Attorney's Office cannot provide legal advice or assistance in filing restraining orders. Domestic Abuse Intervention Services (DAIS) employs legal advocates who can assist with paperwork, questions, and attend court hearings with you. The DAIS phone number is (608) 251-1237.

The University of Wisconsin Law School ROSA Restraining Order Clinic provides direct legal services to victims/survivors of intimate-partner violence in Dane, Jefferson, Rock and Sauk Counties. Individuals seeking services can call 608-263-9574 or email Restraining Order & Survivor Advocacy Clinic Email. You may also request an appointment by filling out the Restraining Order & Survivor Advocacy Clinic Intake Request.

There are three types of restraining orders:

1. **Domestic Abuse Restraining Order**
   There is no filing fee for Domestic Abuse Restraining Orders. The petitioner must show the respondent engaged in physical abuse, sexual assault, impairment of physical condition, criminal damage to property, or a threat to do one of these. The respondent must be:

   - A current or former spouse, adult family member, or domestic partner
   - A person the petitioner has a child with
   - A person the petitioner has dated
   - A person who provides in-home or community care for the petitioner
   - A guardian of an incompetent petitioner; guardian fits above categories

2. **Harassment Restraining Order**
   The filing fee for Harassment Restraining Orders is $164.50. The petitioner must show the respondent has been harassing, intimidating, subjecting the victim to physical contact, or has threatened to do so. The court commissioner can waive fees based upon what is written in the Statement of Facts if there are threats or acts of physical violence, non-consensual sexual contact, or stalking behaviors.

3. **Child Abuse Restraining Order**
   There is no fee for Child Abuse Restraining orders. The petitioner must be a child victim, parent, stepparent or legal guardian of the victim. The petitioner must show emotional, physical or sexual abuse of the child committed by the respondent.

How to File for a Restraining Order

Restraining Order paperwork is available in the Legal Resource Center in the Dane County Courthouse, Room L1007. Once victims have filled out the Restraining Order packet, go to the Records Center in Room 1000 to sign the Petition in front of a notary (Records Center staff will perform the Notary Act). Records Center staff will summon a Court Commissioner via email. Once a Court Commissioner has reviewed the material, and assuming they have approved the same, Records Center staff will make all necessary copies. File all papers with the Clerk of Courts in Room 1000 of the Dane County Courthouse, and follow the next step regarding serving the restraining order. The Commissioner will schedule an injunction hearing and issue a Temporary Restraining Order (TRO) if appropriate. The TRO is in effect until the injunction hearing. This hearing must be held within fourteen days of the TRO being issued.

Serving a Restraining Order

The TRO must be served (officially delivered) to make it enforceable. It also must be served to let the respondent (alleged abuser) know about the court date for the injunction hearing. Take the papers next door to the Public Safety Building (Dane County Jail) and give them to the Sheriff's Department, where they will serve these papers on the defendant for a fee. Call the Sheriff's Department at (608) 284-6800 to see if the

respondent has been served or to give the Sheriff new information about where the respondent can be found. A private process server may also serve the papers for a fee.

If the respondent contacts you after being served, call the police immediately. Keep a copy of your restraining order with you at all times. If the police arrive and discover the respondent has not yet been served, an officer can serve one of your extra copies. If you need the police to serve your papers, ask the officer to write the following on the copy you are going to keep:

- The date and the police officer's name and badge number
- Abuser or harasser's name and type of papers served.
- Ask the officer to notify the Sheriff's Department by phone and/or in writing that the respondent has been served.

Injunction Hearings

This is the court hearing to grant your long-term Restraining Order. You may bring an attorney if you wish. Please be on time. If your case is called and you do not show, the restraining order will be dropped. If you are running late, call the Probate Office at (608) 266-4331. The date and time of your hearing will not be changed. If you miss your court date, you may need to show that there has been a new incident of violence in order to file papers again. If you and the respondent appear in court, both of you will testify. If the respondent has been served with a Notice to Appear but does not come to court, the hearing will be based on your testimony alone. You will be under oath. Take your time, admit if you don't remember something, if you are afraid, have defended yourself, called the police, if the respondent has been arrested, and if they have violated the Restraining Order. Be polite and don't interrupt the respondent's testimony. You will have a chance to respond or ask the respondent questions.

Focus on the following issues when you testify in court:

- When and where the abuse took place - location, time, and date of each incident starting with the most recent
- Physical abuse–hitting, choking, slapping, kicking, forcing sex, etc.
- Threats of physical harm or violence–threatening to kill you, burn down the house, etc.
- Injuries or pain–bruises, scratches, pain from being punched, etc.
- Weapons–guns, knives, broomsticks, any object used to hurt you
- Evidence–pictures, medical records, police reports, etc.
- Witnesses–anyone who has seen or heard the respondent threaten or harm you
- Harassment–unwanted and repeated phone calls, visits and/or contact which you have asked this person to stop. In Wisconsin, the term "harassment" describes unwanted contact, physical abuse or threats of violence.

If the commissioner finds that domestic abuse, harassment, or child abuse has occurred, they may order an injunction (long-term Restraining Order) for as long as the petitioner requests, but not to exceed four years for domestic abuse and two years for harassment

or child abuse. A restraining order helps to protect you, but it does not guarantee your safety. Follow a safety plan, especially if you believe that being arrested is not going to stop the respondent from trying to hurt you.

Enforcing a Restraining Order

If the respondent violates the Restraining Order, call the police immediately. The respondent has just committed a crime. Ask the police to have the District Attorney's office review the case for charges even if no arrest is made. If the respondent is on probation or parole, give a copy of the Restraining Order to the parole agent and report any violations. To find out who their probation agent is, call the Department of Corrections Central Records at (608) 240-3750 and provide the person's name or birthday.

UW–Madison & Restraining Orders

UW–Madison and UWPD will enforce active restraining orders issued by a court of law, including tribal courts, when provided notice of the order. Students who have a court-issued restraining order and wish to inform UW–Madison should contact Office of Student Assistance and Support or UWPD. Students who need to be provided additional accommodations regarding a restraining order should contact the Sexual Misconduct Resource and Response Program (Title IX Coordinator), Office of Student Assistance and Support, or UWPD. Employees who have a court issued restraining order should notify the Sexual Misconduct Resource and Response Program (Title IX Coordinator), Office of Human Resources – Workforce Relations, or UWPD. Please be aware that notification to the UW of an existing court-ordered restraining order may require the Title IX Coordinator to follow up as prescribed by law.

If your restraining order is being violated, regardless of whether or not you have informed UW–Madison, please call 911 immediately.

UW-Madison Police Department
1429 Monroe Street, Madison, WI
(608)262-2957
UWPD Email
UWPD Website

Sexual Misconduct Resource & Response Program
Office of Compliance
500 Lincoln Drive
354 Bascom Hall, Madison, WI
(608)265-6018 Title IX Coordinator Email

Office of Student Assistance and Support
500 Lincoln Drive
70 Bascom Hall, Madison, WI (608)263-5700
Office of Student Assistance and Support Email
Office of Student Assistance and Support Website

Office of Human Resources - Workforce Relations
21 N. Park St. #5101, Madison, WI
(608) 265-2257
Workforce Relations Email
Workforce Relations Website

No Contact Directives Issued by UW–Madison

One tool the University of Wisconsin–Madison uses to support a safe, respectful, and responsible educational and working environment, either as a proactive measure or in response to and prevention of additional incidents, is a no contact directive.

A no contact directive is a university-issued directive that prohibits the recipient from having contact with the individual or individuals named in the directive. The no contact directive is different than a restraining order/civil injunction issued by a court of law and may be issued independent of campus investigatory/disciplinary processes.

A no contact directive is issued when an authorized University employee determines that an individual should be prohibited from having contact with another person or persons. The individuals listed in a no contact directive can include, but might not be limited to: complainants, respondents and witnesses. No contact directives are often issued during the course of investigating cases which involve allegations of sexual harassment, sexual assault, dating/domestic violence, stalking or sexual exploitation.

Students

No contact directives can be issued by the Sexual Misconduct Resource and Response Program when there are allegations of sexual harassment or sexual violence. A no contact directive is issued in writing via a student's university email, and when possible, verbally. Recipients of the no contact directive are informed that future contact with the individual or individuals named in the directive may be considered harassment and could result in a disciplinary investigation. If the individuals involved are in student organizations or classes together, the parameters of the no contact directive will be discussed and additional expectations for minimizing contact may be added to the written correspondence. Students will be provided with an opportunity to ask questions about the terms of the no contact directive issued to them.

When issued, a no contact directive does not have an end date. The no contact directive can also be modified or terminated with the agreement of the parties. Any changes to a no contact directive will be communicated to the parties in writing.

Students who violate a no contact directive risk being charged and investigated through the nonacademic misconduct process for UWS 17.09(4) Harassment, UWS 17.151 (1) Sexual Harassment, UWS 17.151 (5) Stalking and/or UWS 17.09(11) False Statement or Refusal to Comply Regarding a University Matter.

Information regarding the no contact directive is maintained in an internal database and does not appear on an internal or external transcript.

Employees

Supervisors, in consultation with Human Resources staff, have the authority to regulate workplace behavior of Academic and University staff, and the Provost may regulate faculty, as long as there is a work-related reason for doing so. The Sexual Misconduct Resource and Response Program may also issue a no contact directive for any employee. No contact directives are typically issued in a letter to the recipient. UW–

Madison may issue no contact directives to employees when appropriate circumstances arise. Circumstances under which a no contact directive may be issued include, but are not limited to, pending disciplinary investigations, including those for allegations of conduct listed on pages 54-57. A no contact directive may limit an employee's contact with another employee, a student, or other member of the University community or limit an employee's contact with a work location for a length of time determined by the employee's supervisor or the Provost. The following types of contact may be prohibited by a no contact directive: face-to-face/in-person, telephone, e-mail, text message, social networking sites, written communication, video and other electronic communication, and contact through third parties. Violation of a no contact directive issued by UW–Madison may result in disciplinary action up to and including dismissal. Employees may have the ability to challenge a no contact directive by using the grievance process for their employment category when they believe the no contact directive is impacting their ability to perform the functions of their employment.

Requesting a No Contact Directive

Requests for no contact directives will be reviewed on a case-by-case basis and will take into account factors such as safety, alleviating a hostile environment, and educational and employment needs. Parties may request a no contact directive by contacting one of the following offices: the Sexual Misconduct Resource and Response Program, the Office of Student Assistance and Support, Office of Student Conduct and Community Standards, or the Office of Human Resources-Workforce Relations.

Enforcing a No Contact Directive

If your no contact directive is being violated, please contact the office that issued it. If you are in immediate danger, contact 911.

Notice of Accommodations and Confidential Resources

Notice of Accommodations

Students and employees who report sexual assault, domestic violence, dating violence, stalking, sexual harassment and/or sexual exploitation to UW–Madison will receive written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community. This information is also provided to all students and employees in this ASR.

UW–Madison will provide written notification to victims about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures. This will be provided whether the offense occurred on or off campus. UW–Madison is obligated to comply with the above and will make such accommodations or provide such protective measures if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement. This information is also provided to all students and employees in this ASR.

UW–Madison will maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of UW–Madison to provide accommodations or protective measures.

When determining what measures to grant, factors considered might include, but are not limited to: the specific need requested by the complainant, the age of the people involved, the severity or pervasiveness of the allegations, any continuing effects on the complainant, whether the complainant and alleged perpetrator share the same residence hall, dining hall, job location, classes, extracurricular activities or whether judicial measures have already been taken to protect the complainant. The individual affected units should consult with the Sexual Misconduct Resource and Response Program (overseen by the Title IX Coordinator), Office of Human Resources - Workforce Relations and/or Office of Student Assistance and Support, to determine whether or not a specific accommodation is appropriate.

The following offices can provide information and assistance to those requesting accommodations and changes to academic, living, transportation, working situations and other protective measures:

Sexual Misconduct Resource and Response Program, Office of Compliance
Title IX Coordinator
500 Lincoln Dr., 361 Bascom Hall, Madison, WI
(608) 265-6018 | Title IX Coordinator Email

The Deputy Title IX Coordinators and investigators are also available to answer questions and provide information about the reporting and complaint investigation processes.

Office of Student Assistance and Support
500 Lincoln Drive, 70 Bascom Hall, Madison, WI
(608) 263-5700 | Office of Student Assistance and Support Email
Report Sexual Misconduct – Office of Student Assistance and Support Website

Office of Human Resources–Workforce Relations
21 N. Park St., # 5101, Madison, WI
(608) 265-2257 | Workforce Relations Email | Workforce Relations Website

UHS Survivor Services
333 East Campus Mall, Madison, WI
For appointments: 608-265-5600 (option 3) or self-schedule via MyUHS
Survivor Services Email | Survivor Services Website

On Campus Confidential Resources

For victims who choose to not report to law enforcement and/or to a campus office, there are several options available. These options allow a victim who is 18 or older to get help without having their name or information shared with campus officials, third parties or law enforcement to the extent permissible by law. Please be aware limits to confidentiality

may apply when disclosing abuse of a child (victims 17 or younger) or elder, and when reporting imminent harm to self or others.

For Students

UHS Survivor Services provides **confidential, no cost** victim advocacy, mental health, and medical services (including on-campus sexual assault forensic exams) to UW–Madison student survivors of sexual assault, sexual harassment and exploitation, dating and/or domestic violence, and stalking. These services are available in-person or via telehealth.

For appointments: 608-265-5600 (option 3) or self-schedule via MyUHS
Survivor Services Email Address | Survivor Services Website

Sexual Assault Forensic Exam (SAFE) Program, available via UHS Survivor Services cares for people who have experienced unwanted sexual encounters/sexual assault. This appointment is available at no cost and is confidential. Care options include assessment of the risks of pregnancy, STIs, and physical injuries, while also offering guidance on reporting options, emotional support, and potential academic accommodations.

UHS provides a safe, confidential, and nonjudgmental space where students of all genders can explore their options, regardless if alcohol was involved. To speak to a nurse directly about options following sexual assault: self-schedule via MyUHS or call 608-852-9533 during UHS open hours. You may remain anonymous.
UHS Mental Health Services provides mental health services including individual, group, couples/partner counseling, psychiatric services, and a 24-hour crisis support phone line.
Crisis line: (608) 265-5600 (option 9) | General info and appointments: option 2
University Health Services-Mental Health Website

UHS Medical Services provides medical services including physical exams (not medical forensic exams), sexually transmitted infection (STI) screen, emergency contraception, and pregnancy testing. For medical appointments:

Main Clinic - 333 E. Campus Mall
Monday, Tuesday, Thursday, Friday: 8:30 AM-5:00 PM
Wednesday: 9:00 AM - 5:00 PM

Lakeshore Clinic - Dejope Hall
Monday, Tuesday, Thursday, Friday : 9:00 AM - 4:30 PM (Closed for lunch 12:00-1 PM)
Wednesday: 9:40 AM- 4:30 PM (Closed for lunch 12:00-1 PM)

333 East Campus Mall, Madison, WI
(608) 265-5600 (after hours nurse, option 1)
University Health Services Website

For Employees

Employee Assistance Office provides you and your eligible family members access to free, confidential, and voluntary employee assistance counseling and consultation services for work and personal issues. Anything discussed with employee assistance will be kept confidential and will not be released without your authorization, except under special circumstances as governed by federal and state regulations. This campus-based office consists of an internal team of counselors who offer counseling and support services for work-related and/or personal concerns. EAO also has experience providing support to employees who may be struggling with issues related to campus policies and procedures. EAO services are available to all employees, including campus-employed graduate students, and their families

610 Walnut Street, WARF Building, Room 1109, Madison, WI 53726
(608) 263-2987
Employee Assistance Office Email | Employee Assistance Office Website

LifeMatters This affiliate Employee Assistance Program offers counseling and support to employees and their families. Because LifeMatters is available 24 hours a day, 7 days per week, 365 days per year, this is a great option when needs might be more immediate. To speak with a counselor, please call 1-800-634-6433.

For more information, including additional ways to contact LifeMatters please visit the Employee Assistance Office Website.

UW–Madison Ombuds Office facilitates understanding, communication, and resolution of conflict among members of the faculty, academic, university staff, and undergraduate and graduate student employees. The office serves as an impartial and confidential means of promoting dialogue among parties on campus. Ombuds work independently from University administrative offices; discussing a matter with an ombuds is confidential. The Ombuds Office is not authorized to accept notice of claims against the University. You may call or email the Ombuds Office. If you call, please clearly say and spell your name and leave a phone number and email where you can be reached to set up an appointment. Calls and emails to the ombuds office are generally answered within one business day.

610 Walnut St., Madison, WI
(608) 265-9992 | Ombuds Office Email | Ombuds Office Website

Off Campus Confidential Resources

UnityPoint Health Meriter Forensic Nurse Examiner provides emotional support, physical examination and wellness checks, collection of medical-forensic evidence, assistance with reporting to police when requested (mandatory reporting for children), assistance with concerns about sexually transmitted infection and pregnancy, assistance with safety planning and development of a medical follow-up plan.

202 S. Park Street, Madison, WI, 53715 | (608) 417-5916 UnityPoint-Meriter Website

Sexual Violence Resource Center (RCC) works within Dane County to promote hope, help and healing for those harmed by sexual violence and strives through education and outreach to create social change to end sexual violence.

960 Rise Lane, Madison, WI, 53714
333 E. Campus Mall #7301 & College Library 2191D, Madison, WI
Monday-Friday, hours vary–appointments can be made using 24 hour line.
24-hour line (Helpline & Textline): (608) 251- 7273
Sexual Violence Resource Center Email | Sexual Violence Resource Center Website

Domestic Abuse Intervention Services (DAIS) works to ensure the safety and well-being of domestic violence survivors and their families, and to change societal attitudes that perpetuate violence and the abuse of power.

24-hour line: (608) 251-4445 or toll-free (800) 747-4045
Domestic Abuse Intervention Services Website

Deaf Unity provides services and advocates to Deaf victims of sexual assault and domestic violence.

Text helpline: (608) 466-2881 Monday-Friday 9 AM-10 PM
Deaf Unity Website | Deaf Unity Email

UNIDOS Against Domestic Violence provides victim advocacy, support groups and legal advocacy for victims of domestic violence in addition to community education and programming.

1-800-510-9195 | UNIDOS Against Domestic Violence Website

Freedom, Inc. engages low- to no-income communities of color and works to end violence against people of color, women, those that non-traditionally gender identify, and our youth, to promote healthy lifestyle.

2110 Luann Lane, Madison, WI, 53713
(608) 716-7324
Freedom, Inc. Email | Freedom, Inc. Website

Room to be Safe is a collaborative anti-violence program that provides support and resources to LGBTQ people who are experiencing or have experienced dating, long-term or intimate partner violence. Room to be Safe also provides support and resources for family members of LGBTQ people who are experiencing or have experienced dating, long-term or intimate partner violence.

Resource Line (not 24-hours): (414) 856-5428
Room to be Safe Email | Room to be Safe Website

Midwest Center for Human Services, Domestic Violence Resource Center is a comprehensive program of treatment and social change which offers services to both abusers and survivors of domestic violence, including children and teenagers.

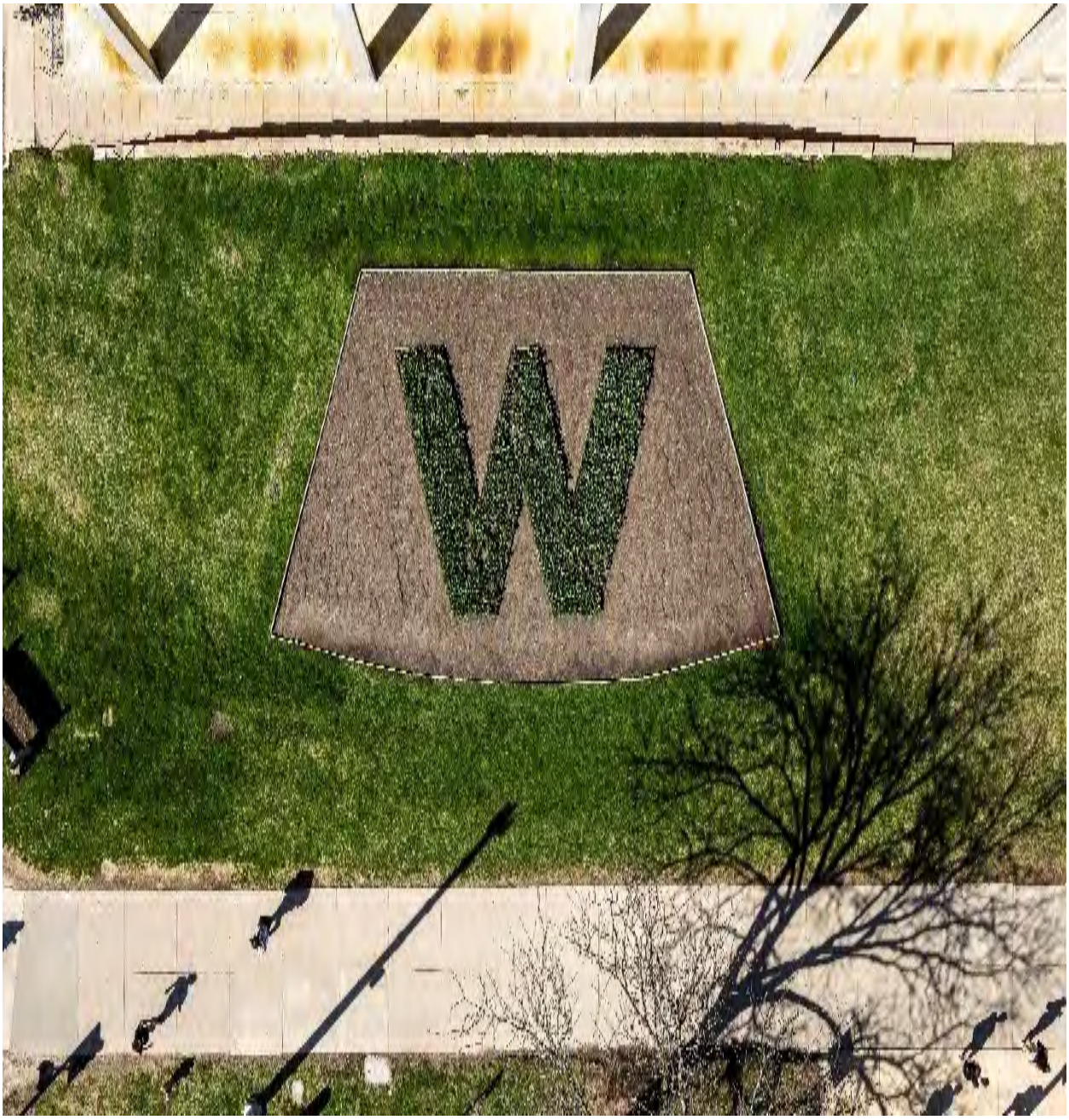
313 Price Place, Madison, WI
(608) 231-3300 | Midwest Center Email | Midwest Center Website

The Rainbow Project provides counseling to children and families who experience trauma.

831 East Washington, Madison, WI
(608) 255-7356 | The Rainbow Project Email | The Rainbow Project Website

RISE The Respite Center provides respite and crisis child care 24-hours a day, 7-days a week to families experiencing high levels of stress. Services are available for both planned child care and emergency and crisis child care. Children stay an average of 4-16 hour in a single visit.

2120 Fordem Ave, Madison, WI
(608) 250-6634 | RISE The Respite Center Email | RISE The Respite Center Website



UW-Madison and Protecting Victim Confidentiality

When a student or employee victim reports to a university office or official who is not explicitly designated as confidential, UW–Madison takes every precaution to protect victim privacy and confidentiality by sharing information only with university officials who have a legitimate educational interest and/or those who need to know for the purposes of providing an institutional response.

In an effort to protect victim safety and privacy, UW–Madison maintains information about sexual assault, domestic violence, dating violence, stalking, sexual harassment and/or sexual exploitation in a secure manner. If the University has notice of an incident, UW–Madison will balance the victim's request to keep identifying information confidential with Title IX's mandate to investigate hostile environments.

To the extent permissible by law, UW–Madison will endeavor to keep victim and necessary party information private. However, once a report is made to the University, or the University has notice of an incident of sexual assault, domestic violence, dating violence, stalking, sexual harassment and/or sexual exploitation, confidentiality cannot be guaranteed unless that information is reported directly to one of the confidential resources listed. UW–Madison will strive to maintain as confidential any accommodations or protective measures provided to the victim, but keeping victim information confidential may limit UW–Madison's ability to provide accommodations or protective measures.

For victims aged 18 and older who report to non-confidential sources, reports of sexual assault, domestic violence, dating violence, stalking, sexual harassment and/or sexual exploitation are directed to the Title IX Coordinator, who will share relevant information only with those who need to know, such as Deputy Title IX Coordinators, complaint investigators, and other individuals who are responsible for handling the school's response to incidents, or as necessary to comply with the Wisconsin Public Records law, a valid subpoena, a lawful discovery request, or a governmental inquiry or investigation. UW–Madison follows applicable Title IX guidance and the requirements of the federal Family Educational Rights and Privacy Act, 20 U.S.C. s. 1232g, when evaluating whether to disclose student information. In the case of minors, UW–Madison employees must report child abuse to Child Protective Services or local law enforcement.

For Clery Act reporting and disclosures, a victim's name or identifying information will never appear in a Crime Warning, on the Daily Crime Log or in the ASR. UW–Madison will redact a victim's identifying information when responding to requests for information pursuant to the Wisconsin Public Records law. The University also will not disclose identifiable information about research subjects if prohibited by an NIH-issued Certificate of Confidentiality, HIPAA regulations and state laws pertaining to the privacy of health information or promises of confidentiality made to research subjects pursuant to the federally required consent form and authorization form. UW–Madison must respond to valid subpoenas that are not prohibited by other applicable law, and may not be able to redact information when responding to a subpoena.

There are confidential resources available such as UHS Mental Health Services, UHS Survivor Services, UHS Medical Services, UW–Madison Ombuds and the Employee Assistance Office. Other licensed healthcare providers, counselors and social workers employed by the University follow the confidentiality requirements of their profession when they are providing care to a patient or a client. Additionally, staff from the McBurney Disability Resource Center, campus Disability Coordinators, Divisional Disability Representatives and interpreters do not disclose reports of prior victimization that they become aware of when providing translation services.

For information about off-campus and non-UW affiliated confidential resources, please see the “Off-Campus Confidential Resources” section of this chapter.

On Campus and Off Campus Resources Commonly Asked Questions

This section discusses commonly asked questions regarding on and off campus resources in regards to domestic violence, dating violence, sexual assault and stalking. It also includes various protective measures UW–Madison may take to assist individuals who report domestic violence, dating violence, sexual assault and stalking, such as providing changes to academic, working and living situations. For information regarding no contact orders issued by UW–Madison, please see the “Reporting and Resources” section of this chapter.

What happens if I decide to report sexual assault, domestic violence, dating violence, stalking and/or sexual exploitation to UWPD?

You always have the option to report to law enforcement and UW–Madison encourages you to report sexual assault, domestic violence, dating violence and/or stalking to UWPD. You can call 911 from on campus, call (608) 264-2677, come into UWPD at 1429 Monroe Street or you can call and request to have an officer come to you. An officer from UWPD can meet you in your residence hall, apartment or anywhere else you feel safe. In all cases, the first thing a responding officer will do will be to establish your safety. Officers will then evaluate your need for medical attention, and discuss the option of going to the hospital. If you decide to go to the hospital, the officer will transport you, wait for you and take you home. You are also welcome to bring a friend, for support.

In the event of a sexual assault, an advocate from Dane County Rape Crisis will be contacted to support you. The responding officer will conduct a basic interview about what happened, and a detective will be assigned to your case. UWPD detectives are specially trained to investigate sexual assault, domestic violence, dating violence and/or stalking. You may request an officer with the gender you feel most comfortable with to take your statement and UWPD will do its best to facilitate the request.

UWPD will not pressure you to engage in a lengthy discussion right away. The main goals are to establish your safety, assist you with obtaining medical attention, preserve evidence, and create a safety plan. UWPD detectives have extensive training on trauma, and appreciate that it is best to conduct a more extensive interview after at least 24 hours. After your initial report a detective will set up a time to meet when you feel comfortable.

After meeting with the Detective, they will begin an investigation - keep in mind there is no pressure to proceed with any charges. UWPD will conduct a thorough investigation, and at the conclusion, will discuss your options. The detective will ask you questions about what happened, create a safety plan with you and will explain how the investigation, judicial process and, if the offender is a student, how the student disciplinary processes work. At the conclusion of the investigation, if you decide to request UWPD to proceed with the charges, the detective will thoroughly explain the process, and will keep you updated on the proceedings. You are not in this alone, your detective and UWPD are here for you.

In regard to a stalking or domestic violence case, your safety and security is key. UWPD will assist you in obtaining a restraining order or a no contact directive as well as accessing local resources, including advocacy and the crime response program.

If you live in UW–Madison housing and need a housing accommodation, your detective can work with University Housing to arrange it, if it is reasonably available. If you want UWPD to reach out to your parents, UWPD will do that, too–but only if you decide that is what you want.

UWPD will assist in notifying Madison Police Department or another local law enforcement agency, should the incident you are reporting not fall in the UWPD jurisdiction.

Will UWPD be able to keep my personal information private?

Although police reports are subject to public records laws, redactions may be made prior to release. Personal information such as street address, phone number and date of birth (except age or year of birth) are usually removed from most responses to public record requests. Additional information may be redacted, including taking the name to initials only, based on the balancing test of the public right to know versus privacy rights of the individual.

If you request that UWPD proceed with charges, UWPD will typically forward an unredacted police report and other investigation information to the Dane County District Attorney's Office for review by the prosecutor. Note that an accused person's Attorney will likely also have access to the unredacted report. However, in cases of violence, the District Attorney's Office has made some exceptions and redacted reports. This decision is made on a case-by-case basis by the District Attorney's Office, and not by UWPD.

There are laws in place to protect victims of sex crimes who testify in court. Evidence concerning your past sexual conduct, other people's opinions of your past sexual conduct, and any reputation as to prior sexual conduct are typically inadmissible in court, subject to exceptions. If you request UWPD to proceed with charges, UWPD can give you more information regarding these "rape shield" laws as they apply in Wisconsin. For more information about these laws, please see Wisconsin Statutes 972.11(2).

I want to formally report sexual harassment, sexual assault, domestic violence, dating violence, stalking or sexual exploitation to UW–Madison. Where do I go?

Aside from UWPD, you can also report to:

Office of Student Assistance and Support
500 Lincoln Drive, 70 Bascom Hall, Madison, WI
(608) 263-5700 | Office of Student Assistance and Support Email
Office of Student Assistance and Support Website

Title IX Coordinator, Office of Compliance
500 Lincoln Dr., 361 Bascom Hall, Madison, WI
(608) 265-6018 | Title IX Coordinator Email

Office of Human Resources–Workforce Relations
21 N. Park St., # 5101, Madison, WI
(608) 265-2257 | Workforce Relations Email | Workforce Relations Website

What if I just want to talk to someone confidentially to get more information or emotional support?

There are many offices, both on and off campus, that can maintain as confidential any information you share with them about your experience. To the extent permissible by law, these offices do not share information provided by adult clients with campus authorities or law enforcement. A complete listing of these offices can be found online visiting the Survivor Services Website.

UHS Survivor Services provides **confidential, no cost** victim advocacy, mental health, and medical services (including on-campus sexual assault forensic exams) to UW–Madison student survivors of sexual assault, sexual harassment and exploitation, dating and/or domestic violence, and stalking. These services are available at in-person or via telehealth.
For appointments: 608-265-5600 (option 3) or self-schedule via MyUHS

333 E Campus Mall, Madison, WI
Survivor Services Email | Survivor Services Website

University Health Mental Health Services is the student mental health resource, providing individual and group counseling, crisis intervention, and psychiatric services. They offer a 24-hour mental health line for students and short-term counseling by appointment. Schedule an appointment via MyUHS or phone to get connected.

333 East Campus Mall, Madison, WI
24-hour line: (608) 265-5600, option–general info and appointments: option 2
University Health Services-Mental Health Website

The UW–Madison Employee Assistance Office assists faculty and staff with maintaining and enhancing both their personal and professional lives, and offers services to promote emotional well-being. All individuals are treated in a respectful manner. The Employee Assistance Office has resources to assist staff with family violence, sexual abuse, emotional problems and many other issues.

610 Walnut Street, WARF Building, Room 1109, Madison, WI
(608) 263-2987 | Monday - Friday 8:00 AM - 4:30 PM
Employee Assistance Office Email | Employee Assistance Office Website

The RCC Sexual Violence Resource Center (RCC) is a community agency that has a satellite office located on campus. RCC provides free services for survivors of all forms of sexual violence, including medical and legal advocacy, support groups, and community education. Chimera self-defense classes are available at a low cost and scholarships are available. Students may use either the campus or community office. RCC's 24-hour hotline can provide general support, access to RCC services (like legal advocacy), and/or access to information about reporting options.

960 Rise Lane, Madison, WI, 53714 | 333 E. Campus Mall #7301, Madison, WI
Monday - Friday, hours vary–appointments can be made using 24-hour line.
24-hour line (Helpline & Textline): (608) 251-7273
Sexual Violence Resource Center Email | Sexual Violence Resource Center Website

Domestic Abuse Intervention Services, (DAIS) Inc. is a community agency that provides services for survivors of dating/domestic violence, including emergency shelter, legal advocacy, community education, and support groups.

2102 Fordem Ave., Madison, WI
Office: (608) 251-1237
24-hour line: (608) 251-4445 or toll-free (800) 747-4045
Domestic Abuse Intervention Services Website

Midwest Center for Human Services, Domestic Violence Resource Center is a comprehensive program of treatment and social change which offers services to both abusers and survivors of domestic violence, including children and teenagers.

313 Price Place, Suite 10, Madison, WI
(608) 231-3300 | Midwest Center Email | Midwest Center Website

The Rainbow Project provides counseling to children and families who experience trauma.

831 East Washington, Madison, WI
(608) 255-7356 | The Rainbow Project Email | The Rainbow Project Website

RISE, The Respite Center provides respite and crisis child care 24 hours a day, 7 days a week to families experiencing high levels of stress. Services are available for both planned child care and emergency and crisis child care. Children stay an average of 4-16 hour in a single visit.

2120 Fordem Ave, Madison, WI | 1334 Dewey Ct., Madison, WI | (608) 250-6634 |
RISE, The Respite Center Email | RISE, The Respite Center Website

Where can I go for a physical exam, sexually transmitted infection (STI) testing, pregnancy testing, or a follow-up exam?

University Health Services offers the **Sexual Assault Forensic Exam (SAFE) Program** who care for people who have experienced unwanted sexual encounters/sexual assault. These on-campus services are **confidential and at no cost**. Care options include assessment of the risks of pregnancy, STIs, and physical injuries, while also offering guidance on reporting options, emotional support, and potential academic accommodations.

UHS provides a safe, confidential, and nonjudgmental space where students of all genders can explore their options regardless if alcohol was involved.

To speak to a nurse directly about options following sexual assault by calling 608-852-9533 during UHS open hours (Monday through Friday, 8:30 AM–5 PM). You may remain anonymous.

333 E Campus Mall, Madison WI
(608) 265-5600 ext 3 or self-schedule via MyUHS
Survivor Services Email | Survivor Services Website

UnityPoint Health Meriter Forensic Nurse Examiner (FNE) program provides medical and forensic examinations for victims of sexual assault, child abuse, elder abuse, and domestic and dating violence. This service will provide follow-up medical care and medication to guard against sexually transmitted infections and pregnancy, and collect evidence if the victim desires without making a determination about whether or not they will report their assault and store that evidence for up to ten years. FNE can coordinate with the Sexual Violence Resource Center to make an advocate available at the time of the exam. A visit to FNE does not require a report to law enforcement or UW–Madison.

202 South Park Street, Madison, WI 53715 | (608) 417- 5916 | UnityPoint Meriter-Forensic Nurse Examiner Website

What if I'm struggling with my classes because of the stress of sexual harassment, sexual assault, domestic violence, dating violence, stalking or sexual exploitation, or because the perpetrator is in one of my classes?

Victims of sexual harassment, sexual assault, domestic violence, dating violence, stalking and/or sexual exploitation can request and get academic accommodations, if reasonably available. UW–Madison is obligated to comply with a victim's request for an academic situation change following a disclosure of sexual harassment, sexual assault, domestic violence, dating violence, stalking and/or sexual exploitation if it is reasonably available, regardless of whether a victim chooses to report the crime to campus law enforcement or local law enforcement. Students should know that requesting academic accommodations, such as asking for a deadline extension or to be moved out of a class, may be sufficient to put UW–Madison on notice of a hostile environment and obligate UW–Madison to investigate as mandated by Title IX. Students may reach out directly to a professor or a TA to request accommodations. There are also offices on campus who can help students with a request. These offices are listed below:

Sexual Misconduct Resource and Response Program, Office of Compliance
Title IX Coordinator
500 Lincoln Dr., 361 Bascom Hall, Madison, WI
(608) 265-6018 | Title IX Coordinator Email

The Deputy Title IX Coordinators and investigators are also available to answer questions and provide information about the reporting and complaint investigation processes.

UHS Survivor Services provides confidential information to students about their rights to request accommodations and assists students with those requests, such as changing classes or sections, or requesting an extension or requesting to drop a course.

333 East Campus Mall, Madison, WI
(608) 265-5600 ext 3 or self-schedule via MyUHS
Survivor Services Email | Survivor Services Website

Office of Student Assistance and Support provides assistance to student victims, including providing information about available academic accommodations. Students who

seek help from Office of Student Assistance and Support should know that staff in Office of Student Assistance and Support are required to report all known incidents of sexual assault, domestic violence, dating violence and/or stalking to the Title IX Coordinator for potential investigation.

500 Lincoln Drive, 70 Bascom Hall, Madison, WI | (608) 263-5700
Office of Student Assistance and Support Website

What do I do if I don't feel safe in my residence hall or apartment any longer?

Sexual Misconduct Resource and Response Program, Office of Compliance
Title IX Coordinator
500 Lincoln Dr., 361 Bascom Hall, Madison, WI
(608) 265-6018 | Title IX Coordinator Email

The Deputy Title IX Coordinators and investigators are also available to answer questions and provide information about the reporting and complaint investigation processes.

University Housing: for students who live in UW–Madison owned facilities, University Housing can offer different housing accommodations upon request when it is reasonable to do so. UW–Madison is obligated to comply with a victim's request for a living situation change following an alleged sex offense if it is reasonably available, regardless of whether a victim chooses to report the crime to campus or local law enforcement. For more information, contact your House Fellow or a professional Housing staff member. Please be aware that University Housing staff are required to report all known incidents of sexual assault, domestic violence, dating violence and/or stalking to the Title IX Coordinator for potential investigation.

University Apartments
611 Eagle Heights
Madison, WI
(608) 262-3407
University Apartments Website

University Housing
625 Babcock Drive, Slichter Hall
Madison, WI
(608) 262-2522
University Housing Website

Office of Student Assistance and Support can provide you with assistance in working with your property manager if you live in a non-UW–Madison owned property. Office of Student Assistance and Support cannot control whether or not a property manager agrees to requests for accommodation, but can assist you in making those requests. Please be aware that Office of Student Assistance and Support, staff are required to report all known incidents of sexual harassment, sexual assault, domestic violence, dating violence, stalking and/or sexual exploitation to the Title IX Coordinator for potential investigation. See above for Office of Student Assistance and Support, contact information.

Do I have to report this to law enforcement?

No. If you are a victim, you are under no obligation to report the crime to law enforcement or any other campus professional. Many victims feel that reporting the crime, or simply disclosing it to another person, such as a family member, friend, or confidential advocate helps with healing, but only you can make this decision. You will not be denied access to any support resources if you choose not to report to law enforcement. UW–Madison employees have an obligation to report to law enforcement or child protective services if a victim is under the age of 18.

What can the campus disciplinary processes do? How can I get more information?

You have the right to ask questions about and learn about the campus disciplinary procedures before engaging the reporting process. Victims are entitled to certain rights under state and federal law.

The Sexual Misconduct Resource and Response Program, in coordination with the Office of Student Conduct and Community Standards administers the student misconduct procedure as codified in the Wisconsin Administrative Code as the University of Wisconsin System (UWS) Chapter 17 as it applies to sexual assault, dating violence and domestic violence, stalking, sexual harassment and sexual exploitation. Chapter 17 authorizes the following sanctions for violations of the student code: written reprimand, denial of specified university privileges, imposing reasonable terms and conditions on continued student status, restitution, removal of the student from the course in progress, disciplinary probation, suspension, and expulsion. Please see the Campus Disciplinary Procedures section of this document for further information. You may also contact the Sexual Misconduct Resource and Response Program for more information about the investigation process on campus when the respondent is a UW student. For more information visit the Response & Investigations Options page on the Office of Compliance website.

For information regarding campus disciplinary procedures for employees, please see the Employee Disciplinary Procedures section of this document.

If I report to law enforcement or to UW–Madison, will anyone tell my parents or will this appear in my student record?

Generally, no. UW–Madison follows applicable laws and regulations regarding the protection of student privacy and will not disclose victimization to parents or note it on your academic record. In accordance with the Family Educational Rights and Privacy Act of 1974 (FERPA), staff members in Office of Student Assistance and Support and University Housing may involve a parent if the student's behavior has posed or may continue to pose a significant risk to the health, safety, or well-being of themselves or others, including suicidal comments and/or attempts.

I am an employee. Where can I get help? What if I want a change in my working situation?

Victims have the option to contact their supervisor, departmental Human Resources staff, campus Office of Human Resources-Workforce Relations, or the Sexual Misconduct Resource and Response Program (Title IX Coordinator) directly to request a change in working situations or have an advocate make such a request on their behalf. UW–Madison will endeavor to comply with a request for a working situation change following an alleged incident of sexual harassment, sexual assault, domestic violence, dating violence stalking, or sexual exploitation, if it is reasonably available, regardless of whether you choose to report the crime to campus or local law enforcement.

There are also offices on campus that can assist you in requesting a change in your working situation:

The Office of Human Resources - Workforce Relations is available to provide information and assistance to faculty and staff victims seeking options for changing their work situations, if reasonably available. OHR-WR can provide information about resources, services, and rights, including the right to be assisted in notifying law enforcement and the right to decline to notify law enforcement.

21 N. Park St., # 5101, Madison, WI
(608) 265-2257 | Workforce Relations Email | Workforce Relations Website

The Employee Assistance Office assists faculty and staff with maintaining and enhancing both their personal and professional lives, and offers services to promote emotional well-being. All individuals are treated in a respectful manner. The Employee Assistance Office has resources to assist staff with family violence, sexual abuse, emotional problems and many other issues. The Employee Assistance Office is a confidential resource.

610 Walnut Street, WARF Building, Room 1109, Madison, WI
(608) 263-2987
The Employee Assistance Office Website | The Employee Assistance Office Email

UW–Madison Ombuds Office facilitates understanding, communication, and resolution of conflict among members of the faculty, academic, and classified staff. The office serves as an impartial and confidential means of promoting dialogue among parties on campus. Ombuds work independently from University administrative offices; discussing a matter with an ombud is confidential. The Ombuds Office is not authorized to accept notice of claims against the University. Please call and leave a message; phone calls are generally returned within a day.

610 Walnut St., Madison, WI
(608) 265-9992
Ombuds Office Email | Ombuds Office Website

Office of Student Assistance and Support can assist student-employee victims in providing them with information about and assistance in requesting work accommodations. Staff in Office of Student Assistance and Support are required to report all known incidents of sexual assault, domestic violence, dating violence and/or stalking to the Title IX Coordinator.

500 Lincoln Drive, 70 Bascom Hall, Madison, WI
(608) 263-5700
Office of Student Assistance and Support Email
Office of Student Assistance and Support Website

What if I want legal help?

UW–Madison does not provide attorneys or legal assistance to victims or alleged perpetrators of sexual assault, domestic violence, dating violence or stalking. There are legal resources available in the Madison community.

Domestic Abuse Intervention Services (DAIS) has a legal advocacy program for victims of sexual assault, domestic violence, dating violence and/or stalking, and they can be reached here:

Office: (608) 251-1237
24 Hours: (608) 251-4445 or toll-free (800) 747- 4045
Domestic Abuse Intervention Services email
Domestic Abuse Intervention Services Website

RISE Law Center is a non-profit law office that provides culturally relevant legal representation in the following areas: family law, immigration law, civil injunctions/restraining orders, and immigration needs including U-Visas, T-Visas and VAWA self-petitions.

(608) 256-1015
1400 E. Washington Ave #262
Rise Law Center Website | RISE Law Center Email

The Dane County District Attorney's Office Victim Witness Unit assists victims and witnesses throughout the criminal court process by answering questions, keeping victims and their families informed of case development, providing information and referrals to community service providers, assisting with restitution, and offering personal assistance when possible.

215 S. Hamilton St. #3000, Madison, WI
(608) 266-9003 | Dane County District Attorney's Office Website

Survivors Legal Program offers pro bono, confidential legal services for UW students and staff who have experienced sexual violence or sexual harassment. Survivors Legal

Program is not associated with UW–Madison. Be sure to mention the Survivors Legal Program.

Survivors Legal Program Website | (608) 204-9642

State Bar of Wisconsin Lawyer Referral and Information Service is offered by the State Bar of Wisconsin and is a public service that helps identify the most appropriate resource for people with a legal problem. A legal assistant who is experienced in analyzing potential legal problems assists in locating the best source of help and provides references to area attorneys who have indicated an interest in the relevant legal situation. Legal assistants do not provide legal advice. There may be a fee for attorney services.

(800) 362-9082 or (608) 257-4666 | State Bar of Wisconsin Website

Legal Action of Wisconsin's Victim Rights Project provides comprehensive, free legal advice and representation to victims of crime concerned with their privacy rights and victim rights. Services also include advice and representation regarding safety planning, housing, restraining orders, benefits, Title IX, disciplinary proceedings, school access and legal barriers to employment.

744 Williamson St. #200, Madison, WI
(855) 947-2529 or (800) 362-3904 | Legal Action of Wisconsin Email

ROSA Restraining Order Clinic provides direct legal services to victims/survivors of intimate-partner violence in Dane, Jefferson, Rock and Sauk Counties. The Clinic works directly with community groups and agencies throughout the counties to provide services with no cost to the victim/survivor.

975 Bascom Mall, Madison, WI 53706
(608) 263-9574 | Restraining Order & Survivor Advocacy Clinic Website

What if I need visa or immigration assistance?

International Student Services (ISS) offers a wide variety of services and programs to international students at UW–Madison. The ISS staff provides information and programs to international students about the campus and community and provides support and assistance concerning visa and related immigration issues. ISS is not a confidential service and staff are required to report all known incidents of sexual assault, domestic violence, dating violence and/or stalking to the Title IX Coordinator. In addition, ISS staff are required to report incidents involving international students and exchange visitors on a J-1 program sponsored by UW-Madison to the U.S. Department of State.

702 Langdon St., Suite 130 Madison, WI 53706
(608) 262-2044 | International Student Services Email
International Student Services Website

International Faculty and Staff Services (IFSS) provides comprehensive assistance to many of the Universities of Wisconsin institutions on all aspects of non-student immigration. The office

acts as the liaison between the University and all government agencies involved in immigration matters relating to UW employment and assists both the institution and individuals in complying with immigration laws and regulations as they related to their UW employment. IFSS advises University departments and processes immigration-related documents for employment-based non-immigrant and immigrant statuses and offers regular workshops on employment-based immigration statuses, including but not limited to, permanent residence, H-1B and J-1.

702 Langdon St, Suite 130 Madison, WI 53706
608-890-4586 | International Faculty and Staff Services Email
International Faculty and Staff Services Website

RISE Law Center is a non-profit law office that provides culturally relevant legal representation in the following areas: family law, immigration law, civil injunctions/restraining orders, and immigration needs including U-Visas, T-Visas and VAWA self-petitions.

1400 E Washington Ave #262, Madison, WI
(608) 256-1015 | Rise Law Center Website

What if I need student financial aid assistance?

The Office of Student Financial Aid can provide information regarding the availability of short-term emergency loans and general student financial aid. Staff in the Office of Student financial aid may be required to report all known incidents of sexual assault, domestic violence, dating violence and/or stalking to the Title IX Coordinator for potential investigation.

333 East Campus Mall #9701, Madison, WI 53715
608-262-3060 | Financial Aid Email | Financial Aid Website

Report a bias incident

Incidents of discrimination, harassment or bias, including discrimination based on national origin, shared ancestry, or ethnic characteristics, can be reported using UW-Madison's reporting form.

UW-Madison Disciplinary Procedures for Sexual Assault, Domestic Violence, Dating Violence, Stalking, Sexual Harassment and Sexual Exploitation

UW–Madison prohibits sexual assault, domestic violence, dating violence, stalking, sexual harassment and/or sexual exploitation. The University of Wisconsin System and UW–Madison have policies and procedures to respond to behavior of students and employees that interfere with the University's educational and work environment.

The UW–Madison Policy on Sexual Harassment and Sexual Violence incorporates the relevant disciplinary processes for students (UWS Chapter 17) and employees. All complaints regarding violations of the campus policy can be reported to the Sexual Misconduct Resource and Response Program. Where the respondent person is a student, complaints can also be reported to Office of Student Assistance and Support/Office of Student Conduct and Community Standards. Complaints against employees can be reported to the Office of Human Resources - Workforce Relations. Complaints can be submitted via an online reporting form, email, phone or in person.

Sexual Misconduct Resource and Response Program, Office of Compliance
Title IX Coordinator
500 Lincoln Dr., 361 Bascom Hall, Madison, WI
(608) 265-6018 | Title IX Coordinator Email

Office of Student Assistance and Support
500 Lincoln Drive, 70 Bascom Hall, Madison, WI
(608) 263-5700 | Office of Student Assistance and Support Email
Office of Student Assistance and Support Website

Office of Human Resources–Workforce Relations
21 N. Park St., # 5101, Madison, WI
(608) 265-2257 | Workforce Relations Email | Workforce Relations Website

UW–Madison works to ensure that disciplinary investigations and procedures are prompt, fair, and impartial. Disciplinary processes will be completed as promptly as possible while maintaining the integrity of the process as outlined in UW–Madison's Policy on Sexual Harassment and Sexual Violence. While UW–Madison works to avoid delays, temporary delays or limited extensions of time frames may occur with good cause; good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. Such delays will be evaluated by UW–Madison on a case-by-case basis, and both parties will receive updates throughout the process.

Complaints Involving Allegations Occurring Before August 14, 2020

Complaints against students involving allegations occurring before August 14, 2020, will be processed through the University of Wisconsin System previous version of Chapter 17. [2]

Complaints against employees occurring before that date will be processed under:

- The previous version of University of Wisconsin System Chapter 4 for faculty[3]
- The previous version of University of Wisconsin System Chapter 11 for academic staff[4]
- UW System Administrative Policy 1233[5] and the previous version of the UW–Madison Policy on Sexual Harassment and Sexual Violence (published January 2018)[6] for university staff.
- Previous version of Regent Policy Document 14-2[7] for Title IX complaints against employees other than faculty and academic staff.

Complaints Involving Allegations Occurring Between August 14, 2020 and May 10, 2021

Complaints against students involving allegations occurring between August 14, 2020 and May 10, 2021, will be processed through the Emergency Rules for University of Wisconsin System Chapter 17.[8]

Complaints against employees will be processed under:

- University of Wisconsin System Chapter 4 for faculty[9]
- University of Wisconsin System Chapter 11 for academic staff[10]
- UW System Administrative Policy 1233[11] and the UW–Madison Policy on Sexual Harassment and Sexual Violence[12] for university staff
- Regent Policy Document 14-2 and Appendix C[13] for Title IX complaints against employees other than faculty and academic staff.

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[2] Previous UWS Ch 17, Wisconsin Admin. Code. Available at Wisconsin State Legislature Website
[3] Previous UWS Ch 4, Wisconsin Admin. Code. Available at Wisconsin State Legislature Website
[4] Previous UWS Ch. 11, Wisconsin Admin. Code. Available at Wisconsin State Legislature Website
[5] SYS 1233 available at Universities of Wisconsin Website
[6] The previous version of the UW-Madison Policy on Sexual Harassment and Sexual Violence
[7] Regent Policy Document 14-2. For allegations before 8/5/20, use: Wisconsin Board of Regents (pgs 76-90). For allegations between 08/05/20-8/14/20, use: Wisconsin Board of Regents Meeting Agenda (pgs 108-133)
[8] UWS Emergency Ch 17, Wisconsin Admin. Code. Available at Wisconsin State Legislature Website
[9] UWS Emergency Ch 4, Wisconsin Admin. Code. Available at Wisconsin State Legislature Website
[10] UWS Emergency Ch. 11, Wisconsin Admin. Code. Available at Wisconsin State Legislature Website
[11] SYS 1233 available at Universities of Wisconsin Website
[12] The interim version of the UW-Madison Policy on Sexual Harassment and Sexual Violence available by contacting the Office of Compliance at Title IX Coordinator Email
[13] Regent Policy Document 14-2 Appendix C: For allegations before **8/5/20**, use: Wisconsin Board of Regents Meeting Minutes (pgs 76-90). For allegations between **08/05/20-8/20/20**, use: Wisconsin Board of Regents Meeting Minutes (pgs 108-133). For allegations between **08/20/20-6/1/21**, use: Wisconsin Board of Regents Meeting Minutes (pgs 82-111). For allegations after **6/1/21**, use: Universities of Wisconsin Website

a. All dates version

Complaints Involving Allegations Occurring on and after May 11, 2021

Complaints against students involving allegations occurring on and after May 11, 2021, will be processed through the University of Wisconsin System Chapter 17.[14] Complaints against employees will be processed under:

- University of Wisconsin System Chapter 4 for faculty[15]
- University of Wisconsin System Chapter 11 for academic staff[16]
- UW System Administrative Policy 1233[17] and UW–Madison Policy on Sexual Harassment and Sexual Violence (effective August 21, 2021)[18] for university staff
- Regent Policy Document 14-2 and Appendix C[19] for Title IX complaints against employees other than faculty and academic staff.

[14] UWS Ch 17, Wisconsin Admin. Code. Available at Wisconsin State Legislature Website
[15] UWS Ch 4, Wisconsin Admin. Code. Available at Wisconsin State Legislature Website
[16] UWS Ch. 11, Wisconsin Admin. Code. Available at Wisconsin State Legislature Website
[17] SYS 1233 available at Universities of Wisconsin Website
[18] UW-Madison Policy on Sexual Harassment and Sexual Violence available at UW-Madison Policy Library Policy UW-146
[19] Regent Policy Document 14-2 and Appendix C available at Universities of Wisconsin Website

Rights of Victims of Sexual Assault, Domestic Violence, Dating Violence, Stalking, Sexual Harassment, and/or Sexual Exploitation in UW-Madison Disciplinary Proceedings

Victims of sexual assault, domestic violence, dating violence, stalking, sexual harassment and/or sexual exploitation are entitled to the following rights:

- Disciplinary proceedings that provide a prompt, fair, and impartial investigation and resolution.
- Disciplinary proceedings that are conducted by panel members who receive annual training on the issues related to domestic violence, dating violence, sexual assault, stalking, sexual harassment and/or sexual exploitation and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
- The same opportunity to have others present throughout disciplinary proceedings as the respondent, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice. UW–Madison will not limit the choice of advisor for either the victim or the respondent in any meeting for disciplinary proceeding.
- Both parties shall be simultaneously informed, in writing, of the outcome of any disciplinary proceeding that arises from an allegation of sexual assault, domestic violence, dating violence, stalking, sexual harassment, and/or sexual exploitation; of the procedures for either party to appeal the outcome; of any change to the results that occurs prior to the time that such results become final; and of when such results become final. At no time can a victim be required to keep the outcome confidential, or be prohibited from discussing the case.
- Victims have equitable rights to the respondent to appeal the outcome of a disciplinary proceeding.
- Victims shall be informed of their options to notify law enforcement.
- Students and employees will be provided written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services available to victims, both within the institution and in the community.
- Victims shall be notified, in writing, of options for changing academic, transportation, work, living situations and protective measures.
- Victims can obtain a free forensic exam from a Forensic Nurse Examiner without filing a police report or involving the police in any way. If additional treatment is sought, other hospital charges may apply.

In addition to the rights given by federal and state law, UW–Madison is committed to ensuring that victims of violence also have the following rights:

- The right to a victim advocate of their choosing. (For additional information and resources about victim advocacy, services on campus, and in the community, see the University Health Services Victim Advocacy Website.

- The right to access sexually transmitted infection (STI) testing and treatment, emergency contraception, and pregnancy testing.
- The right to be informed of and have access to their own medical, mental health, Forensic Nurse Examiner, campus disciplinary, and/or victim advocacy services.
- The right to not be punished for underage drinking or personal drug use if reporting a sexual assault or other crime per UW–Madison's Policy on Sexual Harassment and Sexual Violence. Individuals who have made a complaint, testified, assisted, or participated in an investigation, proceeding, or hearing regarding incidents of sexual harassment or sexual violence generally will not be issued citations by campus law enforcement or subject to disciplinary sanctions for alcohol violations arising out of the same facts and circumstances of the alleged incident unless the institution determines that the violation was egregious, and/or placed the health or safety of any person at risk, and was beyond the amnesty provided by state law.
- UW–Madison will disclose to the victim of a crime of violence or sex-offense, the results of any disciplinary hearing conducted by UW–Madison against a student who is an alleged perpetrator of such crime or offense. If the victim is deceased as a result of the crime or offense, UW–Madison will provide the results of the disciplinary hearing to the next of kin of the victim, if requested in writing.

Protective Measures

There are a range of protective measures UW–Madison offers to victims who report sexual assault, domestic violence, dating violence, stalking, sexual harassment and/or sexual exploitation. UW–Madison will accommodate changes to academic, working, transportation and living situations if requested by the victim and reasonably available. UW–Madison may also issue a directive ordering the alleged offender(s) not to contact the victim or a directive ordering the alleged offender and victim not to have contact with each other. Protective measures can be ongoing, are not necessarily tied to the outcome of a disciplinary action and will be developed on a case-by-case basis in response to the request and concerns of the victim. UWPD can help victims develop a safety plan, if requested by the victim. UHS can assist students in developing a safety plan as well. For more information about institutional no-contact orders and how to request accommodations, please see the "Reporting and Resources" section of this document.

Campus Student Disciplinary Procedures for Nonacademic Misconduct Including Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, Stalking, Sexual Exploitation, and Hazing

University of Wisconsin System Chapter 17

Wisconsin State Legislature Website

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 of Wisconsin System. It defines conduct by students that may result in University discipline and also describes the sanctions which may be imposed and the procedures for carrying out disciplinary actions. Due process for student respondents of misconduct is an important part of these procedures. (Note: Academic misconduct is covered in Chapter UWS 14. Chapters UWS 17 and 18 apply to nonacademic student misconduct; faculty and academic staff are governed by Chapters UWS 4, 7, and 11.) The UW–Madison Policy on Sexual Harassment and Sexual Violence incorporates the requirements of Chapter UWS 17.

Nonacademic misconduct policies cover a broad spectrum of conduct involving students' behavior wherever it takes place. A student may be subject to discipline for conduct that is or already has been the subject of criminal action. This means that a student ticketed or arrested by law enforcement may also be subject to misconduct proceedings.

On May 6, 2020 the Department of Education released proposed Title IX regulations, which went into effect on August 14, 2020. Changes were made to the Wisconsin Administrative Code per the Emergency Rulemaking process, and Title IX compliant emergency versions of Chapter UWS 4, 11, and 17 were in effect as of August 14, 2020. Permanent rules were published on June 1, 2021. Complaints against students involving allegations occurring before August 14, 2020, will be processed through the procedures noted in the University of Wisconsin System Chapter 17 referenced in the footnote.[20]

UWS 17.085 Disciplinary sanctions.

(1) The disciplinary sanctions that may be imposed for nonacademic misconduct, in accordance with the procedures of ss. UWS 17.11 to 17.13, and 17.152 to 17.154, are any of the following:

(a) A written reprimand.
(b) Denial of specified university privileges.
(c) Payment of restitution.
(d) Educational or service sanctions, including community service.
(e) Disciplinary probation.
(f) Imposition of reasonable terms and conditions on continued student status.
(g) Removal from a course in progress.
(h) Enrollment restrictions on a course or program.

[20] UWS Ch 17, Wisconsin Admin. Code. Available at Wisconsin State Legislature website

(i) Suspension.
(j) Expulsion.

(2) One or more of the disciplinary sanctions listed in sub. (1) may be imposed for an incident of nonacademic misconduct.

(3) Disciplinary sanctions shall not include the termination or revocation of student financial aid; however, this shall not be interpreted as precluding the individual operation of rules or standards governing eligibility for student financial aid under which the imposition of a disciplinary sanction could result in disqualification of a student for financial aid.

Notes on disciplinary sanctions: Suspension means a loss of student status for a specified length of time, not to exceed two years, with resultant loss of all student rights and privileges. Upon completion of a suspension period, a student who is academically eligible may re-enroll, provided all conditions from previous disciplinary sanctions have been met. Denial of specified university privileges may include such sanctions as restrictions on participation in extra-curricular activities, depending on the facts of the case and the status of the parties. Educational or service sanctions can include, but is not limited to, participating in prevention programming, taking a drug and alcohol misuse assessment, taking a counseling assessment, or mandatory alcohol education. Such sanctions, if imposed, will be determined on a case-by-case basis.

UW-2001 and Wis. Stat. § 948.51

UW-Madison defines hazing as any intentional, knowing, or reckless act against an individual that endangers the physical, mental, emotional, or psychological health of that individual for the purposes of initiation or admission into, affiliation with, or the maintenance of membership in any organization or group, and that causes or creates a risk of physical or psychological injury, regardless of the individual's willingness to participate. Hazing can include, but is not limited to:

A. Brutality of a physical nature or the threat of bodily harm such as assault, whipping, beating, branding, forced calisthenics, exposure to elements, sleep deprivation, confinement, or any other activity which could adversely affect the physical, mental, emotional, or psychological health or safety of the individual.
B. Forced consumption of any alcohol, food, liquid, drug, or other substance which could adversely affect the physical, mental, emotional, or psychological health or safety of the individual.
C. Soliciting a person to participate in or being actively involved in the planning of any act meeting the definition of hazing.
D. Any activity that constitutes the violation of university policies and/or federal, state, or local law (including ordinances of the City of Madison), or that causes, another person to commit such a violation.
E. Acts that degrade, humiliate, embarrass, ridicule, or isolate such as requiring servitude, taking away cell phones or other devices, not allowing class attendance, requiring costumes or other apparel unless that apparel is part of a uniform for employment or a university or athletic program, confinement, or any other activity

which could adversely affect the physical, mental, emotional, or psychological health or safety of the individual.

F. Causing, coercing, or otherwise inducing another person to perform sexual acts.

Hazing may be reported via the Hazing Incident Report Form.

UWS 17.151 Sexual misconduct subject to disciplinary action under ss. UWS 17.152 to 17.156. 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. Sexual misconduct, as defined in this section, shall use the disciplinary procedure, hearing, appeal, and settlement processes detailed in ss. UWS 17.152 to 17.156.

(1) SEXUAL HARASSMENT. Conduct on the basis of sex that satisfies any of the following:

(a) Unwelcome conduct of a sexual nature directed towards a student, an employee, or a person participating in an education program or activity of the university that when using the legal "reasonable person" standard, is so severe, pervasive, and objectively offensive that it effectively denies the person equal access to the institution's education program or activity.

(b) Unwelcome conduct of a sexual nature directed towards an individual that, when using the legal "reasonable person" standard, is so severe or pervasive and objectively offensive that it has the purpose or effect of unreasonably interfering with an individual's academic or work performance or participation in a university sponsored or supported activity.

(2) SEXUAL ASSAULT. An offense that meets any of the following definitions:

(a) Rape: The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the complainant.

(b) Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the complainant, including instances where the complainant is incapable of giving consent because of age or because of temporary or permanent mental incapacity.

(c) Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law as per s. 944.06, Stats.

(d) Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent as per s. 948.02, Stats.

(3) DATING VIOLENCE. Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant; and where the existence of such a relationship shall be determined based on a consideration of the

following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

(4) DOMESTIC VIOLENCE. Felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the complainant, by a person with whom the complainant shares a child in common, by a persons who is cohabitating with or has cohabitated with the complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the complainant under the domestic or family violence laws of Wisconsin, or by any other person against an adult or youth individual who is protected from that person's acts under the domestic or family violence laws of Wisconsin as per ss. 813.12 (1) (am) and 968.075, Stats.

(5) STALKING. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others; or suffer substantial emotional distress.

(6) SEXUAL EXPLOITATION. Attempting, taking or threatening to take nonconsensual sexual advantage of another person. Examples include:

(a) Engaging in any of the following conduct without the knowledge and consent of all participants:

1. Observing, recording, or photographing private body parts or sexual activity of one or more complainants.

2. Allowing another person to observe, record, or photograph sexual activity or private body parts of one or more complainants.

3. Otherwise distributing recordings, photographs, or other images of the same of one or more complainants.

(b) Masturbating, touching one's genitals, or exposing one's genitals in complainant's presence without the consent of complainant, or inducing another person to do the same.

(c) Dishonesty or deception regarding the use of contraceptives or condoms during the course of sexual activity.

(d) Inducing incapacitation through deception for the purpose of making another person vulnerable to non-consensual sexual activity.

(e) Coercing the complainant to engage in sexual activity for money or anything of value.

(f) Threatening distribution of any of the following, to coerce the complainant into sexual activity or providing money or anything of value:

1. Photos, videos, or recordings depicting private body parts or sexual activity of one or more persons.

2. Other information of a sexual nature, including sexual history or sexual orientation.

The Student Disciplinary Process

Wisconsin State Legislature Website

In addition to Chapter UWS 17, UW–Madison has implemented supplemental disciplinary procedures for investigations and hearings involving sexual assault, domestic violence, dating violence, stalking, sexual harassment, and/or sexual exploitation, pursuant to federal law and UWS 17. Sexual assault, domestic violence, dating violence, stalking, sexual harassment, and/or sexual exploitation cases receive a prompt, fair, and impartial investigation and resolution. The process described below provides a summary of what can be expected from the student disciplinary process. After the summary, the relevant language from Chapter UWS 17 itself is provided for reference.

Disclosure of Allegations

If a report is received alleging that a student has engaged in conduct that may violate Chapter UWS 17 as it applies to sexual misconduct, including sexual assault, domestic violence, dating violence, stalking, sexual harassment, and/or sexual exploitation, the information will be provided to the Sexual Misconduct Resource and Response Program, overseen by the Title IX Coordinator and located within the Office of Compliance.

If the alleged misconduct includes sexual assault, domestic violence, dating violence, stalking, sexual harassment, and/or sexual exploitation and UW- Madison proceeds with the disciplinary process, the Title IX Coordinator will begin an investigation. The University's Sexual Misconduct Resource and Response Program (SMRRP Program) serves as the primary investigative body in student discipline cases involving allegations of sexual assault, domestic violence, dating violence, stalking, sexual harassment, and/or sexual exploitation. The SMRRP Program employees receive extensive annual and ongoing training on the approaches and techniques for conducting comprehensive and impartial investigations, including training on how to gather and weigh evidence, trauma-informed interviewing techniques, and recognizing and adjusting for potential conflicts of interest. The SMRRP Program staff also receive training on how to conduct investigations that are aligned with the University's student discipline process. In some cases, the University uses additional investigators who are hired on a contract basis. These investigators receive similar training.

Investigations and resolutions of these cases proceed regardless of any criminal investigation or proceeding. An investigation may be temporarily delayed for good cause. Any delays or extensions will be communicated to the complainant and student respondent.

Prior to the start of an investigation, the complainant, if known, is provided with written notification of existing counseling, health, mental health, victim advocacy, legal assistance and other services available both on campus and in the community, along with written explanation of the complainant's rights and options. The complainant does not

have to agree to participate in the disciplinary process to receive resources. Both the complainant and student respondent have the right to be accompanied to interviews, meetings and hearings by a support person of their choosing, and UW–Madison will not limit the choice of support person.

If the complainant agrees to be interviewed, the complainant may be accompanied by a person of their choosing and will meet with the assigned investigator to provide details regarding the allegations.

Title IX Misconduct

Some alleged violations of the campus SH/SV Policy may also be alleged violations of Title IX, the federal law that prohibits discrimination on the basis of sex. Alleged violations of Title IX will be considered "Title IX Misconduct." Title IX misconduct refers to a smaller subset of alleged policy violations in which the alleged misconduct: 1) is on the basis of sex and meets specific definitions under Title IX; 2) occurred within the University's education program or activity; 4) was directed against someone in the United States; and when, 5) The complainant is participating in or attempting to participate in the University's education program or activity at the time they file the complaint, and 6) the complainant files a formal complaint. If alleged violations a do not meet all of the criteria above, the Title IX Misconduct complaint will be dismissed. The university may also dismiss if the complainant notifies the Title IX Coordinator in writing that they would like to withdraw the complaint or any allegations therein, if the respondent is no longer enrolled by the university, or if specific circumstances prevent the university from gathering evidence sufficient to reach a determination as to the Title IX Misconduct or allegations therein.

Dismissal of a formal complaint of Title IX Misconduct does not prevent the university from responding to and investigating the alleged violations under campus policy or the Wisconsin Administrative Code.

If the allegations meet all of the criteria above and the formal complaint is not otherwise dismissed, the investigation and disciplinary process will incorporate certain procedural requirements required for allegations involving Title IX Misconduct.

Investigation

To begin the investigation, the investigator will draft a Notice of Investigation that includes the allegations, the relevant charges under UWS Chapter 17, and a notice as to whether the investigation will involve allegations of Title IX Misconduct.

The student respondent may be accompanied by a support person of their choosing at the meeting.

The investigator will also interview relevant witnesses and/or review relevant witness statements, if any, and review any documentary or other evidence provided by the complainant, the student respondent or other sources, including witnesses.

Once the investigation is complete, the investigator will prepare a report outlining the information gathered in the investigation. The parties will have an opportunity to review the initial report and provide feedback. The investigator will then draft the Final Investigative Report, which includes recommended factual findings and a determination of whether the evidentiary standard, preponderance of the evidence, has been met and whether any violation of UWS Chapter 17 occurred. If the parties do not engage in an informal resolution or settlement, the case will proceed to a hearing for final decision-making.

Hearing

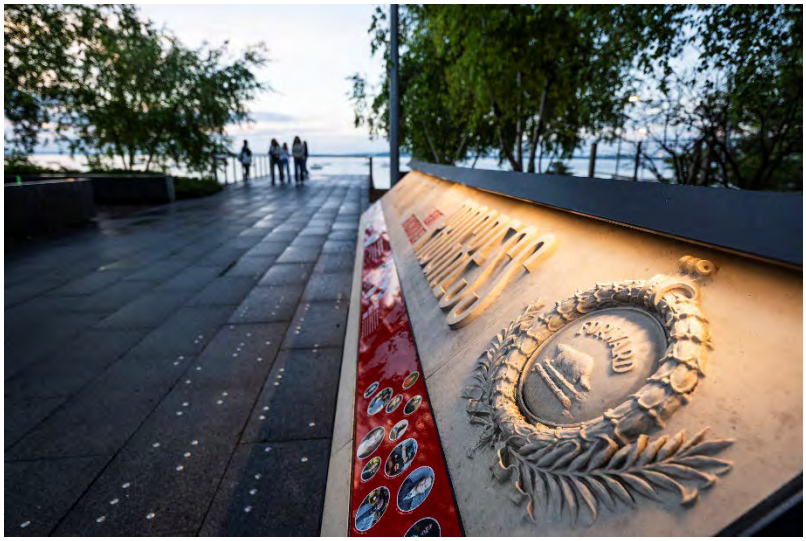
At UW–Madison, hearings for sexual assault, domestic violence, dating violence, stalking, sexual harassment, and/or sexual exploitation have previously been conducted only via hearing committee. Chaired by a staff member of the Office of Student Conduct and Community Standards (OSCCS). In 2024, the format was changed so that hearings are conducted by a Hearing Examiner, who is also a staff member of OSCCS.

Regarding nonacademic misconduct hearings conducted by a hearing committee: committee members are appointed by the chancellor or designee and include faculty, academic staff, and student members. Members are nominated for appointment by their respective governing bodies. The Faculty Senate nominates Faculty, the Academic Staff Assembly nominates Academic Staff, and the Associated Students of Madison nominates students. Appointments to the panel vary in length of time and are typically 1-3 years. The committee for a specific case is composed of at least three members with at least one student member, and for cases involving sexual misconduct, one staff member of OSCCS.

Both committee members and hearing examiners for non-academic misconduct are trained on various topics, including but not limited to UWS Chapters 17 and 18, the hearing outline, weighing information, assessing credibility, confidentiality, and recusal. Hearing examiners that hear cases regarding sexual assault, domestic violence, dating violence, stalking and/or sexual exploitation are required to attend subject-matter training on an annual basis.

OSCCS will take action to schedule the hearing, typically within 15 days of the distribution of the Final Investigative Report to the parties. The hearing itself is typically scheduled within 45 days of the same. No less than 10 days before the hearing, the hearing examiner will be provided in writing, the Final Investigative Report along with any additional materials provided by the parties. Information about the complainant or respondent’s past disciplinary history, if any, will not be shared with the opposite party unless permitted by the Family Educational Rights and Privacy Act (FERPA).

In any hearing (whether by student request or automatically scheduled) the complainant and the respondent maintain the right to be accompanied by a support person, including the right to be advised by counsel at their own expense, the right to question witnesses, and the right to obtain a copy of the audio recording of the hearing. Both parties will be afforded the opportunity to present questions to adverse witnesses, including the other party if they choose to submit to cross-examination. Only the parties' advisors may conduct cross-examination on the behalf of the party; the parties cannot do so personally. If a party does not have an advisor to conduct cross-examination, the university will provide one. At hearings involving Title IX misconduct, if a party or a witness does not submit to cross-examination at the hearing, then the hearing examiner or committee may not rely on any statement of that party or witness made prior to or during the hearing in reaching a determination regarding responsibility.



The hearing examiner determines whether or not the respondent is responsible for violating the code of conduct based on a preponderance of the evidence standard.

Post-Hearing and Appeal

If the complainant or student respondent want a written transcript of the proceedings, they may have one prepared at their own expense.

UW–Madison provides simultaneous notification, in writing, to both the complainant and respondent of the result of the disciplinary hearing, the procedures for appeal, any change as a result of the appeal, and when the results become final.

Both the complainant and respondent may appeal in writing to the chancellor within 14 days of the date of the decision of the hearing. The appeal is based upon the record. The other party will be notified of the appeal by the chancellor's office.

The chancellor or designee has 30 days from receipt of an appeal to respond and will uphold the decision unless the chancellor or designee finds any of the following: (a) The information in the record does not support the findings or decision; (b) A procedural irregularity affected the outcome of the matter; (c) The decision was based on factors proscribed by state or federal law; (d) New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made that could affect the outcome of the matter; and (e) The Title IX Coordinator, investigator, hearing

examiner, or a member of the hearing committee had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter. If the chancellor or designee finds one of those factors exist, the chancellor or designee may return the matter for consideration, or may invoke an appropriate remedy of their own. The decision will be communicated simultaneously to the respondent and the complainant.

Decisions by the chancellor or designee are final, except that the Board of Regents may, at its discretion, grant a review upon the record, upon written request submitted by any party within 14 days of the final institutional decision. The non-appealing party will receive notice of the appeal. The Board of Regents, in its discretion, may consider an appeal based on the written record. The timeline for the resolution of the appeal to the Board of Regents is at the discretion of the Board of Regents. The appeal should be sent to the Office of the Board of Regents at: Board of Regents Email. Appealing parties should submit a written position statement that addresses the following: (1) whether the case involves substantial constitutional claims, (2) whether there is a serious concern that the chancellor has abused their discretion or exceeded their authority, (3) whether the decision made at the institutional level could have system-wide implications, or (4) whether the final institutional decision is based upon facts not supported by the record, resulting in material prejudice to the individual seeking the review. If the Board grants review, the subcommittee may receive additional information for consideration, including oral presentations, and then makes a recommendation to the full Board.

Retaliation against a complainant or student respondent for exercising their rights under these procedures is prohibited and may be conduct subject to separate disciplinary action pursuant to Chapter UWS 17.09. A complainant or student respondent who has experienced retaliation should notify the investigating officer, the Title IX Coordinator and/or Office of Student Conduct and Community Standards.

Relevant Excerpts from UWS Chapter 17

UWS 17.08 Nonacademic misconduct occurring on or outside of university lands.
(1) Misconduct on university lands. Except as provided in s. UWS 17.08 (2), the provisions contained in this chapter shall apply to the student conduct described in ss. UWS 17.09 and 17.151 that occurs on university lands or at university-sponsored events.
(2) Misconduct outside of university lands. The provisions contained in this chapter may apply to the student conduct described in s. UWS 17.09 and UWS 17.151 that occurs outside of university lands only when, in the judgment of the investigating officer, the conduct adversely affects a substantial university interest. In determining whether the conduct adversely affects a substantial university interest, the investigating officer shall consider whether the conduct meets one or more of the following conditions:

(a) The conduct constitutes or would constitute a serious criminal offense, regardless of the existence of any criminal proceedings.
(b) The conduct indicates that the student presented or may present a danger or threat to the health or safety of the student or others.
(c) The conduct demonstrates a pattern of behavior that seriously impairs the university's ability to fulfill its teaching, research, or public service missions.

UWS 17.152 Sexual misconduct 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 17.085 (1), for sexual misconduct defined in s. UWS 17.151, and conduct described in s. UWS 17.09 may be consolidated with sexual misconduct charges pursuant to this section and consistent with s. UWS 17.08. When responding to sexual misconduct, the university may take the following actions:

(a) The university may consolidate disciplinary procedures as to allegations of sexual misconduct, as defined in s. UWS 17.151, against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual misconduct arise out of the same facts or circumstances.

(b) In consultation with the complainant, the university may choose to address allegations of sexual misconduct with non-disciplinary measures outside the procedures of this chapter. Non-disciplinary measures may include supportive measures and protective measures for complainant, which may or may not involve the respondent.

(2) TITLE IX MISCONDUCT. Either a complainant or the Title IX Coordinator may file the formal Title IX complaint as defined in s. UWS 17.02 (8m). Unless a formal Title IX complaint is dismissed under par. (a) or (b), sexual misconduct under this section shall also be considered "Title IX misconduct" and require associated process. Dismissals will be handled as follows:

(a) The university shall dismiss a formal Title IX complaint that does not meet all of the following requirements:

1. The alleged conduct is on the basis of sex and meets the definitions of sexual harassment, as defined in s. UWS 17.151 (1) (a), or sexual assault, dating violence, domestic violence, or stalking, as defined in s. UWS 17.151 (2) to (5).

2. The alleged conduct occurred within a university "education program or activity," as defined in s. UWS 17.02 (7m).

3. The alleged conduct occurred against the complainant while in the United States.

4. The complainant is participating in or attempting to participate in the university's education program or activity at the time the complaint is filed.

(b) The university may dismiss a formal Title IX complaint if any of the following conditions are met at any time during the disciplinary procedure or hearing:

1. The complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal Title IX complaint or any allegations therein.

2. The respondent is no longer enrolled in the university.

3. Specific circumstances prevent the university from gathering evidence sufficient to reach a determination as to the formal Title IX complaint or allegations therein.

(c) Upon dismissal of a formal Title IX complaint, the university shall promptly send written notice of the dismissal and reason therefore simultaneously to the complainant and respondent. The complainant and respondent have the right to appeal the dismissal of a formal Title IX complaint under s. UWS 17.154 (1).

(d) Dismissal of a formal Title IX complaint does not preclude other university action under this chapter.

(3) NOTICE OF INVESTIGATION. When the investigating officer concludes that proceedings under this section are warranted, the investigating officer shall promptly distribute a written notice of investigation in person, by telephone or by electronic mail, to the complainant and respondent. The notice of investigation shall include all of the following:

(a) The details known at the time of issuing notice, including:

1. The identities of the complainant and respondent involved in the incident, if known.

2. The conduct allegedly constituting sexual misconduct.

3. The date and location of alleged incident, if known.

(b) Notice to the complainant and respondent that they may have an advisor of their choice, who may be an attorney.

(c) Notice to the complainant and respondent that they may inspect and review evidence collected during the investigation.

(d) Notice that making a knowingly false statement or refusing to comply regarding a university matter may violate s. UWS 17.09 (11) and could result in additional sanctions.

(e) Notice that the respondent is presumed not responsible for the alleged sexual misconduct until a determination regarding responsibility is made at the conclusion of the disciplinary procedure.

(f) Notice if the sexual misconduct disciplinary procedure also involves Title IX misconduct.

(g) Information about the nonacademic misconduct process available under this chapter and about any available informal resolution process.

(h) If, during the course of an investigation, the university decides to investigate allegations that are not included in the notice of investigation, the university shall send an amended notice of investigation with additional allegations.

(4) INVESTIGATION. During the investigation, the investigating officer shall do all of the following:

(a) Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.

(b) Not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

(c) Provide the parties with the same opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or grievance proceeding; the university may, however, establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties.

(d) Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate.

(e) Not access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the university obtains that party's voluntary, written consent to do so for a grievance process under this section.

(5) REVIEW OF EVIDENCE. Prior to completion of the final investigative report, as described in sub. (6), the university shall provide the complainant and respondent and their advisors, if any:

(a) The evidence gathered during the university's investigation that is directly related to the allegations of sexual misconduct, in an electronic format or hard copy, regardless of whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation. This shall include information upon which the university does not intend to rely in reaching a determination regarding responsibility as well as any inculpatory or exculpatory evidence.

(b) At least 10 days to submit a written response to the evidence, which the investigator shall consider prior to completion of the final investigative report.

(6) FINAL INVESTIGATIVE REPORT. The investigator shall create an investigative report that fairly summarizes relevant evidence. The final investigative report may contain recommended determinations as to whether sexual misconduct occurred and specification of any sanction recommended. The final investigative report shall be delivered simultaneously to the respondent and complainant and their advisors, if any, for their review and response at least 10 days prior to a hearing. Upon distribution of the final investigative report to the complainant and respondent, the following conditions shall apply:

(a) The complainant and respondent have the right to a hearing under s. UWS 17.153 for a formal determination as to whether sexual misconduct occurred, potential disciplinary sanctions, or both.

(b) The university shall proceed under s. UWS 17.153 to schedule a hearing on the matter. A hearing shall be conducted unless the complainant and respondent waive, in writing, the right to such a hearing or otherwise voluntarily choose to proceed with a settlement agreement or informal resolution under s. UWS 17.156.

UWS 17.153 Sexual misconduct hearing.

(1) The university shall have the right to decide whether a hearing examiner or hearing committee shall hear the matter.

(2) The university shall take the necessary steps to convene the hearing and shall schedule it within 15 days of the distribution of the final investigative report. The hearing shall be conducted within 45 days of the distribution of the final investigative report, unless a different time period is mutually agreed upon by the complainant, respondent and university or is ordered or permitted by the hearing examiner or committee.

(3) No less than 10 days in advance of the hearing, the hearing examiner or committee shall obtain from the investigating officer, in writing, the final investigative report and any additional available information of the type described in s. UWS 17.152 (4).

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

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

(b) Both the complainant and respondent shall have the right to question adverse witnesses, the right to present information and witnesses, the right to be heard on their own behalf, and the right to be accompanied by an advisor of their choice. The advisor may be a lawyer. In accordance with the educational purposes of the hearing, the complainant and respondent are expected to respond on their own behalf to questions asked of them during the hearing.

(c) The hearing examiner or committee:

1. Shall admit information that has reasonable value in proving the facts, but may exclude immaterial, irrelevant, or unduly repetitious testimony.

2. May not permit questions and evidence about the complainant's sexual predisposition or prior sexual behavior unless:

a. Such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or

b. The questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

3. Shall observe recognized legal privileges including those described in s. UWS 17.152 (4) (e).

4. May take reasonable steps to maintain order and adopt procedures for the questioning of parties or witnesses appropriate to the circumstances of the testimony, provided the advisors for the complainant and respondent are allowed to effectively cross-examine any party or witness.

(5) The party's advisors shall conduct cross examination directly, orally, and in real time by the party's advisor. A party may not personally conduct cross examination. The following conditions shall apply:

(a) If a party does not have an advisor at the hearing to conduct cross-examination, the university shall provide someone, without fee or charge, who may or may not be an attorney, to conduct cross-examination.

(b) Before a party or witness answers a cross-examination or other question, the hearing examiner or committee shall first determine whether a question is relevant or not and explain any decision to exclude those questions as not relevant.

(c) The hearing examiner or committee may not draw an inference regarding responsibility based solely on a party's or a witness's absence from the hearing or refusal to answer cross-examination questions.

(d) At hearings involving Title IX misconduct, if a party or a witness does not submit to cross-examination at the hearing, then the hearing examiner or committee may not rely on any statement of that party or witness made prior to or during the hearing in reaching a determination regarding responsibility.

(6) If a party fails to appear at a scheduled hearing and to proceed, the hearing examiner or committee may issue a decision based upon the information provided except as described in sub. (5) (d).

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

(8) The hearing examiner or committee shall prepare written findings of fact and a written statement of its decision based upon the record of the hearing, using the preponderance of the evidence standard. The written report shall include all of the following:

(a) Identification of the allegations potentially constituting sexual misconduct.

(b) A description of the procedural steps taken from the receipt of the initial complaint through the determination, including any notifications to the complainant and respondent, interviews with the complainant and respondent and witnesses, site visits, methods used to gather other evidence, and hearings held.

(c) Findings of fact supporting the determination.

(d) Conclusions regarding the application of this chapter to the facts.

(e) A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility under this subchapter, including any Title IX misconduct, any disciplinary sanctions the university imposes on the respondent, and whether remedies designed to restore or preserve equal access to the university's education program or activity shall be provided by the university to the complainant.

(f) One or more of the disciplinary sanctions listed in s. UWS 17.085 (1), if imposed by the hearing examiner or committee.

(g) Procedures and permissible bases for the complainant and respondent to appeal.

(9) The decision of the hearing examiner or committee shall be prepared within 14 days of the hearing, and delivered simultaneously to the respondent and the complainant, excluding information that may be precluded by state or federal law. If an appeal is filed, the decision regarding responsibility becomes final on the date the university provides the complainant and respondent with the written determination of the result of the appeal. If no appeal is filed, the decision regarding responsibility becomes final once the last date to appeal passes.

(10) Disciplinary hearings are subject to s. 19.85, Stats., Wisconsin Open Meetings of Governmental Bodies, and may be closed if the respondent or complainant requests a closed hearing or if the hearing examiner or committee determines it is necessary to hold a closed hearing. Deliberations of the committee shall be held in closed session, in accordance with s. 19.85, Stats. As such, proper notice and other applicable rules shall be followed.

UWS 17.154 Appeal to the chancellor for sexual misconduct.

(1) The respondent or complainant may appeal in writing to the chief administrative officer within 14 days of the date of the written decision for a review, based on the record, of the following:

(a) A dismissal of a formal Title IX complaint.

(b) The written decision of the hearing examiner or committee.

(2) The chief administrative officer has 30 days from receipt of an appeal to respond in writing simultaneously to both the complainant and respondent and shall sustain the decision unless the chief administrative officer finds any of the following:

(a) The information in the record does not support the findings or decision.

(b) A procedural irregularity affected the outcome of the matter.

(c) The decision was based on factors proscribed by state or federal law.

(d) New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made that could affect the outcome of the matter.

(e) The Title IX Coordinator, investigator, hearing examiner, or a member of the hearing committee had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.

(3) If the chief administrative officer makes a finding under sub. (2), the chief administrative officer may return the matter for consideration, or may invoke an appropriate remedy of their own. The chief administrative officer's written decision describing the result of the appeal and the rationale for the result shall be communicated simultaneously to the respondent and complainant.

(4) When an appeal is filed, the chief administrative officer shall notify the other party in writing and give both the complainant and respondent a reasonable, equal opportunity to submit a written statement supporting or challenging the outcome.

UWS 17.155 Discretionary appeal to the Board of Regents for sexual misconduct. University decisions under ss. UWS 17.152 to 17.154 shall be final, except that the board of regents may, at its discretion, grant a review upon the record, upon written request submitted by any party within 14 days of the final university decision. If the board of regents grants a review upon the record, it shall:

(1) Notify the other party in writing and give both the complainant and respondent a reasonable, equal opportunity to submit a written statement supporting or challenging the outcome.

(2) Issue a written decision describing the result of the appeal and the rationale for the result and provide the written decision simultaneously to both the complainant and respondent.

UWS 17.156 Settlement for sexual misconduct.

(1) The procedures set forth in this chapter allow the university, the respondent, and the complainant to voluntarily enter into a settlement agreement or informal resolution regarding the alleged misconduct, any time after the notice of investigation has been distributed to the complainant and respondent and prior to any final determination regarding responsibility. Any such agreement and its terms shall be in writing and signed by the complainant, respondent, and the Title IX Coordinator or designee except in any of the following circumstances:

(a) There is no identified complainant.

(b) The complainant has chosen not to participate in proceedings pursuant to this subchapter.

(c) Title IX misconduct is involved, and the complainant has withdrawn the formal Title IX complaint.

(2) In the circumstances described in sub. (1), the agreement and its terms may be signed by only the respondent and the Title IX Coordinator or designee. The case is concluded when a copy of the signed agreement is delivered to the complainant, if any, and respondent. At any time prior to agreeing to a resolution, either party has the right to withdraw from the settlement process and resume the process under ss. UWS 17.152 to 17.155.

UWS 17.16 Effect of discipline within the institution. A respondent who, at the time of commencement, is subject to a continuing disciplinary sanction under s. UWS 17.085 (1) or unresolved disciplinary charges as a result of a report under s. UWS 17.11 or 17.152, shall not be awarded a degree during the pendency of the sanction or disciplinary proceeding.

UWS 17.17 Effect of suspension or expulsion within the university system.

(1) Suspension or expulsion shall be systemwide in effect and shall be noted on an individual's transcript, with suspension noted only for the duration of the suspension period.

(2) An individual who is suspended from one institution in the University of Wisconsin System may not enroll in another institution in the system until the suspension has expired by its own terms, except as provided in s. UWS 17.18.

(3) An individual who is expelled from one institution in the University of Wisconsin System may not enroll in another institution in the system, except as provided in s. UWS 17.18.

(4) An individual who is in a state of suspension or expulsion from the university under this chapter, or who leaves or withdraws from the university while under nonacademic misconduct charges under this chapter, may not be present on any campus without the written consent of the chief administrative officer of that campus.

(5) Upon completion of a suspension period, an individual who is academically eligible may re-enroll in the institution which suspended the individual, provided all conditions from previous disciplinary sanctions have been met.

UWS 17.18 Petition for restoration of rights after suspension or expulsion. A respondent who has been suspended may petition to have their student status, rights, and privileges restored before the suspension has expired by its own terms under s. UWS 17.17 (2). A respondent who has been expelled may petition for the right to apply for readmission. The petition shall be in writing and directed to the chief administrative officer of the institution from which the respondent was suspended or expelled from a different University of Wisconsin institution to which the respondent seeks admission. The chief administrative officer shall make the readmission decision. In cases of sexual misconduct, the readmission decision shall be made in consultation with the Title IX Coordinator and reasonable attempts shall be made to notify the complainant of any change to the disciplinary outcome. If enrolled as a student at the time of the petition, the complainant shall be provided opportunity to respond to the petition prior to the readmission decision.

UWS 17.19 Emergency suspension.

(1) The chief administrative officer may impose an emergency suspension on a respondent, pending final institutional action on a report of nonacademic misconduct, in accordance with the procedures of this section.

(2) The chief administrative officer of each institution may impose an emergency suspension on a respondent when all of the following conditions are met:

(a) The investigating officer has made a reasonable attempt to offer the respondent the opportunity for discussion, either in person or by telephone.

(b) The investigating officer recommends a sanction of suspension or expulsion.

(c) The chief administrative officer concludes, based on the available information, that the misconduct occurred and that the respondent's continued presence on campus meets one or more of the following conditions:

1. Would constitute a potential for serious harm to the respondent.

2. Would constitute a potential for serious harm to others.

3. Would pose a threat of serious disruption of university-run or university-authorized activities.

4. Would constitute a potential for serious damage to university facilities or property.

(d) In cases of sexual misconduct as defined in s. UWS 17.151, the chief administrative officer makes reasonable attempts to consult with the complainant and offer protective measures.

(3) If the chief administrative officer determines that an emergency suspension is warranted under sub. (2), the chief administrative officer shall promptly have written notification of the emergency suspension delivered to the respondent. In cases of sexual misconduct, as defined in s. UWS 17.151, the written notification of the emergency suspension shall be delivered simultaneously to the complainant and the respondent. The chief administrative officer's decision to impose an emergency suspension shall be effective immediately when delivered to the respondent and is final.

(4) Where an emergency suspension is imposed, the hearing on the underlying allegations of misconduct shall be held, either on or outside of university lands, within 21 days of the imposition of the emergency suspension, unless the respondent agrees to a later date.

(5) An emergency suspension imposed in accordance with this section shall be in effect until the decision in the hearing on the underlying charges pursuant to s. UWS 17.12 or 17.153 is rendered or the chief administrative officer rescinds the emergency suspension. In no case shall an emergency suspension remain in effect for longer than 30 days, unless the respondent agrees to a longer period.

(6) If the chief administrative officer determines that none of the conditions specified in sub. (2) (c) are present, but that misconduct may have occurred, the case shall proceed in accordance with s. UWS 17.12 or 17.153, as applicable.

UW-2002 Registered Student Organization Disciplinary Procedures and Sanctions

The following rights shall be afforded to an RSO during the Registered Student Organization Disciplinary Process and shall be provided to the RSO in writing when they are charged with violations of the Organizational Rules of Conduct. RSOs have a right to:

A. Receive written notice of the charge(s) made against them, including a brief description of the allegations.
B. An advisor (or support person), selected by the RSO to assist them through the disciplinary process. The advisor (or support person) may attend meetings with the RSO and advise them through the process, however they cannot serve as a witness or speak on record during a formal proceeding. If a potential advisor (or support person) was witness to or knowledgeable of an incident pertinent to the RSO's disciplinary process, the RSO may have this individual serve as a witness during a formal proceeding, but a different individual must be selected as the RSO's advisor (or support person) for that disciplinary process.
C. Inspect any information submitted in support of the charge(s).
D. Submit information on their own behalf.
E. Be presumed Not Responsible for violation(s) of the Organizational Rules of Conduct until found Responsible by a preponderance of the evidence (evidence, considered as a whole, shows that the fact sought to be proved is more probable than not).
F. Speak on their own behalf.
G. A formal hearing.
H. Question any adverse witnesses who participate in a formal hearing.
I. Appeal following a formal hearing.
J. Waive any of the above stated rights.

Employee Disciplinary Procedures

UW–Madison has three major categories of employees: Faculty, Academic Staff and University Staff. Each of these categories of employees has distinct procedures for discipline and dismissal, which are provided below. In addition, UW–Madison has various types of employees, including limited appointees, teaching assistants (TA), project assistants (PA), postdoctoral trainees, other employees-in-training and student hourlies. All employees may be subject to one or more of the following disciplinary responses: written reprimand, unpaid suspension, dismissal, demotion, revocation of responsibilities, reassignment, and retraining.

State administrative rules known as Chapter 4, Wis. Admin. Code (UWS), "Procedures for Faculty Dismissal and for Dismissal and Discipline in Title IX cases," and Chapter UWS 11, Wis. Admin. Code, "Procedures for Academic Staff Dismissal and for Discipline and Dismissal in Title IX Cases" apply to Faculty and Academic Staff, respectively. All University of Wisconsin

System institutions develop individual procedures for discipline and dismissal based on the Wisconsin Administrative Code provisions mentioned above.

At UW–Madison, the discipline and dismissal procedures for Faculty and Academic Staff members are developed through shared-governance processes. The discipline and dismissal procedures for University Staff employees are based upon standards developed under the State classified civil service requirements and currently remain in effect. On May 6, 2020 the Department of Education released proposed Title IX regulations, which went into effect on August 14, 2020. Changes were made to the Wisconsin Administrative Code per the Emergency Rulemaking process, and Title IX compliant versions of Chapter UWS 4, and 11 were in effect as of August 14, 2020. Permanent Rules were published and in effect as of June 1, 2021. Revised employee disciplinary and dismissal procedures consistent with the Wisconsin Administrative Code will be published after the University consults with shared-governance bodies.

The UW–Madison Policy on Sexual Harassment and Sexual Violence requires that all employee disciplinary procedures are compliant with federal law. All employee disciplinary actions originating from a complaint of sexual assault, domestic violence, dating violence, stalking, sexual harassment and/or sexual exploitation will include the following components on an ad hoc basis until the procedural updates are complete:

- Proceedings will be prompt, fair and impartial.
- Proceedings will be conducted by officials who receive, at minimum, annual training on issues related to sexual assault, domestic violence, dating violence, stalking, sexual harassment, and/or sexual exploitation and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
- A hearing examiner's or committee's finding of misconduct will be based on a preponderance of the evidence standard.
- The complainant will have the same opportunity as the respondent to have others present during a disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the support person of their choice.
- UW–Madison will not limit the choice of support person or presence of support person for either the respondent or the complainant in any meeting or institutional disciplinary proceeding; however, UW–Madison may establish restrictions regarding the extent to which the support person may participate in the proceedings that apply equally to both parties.
- The complainant and respondent will receive simultaneous notification of
    - The result of any institutional disciplinary proceeding that arises from an allegation of sexual assault, domestic violence, dating violence, stalking, and/or sexual exploitation.
    - UW–Madison's procedures for the complainant and respondent to appeal the result, if available.
    - Any change to the result.
    - When the result becomes final.

- Proceedings will be completed with reasonably prompt timeframes and will include a process that allows for extension of the frames for good cause with written notice to the complainant and respondent of the delay and reason for delay.
- The complainant and respondent will be provided timely notice of any meeting at which the respondent or complainant or both may be present.
- The complainant, respondent and appropriate officials will be provided timely and equal access to any information that will be used during informal and formal disciplinary meetings and hearings.
- Proceedings will be conducted by officials who do not have a conflict of interest or bias for or against the complainant or respondent.
- Any proceedings under the jurisdiction of Title IX will be compliant with the various requirements in UWS Chapters 4, and 11 and/or the UW–Madison Policy on Sexual Harassment and Sexual Violence.

More information regarding employee discipline can be found at the Office of Human Resources at the Workforce Relations Website or by visiting the Office of Human Resources–Workforce Relations:

Office of Human Resources–Workforce Relations
21 N. Park St., # 5101, Madison, WI
(608) 265-2257 | Workforce Relations Email | Workforce Relations Website

Faculty

Chapter UWS 4, Wis. Admin. Code, "Procedures for Faculty for Faculty Dismissal and for Dismissal and Discipline in Title IX Cases"

Wisconsin State Legislature Website

UWS 4.01 Dismissal for cause.

(1) Any faculty member having tenure may be dismissed only by the board and only for just cause and only after due notice and hearing. Any faculty member having a probationary appointment may be dismissed prior to the end of the faculty member's term of appointment only by the board and only for just cause and only after due notice and hearing. A decision not to renew a probationary appointment or not to grant tenure does not constitute a dismissal.
(2) A faculty member is entitled to enjoy and exercise all the rights and privileges of a United States citizen, and the rights and privileges of academic freedom as they are generally understood in the academic community. This policy shall be observed in determining whether or not just cause for dismissal exists. The burden of proof of the existence of just cause for a dismissal is on the administration.
(3) Faculty dismissal for cause and lesser discipline based on allegations of Title IX misconduct, as defined in s. UWS 4.11, shall be governed by ss. UWS 4.11 to UWS 4.24.

UWS 4.015 Definitions. In this chapter:

(1) “Clear and convincing evidence" means information that would persuade a reasonable person to have a firm belief that a proposition is more likely true than not true. It is a higher standard of proof than “preponderance of the evidence."

(2) “Complaint" means an allegation against a faculty member reported to an appropriate university official.

(3) “Consent” means words or overt actions by a person who is competent to give informed consent, indicating a freely given agreement to engage in sexual activity or other activity referenced in the definitions of sexual assault and sexual exploitation in this section. A person is unable to give consent if the person is in a state of incapacitation because of drugs, alcohol, physical or intellectual disability, or unconsciousness.

(4) “Consult" or “consulting" means thoroughly reviewing and discussing the relevant facts and discretionary issues.

(5) “Dating violence" means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant; and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

(6) “Domestic violence" means felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the complainant, by a person with whom the complainant shares a child in common, by a person who is cohabitating with or has cohabitated with the complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the complainant under the domestic or family violence laws of Wisconsin, or by any other person against an adult or youth complainant who is protected from that person's acts under the domestic or family violence laws of Wisconsin as per ss. 813.12 (1) (am) and 968.075, Stats.

(6m) “ Incapacitation” means the state of being unable to physically or mentally make informed rational judgments and effectively communicate, and may include unconsciousness, sleep, or blackouts, and may result from the use of alcohol or other drugs. Where alcohol or other drugs are involved, evaluation of incapacitation requires an assessment of how the consumption of alcohol or drugs affects a person's decision-making ability; awareness of consequences; ability to make informed, rational judgments; capacity to appreciate the nature and quality of the act; or level of consciousness. The assessment is based on objectively and reasonably apparent indications of incapacitation when viewed from the perspective of a sober, reasonable person.

(7) “Preponderance of the evidence" means information that would persuade a reasonable person that a proposition is more probably true than not. It is a lower standard of proof than “clear and convincing evidence."

(9) "Sexual assault" means an offense that meets any of the following definitions:

(a) "Rape" means the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of the complainant, without the consent of the complainant.

(b) "Fondling" means the touching of the private body parts of the complainant for the purpose of sexual gratification, without the consent of the complainant, including instances where the complainant is incapable of giving consent because of the complainant's age or because of the complainant's temporary or permanent mental incapacity.

(c) "Incest" means sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law as provided in s. 944.06, Stats.

(d) "Statutory rape" means sexual intercourse with a complainant who is under the statutory age of consent as provided in s. 948.02, Stats.

(10) "Sexual exploitation" means attempting, taking or threatening to take, nonconsensual sexual advantage of another person . Examples include:

(a) Engaging in the following conduct without the knowledge and consent of all participants:

1. Observing, recording, or photographing private body parts or sexual activity of the complainant.

2. Allowing another person to observe, record, or photograph sexual activity or private body parts of the complainant.

3. Otherwise distributing recordings, photographs, or other images of the sexual activity or private body parts of the complainant.

(b) Masturbating, touching one's genitals, or exposing one's genitals in the complainant's presence without the consent of the complainant, or inducing the complainant to do the same.

(c) Dishonesty or deception regarding the use of contraceptives or condoms during the course of sexual activity.

(d) Inducing incapacitation through deception for the purpose of making the complainant vulnerable to non-consensual sexual activity.

(e) Coercing the complainant to engage in sexual activity for money or anything of value.

(f) Threatening distribution of any of the following, to coerce someone into sexual activity or providing money or anything of value:

1. Photos, videos, or recordings depicting private body parts or sexual activity of the complainant.

2. Other information of a sexual nature involving the complainant, including sexual history or sexual orientation.

(11) “Stalking" means engaging in a course of conduct directed at the complainant that would cause a reasonable person to fear for their safety or the safety of others; or suffer substantial emotional distress.

UWS 4.016 Subchapter II definitions. In this subchapter:

(1) “ Complainant" means any individual who is alleged to be the subject of sexual harassment, sexual assault, dating violence, domestic violence, stalking, or sexual exploitation as defined in this section and s. UWS 4.015.

(2) “ Sexual harassment" means conduct on the basis of sex that satisfies any of the following:

- **a.** Quid pro quo sexual harassment.
  - **1.** An employee of the institution conditions the provision of an aid, benefit, or service of the institution directly or indirectly on an individual's participation in unwelcome sexual conduct; or
  - **2.** An employee of the institution either, explicitly or implicitly, conditions the provision of an academic, professional, or employment-related opportunity, aid, benefit, or service on an individual's participation in unwelcome sexual conduct.
- **b.** Hostile environment sexual harassment.
  - **1.** Unwelcome conduct of a sexual nature directed towards a student, an employee, or a person participating in a program or activity of the university that, when using the legal “reasonable person” standard, is so severe, pervasive, and objectively offensive that it effectively denies the person equal access to the institution's education program or activity; or
  - **2.** Unwelcome conduct of a sexual nature directed towards an individual that, when using the legal “reasonable person” standard, is so severe or pervasive and objectively offensive that it has the purpose or effect of unreasonably interfering with an individual's academic or work performance or participation in an university sponsored or supported activity.

UWS 4.02 Responsibility for charges.

(1) Whenever the chancellor of an institution within the University of Wisconsin system receives a complaint against a faculty member which the chancellor deems substantial and which, if true, might lead to dismissal under s. UWS 4.01, the chancellor, or designee, shall within a reasonable time initiate an investigation and shall, prior to reaching a decision on filing charges, offer to discuss the matter informally with the faculty member. For complaints of sexual harassment, sexual assault, dating violence, domestic violence, sexual exploitation, or stalking, the chancellor, or designee, shall appoint the Title IX Coordinator, or designee, to initiate an investigation in accordance with applicable policies. The chancellor, or designee, shall also offer to discuss the matter informally with the complainant, and provide information regarding rights under this chapter. Both the faculty member and the complainant shall have the right to be accompanied by an advisor of their choice at any meeting or proceeding that is part of the institutional disciplinary

process. A faculty member may be dismissed only after receipt of a written statement of specific charges from the chancellor as the chief administrative officer of the institution and, if a hearing is requested by the faculty member, in accordance with the provisions of this chapter. If the faculty member does not request a hearing, action shall proceed along normal administrative lines but the provisions of ss. UWS 4.02, 4.09, and 4.10 shall still apply.

(2) Any formal statement of specific charges for dismissal sent to a faculty member shall be accompanied by a statement of the appeal procedures available to the faculty member.

(3) The statement of charges shall be served personally, by electronic means, or by certified mail, return receipt requested. If such service cannot be made within 20 days, service shall be accomplished by first class mail and by publication as if the statement of charges were a summons and the provisions of s. 801.11 (1) (c), Stats., were applicable. Such service by mailing and publication shall be effective as of the first insertion of the notice of statement of charges in the newspaper. If the statement of charges includes sexual harassment, sexual assault, dating violence, domestic violence, sexual exploitation, or stalking, the statement shall be provided to the complainant upon request, except as may be precluded by applicable state or federal law.

UWS 4.03 Standing faculty committee.

The faculty of each institution shall provide a standing committee charged with hearing dismissal cases and making recommendations under this chapter. This standing faculty committee shall operate as the hearing agent for the board pursuant to s. 227.46 (4), Stats., and conduct the hearing, make a verbatim record of the hearing, prepare a summary of the evidence and transmit such record and summary along with its recommended findings of law and decision to the board according to s. UWS 4.07.

UWS 4.04 Hearing.

If the faculty member requests a hearing within 20 days of notice of the statement of charges (25 days if notice is by first class mail and publication), such a hearing shall be held not later than 20 days after the request except that this time limit may be enlarged by mutual written consent of the parties, or by order of the hearing committee. The request for a hearing shall be addressed in writing to the chairperson of the standing faculty committee created under s. UWS 4.03.

UWS 4.05 Adequate due process.

(1) A fair hearing for a faculty member whose dismissal is sought under s. UWS 4.01 shall include the following:

(a) Service of written notice of hearing on the specific charges at least 10 days prior to the hearing;

(b) A right to the names of witnesses and of access to documentary evidence upon the basis of which dismissal is sought;
(c) A right to be heard in the faculty member's defense;
(d) A right to an advisor, counsel, or other representatives, and to offer witnesses;
(e) A right to confront and cross-examine adverse witnesses. If the complaint involves sexual harassment, sexual assault, dating violence, domestic violence, sexual exploitation, or stalking, the hearing committee may reasonably restrict the faculty member or the complainant from questioning each other;
(f) A verbatim record of all hearings, which might be a sound recording, provided at no cost;
(g) Written findings of fact and decision based on the hearing record;
(h) Admissibility of evidence governed by s. 227.45 (1) to (4), Stats.

(2) If the complaint involves sexual harassment, sexual assault, dating violence, domestic violence, or stalking, the complainant shall have all the rights provided to the faculty member in sub. (1) (a) to (h), except as may be precluded by applicable state or federal law.

UWS 4.06 Procedural guarantees.

(1) Any hearing held shall comply with the requirements set forth in s. UWS 4.05. The following requirements shall also be observed:

(a) The burden of proof of the existence of just cause is on the administration or its representatives;
(am) For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, sexual exploitation, or stalking, the standard of proof shall be a preponderance of the evidence;
(b) No faculty member who participated in the investigation of allegations leading to the filing of a statement of charges, or in the filing of a statement of charges, or who is a material witness shall be qualified to sit on the committee in that case;
(c) The hearing shall be closed unless the faculty member under charges requests an open hearing, in which case it shall be open (see subch. V of ch. 19, Stats., Open Meetings of Governmental Bodies);
(d) The faculty hearing committee may, on motion of either party, and, if the complaint involves sexual harassment, sexual assault, dating violence, domestic violence, sexual exploitation, or stalking, on the motion of the complainant, disqualify any one of its members for cause by a majority vote. If one or more of the faculty hearing committee members disqualify themselves or are disqualified, the remaining members may select a number of other members of the faculty equal to the number who have been disqualified to serve, except that alternative methods of replacement may be specified in the rules and procedures adopted by the faculty establishing the standing committee under s. UWS 4.03;
(e) The faculty hearing committee shall not be bound by common law or statutory rules of evidence and may admit evidence having reasonable probative value but shall exclude immaterial, irrelevant, or unduly repetitious testimony, and shall give effect to recognized legal privileges;

(f) If the faculty hearing committee requests, the chancellor shall provide legal counsel after consulting with the committee concerning its wishes in this regard. The function of legal counsel shall be to advise the committee, consult with them on legal matters, and such other responsibilities as shall be determined by the committee within the provisions of the rules and procedures adopted by the faculty of the institution in establishing the standing faculty committee under s. UWS 4.03;
(g) If a proceeding on charges against a faculty member not holding tenure is not concluded before the faculty member's appointment would expire, the faculty member may elect that such proceeding be carried to a final decision. Unless the faculty member so elects in writing, the proceeding shall be discontinued at the expiration of the appointment;
(h) If a faculty member whose dismissal is sought has requested a hearing, discontinuance of the proceeding by the institution is deemed a withdrawal of charges and a finding that the charges were without merit;
(i) Nothing in this section shall prevent the settlement of cases by mutual agreement between the administration and the faculty member, with board approval, at any time prior to a final decision by the board;
(j) Adjournment shall be granted to enable the parties, including the complainant, to investigate evidence as to which a valid claim of surprise is made.

UWS 4.07 Recommendations to the chancellor and the regents.

(1) The faculty hearing committee shall send to the chancellor and to the faculty member concerned, as soon as practicable after conclusion of the hearing, a verbatim record of the testimony and a copy of its report, findings, and recommendations. The committee may determine that while adequate cause for discipline exists, some sanction less severe than dismissal is more appropriate. Within 20 days after receipt of this material the chancellor shall review it and afford the faculty member an opportunity to discuss it. The chancellor shall prepare a written recommendation within 20 days following the meeting with the faculty member, unless the chancellor's proposed recommendation differs substantially from that of the committee. If the chancellor's proposed recommendations differ substantially from those of the faculty hearing committee, the chancellor shall promptly consult the faculty hearing committee and provide the committee with a reasonable opportunity for a written response prior to forwarding the recommendation. If the recommendation is for dismissal, the recommendation shall be submitted through the president of the system to the board. A copy of the faculty hearing committee's report and recommendations shall be forwarded through the president of the system to the board along with the chancellor's recommendation. A copy of the chancellor's recommendation shall also be sent to the faculty member concerned and to the faculty committee. For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, sexual exploitation, or stalking, the complainant shall have all rights provided to the faculty member in this paragraph, including the right to receive a copy of the chancellor's recommendation, except as may be precluded by applicable state or federal law.

(2) Disciplinary action other than dismissal may be taken by the chancellor, after affording the faculty member an opportunity to be heard on the record, except that, upon written request by the faculty member, such action shall be submitted as a recommendation through the president to the board together with a copy of the faculty hearing committee's report and recommendation. For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, sexual exploitation, or stalking, the complainant shall have all the rights provided to the faculty member in this paragraph.

UWS 4.08 Board review.

(1) If the chancellor recommends dismissal, the board shall review the record before the faculty hearing committee and provide an opportunity for filing exceptions to the recommendations of the hearing committee or chancellor, and for oral arguments, unless the board decides to drop the charges against the faculty member without a hearing or the faculty member elects to waive a hearing. This hearing shall be closed unless the faculty member requests an open hearing (see subch. V of ch. 19, Stats., Open Meetings of Governmental Bodies). For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, sexual exploitation, or stalking, the complainant shall have the same opportunity for filing exceptions to the recommendations of the hearing committee or chancellor, and for oral arguments, as the faculty member.

(2) If, after the hearing, the board decides to take action different from the recommendation of the faculty hearing committee and/or the chancellor, then before taking final action the board shall consult with the faculty hearing committee and/or the chancellor, as appropriate.

(3) If a faculty member whose dismissal is sought does not request a hearing pursuant to s. UWS 4.04 the board shall take appropriate action upon receipt of the statement of charges and the recommendation of the chancellor.

(4) For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, sexual exploitation, or stalking, the faculty member and complainant shall be simultaneously notified of the board's final decision.

UWS 4.09 Suspension from duties.

Pending the final decision as to dismissal, the faculty member shall not normally be relieved of duties; but if, after consultation with appropriate faculty committees the chancellor finds that substantial harm to the institution may result if the faculty member is continued in the faculty member's position, the faculty member may be relieved immediately of the faculty member's duties, but the faculty member's pay shall continue until the board makes its decision as to dismissal, unless the chancellor also makes the determinations set forth in s. UWS 7.06 (1) in which case the suspension from duties may be without pay and the procedures set forth in s. UWS 7.06 shall apply.

UWS 4.10 Date of dismissal.

A decision by the board ordering dismissal shall specify the effective date of the dismissal.

Subchapter III - Procedures for Faculty Dismissal and Discipline in Title IX Cases

UWS 4.11 Subchapter III definitions. In this subchapter:

(1) "Complainant" means any individual who is alleged to be the subject of Title IX misconduct, as defined in this section.

(2) "Education program or activity" means, for purposes of Title IX misconduct only, locations, events, or circumstances at which the university exercised substantial control over both the faculty member and the context in which the sexual harassment occurred, and also includes any building owned or controlled by a student organization that is officially recognized by the university.

(3) "Formal Title IX complaint" means, for the purposes of a Title IX misconduct only, a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment, sexual assault, dating violence, domestic violence, or stalking against a faculty member and requesting that the university investigate the allegations. At the time of filing of the formal Title IX complaint, the complainant must be participating in or attempting to participate in an educational program or activity. A formal Title IX complaint may be filed in person, by mail, or electronic mail, or any other method designated by the university. A formal Title IX complaint shall include a physical or digital signature of the complainant or the Title IX Coordinator.

(4) "Respondent" means an individual who has been reported to be the perpetrator of Title IX misconduct as defined in this section.

(5) "Sexual harassment" means conduct on the basis of sex that satisfies one or more of the following:

> **(a)** An employee of the institution conditions the provisions of an aid, benefit, or service of the institution directly or indirectly on an individual's participation in unwelcome sexual conduct.
>
> **(b)** Unwelcome conduct of a sexual nature directed toward a student, an employee, or a person participating in a program or activity of the university that, when using the legal "reasonable person" standard, the conduct is so severe, pervasive, and objectively offensive that it effectively denies the person equal access to the institution's education program or activity.

(6) "Title IX misconduct" means sexual assault, stalking, dating violence, or domestic violence, as defined in s. UWS 4.015 and sexual harassment, as defined in sub. (5).

UWS 4.12 Dismissal for cause or lesser discipline for Title IX misconduct.

(1) The board may dismiss a faculty member for cause, or impose lesser discipline on a faculty member, for Title IX misconduct as defined in s. UWS 4.11.

(2) Title IX misconduct allegations against faculty shall follow the disciplinary procedure in ss. UWS 4.11 to 4.24. The board may dismiss a faculty member having tenure only for just cause and may otherwise discipline a faculty member having tenure only after due notice and hearing. The board may dismiss a faculty member having a probationary appointment prior to the end of the faculty member's term of appointment only for just cause and may otherwise discipline the faculty member only after due notice and hearing.

(3) A faculty member is entitled to enjoy and exercise all the rights and privileges of a United States citizen, and the rights and privileges of academic freedom as they are generally understood in the academic community. These rights and privileges shall be observed in determining whether or not just cause for dismissal, or grounds for other discipline, exists.

(4) The faculty member is presumed to be not responsible for the alleged Title IX misconduct until a final decision regarding responsibility is made at the conclusion of the disciplinary process. The burden of proof of the existence of just cause for a dismissal, or of grounds for other discipline, is on the university administration.

UWS 4.13 Application of Title IX misconduct disciplinary procedure. This disciplinary procedure for Title IX misconduct will be used only when all of the following requirements are met:

(1) There is a formal Title IX complaint alleging Title IX misconduct on the basis of sex.

(2) The conduct occurred in the United States.

(3) The conduct occurred within a university's education program or activity.

(4) The complainant must be participating in or attempting to participate in the education program or activity of the university at the time of filing the complaint.

(5) The complainant or Title IX coordinator has submitted a formal Title IX complaint.

UWS 4.14 Dismissal of formal Title IX complaint and related appeal.

(1) The university shall dismiss a formal Title IX complaint consisting of allegations that meet any of the following conditions:

(a) The alleged conduct would not constitute Title IX misconduct if proved.

(b) The alleged conduct did not occur in a university program or activity.

(c) The alleged conduct did not involve actions against someone physically located in the United States.

(2) The university may dismiss a formal Title IX complaint when any of the following applies:

(a) The complainant formally requests in writing to withdraw the formal Title IX complaint.

(b) The faculty member is no longer employed by the university.

(c) Specific circumstances prevent the university from gathering evidence sufficient to reach a determination on the allegations contained in the formal Title IX complaint.

(3) The university generally shall decide whether to dismiss a formal Title IX complaint within 30 days of receipt of the formal Title IX complaint, but the university may extend that timeline as necessary. If a formal Title IX complaint is dismissed, then the university shall provide notice of the dismissal and reasons therefore to the faculty member and complainant in writing.

(4) Within 20 days of receipt of the notice of dismissal, the complainant may appeal the dismissal by filing a written appeal with the chancellor. The complainant may appeal on any of the following bases:

(a) Procedural irregularity that affected the outcome of the matter.

(b) New evidence that was not reasonably available at the time of the dismissal that could affect the outcome of the matter.

(c) The university employee making the dismissal decision had a conflict of interest or bias for the faculty member or against the complainant, or against complainants generally, that affected the dismissal decision.

(5) The chancellor shall provide the faculty member and complainant the opportunity to provide a written statement supporting or challenging the dismissal. The chancellor shall simultaneously issue a decision to the complainant and the faculty member within 30 days of receipt of a written appeal. The chancellor's decision shall include the chancellor's rationale for the decision and shall be final.

(6) The dismissal of a formal Title IX complaint does not preclude the university from otherwise pursuing discipline against the faculty member under other administrative rules or university policies.

UWS 4.15 Investigation of Title IX misconduct allegations.

(1) Unless the university dismisses a formal Title IX complaint, the university shall appoint an investigator to conduct an investigation of the allegations in the formal Title IX complaint.

(2) The investigator shall provide the faculty member and the complainant with a notice of investigation. The notice shall include all of the following:

(a) The grievance process, including informal resolution options.

(b) The allegations of Title IX misconduct with sufficient detail for the faculty member to prepare a response to the allegations, including the identity of the complainant as well as the date and location of the incident if available.
(c) A statement affirming the faculty member is presumed not responsible for the alleged violation.
(d) The faculty member and complainant have the right to an advisor of their choice.
(e) The faculty member and complainant have the right to inspect and review the evidence.
(f) Information about any code of conduct rules which prohibit the faculty member or the complainant from knowingly making false statements or submitting false information during the disciplinary process.

(3) The faculty member and complainant shall receive an amended notice of investigation any time additional charges are added during the course of an investigation. Formal Title IX complaints involving more than one complainant or respondent may be consolidated if they arise out of the same facts or circumstances.

(4) The university's investigator shall do all of the following:
(a) Provide both the faculty member and the complainant an equal opportunity to provide witnesses, including fact and expert witnesses, who may be interviewed by the investigator, and other inculpatory and exculpatory evidence.
(b) Not restrict the ability of either the faculty member or complainant to discuss the allegations under investigation or to gather and present relevant evidence.
(c) Provide the faculty member and complainant the same opportunity to be accompanied by an advisor of their choice during meetings relating to the investigation but may limit the participation by the advisor so long as those limits are applied equally.
(d) Provide both the faculty member and the complainant an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal Title IX complaint, including evidence upon which the university does not intend to rely in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence whether obtained from a faculty member, complainant, or other source, so that the faculty member and complainant can meaningfully respond to the evidence prior to conclusion of the investigation.

(5) As part of its investigation and disciplinary process, the university may not access, consider, disclose, or otherwise use a faculty member's or complainant's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the faculty member or complainant, unless the university obtains the faculty member's or complainant's voluntary, written consent to do so in relation to the investigation and disciplinary process.

(6) The university's investigator generally shall complete the investigation and issue a final investigative report within 90 days of the investigator's appointment. However, the investigator may extend the investigation's time frame where circumstances warrant.

UWS 4.16 Review of evidence.

(1) Prior to completion of the final investigative report, the investigator shall send to the faculty member and complainant and their respective advisors, if any, the evidence gathered during the investigation for inspection and review by the faculty member and the complainant. The evidence may be provided in an electronic format or a hard copy. The evidence provided includes evidence upon which the university does not intend to rely in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence, whether obtained from the faculty member, complainant or other source, to permit the faculty member and complainant to meaningfully respond to the evidence prior to conclusion of the investigation.

(2) The faculty member and the complainant shall be provided at least 10 days to submit a written response to the evidence. The investigator shall consider any written responses prior to completion of the final investigative report.

UWS 4.17 Final investigative report.

The investigator shall create a final investigative report that fairly summarizes relevant evidence and send the report to the faculty member, the complainant, and their advisors, if any, for their review and response at least 10 days prior to a hearing. The written report shall be delivered simultaneously to the faculty member and complainant. The university shall, upon receipt of the final investigative report, proceed to schedule a live hearing on the matter. A hearing shall be conducted unless both the faculty member and the complainant waive, in writing, the right to such a hearing.

UWS 4.18 Standing faculty committee and hearing examiner.

(1) The chancellor of each university, in consultation with faculty representatives, shall adopt policies providing for the designation of a Title IX conduct hearing examiner. The chancellor shall select a hearing examiner pursuant to these policies to hear faculty dismissal and discipline cases. Additionally, the faculty of each university shall provide a standing hearing committee charged with hearing faculty dismissal and discipline cases. The chancellor shall appoint the presiding member of the hearing committee, who may be a hearing examiner. The university shall decide whether a hearing examiner or a hearing committee will hear the matter.

(2) The hearing committee or the hearing examiner described in sub. (1) shall conduct the hearing, make a verbatim record of the hearing, and transmit such record along with factual findings and decision to the chancellor. The hearing shall be held not later than 45 days after completion of the final investigative report except that this time limit may be extended by the hearing committee or the hearing examiner.

UWS 4.19 Adequate due process.

(1) A fair hearing for a faculty member against whom dismissal or other discipline is sought shall include all of the following:

(a) Service of written notice of a live hearing on the allegations in the formal Title IX complaint at least 10 days prior to the hearing.
(b) A right to the names of witnesses and of access to documentary and other evidence upon the basis of which dismissal or other discipline is sought.
(c) A right to be heard in the faculty member's defense.
(d) A right to an advisor, counsel, or other representatives, and to offer witnesses. The faculty member's advisor or counsel may ask all witnesses relevant questions and follow-up questions, including those challenging credibility. Credibility determinations, however, may not be made based on a person's status as a complainant, respondent, or witness. If the faculty member does not have an advisor, the university shall provide the faculty member, without charge, an advisor of the university's choice to conduct cross-examination on behalf of the faculty member. The advisor may be an attorney.
(e) A right to confront and cross-examine adverse witnesses. The faculty member's or complainant's advisor shall conduct cross examination directly, orally, and in real time. The faculty member and the complainant may not personally conduct cross examination. If the faculty member, the complainant, or a witness does not submit to cross-examination at the hearing, the hearing committee or the hearing examiner may not rely on any statement of the faculty member, complainant, or witness in reaching its findings and recommendations. However, the hearing committee or hearing examiner may not draw a negative inference in reaching its findings and recommendations based solely on the absence of a faculty member, complainant, or witness from the hearing or refusal to answer cross-examination or other questions.
(f) A verbatim record of all hearings, which might be a sound recording, made available at no cost for inspection and review.
(g) Written findings of fact and recommendations based on the hearing record. The written findings of fact and recommendations shall include all of the following:

1. Identification of the allegations potentially constituting Title IX misconduct.
2. A description of the procedural steps taken from the receipt of the formal Title IX complaint through the hearing committee's or hearing examiner's completion of written findings and recommendations, including any notifications to the faculty member and the complainant, interviews with the faculty member, the complainant, and witnesses, site visits, methods used to gather evidence, and hearings held.
3. Conclusions regarding the application of the university's conduct rules and policies to the facts; a statement of, and rationale for, the result as to each allegation, including a recommendations regarding responsibility, any disciplinary sanction recommended to be imposed, and whether remedies designed to restore or preserve equal access to the university's educational program or activity will be provided to the complainant.
4. The university's procedures and permissible bases for complainant and employee to appeal.

(h) Admissibility of evidence is governed by s. 227.45 (1) to (4), Stats. Only relevant questions may be asked of the faculty member, the complainant, and any witnesses. The hearing committee or hearing examiner shall determine whether a question is relevant and explain the decision to exclude a question as not relevant. Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions or evidence are offered to prove that someone

other than the faculty member committed the conduct alleged by the complainant, or unless the questions or evidence concern specific incidents of the complainant's prior sexual behavior with the faculty member and are offered to prove consent.

(i) The hearing may be conducted with all participants physically present in the same location, or at the hearing committee's or hearing examiner's discretion, any or all participants may appear at the hearing virtually, with technology enabling the participants simultaneously to see and hear each other. Upon the faculty member's request, the university shall provide for the hearing to occur with faculty member and complainant located in separate rooms with technology enabling the hearing committee or hearing examiner, the faculty member, and the complainant to simultaneously see and hear witnesses answering questions.

(2) The complainant shall have all the rights provided to the faculty member in sub. (1) (a) to (i).

UWS 4.20 Procedural guarantees.

(1) Any hearing held shall comply with the requirements set forth in s. UWS 4.19. All of the following requirements shall also be observed:

(a) The burden of proof of the existence of just cause to support dismissal, or of grounds to support other discipline, is on the university administration.

(am) The standard of proof shall be a preponderance of the evidence.

(b) No faculty member who participated in the investigation of a formal Title IX complaint, or who is a material witness, shall be qualified to sit on the hearing committee addressing that complaint. No university employee or other person who participated in the investigation of a formal Title IX complaint, or who is a material witness, shall be qualified to serve as the hearing examiner addressing that complaint.

(c) The hearing shall be closed unless the faculty member or the complainant requests an open hearing, in which case it shall be open.

Note: See subch. V of ch. 19, Stats., Open Meetings of Governmental Bodies.

(d) The hearing committee may, on motion of the complainant or the faculty member, disqualify any one of its members for cause by a majority vote. If one or more of the hearing committee members disqualify themselves or are disqualified, the remaining members may select a number of other members of the faculty equal to the number who have been disqualified to serve, except that alternative methods of replacement may be specified in the rules and procedures adopted by the faculty establishing the standing committee under this rule.

(e) The hearing committee or the hearing examiner may not be bound by common law or statutory rules of evidence and may admit evidence having reasonable probative value but shall exclude immaterial, irrelevant, or unduly repetitious testimony, and shall give effect to recognized legal privileges unless the person holding the privilege has waived it. The hearing committee or the hearing examiner shall follow the evidentiary rules in s. UWS 4.19 (1) (h).

(f) If the hearing committee requests, the chancellor shall provide legal counsel after consulting with the hearing committee concerning its wishes in this regard. The

function of legal counsel shall be to advise the hearing committee, consult with them on legal matters, and such other responsibilities as shall be determined by the hearing committee within the provisions of the rules and procedures adopted by the faculty of the institution in establishing the standing faculty committee under this policy.

(g) If the Title IX disciplinary process described in ss. UWS 4.11 to 4.24 against a faculty member not holding tenure is not concluded before the faculty member's appointment would expire, the faculty member may elect that such process be carried to a final decision. Unless the faculty member so elects in writing, the process shall be discontinued at the expiration of the appointment.

(h) Nothing in this section shall prevent the settlement of cases by mutual agreement between the university administration, the complainant, and the faculty member.

(i) Delay or adjournment of the hearing for good cause may be granted. Good cause includes the need for any of the following:

1. To investigate evidence as to which a valid claim of surprise is made.

2. To ensure the presence of the faculty member or the complainant, an advisor, or a witness.

3. To provide language assistance or accommodation of disabilities.

4. To accommodate concurrent law enforcement activity.

UWS 4.21 Hearing committee or hearing examiner findings and recommendations to the chancellor.

The hearing committee or hearing examiner shall simultaneously send to the chancellor, to the complainant, and to the faculty member concerned, within 30 days after the conclusion of the hearing, or otherwise as soon as practicable, a verbatim record of the testimony and a copy of its factual findings and recommendations.

UWS 4.22 Chancellor’s decision.

(1) Within 20 days after receipt of the record and findings and recommendations from the hearing committee or the hearing examiner the chancellor shall review those materials and afford the faculty member and the complainant an opportunity to discuss them. The chancellor's decision shall be based on the record created before the hearing committee or the hearing examiner. The chancellor shall prepare a written decision within 20 days after completing the meetings with the faculty member and the complainant, unless the chancellor's proposed decision differs substantially from the recommendations of the hearing committee or hearing examiner. If the chancellor's proposed decision differs substantially from those recommendations, the chancellor shall promptly consult the hearing committee or the hearing examiner and provide the committee or the hearing examiner with a reasonable opportunity for a written response prior to making a decision.

(2) The chancellor may adopt the hearing committee or hearing examiner's findings and recommendations as the chancellor's decision. The chancellor shall explain in the decision any substantial differences from those findings and recommendations.

(3) The chancellor's decision shall be simultaneously sent to the faculty member concerned, the complainant, and to the hearing committee or the hearing examiner. The chancellor's decision also shall be submitted through the president of the system to the board, accompanied by a copy of the hearing committee's or hearing examiner's findings and recommendations. The chancellor's decision and the findings and recommendations shall be forwarded through the president of the system to the board for its review.

UWS 4.23 Appeal to board.

(1) The board shall provide the faculty member and the complainant an opportunity for filing exceptions to the chancellor's decision, and for oral arguments, unless the faculty member and the complainant waive in writing the right to file exceptions and for oral arguments. The hearing of any oral arguments shall be closed unless the faculty member or the complainant requests an open hearing.
Note: See subch. V of ch. 19, Stats., Open Meetings of Governmental Bodies.

(2) The faculty member or complainant may file written exceptions to the chancellor's decision, and the board shall conduct its review of the chancellor's decision, on any of the following bases:

(a) Procedural irregularity that affected the outcome of the matter.
(b) New evidence that was not reasonably available at the time of the live hearing that could affect the outcome of the matter.
(c) Conflict of interest or bias for or against the faculty member or complainant, or against complainants and respondents generally, by the Title IX coordinator, investigator, the chancellor, the hearing examiner, or the hearing committee members that affected the outcome.

(3) If the board decides to take action different from the decision of the chancellor, then before taking final action the board shall consult with the chancellor.
(4) The board shall make its decision based on the record created before the hearing committee or hearing examiner. Within 60 days of receipt of the chancellor's decision, or otherwise as soon as practicable, the board shall simultaneously notify the faculty member and the complainant of the board's final decision, which shall include the board's rationale for its decision.

(5) A decision by the board ordering dismissal of a faculty member shall specify the effective date of the dismissal.

UWS 4.24 Suspension from duties.

Pending the final decision on dismissal or other discipline, the faculty member may not normally be relieved of duties; but if, after consultation with appropriate faculty committees the chancellor finds that substantial harm to the university may result if the faculty member is continued in the faculty member's position, the faculty member may be relieved immediately of the faculty member's duties, but the faculty member's pay shall continue until a final decision as to dismissal, unless the chancellor also makes the

determinations set forth in s. UWS 7.06 in which case the suspension from duties may be without pay and the procedures set forth in s. UWS 7.06 shall apply.

FPP Chapter 9: Discipline and Dismissal of Faculty for Cause

Faculty Policies and Procedures (FPP) can also be found at:
UW-Madison Policy Library Website

9.01. Preamble.

The university has a tradition of commitment to professional honesty and integrity, as described in FPP Chapter 8, and also recognizes the need for fair and adequate investigation of alleged violations of rules and policies relating to faculty conduct. The unified rules and procedures contained herein shall apply in faculty disciplinary and dismissal proceedings, within the framework established in sections UWS 4 and UWS 6 of the Wisconsin Administrative Code. Faculty members charged with actions that could lead to discipline or dismissal (see 9.02. and 9.03. below) are entitled throughout the proceedings to due process both by tradition and by law. The principles of due process as understood traditionally by the faculty and delineated herein (FPP 9.06., 9.08., as well as in UWS 4) include, but are not limited to: knowledge in writing of the full complaint and its source(s), access to all documentation, the right to be present at all hearings and the right to confront and cross-examine, the right to be represented, the right to refrain from testimony without prejudice, appropriate appeal processes, closed hearings if desired, written findings of fact, and verbatim records of all hearings. While this chapter provides the formal structure for proceeding in disciplinary and dismissal cases, many cases will be resolved by agreement among the parties involved or by formal mediation. In cases involving alleged scholarly misconduct, the rules and procedures are those set forth in Faculty Document 867a, which is presented in the faculty legislation appended to Faculty Policies and Procedures.

9.02. Cause for Discipline.

No faculty member shall be subject to discipline except for just cause, based upon a determination that the faculty member has violated a university rule or policy or has engaged in conduct that adversely affects the faculty member's performance of their responsibilities to the university but which is not serious enough to warrant dismissal. As used in this chapter, discipline means any sanction except dismissal imposed by the administration against a faculty member for misconduct, including but not limited to an official reprimand, reduction in salary or reduction of a departmentally recommended increase in salary, or reduction in rank.

9.03. Cause for Dismissal. (See UWS 4.01.)

No faculty member shall be subject to dismissal except for just cause, based upon a determination that the faculty member's conduct directly and substantially affects adversely, to a degree greater than that reserved for disciplinary action, the ability to carry out satisfactorily their responsibilities to the university. Examples of conduct that may warrant dismissal include, but are not limited to, fraud or intentional misrepresentation of facts for personal benefit, gross abuse of authority or influence (e.g., discriminatory or

retaliatory actions, particularly where a pattern is evident), or willful and protracted violations of university rules or policies. Layoff and termination for reasons of financial emergency are not dismissals for cause, and such actions are taken pursuant to Chapter 10 of these rules.

9.04. Complaints About Faculty Members.

Complaints against faculty members alleging facts which, if true, might constitute adequate cause for discipline under UWS 6 or dismissal under UWS 4 shall be in writing and shall be filed with the vice chancellor for academic affairs and provost (provost).

9.05. Action by Provost on Complaints.

A. On receiving a complaint concerning a faculty member, the provost shall determine whether the complaint deals with scholarly misconduct and/or other misconduct.

B. Complaints alleging scholarly misconduct shall be dealt with according to Faculty Document 867a and FPP 9.14. A formal allegation of misconduct in scholarly research will be referred to the chair of the department (or functional equivalent) or to the corresponding academic dean or, in the case of conflict of interest on the part of the chair or academic dean, to the Vice Chancellor for Research and Graduate Education.

C. If the complaint alleges misconduct other than scholarly misconduct, the provost shall determine whether a prima facie case exists for the imposition of discipline or for dismissal. The provost shall also consider the timeliness of the complaint, particularly in light of related state and federal limitations statutes. As used in this section, a prima facie case for discipline exists whenever the information submitted in support of the complaint would warrant disciplinary action, if considered on its face to be true and not subject to refutation or exculpatory explanation. A prima facie case for dismissal exists whenever this standard is met, but with the additional requirement that the information submitted in support of the complaint be of such substantial character that the magnitude of the alleged conduct warrants contemplation of dismissal if determined to be true. If a prima facie case does not exist or if the complaint is not considered timely, the complaint shall be dismissed.

D. Whenever the provost receives a complaint against a faculty member which he/she deems substantial and which, if true, might lead to dismissal under UWS 4, the provost shall proceed under UWS 4 and the provisions of this chapter of FPP.

9.06. Investigation and Further Action.

A. If the provost determines that a prima facie case exists for the imposition of discipline or dismissal and the case is timely, the provost shall institute an investigation by appointing an investigator or investigators of their choosing. The provost shall also offer to discuss the matter with the faculty member concerned, giving the faculty member an opportunity to speak to the matter, and shall provide the faculty member with a written statement of the matter(s) to be investigated. The faculty member shall also receive a

copy of the original signed complaint, subject to the possible need to redact information pertaining to third parties that will not be considered part of the investigation. The faculty member concerned shall have the right to be advised and represented by counsel or other representative at the faculty member's expense throughout the investigation and thereafter.

B. The faculty member can state objections to the provost's selection of investigator(s). The investigator(s) shall investigate the complaint as soon as practicable and provide an oral and/or written report to the provost. Following the investigation the provost shall consult with recent past chairs of the University Committee and the Committee on Faculty Rights and Responsibilities who shall advise the provost as to the actions that should be taken as enumerated in C. below.

C. Actions that the provost may take are:

1. Dismiss the case; or
2. Refer the complaint to the department(s) or the equivalent functional unit(s) in which the faculty member concerned holds membership if the investigation indicates that the case involves a matter which should be resolved at the departmental level and in which disciplinary action by the provost is not warranted; or
3. Prepare to invoke an appropriate disciplinary action. In doing so, the provost will present the faculty member with a written summary of all evidence obtained both for and against each charge brought forward for disciplinary action or dismissal. The provost shall then invite the faculty member to participate in voluntary and confidential settlement negotiations which could involve, with agreement of both parties, formal mediation.

   If formal mediation is invoked, the parties shall agree on the appointment of a mediator or mediators. Formal mediation must be completed within 30 days of the appointment of the mediator(s), unless both parties agree to an extension of no more than 30 days. At any time, either party may withdraw from the mediation process.

4. If a settlement is not achieved by negotiation or mediation, invoke appropriate discipline or dismissal. When the provost invokes either discipline or dismissal, he/she shall provide the faculty member with a copy of any investigatory report produced and a copy of any written recommendation as provided above. The provost shall also inform the faculty member of their right to appeal to the Committee on Faculty Rights and Responsibilities (CFRR). Such appeal must be filed with the Office of the Secretary of the Faculty within 30 calendar days of the provost's notification as detailed in this clause.

9.07. Committee on Faculty Rights and Responsibilities

A. When a faculty member appeals a disciplinary action to the committee, the committee shall:

1. Conduct fact-finding hearings if requested by the faculty member or by the provost or if deemed necessary by the committee;
2. Make recommendations to the chancellor concerning the validity of the appeal.

B. When a faculty member appeals dismissal, the committee shall under UWS 4.03 serve as the standing committee to hear and act on the case, except for cases involving allegations of misconduct in scholarly research in which the Hearing Committee on Misconduct in Scholarly Research shall be the standing committee, under Faculty Document 867a. For the purposes of Wis. Stats. s. 36.115(4)(b), this panel serves the role of impartial hearing officer.

9.08 CFRR Hearings

When CFRR is holding a fact-finding hearing in a discipline case or is acting as a hearing body in a dismissal case, it shall operate as provided in UWS 4.05 and 4.06. Additionally, the faculty member shall have a right to:

A. Service of notice of hearing with specific charges in writing at least twenty days prior to the hearing;

B. Notification of the name(s) of the complainant(s);

C. Be heard by all bodies passing judgment or making recommendations;

D. Refrain from testifying without such omission being used as formal evidence of guilt; and

E. A stenographic record of all hearings and transcripts thereof at no cost to him/her.

9.09. Findings by CFRR.

A. A finding of just cause for the imposition of discipline or just cause for dismissal must be based on clear and convincing evidence in the hearing record.

B. A finding by the committee of just cause for discipline or just cause for dismissal requires a majority vote with not more than two dissenting votes. Otherwise, the committee shall report that just cause for discipline or just cause for dismissal has not been established. The vote shall be reported in every case.

9.10. Suspension.

The faculty committee to be consulted by the chancellor in considering suspension under UWS 4.09 is the University Committee.

9.11. Transmittal of CFRR Findings in Discipline Cases.

A. CFRR shall transmit its findings of fact and recommendations in discipline cases in writing to the chancellor, with copies to the provost, to the faculty member involved, and to the complainant within ten days of the conclusion of its proceedings.

B. Within ten days of the transmittal of the committee's findings and recommendations to the chancellor, the faculty member concerned or the original complainant may file written objections with the chancellor.

C. The chancellor shall, as soon as practicable after the expiration of this ten-day period, render their decision and transmit such decision to the committee, the provost, the faculty member concerned, the original complainant, and the University Committee.

9.12. CFRR Transmittal of Findings in Dismissal Cases.

CFRR shall transmit its findings of fact and recommendations in dismissal cases in accordance with UWS 4.07.

9.13. No Further Jeopardy.

Following recommendations of CFRR and a decision by the chancellor, or following action by the provost if the committee is not involved, the faculty member concerned shall not be subject again under these rules to the same charges arising from the original complaint.

9.14. Procedures When Misconduct in Scholarly Research is Alleged.

Whenever the provost acting as the Deciding Official pursuant to Faculty Document 2668 has issued an institutional decision imposing discipline or dismissal of a faculty member on the basis of misconduct in scholarly research, sections 9.01. through 9.05.B., 9.10., and 9.13. of this chapter, as well as other sections specifically noted below, shall govern faculty dismissal and disciplinary actions as follows:

A. The report of the Investigation Committee provided for in Faculty Document 2668a, shall constitute the investigation required by 9.06.A. and the complaint referred to in 9.01. and 9.04. When serving as Deciding Official pursuant to Section VI of Faculty Document 2668a, after reviewing the report of the Investigation Committee and the response, if any, of the faculty member, if the provost believes that dismissal may be warranted, the provost shall proceed in accordance with UWS 4, or, if the provost believes that lesser discipline may be warranted, the provost shall proceed in accordance with 9.06.C.3. or 9.06.C.4., and UWS 6.01. If the provost decides to dismiss the case, he/she shall proceed in accordance with 9.06.C.1. A hearing to appeal provost's actions shall be conducted by the CFRR under Faculty Document 2668a, as provided below and in Faculty Document 2668a Section VII.

B. The Committee on Faculty Rights and Responsibilities (CFRR) shall serve as the body to hear the appeal provided for in Section VII of the Faculty Document 2668a. The chair of the CFRR may request the substitution of up to two regular members of the CFRR with not more than two special members of the CFRR who have the scholarly competence and expertise appropriate for the hearing of this matter.

C. The CFRR shall proceed in accordance with the provisions of UWS 4.04-4.06 and Faculty Document 2668a, Section VII. In this appeal, the University bears the burden of proof for all issues related to the allegations of research misconduct. The faculty member bears the burden of proof for any claims asserted in opposition to the institutional decision.

D. Within 10 days after service of the notice of the institutional decision, the faculty member may appeal to CFRR by giving written notice of the appeal to the Deciding Official, as determined under Section VI of Faculty Document 2668a.

1. CFRR shall review the record made by the Inquiry Committee, the Investigation Committee and the Deciding Official, but shall not receive any new evidence. CFRR may ask members of the Investigation Committee to explain matters within their expertise, and the faculty member is entitled to be present when any such explanation is given and to ask pertinent questions. As directed by the CFRR, the faculty member may submit a written statement and appear personally before the CFRR.
2. The institutional decision shall be affirmed unless CFRR determines (a) that the factual findings are clearly erroneous, or (b) that the Investigation Committee or Deciding Official erred in applying the law and that this error influenced the decision, or (c) that the recommended sanction is inappropriate. In determining whether a factual finding is clearly erroneous, the question to be answered by CFRR is not whether it would have reached the same conclusion as the Investigation Committee or Deciding Official but, rather, whether reasonable people could have considered the findings to have been supported by a preponderance of the evidence. Similarly, the criterion for reviewing the sanction shall be whether reasonable people could consider it appropriate under the circumstances of the case. If CFRR finds error as defined above, it will recommend to the chancellor actions to remedy the error. If CFRR finds an inappropriate sanction was recommended, it will recommend a different sanction.
3. The chancellor shall issue an appeal decision and rationale to affirm, reject or modify the action specified in the recommendation from the CFRR within 30 days of receipt of the recommendation. This period may be extended for good cause.
4. If the institutional decision is appealed to CFRR, CFRR shall formulate a written decision and transmit it to the chancellor and the faculty member within 45 days after the initiation of the appeal. Within ten days of receipt of the recommendation from CFRR, the faculty member may file objections with the chancellor.

E. If no appeal is taken to CFRR from the institutional decision, the faculty member may file objections with the chancellor within ten days after receipt of the institutional decision.

F. Procedures thereafter shall be according to UWS 4.07-4.10 or UWS 6.01.

Academic Staff

Chapter UWS 11, Wis. Admin. Code, “Procedures for Academic Staff Dismissal and for Discipline and Dismissal in Title IX cases”

Wisconsin State Legislature Website

UWS 11.01 Dismissal for cause-indefinite academic staff appointments.

(1) A member of the academic staff holding an indefinite appointment may be dismissed only for just cause under ss. UWS 11.02 to 11.10 and 11.29 to 11.33 or for reasons of budget or program under Ch. UWS 12.
(2) The board's policy is that members of the academic staff are entitled to enjoy and exercise all rights of United States citizens and to perform their duties in accordance with appropriate professional codes of ethics. This policy shall be observed in determining whether or not just cause for dismissal exists. The burden of proof of the existence of just cause for a dismissal is on the administration.
(3) Just cause for dismissal includes, but is not limited to, serious criminal misconduct, as defined in s. UWS 11.29.
(4) Indefinite appointment academic staff dismissal for cause and lesser discipline based on allegations of Title IX misconduct, as defined in s. UWS 11.13, shall be governed by ss. UWS 11.13 to 11.26.

UWS 11.015 Definitions. In this chapter:

(1) “Clear and convincing evidence" means information that would persuade a reasonable person to have a firm belief that a proposition is more likely true than not true. It is a higher standard of proof than “preponderance of the evidence."

(3) “Complaint" means an allegation against an academic staff member reported to an appropriate university official.

(3m) “ Consent” means words or overt actions by a person who is competent to give informed consent, indicating a freely given agreement to engage in sexual activity or other activity referenced in the definitions of sexual assault and sexual exploitation in this section. A person is unable to give consent if the person is in a state of incapacitation because of drugs, alcohol, physical or intellectual disability, or unconsciousness.

(4) “Consult" or “consulting" means thoroughly reviewing and discussing the relevant facts and discretionary issues.

(5) “Dating violence" means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant; and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

(6) “ Domestic violence" means felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the complainant, by a person with whom the complainant shares a child in common, by a person who is cohabitating with or has cohabitated with the complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the complainant under the domestic or family violence laws of Wisconsin, or by any other person against an adult or youth complainant who is protected

from that person's acts under the domestic or family violence laws of Wisconsin as per ss. 813.12 (1) (am) and 968.075, Stats.

(6m) " Incapacitation" means the state of being unable to physically or mentally make informed rational judgments and effectively communicate, and may include unconsciousness, sleep, or blackouts, and may result from the use of alcohol or other drugs. Where alcohol or other drugs are involved, evaluation of incapacitation requires an assessment of how the consumption of alcohol or drugs affects a person's decision-making ability; awareness of consequences; ability to make informed, rational judgments; capacity to appreciate the nature and quality of the act; or level of consciousness. The assessment is based on objectively and reasonably apparent indications of incapacitation when viewed from the perspective of a sober, reasonable person.

(7) "Preponderance of the evidence" means information that would persuade a reasonable person that a proposition is more probably true than not. It is a lower standard of proof than "clear and convincing evidence."

(9) "Sexual assault" means an offense that meets any of the following definitions:

(a) "Rape" means the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of the complainant, without the consent of the complainant.

(b) "Fondling" means the touching of the private body parts of the complainant for the purpose of sexual gratification, without the consent of the complainant, including instances where the complainant is incapable of giving consent because of the complainant's age or because of the complainant's temporary or permanent mental incapacity.

(c) "Incest" means sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law as per s. 944.06, Stats.

(d) "Statutory Rape" means sexual intercourse with a complainant who is under the statutory age of consent as per s. 948.02, Stats.

(10) "Sexual exploitation" means attempting, taking or threatening to take, nonconsensual sexual advantage of another person. Examples include:

(a) Engaging in the following conduct without the knowledge and consent of all participants:

1. Observing, recording, or photographing private body parts or sexual activity of the complainant.

2. Allowing another person to observe, record, or photograph sexual activity or private body parts of the complainant.

3. Otherwise distributing recordings, photographs, or other images of the sexual activity or private body parts of the complainant.

(b) Masturbating, touching one's genitals, or exposing one's genitals in the complainant's presence without the consent of the complainant, or inducing the complainant to do the same.

(c) Dishonesty or deception regarding the use of contraceptives or condoms during the course of sexual activity.

(d) Inducing incapacitation through deception for the purpose of making the complainant vulnerable to non-consensual sexual activity.

(e) Coercing the complainant to engage in sexual activity for money or anything of value.

(f) Threatening distribution of any of the following, to coerce someone into sexual activity or providing money or anything of value:

1. Photos, videos, or recordings depicting private body parts or sexual activity of the complainant.

2. Other information of a sexual nature involving the complainant, including sexual history or sexual orientation.

(11) "Stalking" means engaging in a course of conduct directed at the complainant that would cause a reasonable person to fear for their safety or the safety of others; or suffer substantial emotional distress.

Subchapter II - Procedures for Academic Staff Dismissal in Non-Title IX Cases

UWS 11.016 Subchapter II definitions.

(1) "Complainant" means any individual who is alleged to be the subject of sexual harassment, sexual assault, dating violence, domestic violence, stalking, or sexual exploitation, as defined in this section.
(2) " Sexual harassment" means conduct on the basis of sex that satisfies one or more of the following:

(a) *Quid pro quo sexual harassment.*

1. An employee of the institution conditions the provision of an aid, benefit, or service of the institution directly or indirectly on an individual's participation in unwelcome sexual conduct.
2. An employee of the institution either explicitly or implicitly conditions the provision of an academic, professional, or employment-related opportunity, aid, benefit, or service on an individual's participation in unwelcome sexual conduct.

(b) *Hostile environment sexual harassment.*

1. Unwelcome conduct of a sexual nature directed towards a student, an employee, or a person participating in a program or activity of the university that, when using the legal "reasonable person" standard, is so severe, pervasive, and objectively offensive that it effectively denies the person equal access to the institution's education program or activity.

2. Unwelcome conduct of a sexual nature directed towards an individual that, when using the legal "reasonable person" standard, is so severe or pervasive and objectively offensive that it has the purpose or effect of unreasonably interfering with an individual's academic or work performance or participation in an university sponsored or supported activity.

Note: The definitions in this section are intended to apply only to Subchapter II.

UWS 11.02 Responsibility for charges.

(1) Whenever the chancellor of an institution receives an allegation which concerns an academic staff member holding an indefinite appointment which appears to be substantial and which, if true, might lead to dismissal under s. UWS 11.01, the chancellor shall request within a reasonable time that the appropriate dean, director, or designee investigate the allegation. For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, sexual exploitation, or stalking, the chancellor shall direct the Title IX Coordinator, or designee, to initiate an investigation in accordance with applicable policies. The dean, director, or designee shall offer to discuss it informally with the academic staff member, and, if the allegation involves sexual harassment, sexual assault, dating violence, domestic violence, sexual exploitation, or stalking, with the complainant and provide information of rights under this chapter. Both the academic staff member and the complainant shall have the right to be accompanied by an advisor of their choice at any meeting or proceeding that is part of the institutional disciplinary process. If such an investigation and discussion does not result in a resolution of the allegation and if the allegation is deemed sufficiently serious to warrant dismissal, the dean, director, or designee shall prepare a written statement of specific charges. A member of the academic staff may be dismissed only after receipt of such a statement of specific charges and, if a hearing is requested by the academic staff member, after a hearing held in accordance with the provisions of this chapter and the subsequently adopted procedures of the institution. If the staff member does not request a hearing, dismissal action shall proceed along normal administrative lines but the provisions of ss. UWS 11.02, 11.08, and 11.09 shall apply. In those cases where the immediate supervisor of the academic staff member concerned is a dean or director, the chancellor shall, to avoid potential prejudice, designate an appropriate administrative officer to act for the dean or director under this section.

(2) Any formal statement of specific charges shall be served personally, by electronic means, or by certified mail, return receipt requested. If such service cannot be made within 20 days, service shall be accomplished by first class mail and by publication as if the statement of charges were a summons and the provisions of s. 801.11 (1) (c), Stats., were applicable. Such service by mailing and publication shall be effective as of the first insertion of the notice of statement of charges in the newspaper. If the formal statement of specific charges involves sexual harassment, sexual assault, dating violence, domestic violence, sexual exploitation, or stalking, the formal statement shall be provided to the complainant upon request, except as may be precluded by applicable state or federal law.

UWS 11.03 Hearing body.

(1) The chancellor of each institution shall provide for a hearing body charged with hearing dismissal cases and making a report and recommendations under this chapter. Throughout this chapter, the term “hearing body" is used to indicate either a hearing committee or a hearing examiner as designated in the institutional procedures. This hearing body shall operate as the hearing agent for the chancellor pursuant to s. 227.46 (4), Stats., and conduct the hearing, make a verbatim record of the hearing, prepare a summary of the evidence and transmit such record and summary along with its recommended findings of fact and decision to the chancellor according to s. UWS 11.07.

(2) With the concurrence of the faculty and the academic staff advisory committee of each institution, the chancellor may provide that dismissal for cause of a member of the academic staff having teaching responsibilities may be heard by the hearing body specified in s. UWS 4.03. If so provided, the hearing shall be held pursuant to the provisions of ch. UWS 11.

UWS 11.04 Hearing.

If the staff member requests a hearing within 20 days from the service of the statement of charges (25 days if notice is by first class mail and publication), such hearing shall be held not later than 20 days after the request, except that this time limit may be extended by mutual consent of the parties or by order of the hearing body. The request for a hearing shall be addressed in writing to the hearing body established pursuant to s. UWS 11.03. Service of written notice of hearing on the specific charges shall be provided at least 10 days prior to the hearing.

UWS 11.05 Adequate due process.

(1) Each institution shall develop policies and procedures to provide for a fair hearing upon request in the event of dismissal. A fair hearing for an academic staff member whose dismissal is sought under s. UWS 11.01 shall include all of the following:

(a) A right to the names of witnesses and of access to documentary evidence upon the basis of which dismissal is sought.

(b) A right to be heard in the academic staff member's defense.

(c) A right to an advisor, counsel, or other representative, and to offer witnesses.

(d) A right to confront and cross-examine adverse witnesses. For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, sexual exploitation, or stalking, the hearing committee may reasonably restrict the academic staff member and the complainant from questioning each other.

(e) A verbatim record of all hearings, which might be a sound recording, provided at no cost.

(f) Written findings of fact and decision based on the hearing record.

(g) Admissibility of evidence governed by s. 227.45 (1) to (4), Stats.

(2) For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, sexual exploitation, or stalking, the complainant shall have all the rights provided to the academic staff member in s. UWS 11.05 (1) (a) to (g), except as may be precluded by applicable state or federal law.

UWS 11.06 Procedural guarantees.

(1) The following requirements shall also be observed:

(a) Any person who participated in the investigation of allegations leading to the filing of a statement of charges, or in the filing of a statement of charges, or who is a material witness shall not be qualified to participate as a member of the hearing body.

(b) The hearing shall be closed unless the staff member under charges requests an open hearing, in which case it shall be open (see subch. V of ch. 19, Stats., Open Meetings of Governmental Bodies).

(c) The hearing body shall not be bound by common law or statutory rules of evidence and may admit evidence having reasonable probative value but shall exclude immaterial, irrelevant, or unduly repetitious testimony, and shall give effect to recognized legal privileges.

(d) The burden of proof of the existence of just cause is on the administration or its representatives.

(dm) For complaints of sexual harassment, sexual assault, dating violence, domestic violence, sexual exploitation, or stalking, the standard of proof shall be a preponderance of the evidence.

(e) If a staff member whose dismissal is sought has requested a hearing, discontinuance of the proceeding by the institution is deemed a withdrawal of charges and a finding that the charges were without merit.

(f) Nothing in this section shall prevent the settlement of cases by mutual agreement between the administration and the staff member, with the chancellor's approval, at any time prior to a final decision by the chancellor; or when appropriate, with the board's approval prior to a final decision by the board.

(g) Adjournments shall be granted to enable either party to investigate evidence as to which a valid claim of surprise is made.

(2) If the institutional policies and procedures provide that dismissal cases be heard by a hearing committee, the following requirements shall be observed:

(a) The committee may, on motion of either party, and, if the complaint involves sexual harassment, sexual assault, dating violence, domestic violence, sexual exploitation, or stalking, on the motion of the complainant, disqualify any one of its members for cause by a majority vote. If one or more of the hearing committee members disqualify themselves or are disqualified, the remaining members may select a number of replacements equal to the number who have been disqualified to serve, except that alternative methods of replacement may be specified in the policies and procedures adopted by the institution.

(b) If the hearing committee requests, the chancellor shall provide legal counsel after consulting with the committee concerning its wishes in this regard. The function of legal counsel shall be to advise the committee, consult with them on legal matters, and such other responsibilities as shall be determined by the committee within the provisions of the policies and procedures adopted by the institution.

UWS 11.07 Recommendations: to the chancellor.

The hearing body shall send to the chancellor and to the academic staff member concerned, as soon as practicable after conclusion of a hearing, a verbatim record of the testimony and a copy of its report, findings, and recommendations. After reviewing the matter on record and considering arguments if submitted by the parties, the chancellor shall issue a decision. In that decision, the chancellor may order dismissal of the academic staff member, may impose a lesser disciplinary action, or may find in favor of the academic staff member. The academic staff member shall be notified of the chancellor's decision in writing. In cases involving sexual assault, dating violence, domestic violence, sexual exploitation, or stalking, the complainant shall be notified of the chancellor's decision at the same time as the academic staff member. This decision shall be deemed final unless the board, upon request of the academic staff member, grants review based on the record. For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, sexual exploitation, or stalking, the complainant shall have all rights provided to the academic staff member in this section.

UWS 11.08 Suspension from duties.

Pending the final decision as to dismissal, the academic staff member with an indefinite appointment shall not be relieved of duties, except where, after consulting with the appropriate administrative officer, the chancellor finds that substantial harm may result if the staff member is continued in the staff member's position. Where such determination is made, the staff member may be relieved of the staff member's position immediately, or be assigned to another administrative unit, but the staff member's salary shall continue until the chancellor makes a decision as to dismissal, unless the chancellor also makes the determinations set forth in s. UWS 11.32 (1) in which case the suspension from duties may be without pay and the procedures set forth in s. UWS 11.32 shall apply.

UWS 11.09 Date of dismissal.

A decision by the chancellor ordering dismissal shall specify the effective date of the dismissal.

UWS 11.10 Board review.

A member of the academic staff on indefinite appointment who has been dismissed for cause by the chancellor following a hearing may appeal this action to the board. Any appeal must be made within 30 days of the date of the decision of the chancellor to dismiss. Upon receiving an appeal the board shall review the case on the record. Following such review the board may confirm the chancellor's decision, or direct a different decision, or approve a further hearing before the board with an opportunity for filing exceptions to the hearing body's recommendations or the chancellor's decision and for oral argument on the record. If further review with opportunity for oral argument on the record is provided, this review shall be closed unless the staff member requests an open hearing. (See subch. V of ch. 19, Stats., Open Meetings of Governmental Bodies.) All decisions of the board, whether after review on the record or after oral argument, shall be expressed in writing and shall indicate the basis for such decision. For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, sexual exploitation, or stalking, the complainant shall have the same opportunity to appeal, file exceptions to the recommendations of the hearing committee or chancellor, and oral arguments, as provided to the academic staff member.

UWS 11.11 Dismissal for cause-fixed term or probationary academic staff appointments.

A member of the academic staff holding a probationary appointment, or a member of the academic staff holding a fixed term appointment and having completed an initial specified period of time, may be dismissed prior to the end of the contract term only for just cause or for reasons of budget or program under ch. UWS 12. A nonrenewal of such an appointment is not a dismissal under this section. A dismissal shall not become effective until the individual concerned has received a written notification of specific charges and has been offered an opportunity for a hearing before the appropriate dean or director or designee. If such hearing is requested, a determination of just cause and notification of dismissal shall be made by the dean or director or designee. If no hearing is requested the dismissal is effected by the specifications in the original notification of charges. The hearing before the dean, director, or designee shall provide the academic staff member with an opportunity to present evidence and argument concerning the allegations. Dismissal shall be effective immediately on receipt of written notification of the decision of the dean or director or designee unless a different dismissal date is specified by the dean or director. Dismissals for cause shall be appealable by filing an appeal with the hearing body established under s. UWS 11.03. The burden of proof as to the existence of just cause on appeal shall be on the administration or the authorized official. The provisions of s. UWS 11.04, procedural guarantees, contained in ss. UWS 11.05 and 11.06 and the review provisions of s. UWS 11.07, shall be applicable to the appeal proceeding. In no event, however, shall a decision favorable to the appellant

extend the term of the original appointment. If a proceeding on appeal is not concluded before the appointment expiration date, the academic staff member concerned may elect that such proceeding be carried to a final decision. Unless such election is made in writing, the proceeding shall be discontinued at the expiration of the appointment. If the chancellor ultimately decides in favor of the appellant, salary lost during the interim period between the effective date of dismissal and the date of the chancellor's decision or the end of the contract period, whichever is earlier, shall be restored. In those cases where the immediate supervisor of the academic staff member concerned is a dean or director, the chancellor shall, to avoid potential prejudice, designate an appropriate administrative officer to act for the dean or director under this section. For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, or stalking, the complainant shall have all procedural rights provided to the academic staff member in this section and the standard of proof shall be by a preponderance of the evidence. Dismissal for cause and lesser discipline based on allegations of Title IX misconduct, as defined in s. UWS 11.13, shall be governed by ss. UWS 11.13 to 11.26.

UWS 11.12 Dismissal for cause-teaching members of the academic staff.

The policies and procedures of each institution may provide that dismissal for cause of a member of the academic staff having teaching responsibilities and holding a probationary appointment or a fixed term appointment may proceed under ss. UWS 11.02 to 11.10. If the institutional policies and procedures do not specifically make such provisions, dismissal for cause shall be made pursuant to s. UWS 11.11. Dismissal for cause and lesser discipline based on allegations of Title IX misconduct as defined in s. UWS 11.13 shall be governed by ss. UWS 11.13 to 11.26.

Subchapter III - Procedures for Academic Staff Dismissal and Discipline in Title IX Cases

UWS 11.13 Subchapter III definitions. In this subchapter:

(1) "Complainant" means any individual who is alleged to be the subject of Title IX misconduct, as defined in this section.

(2) "Education program or activity" means, for purposes of Title IX misconduct only, locations, events, or circumstances over which the university exercised substantial control over both the respondent and the context in which the relevant misconduct occurs, and also includes any building owned or controlled by a student organization that is officially recognized by the university.

(3) "Formal Title IX complaint" means, for the purposes of Title IX misconduct only, a document filed by a complainant or signed by the Title IX coordinator alleging sexual harassment, sexual assault, dating violence, domestic violence, or stalking against an academic staff member and requesting that the institution investigate the allegations. At the time of filing of the formal Title IX complaint, the complainant must be participating in or attempting to participate in an educational program or activity. A formal complaint may be filed in person, by mail, by electronic mail, or any other

method designated by the university. A formal Title IX complaint shall include a physical or digital signature of the complainant or the Title IX Coordinator.

(4) "Respondent" means an individual who has been reported to be the perpetrator of Title IX misconduct as defined in this section.

(5) "Sexual harassment" means conduct on the basis of sex that satisfies any of the following:

(a) An employee of the institution conditions the provision of an aid, benefit, or service of the institution directly or indirectly on an individual's participation in unwelcome sexual conduct.

(b) Unwelcome conduct of a sexual nature directed towards a student, an employee, or a person participating in a program or activity of the university that, when using the legal "reasonable person" standard, the conduct is so severe, pervasive, and objectionably offensive that it effectively denies the person equal access to the institution's education program or activity.

(6) "Title IX misconduct" means sexual assault, stalking, dating violence, or domestic violence as defined in this chapter and sexual harassment as defined in sub. (5).

UWS 11.14 Dismissal for cause or lesser discipline for Title IX misconduct.

(1) An academic staff member may be dismissed for cause, or subject to lesser discipline, for Title IX misconduct as the term is defined in s. UWS 11.13.

(2) Title IX misconduct allegations against academic staff shall follow the disciplinary procedure in ss. UWS 11.13 to 11.26. An academic staff member may be dismissed only for just cause and may otherwise be disciplined only after due notice and hearing.

(3) The board's policy is that members of the academic staff are entitled to enjoy and exercise all rights of United States citizens and to perform their duties in accordance with appropriate professional codes of ethics. This policy shall be observed in determining whether or not just cause for dismissal, or grounds for other discipline, exists. The burden of proof of the existence of just cause for a dismissal, or grounds for other discipline, is on the administration.

(4) The academic staff member is presumed to be not responsible for the alleged Title IX misconduct until a final decision regarding responsibility is made at the conclusion of the disciplinary process.

UWS 11.15 Application of Title IX misconduct disciplinary procedure.
This disciplinary procedure for Title IX misconduct will be used only when all of the following requirements are met:

(1) There is a formal Title IX complaint alleging Title IX misconduct on the basis of sex.
(2) The conduct occurred in the United States.
(3) The conduct occurred within the university's education programs or activities.
(4) The complainant must be participating in or attempting to participate in the education program or activity of the university at the time of filing the formal Title IX complaint.
(5) The complainant or Title IX Coordinator have submitted a written formal Title IX complaint.

UWS 11.16 Dismissal of formal Title IX complaint and related appeal.

(1) The university shall dismiss formal Title IX complaints consisting of allegations that meet any of the following conditions:
- **(a)** The alleged conduct would not constitute Title IX misconduct if proved.
- **(b)** The alleged conduct did not occur in a university education program or activity.
- **(c)** The alleged conduct did not involve actions against someone physically located in the United States.

(2) The university may dismiss formal Title IX complaints under any of the following conditions:
- **(a)** The complainant formally requests in writing to withdraw the formal Title IX complaint.
- **(b)** The academic staff member is no longer employed by the university.
- **(c)** Specific circumstances prevent the university from gathering evidence sufficient to reach a determination on the allegations contained in the formal Title IX complaint.

(3) The university generally shall decide whether to dismiss a formal Title IX complaint within 30 days of receipt of the formal complaint, but the university may extend that timeline as necessary. If a formal complaint is dismissed, the university shall provide notice of the dismissal and reasons therefore to the academic staff member and complainant in writing.

(4) Within 20 days of receipt of the notice of dismissal, the complainant or academic staff member may appeal the dismissal by filing a written appeal with the chancellor. The complainant or academic staff member may appeal on any of the following bases:
- **(a)** Procedural irregularity that affected the outcome of the matter.
- **(b)** New evidence that was not reasonably available at the time of the dismissal that could affect the outcome of the matter.
- **(c)** The university employee making the dismissal decision had a conflict of interest or bias for the academic staff member or against the complainant, or against complainants generally, that affected the dismissal decision.

(5) The chancellor shall provide the academic staff member and complainant the opportunity to provide a written statement supporting or challenging the dismissal. The chancellor shall simultaneously issue a decision to the complainant and the academic staff member within 30 days of receipt of a written appeal. The chancellor's decision on the appeal of a dismissal shall be final.

(6) The dismissal of a formal Title IX complaint does not preclude the university from otherwise pursuing discipline against the academic staff member under other administrative rules or university policies.

UWS 11.17 Investigation of Title IX misconduct allegations.

(1) Unless the university dismisses a formal complaint, the university shall appoint an investigator to conduct an investigation of the allegations in the formal complaint.

(2) The investigator shall provide the academic staff member and the complainant with a notice of investigation. The notice shall include all of the following:

(a) The grievance process, including informal resolution options.

(b) The allegations of Title IX misconduct with sufficient detail for the academic staff member to prepare a response to the allegations, including the identity of the complainant as well as the date and location of the incident if available.

(c) A statement affirming the academic staff member is presumed not responsible for the alleged violation until the disciplinary process finds otherwise.

(d) The academic staff member and complainant have the right to an advisor of their choice.

(e) The academic staff member and complainant have the right to inspect and review the evidence.

(f) Information about any code of conduct rules which prohibit the academic staff member or the complainant from knowingly making false statements or submitting false information during the disciplinary process.

(3) The parties shall receive an amended notice of investigation any time additional charges are added during the course of an investigation. Formal Title IX complaints involving more than one complainant or respondent may be consolidated if they arise out of the same facts or circumstances.

(4) The university's investigator shall do all of the following:

(a) Provide both the academic staff member and the complainant an equal opportunity to provide witnesses, including fact and expert witnesses, who may be interviewed by the investigators and other inculpatory and exculpatory evidence.

(b) Not restrict the ability of either the academic staff member or complainant to discuss the allegations under investigation or to gather and present relevant evidence.

(c) Provide the academic staff member and complainant the same opportunity to be accompanied by an advisor of their choice during meetings relating to the investigation but may limit the participation by the advisor so long as those limits are applied equally.

(d) Provide both the academic staff member and the complainant an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including evidence upon which the university does not intend to rely in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence whether obtained from an academic staff member,

complainant, or other source, so that the academic staff member and complainant can meaningfully respond to the evidence prior to conclusion of the investigation.

(5) As part of its investigation and disciplinary process, the university may not access, consider, disclose, or otherwise use an academic staff member's or complainant's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the academic staff member or complainant, unless the university obtains the academic staff member's or complainant's voluntary, written consent to do so in relation to the investigation and disciplinary process.

(6) The university's investigator generally shall complete the investigation and issue a final investigative report within 90 days of the investigator's appointment. However, the investigator may extend the investigation's time frame where circumstances warrant.

UWS 11.18 Review of evidence.

(1) Prior to completion of the final investigative report, the investigator shall send to the academic staff member and complainant and their respective advisors, if any, the evidence gathered during the investigation for inspection and review by the academic staff member and the complainant. The evidence may be provided in an electronic format or a hard copy. The evidence provided includes evidence upon which the university does not intend to rely in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence, whether obtained from the academic staff member, complainant or other source to permit the academic staff member and complainant to meaningfully respond to the evidence prior to conclusion of the investigation.

(2) The academic staff member and the complainant shall have at least 10 days to submit a written response to the evidence. The investigator shall consider any written responses prior to completion of the final investigative report.

UWS 11.19 Final investigative report.

The investigator shall create a final investigative report that fairly summarizes relevant evidence and send the report to the academic staff member, the complainant, and their advisors, if any, for their review and response at least 10 days prior to a hearing. The written report shall be delivered simultaneously to the academic staff member and complainant at least 10 days prior to a hearing. The university shall, upon receipt of the final investigative report, proceed to schedule a live hearing on the matter. A hearing shall be conducted unless the academic staff member and the complainant both waive, in writing, the right to such a hearing.

UWS 11.20 Standing academic staff committee and hearing examiner.

(1) The chancellor of each university, in consultation with academic staff representatives, shall adopt policies providing for the designation of a Title IX misconduct hearing examiner. The chancellor shall select hearing examiners pursuant to these policies to hear academic staff dismissal and discipline cases. Additionally, the academic staff of each university shall provide a standing hearing committee charged with hearing academic staff dismissal and discipline cases. The chancellor shall appoint the presiding member of the hearing committee, who may be a hearing examiner. The academic staff member shall have the right to decide whether a hearing examiner or a hearing committee will hear the matter.

Note: The last sentence of sub. (1) should read "the university", not "the academic staff member." The intent was for the university to make this decision. This will be corrected in future rulemaking.

(2) The hearing committee or the hearing examiner shall conduct the hearing, make a verbatim record of the hearing, and transmit such record along with factual findings and decision to the chancellor. The hearing shall be held no later than 45 days after completion of the final investigative report except that this time limit may be extended by the hearing committee or the hearing examiner.

UWS 11.21 Adequate due process.

(1) A fair hearing for an academic staff member against whom dismissal or other discipline is sought shall include all of the following:

(a) Service of written notice of a live hearing on the allegations in the formal complaint at least 10 days prior to the hearing.

(b) A right to the names of witnesses and of access to documentary and other evidence which serve as the basis for seeking dismissal or other discipline.

(c) A right for the complainant and academic staff member to be heard on their own behalf.

(d) A right to an advisor, counsel, or other representatives, and to offer witnesses. The academic staff member's or complainant's advisor or counsel may ask all witnesses relevant questions and follow-up questions, including those challenging credibility. Credibility determinations, however, may not be made based on a person's status as a complainant, respondent, or witness. If the academic staff member does not have an advisor, the university shall provide the academic staff member, without charge, an advisor of the university's choice to conduct cross-examination on behalf of the academic staff member. The advisor may be an attorney.

(e) A right to confront and cross-examine adverse witnesses. The academic staff member's or complainant's advisor shall conduct cross examination directly,

orally, and in real time. The academic staff member and the complainant may not personally conduct cross examination. If the academic staff member, the complainant, or a witness does not submit to cross-examination at the hearing, the hearing committee or the hearing examiner may not rely on any statement of the academic staff member, complainant, or witness in reaching its findings and recommendations. However, the hearing committee or hearing examiner may not draw a negative inference in reaching its findings and recommendations based solely on the absence of an academic staff member, complainant, or witness from the hearing or refusal to answer cross-examination or other questions.

(f) A verbatim record of all hearings, which might be a sound recording, made available at no cost for inspection and review.

(g) Written findings of fact supporting the decision based on the hearing record. The written findings of fact and decision shall include all of the following:

1. Identification of the allegations potentially constituting Title IX misconduct.

2. A description of the procedural steps taken from the receipt of the formal complaint through the hearing committee's or hearing examiner's decision, including any notifications to the academic staff member and the complainant, interviews with the academic staff member, the complainant, and witnesses, site visits, methods used to gather evidence, and hearings held.

3. Conclusions regarding the application of the university's conduct rules and policies to the facts including the following: a determination regarding responsibility for each allegation and the rationale behind each decision, any disciplinary sanction recommended to be imposed, any remedies recommended to restore or preserve equal access to the university's educational program or activity, and the university's procedures and permissible bases for complainant and academic staff member to appeal.

(h) Admissibility of evidence is governed by s. 227.45 (1) to (4), Stats. Only relevant questions may be asked of the academic staff member, the complainant, and any witnesses. The hearing committee or hearing examiner shall determine whether a question is relevant and explain the decision to exclude a question as not relevant. Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions or evidence are offered to prove that someone other than the academic staff member committed the conduct alleged by the complainant, or unless the questions or evidence concern specific incidents of the complainant's prior sexual behavior with the academic staff member and are offered to prove consent.

(i) Upon the academic staff member's request, the university shall provide for the hearing to occur with academic staff member and complainant located in

separate rooms with technology enabling the hearing committee or hearing examiner, the academic staff member, and the complainant to simultaneously see and hear witnesses answering questions.

(2) The complainant shall have all the rights provided to the academic staff member in sub. (1) (a) to (i).

UWS 11.22 Procedural guarantees.

(1) Any hearing held shall comply with the requirements set forth in UWS 11.21. All of the following requirements shall also be observed:

(a) The burden of proof of the existence of just cause to support dismissal, or of grounds to support other discipline, is on the university administration.

(b) The standard of proof shall be a preponderance of the evidence.

(c) No academic staff member who participated in the investigation of allegations leading to the filing of a statement of charges, or who participated in the filing of a statement of charges, or who is a material witness, shall be qualified to sit on the hearing committee in that case.

(d) No university employee or other person who participated in the investigation of allegations leading to the filing of a statement of charges, or who participated in the filing of a statement of charges, or who is a material witness, shall be qualified to serve as the hearing examiner in that case.

(e) The hearing shall be closed unless the academic staff member requests an open hearing, in which case it shall be open.

Note: This right was intended to be given to the complainant as well. This will be corrected in future rulemaking.

Note: See subch. V of Ch. 19, Stats., Open Meetings of Governmental Bodies.

(f) The hearing committee may, on motion of the complainant or the academic staff member, disqualify any one of its members for cause by a majority vote. If one or more of the hearing committee members disqualify themselves or are disqualified, the remaining members may select a number of other members of the academic staff equal to the number who have been disqualified to serve, except that alternative methods of replacement may be specified in the rules and procedures adopted by the academic staff establishing the standing committee under this rule.

(g) The hearing committee or the hearing examiner may not be bound by common law or statutory rules of evidence and may admit evidence having reasonable probative value but shall exclude immaterial, irrelevant, or unduly repetitious testimony, and shall give effect to recognized legal privileges unless the person

holding the privilege has waived it. The hearing committee or the hearing examiner shall follow the evidentiary rules in s. UWS 11.21 (1) (h).

(h) If the hearing committee requests, the chancellor shall provide legal counsel after consulting with the hearing committee concerning its wishes in this regard. The function of legal counsel shall be to advise the hearing committee, consult with them on legal matters, and such other responsibilities as shall be determined by the hearing committee within the provisions of the rules and procedures adopted by the academic staff of the institution in establishing the standing academic staff committee under this policy.

(i) Nothing in this section shall prevent the settlement of cases by mutual agreement between the university administration, the complainant, and the academic staff member.

(j) Delay or adjournment of the hearing for good cause may be granted. Good cause includes any of the following:

1. The need to investigate evidence as to which a valid claim of surprise is made.

2. To ensure the presence of the academic staff member or the complainant, an advisor, or a witness.

3. To provide language assistance or accommodation of disabilities.

4. To accommodate concurrent law enforcement activity.

UWS 11.23 Hearing committee or hearing examiner findings and recommendations to the chancellor.

The hearing committee or hearing examiner shall simultaneously send to the chancellor, to the complainant, and to the academic staff member concerned, within 30 days after the conclusion of the hearing, or otherwise as soon as practicable, a verbatim record of the testimony and a copy of its factual findings and recommendations.

UWS 11.24 Chancellor's decision.

(1) After reviewing the matter on record and considering any arguments submitted by the parties, the chancellor shall issue a decision. The chancellor may adopt the hearing committee or hearing examiner's findings and recommendations as the chancellor's decision. The chancellor shall explain in the decision any substantial differences from those findings and recommendations. If the chancellor's proposed decision differs substantially from those recommendations, the chancellor shall promptly consult the hearing committee or the hearing examiner and provide the committee or the hearing examiner with a reasonable opportunity for a written response prior to making a decision. In that decision, the chancellor may order dismissal of the academic staff member, may impose a lesser disciplinary action, or may find in favor of the academic staff member. The academic staff member shall be

notified of the chancellor's decision in writing. The complainant shall be notified of the chancellor's decision at the same time as the academic staff member. This decision shall be deemed final unless the board, upon request of the academic staff member or complainant, grants review based on the record.

(2) The chancellor's decision shall be based on the record created before the hearing committee or hearing examiner, and the chancellor shall include the chancellor's rationale in the decision. The chancellor's decision shall be simultaneously sent to the academic staff member concerned, the complainant, and to the hearing committee or the hearing examiner within 45 days of the chancellor's receipt of the hearing committee's or hearing examiner's materials. A decision by the chancellor ordering dismissal shall specify the effective date of the dismissal.

UWS 11.25 Appeal to the board.

(1) The academic staff member or complainant may file an appeal of the chancellor's decision to the board. Any appeal must be made within 30 days of the date of the decision of the chancellor to dismiss. The board shall provide the academic staff member and complainant an opportunity for filing written exceptions to the chancellor's decision, and for oral arguments, unless the academic staff member and the complainant waive in writing the right to file exceptions and for oral arguments. The hearing of any oral arguments shall be closed unless the academic staff member or the complainant requests an open hearing.

Note: See subch. V of Ch. 19, Stats., Open Meetings of Governmental Bodies.

(2) The academic staff member or complainant may file exceptions to the chancellor's decision, and the board shall conduct its review of the chancellor's decision, on any of the following bases:

(a) Procedural irregularity that affected the outcome of the matter.
(b) New evidence that was not reasonably available at the time of the live hearing that could affect the outcome of the matter.
(c) Conflict of interest or bias for or against the academic staff member or complainant, or against complainants and respondents generally, by the Title IX coordinator, investigator, the chancellor, the hearing examiner, or the hearing committee members that affected the outcome.

(3) If the board decides to take action different from the decision of the chancellor, then before taking final action the board shall consult with the chancellor.

(4) The board shall make its decision based on the record created before the hearing committee or hearing examiner. Within 60 days of receipt of the chancellor's decision, or otherwise as soon as practicable, the board shall simultaneously notify the academic staff member and the complainant of the board's final decision, which shall include the board's rationale for its decision.

(5) A decision by the board ordering dismissal of an academic staff member shall specify the effective date of the dismissal.

UWS 11.26 Suspension from duties in Title IX misconduct dismissal cases.

Pending the final decision as to dismissal, an academic staff member with an indefinite appointment may not be relieved of duties, except where, after consulting with the appropriate administrative officer, the chancellor finds that substantial harm may result if the staff member is continued in the staff member's position. Where such determination is made, the staff member may be relieved of the staff member's position immediately, or be assigned to another administrative unit, but the staff member's salary shall continue until the chancellor makes a decision as to dismissal, unless the chancellor also makes the determinations set forth in s. UWS 11.32 (1) in which case the suspension from duties may be without pay and the procedures set forth in s. UWS 11.32 shall apply.

Subchapter IV - Procedures for Dismissal for Cause in Special Cases–Indefinite Academic Staff Appointments

UWS 11.27 Subchapter IV definition.

In this subchapter, “affected party” means any student, employee, visitor, or an individual participating in a university program or activity, who is a victim of an academic staff member's serious criminal misconduct.

UWS 11.28 Dismissal for cause in special cases - indefinite academic staff appointments.

A member of the academic staff holding an indefinite appointment may be dismissed for serious criminal misconduct, as defined in s. UWS 11.29.

UWS 11.29 Serious criminal misconduct.

(1) In this chapter, “serious criminal misconduct" means:

(a) Pleading guilty or no contest to, or being convicted of a felony, in state or federal court, where one or more of the conditions in par. (b), (c), (d), or (e) are present, and the felony involves any of the following:

1. Causing serious physical injury to another person.

2. Creating a serious danger to the personal safety of another person.

3. Sexual assault.

4. Theft, fraud or embezzlement.

5. Criminal damage to property.

6. Stalking or harassment.

(b) A substantial risk to the safety of members of the university community or others is posed.

(c) The university's ability, or the ability of the academic staff member's colleagues, to fulfill teaching, research or public service missions is seriously impaired.

(d) The academic staff member's fitness or ability to fulfill the duties of their position is seriously impaired.

(e) The opportunity of students to learn, do research, or engage in public service is seriously impaired.

(2) Conduct, expressions, or beliefs which are constitutionally protected, or protected by the principles of academic freedom, shall not constitute serious criminal misconduct.

(3) Except as otherwise expressly provided, an academic staff member who has engaged in serious criminal misconduct shall be subject to the procedures set forth in ss. UWS 11.30 to 11.33.

(4) Any act required or permitted by ss. UWS 11.30 to 11.33 to be done by the chancellor may be delegated to the provost or another designee pursuant to institutional policies forwarded to the Board of Regents under s. UWS 9.02.

UWS 11.30 Reporting responsibility.

Any academic staff member who is charged with, pleads guilty or no contest to, or is convicted of a felony of a type listed in s. UWS 11.29 (1) (a), in state or federal court, shall immediately report that fact to the chancellor.

UWS 11.31 Expedited process.

(1) Whenever the chancellor of an institution within the University of Wisconsin System receives a report under s. UWS 11.30 or other credible information that an academic staff member holding an indefinite appointment has pleaded guilty or no contest to, or has been convicted of a felony of a type listed in s. UWS 11.29 (1) (a), in state or federal court, the chancellor shall:

(a) Within 3 working days of receipt of the report or information, inform the academic staff member of its receipt and, after consulting with appropriate institutional governance representatives, appoint an investigator to investigate the report or information and advise the chancellor as to whether to proceed under this section or ss. UWS 11.02 to 11.10 or ss. UWS 11.13 to 11.26. If the university knows the identity of an affected party, the university shall make a reasonable attempt to notify the affected party of the report or information at the same time as the academic staff member.

(b) Upon appointing an investigator and notifying the academic staff member, afford the academic staff member 3 working days in which to request that the investigator be disqualified on grounds of lack of impartiality or other cause. In

the event that the chancellor determines that a request for disqualification should be granted, the chancellor shall, within 2 working days of the determination, appoint a different investigator. The academic staff member shall have the opportunity to request that any second or subsequent investigators be disqualified on grounds of lack of impartiality or other cause.

(2) The investigator shall be complete and file a report with the chancellor not later than 10 working days following the investigator's appointment.

(3) Within 3 working days of receipt of the investigator's report, the chancellor shall consult with appropriate institutional governance representatives and decide whether to seek dismissal of the academic staff member pursuant to ss. UWS 11.28 to 11.33, to seek dismissal of the academic staff member pursuant to ss. UWS 11.02 to 11.10, to seek dismissal of the academic staff member pursuant to ss. UWS 11.13 to 11.25, to seek an alternative disciplinary sanction, or to discontinue the proceedings as follows:

(a) If the chancellor decides to seek dismissal of the academic staff member pursuant to ss. UWS 11.28 to 11.33, the chancellor shall file charges within 2 working days of reaching the decision.

(b) If the chancellor decides to seek dismissal of the academic staff member pursuant to ss. UWS 11.02 to 11.10 or ss. UWS 11.13 to 11.26, the chancellor shall file charges and proceed in accordance with the provisions of those sections of this chapter and implementing institutional policies. If, during the course of proceedings under ss. UWS 11.02 to 11.10 or ss. UWS 11.13 to 11.26, the chancellor receives a report under s. UWS 11.30 or other credible information that the academic staff member has pleaded guilty or no contest to or has been convicted of a felony of a type listed in s. UWS 11.29 (1) (a), and one or more of the factors listed in s. UWS 11.29 (1) (b) to (e) are present, the chancellor may, at that point, elect to follow the procedures for dismissal pursuant to this section.

(c) If the chancellor decides to seek an alternative disciplinary sanction, the procedures under ch. UWS 13 or ss. UWS 11.13 to 11.26, and implementing institutional policies, shall be followed.

(4) If charges seeking dismissal are filed under sub. (3) (a), the academic staff member shall be afforded a hearing before the institutional standing committee charged with hearing dismissal cases and making recommendations under s. UWS 11.03. The hearing shall provide the procedural guarantees enumerated under ss. UWS 11.05 to 11.06, except that the hearing must be concluded, and written findings and a recommendation to the chancellor must be prepared, within 15 working days of the filing of charges.

(5) Within 3 working days of receipt of the findings and recommendation of the committee under sub. (4), the chancellor shall prepare a written decision on the matter. In the

decision, the chancellor may order dismissal of the staff member, may impose a lesser disciplinary action, or may find in favor of the staff member. The staff member shall be notified of the chancellor's decision in writing. If the university knows the identity of an affected party, the university shall make a reasonable attempt to provide the affected party a copy of the chancellor's final decision at the same time as the academic staff member. This decision shall be deemed final unless the board, upon request of the academic staff member, grants a review based on the record.

(6) The administration or its representatives shall have the burden of proof to show that just cause exists for dismissal under this chapter. The administration shall demonstrate by clear and convincing evidence that the academic staff member engaged in serious criminal misconduct, as defined in s. UWS 11.29.

(7) The chair of the academic staff hearing body, subject to the approval of the chancellor, may extend the time limits set forth in this section if the parties are unable to obtain, in a timely manner, relevant and material testimony, physical evidence or records, or where due process otherwise requires.

UWS 11.32 Temporary suspension from duties without pay.

(1) The chancellor, after consulting with appropriate academic staff governance representatives, may suspend an academic staff member holding an indefinite appointment from duties without pay pending the final decision as to dismissal where:

(a) The academic staff member has been charged with a felony of a type listed in s. UWS 11.29 (1) (a) and the chancellor, after following the provisions of s. UWS 11.31 (1) to (3), finds, in addition, that there is a substantial likelihood 1) that one or more of the conditions listed in s. UWS 11.29 (1) (b) to (e) are present, and 2) that the academic staff member has engaged in the conduct as alleged; or

(b) The academic staff member is unable to report for work due to incarceration, conditions of bail or similar cause; or

(c) The academic staff member has pleaded guilty or no contest to or been convicted of a felony of the type listed in s. UWS 11.29 (1) (a) and one or more of the conditions in s. UWS 11.29 (1) (b) to (e) are present.

(2) If the chancellor finds that the conditions in sub. (1) are present, he or she shall immediately notify the academic staff member, in writing, of the intent to impose a suspension without pay, and shall, within 2 working days, provide the academic staff member with an opportunity to be heard with regard to the matter. The academic staff member may be represented by counsel or another at this meeting.

(3) If, after affording the academic staff member the opportunity to be heard, the chancellor determines to suspend without pay, the chancellor shall inform the academic staff member of the suspension, in writing. The chancellor's decision to suspend without pay under this section shall be final, except that:

(a) If the chancellor later determines that the academic staff member should not be dismissed the chancellor may discontinue the proceedings, or may impose a

lesser penalty, and except as provided in par. (b), shall order the payment of back pay for any period of the suspension for which the academic staff member was willing and able to report for work;

(b) If the chancellor later determines to recommend or impose as a lesser penalty the suspension of the academic staff member without pay, then any period of suspension without pay so recommended or ordered shall be offset by the period of any suspension without pay actually served by the academic staff member.

(4) If, after affording the academic staff member the opportunity to be heard, the chancellor determines that the conditions in sub. (1) are not present or that a suspension without pay is otherwise not warranted, the provisions of s. UWS 11.08 shall apply.

UWS 11.33 Board review.

A member of the academic staff on an indefinite appointment who has been dismissed for serious criminal misconduct may appeal this action to the board as provided in s. UWS 11.10. If the university knows the identity of an affected party, the board shall make a reasonable attempt to notify the affected party of its decision at the same time as the academic staff member.

ASPP Chapter 6: Discipline and Dismissal

Academic Staff Policy and Procedures (ASPP) can also be found at:
UW-Madison Policy Library Website

This chapter describes policies and procedures for discipline and dismissal to be used in cases of unsatisfactory performance or misconduct. Just-cause standards (see 6.03.C.2) apply to all disciplinary actions involving loss of pay and dismissal actions taken under the provisions of this chapter.

Lapses in performance or misconduct do not necessarily lead to discipline or dismissal. If performance reviews, counseling, or other communication between the employer and the employee alleviate the problem to the employer's satisfaction, there is no necessity to proceed to formal sanctions. However, if lapses in performance or misconduct continue, discipline or dismissal shall be considered. In egregious situations, the employer may proceed directly to discipline or dismissal.

Lapses in performance or misconduct may also result from a disability or personal problem. If the employer knows, or has reason to know, that either of these is or could be a factor affecting the employee’s work situation, the employer shall consult with the Employee Disability Resources (EDR) office or the Employee Assistance Office for personal problems before proceeding.

6.01 Grounds for Discipline and Dismissal

A. *Unsatisfactory Performance*. An academic staff employee shall be subject to discipline or dismissal for unsatisfactory performance. Insufficiently productive or timely output, insufficient creative effort, or failure to communicate effectively with individuals or groups important to the work processes are examples of unsatisfactory performance. An employer (immediate supervisor, principal investigator, department chair, or unit head) is responsible for clearly communicating to each employee under their supervision what the employee's duties are and how the performance of those duties will be evaluated (see ASPP 2.02). Before ending an appointment for unsatisfactory performance, the employer must inform the employee in writing about areas of performance deficiency and must make efforts to work with the employee to improve performance to a satisfactory level (see ASPP 10, Performance Reviews).

B. *Misconduct*. An academic staff employee who has violated a university rule or policy or has engaged in conduct that adversely affects the staff member's performance of their responsibilities to the university or that affects the ability of another individual to do the same shall be subject to discipline or dismissal for misconduct.

6.02 Discipline

A. *Definition*. Discipline refers to any sanction short of dismissal imposed by the university against an academic staff member for unsatisfactory performance or misconduct, including but not limited to a letter specifically identified as a reprimand, reduction in salary, change of appointment status, or suspension without pay. Performance reviews, letters of counseling, administrative leave with pay, merit-pay determinations, and the like are not considered discipline and should normally precede any disciplinary actions by an employer, unless the unsatisfactory performance or misconduct is egregious or intolerable in the workplace.

B. *Disciplinary Procedures*

1. *Investigation*. Prior to taking disciplinary action, the employer shall conduct an investigation to determine whether the allegations of inappropriate performance or conduct have substance. The length and scope of the investigation shall be at the discretion of the employer. The employer may place the employee on administrative leave with pay during the investigation. Just-cause standards apply (see 6.03.C.2) for disciplinary actions involving loss of pay. The employer may meet with the employee to ask questions about the allegations as part of the investigation. If the employer concludes that there is no basis for disciplinary action, the employer shall inform the employee immediately.

2. *Predisciplinary Meeting*. If, after the investigation, the employer believes that grounds for discipline may exist, the employer shall meet with the employee. Prior to the meeting the employer shall provide the employee with notice in writing of the grounds for possible discipline, the range of discipline being considered, the time and place of the predisciplinary meeting, and the employee's right to respond to the allegations and possible disciplinary sanction at the meeting. After taking into account the employee's response at the predisciplinary meeting, the employer will determine whether to proceed with disciplinary action. The employer may conclude (1) that discipline is warranted, (2) that discipline is not warranted, or (3) that further investigation is required in which case, another predisciplinary meeting must be held after completing the additional investigation if the employer believes discipline is appropriate.

3. *Notification of Disciplinary Action*. When the employer determines that discipline is appropriate, the employer, upon approval by the dean, director, or designee, shall inform the employee in writing. This notification shall clearly state that it is a letter of discipline, shall include a description of the employee's unsatisfactory performance or misconduct, shall state what discipline is imposed, shall inform the employee of their appeal rights, and shall include a copy of ASPP 6, 7, and 9.

C. *Appeal Process for Disciplinary Actions*. Disciplinary actions may be grieved using the procedure described in ASPP 7. The Academic Staff Appeals Committee shall use the tests provided in 6.03.C.2 to determine whether just cause exists in cases of disciplinary action involving loss of pay.

6.03 Dismissal

A. *Dismissal for Cause of Academic Staff with Fixed-Term and Probationary Appointments (see also* UWS 11.11 *and* 11.12*)*

1. *Grounds for Dismissal*. No academic staff member shall be subject to dismissal except for just cause based upon a determination of either unsatisfactory performance or misconduct (see 6.01.A and 6.01.B). Layoffs (ASPP 5) and nonrenewals (ASPP 3) are not dismissals for cause.

2. *Investigation*. The employer shall conduct an investigation to determine whether allegations of unsatisfactory performance or misconduct have substance. The length and scope of the investigation shall be at the discretion of the employer. The employer may place the employee on administrative leave with pay during the investigation. Just-cause standards apply (see 6.03.C.2). The employer may meet with the employee to ask questions about the allegations as part of the investigation. If the employer concludes that there is no basis for dismissal, the employer shall inform the employee immediately.

3. *Predismissal Meeting*. If, after the investigation, the employer believes that grounds for dismissal may exist, the employer shall meet with the employee. Prior to the meeting the employer shall provide the employee with notice in writing of the grounds for possible dismissal, the time and place of the predismissal meeting, and the employee's right to respond to the allegations and level of disciplinary sanction at the meeting. After taking into account the employee's response at the predismissal meeting, the employer will determine whether to proceed with dismissal. The employer may conclude (1) that dismissal is warranted; (2) that dismissal is not warranted, but a disciplinary action is; (3) that neither dismissal nor discipline is warranted; or (4) that further investigation is required, in which case another predismissal or predisciplinary meeting must be held after completing the additional investigation if the employer believes grounds exist for either dismissal or discipline.

4. *Notification*. When the employer decides dismissal is necessary, they must obtain approval of the dean, director, or designee to proceed with the dismissal. If the dean, director, or designee approves the dismissal, the academic staff member shall be notified in writing of the effective date of the dismissal, with a copy to the department chair or unit head and the Secretary of the Academic Staff, 270 Bascom Hall. This notification shall include a statement of the grounds for dismissal, inform the employee that they have the right to request a review by the dean, director, or designee, and include a copy of ASPP 6 and 9. Notification shall be served personally, or by electronic means, or by certified mail, return receipt requested. If service cannot be made within 15 working days, service shall be accomplished by first-class mail and by publication as if the statement of charges were a summons and the provisions of section 801.11(1)(c), Wis. Stats., were applicable. Dismissal may occur only after the academic staff member has received written notification.

5. *Review by Dean or Director*. Upon receipt of dismissal notification the employee shall have 20 working days to submit a written request to the dean or director for a review, including a summary of the facts and circumstances concerning the allegations. The academic staff member shall have the opportunity to make a personal presentation to the dean, director, or designee. The dean, director, or designee shall make a determination of just cause for dismissal and notify the employee of the decision in writing within 15 working days after the receipt of the request for a review or 15 working days after the personal presentation, whichever is later. If the dismissal is upheld by the dean, director, or designee, the notification shall inform the employee of their right to appeal to the Academic Staff Appeals Committee under 6.03.C. If there is no response by the dean or director to the written request for a review within the designated time period, the employee may appeal to the Academic Staff Appeals Committee within 20 working days of the expiration of the designated period.

6. *Effective Date of Dismissal*. If the academic staff member does not submit a request for a review by the dean or director within 20 working days, the dismissal shall be effective on the date specified in the original notification letter with no further appeal rights. If the academic staff member submits a request for review within 20 working days and the dismissal is upheld, the dean, director, or designee shall determine the effective date of dismissal and inform the employee in writing of the date.

7. *Time Limits*. Steps in the appeal process must be initiated and completed within the designated time periods except when modified by mutual consent. If the employee fails to initiate the next step in the appeal process within the designated time period, the appeal will be considered resolved by the decision at the last completed step.

8. *Suspension of Duties*. The dean, director, or designee may suspend an academic staff member with a fixed-term or probationary appointment with or without pay even if the review is in process.

B. *Dismissal for Cause of Academic Staff with Indefinite Appointments (see also* UWS 11.01-11.10*)*

1. *Grounds for Dismissal*. No academic staff member holding an indefinite appointment shall be subject to dismissal except for just cause, based upon a determination that the academic staff member's conduct or performance directly and substantially affects adversely the ability to carry out satisfactorily their responsibilities to the university. Layoff (ASPP 5) is not dismissal for cause. In contrast to the procedure for fixed-term academic staff in 6.03.A, only the chancellor, in consultation with the appropriate dean or director, has the authority to begin the dismissal process.

2. *Investigation*. When the chancellor receives an allegation concerning an academic staff member holding an indefinite appointment which appears to be substantial and which, if true, might lead to dismissal, an investigation shall be conducted within a reasonable time by the appropriate dean or director or other chancellor's designee. The employer may place the employee on administrative leave with pay during the investigation. Prior to initiating a dismissal, the dean or director, in consultation with the chancellor, shall investigate the allegation, offer to discuss it informally with the individual, and provide information of rights to which members of the academic staff are entitled under this chapter and UWS 11. Just-cause standards apply (see 6.03.C.2). In those cases where the immediate supervisor of the academic staff member concerned is a dean or director, the chancellor shall, to avoid potential prejudice, designate an appropriate administrative officer to act for the dean or director under this section.

3. *Predismissal Meeting*. If, after the investigation, the dean or director believes that grounds for dismissal exist, the dean or director shall provide the

employee with a written statement of the specific charges, the possibility of dismissal, the time and place of the predismissal meeting, and the employee's opportunity to respond to the allegations and possible disciplinary sanction at the meeting. After taking into account the employee's response at the predismissal meeting, the dean or director will determine whether to proceed with dismissal. The dean or director may conclude (1) that dismissal is warranted; (2) that dismissal is not warranted, but a disciplinary action is; (3) that neither dismissal nor discipline is warranted; or (4) that further investigation is required, in which case another predismissal or predisciplinary meeting must be held after completing the additional investigation if the dean or director believes grounds exist for either dismissal or discipline.

4. *Notification*. When the dean or director decides dismissal is warranted, they shall notify the academic staff member in writing of the effective date of the dismissal with a copy to the department chair or unit head, the Academic Personnel Office, Secretary of the Academic Staff, and the chancellor. The notification shall include a statement of the grounds for dismissal, inform the employee that they have 20 working days in which to request a hearing before the Academic Staff Appeals Committee, and include copies of ASPP 6 and 9. Notification shall be served personally or by certified mail, return receipt requested. If service cannot be made within 15 working days, service shall be accomplished by first-class mail and by publication as if the statement of charges were a summons and the provisions of section 801.11(1)(c), Wis. Stats., were applicable. Dismissal may occur only after the academic staff member has received written notification.

5. *Effective Date of Dismissal*. If the academic staff member does not submit a timely appeal under 6.03.C.1, the dismissal shall be effective on the date specified in the original notification letter with no further right of appeal. If the academic staff member submits a timely appeal and the dismissal is upheld, the effective date of the dismissal will be determined by the chancellor and shall be stated in their decision.

6. *Suspension of Duties*. Pending the final decision as to dismissal, an academic staff member with an indefinite appointment shall not be relieved of duties unless the chancellor determines that substantial harm may result if the staff member is continued in their position. If such determination is made, the staff member may be relieved of their duties immediately or be assigned to another administrative unit, but their salary shall continue until the chancellor makes a decision as to dismissal.

C. *Appeal Process for Dismissals of Fixed-Term, Probationary, and Indefinite Appointees*

1. *Hearing Before the Academic Staff Appeals Committee*. The academic staff member shall have 15 working days from receipt of the notification (20

working days if notice is by first-class mail and publication) to file an appeal with the Secretary of the Academic Staff, which will forward the files to the Academic Staff Appeals Committee, the Academic Personnel Office, and the dean or director within five working days. The dean or director shall provide the employing department and employee's supervisor with a copy of the academic staff member's request for a hearing by the Academic Staff Appeals Committee. The Academic Staff Appeals Committee shall conduct a hearing in accordance with ASPP 9.

a. *Access to the Evidence*. An academic staff member who files an appeal shall have the right to review all evidence the employer used to make the dismissal decision. All additional information the employer uses or plans to use to support the decision shall also be provided to the appellant in a reasonable time prior to a hearing. Likewise, the employer shall have the right to review all materials to be presented by the appellant. The exchange shall take place within a reasonable time prior to a hearing.

b. *Representation*. The presence of a representative or other third party designated by the employee is permitted at any stage during the appeal process.

c. *Burden*. The employer has the burden to show by a preponderance of the evidence that each of the seven tests of just cause listed below in 6.03.C.2 has been met.

2. *Tests of Just Cause*. For purposes of this chapter, there are seven tests of just cause to be considered by the Academic Staff Appeals Committee.

a. *Notice*. Was the employee aware or should the employee have been aware of the possible or probable consequences of the employee conduct or performance?

b. *Reasonable Rule or Expectation*. Were the employer's rules or expectations reasonably related to a) the orderly, efficient and safe operation of the work unit and b) the performance that the employer might properly expect of the employee?

c. *Investigation*. Did the employer, before taking disciplinary action or dismissing the employee, make an effort to discover whether the employee did in fact engage in the conduct or performance in question?

d. *Fair Investigation*. Was the employer's investigation conducted fairly and objectively?

e. *Proof*. At the investigation, did the employer obtain substantial evidence or proof that the employee did engage in the conduct or performance in question?

f. *Equal Treatment*. Has the employer applied the rules, orders and penalties evenhandedly?

g. *Penalty*. Was the employer's action reasonably related to a) the seriousness of the employee's proven conduct or performance deficiencies and b) the record of the employee during their service to the university?

3. *Notification and Disposition*. The Academic Staff Appeals Committee shall forward its findings of fact with a recommendation to the chancellor or designee and shall send a copy to the Secretary of the Academic Staff, dean or director, department chair or unit head, and employee. Within 30 working days of receipt of the Committee's recommendation, the chancellor or designee shall implement the recommendation or give the appellant and the Committee written reasons for any decision to modify the recommendation. The employee, department chair or unit head, dean or director, Secretary of the Academic Staff, and the Committee shall be notified of the decision of the chancellor or designee, which is final. If the decision of the chancellor or designee has not been issued within 30 working days, the recommendation of the Academic Staff Appeals Committee becomes final. An indefinite appointee may request a review by the Board of Regents under UWS 11.10 and a fixed-term or probationary appointee may request a review by the Board of Regents under Wisconsin State Statutes 36.115(4)(c).

4. *Time Limits*. Steps in the appeal process must be initiated and completed within the designated time periods except when modified by mutual consent. If the employee fails to initiate the next step in the appeal process within the designated time period, the appeal will be considered resolved by the decision at the last completed step.

University Staff

In 2015, the University of Wisconsin transitioned those employees termed Classified Personnel to a new employee category: University Staff. The University is in the process of editing all policies and procedures to reflect this new designation. Disciplinary procedures now in place that refer to Classified Personnel are applicable to those employees now serving as University Staff.

UW–Madison will review provisions of the University Staff employee disciplinary procedures and make modifications to relevant policies to ensure that they are compliant with federal law.

CPPP Chapter 18: Discipline, Including Dismissal

Classified Personnel Policies and Procedures (CPPP) can be found in UW-Madison Human Resources Chapter 18.01 PDF.

18.01 Corrective Progressive Discipline Policy

It is expected that managers and supervisors will use multiple strategies to establish a climate in which employees willingly follow established policies and procedures. Such strategies may include clear communication, feedback and leading by example. When such actions are not successful, additional strategies may be necessary. One such strategy is corrective progressive discipline. Corrective discipline principles, described below, apply to all permanent classified employees.

Definition
Progressive discipline is a formal process to give employees opportunities to correct unacceptable behavior that violates the University of Wisconsin Classified Employees Work Rules (see Appendix 18-A). Progressive discipline is the application of increasingly serious consequences for repeated failure to change behavior that violates one of the work rules.

Classified employees may be disciplined for violation of Work Rules for Classified Employees if there is just cause (see section titled Just Cause Checklist). Contact your employing unit personnel representative to find out who is authorized in your work unit to conduct investigations, pre-disciplinary meetings and make the final decision to discipline. The rest of this section describes the steps of the procedure.

Investigation
When the employer becomes aware that a work rule or policy/procedure related to a work rule may have been violated, it is necessary to gather information. Pertinent written information, such as applicable policies, records and/or written communications, should be collected. Who was involved, when, where, and any extenuating circumstances, as well as any witnesses, should be identified. It may be necessary to conduct investigatory meetings with witnesses and the employee(s) who allegedly violated the rules to obtain information.

Classified employees may have a single representative of their own choosing present at an investigatory meeting. If the representative is a campus employee, they may attend the investigatory meeting without loss of pay if the meeting occurs during the representative's normally scheduled work hours. The representative must follow leave scheduling protocol for the scheduling of absences for this purpose. Investigatory meetings will be scheduled to accommodate the attendance of the personal representative, however, this will not involve the unreasonable delay of the meeting. Prior to the meeting, campus employees will be provided with a reasonable amount of time to meet with the representative in order to prepare for the meeting.

Notes should be taken by management to record the information learned at any interviews and kept with other factual records that are being considered while management decides whether or not a work rule infraction occurred. It is recommended that any witnesses date and sign any pertinent statements attesting that the written information accurately reflects the information they have provided.

If, after review of the record which resulted from the investigation, it is tentatively determined that there is just cause for discipline (see section titled Just Cause Checklist), a pre-disciplinary meeting is scheduled to give the employee an opportunity to respond (refer to Appendix 18-B for sample pre-disciplinary meeting letter). Classified employees may have a single representative of their own choosing present at the pre-disciplinary meeting. If the representative is a campus employee, they may attend the pre-disciplinary meeting without loss of pay if the meeting occurs during the representative's normally scheduled work hours. The representative must follow leave scheduling protocol for the scheduling of absences for this purpose. Pre-disciplinary meetings will be scheduled to accommodate the attendance of the personal representative, however, this will not involve the unreasonable delay of the meeting. Prior to the meeting, campus employees will be provided with a reasonable amount of time to meet with the representative in order to prepare for the meeting.

Typically, at the pre-disciplinary meeting, management gives a verbal summary of the reasons management has tentatively decided to take disciplinary action. The employee and representative may then present additional information, refute the facts, explain mitigating circumstances, etc. Further investigation may be necessary before a final decision is made if new information is obtained. If no new information is obtained, management proceeds to self-check to see if there is just cause for the discipline. If the answer is yes, a letter of discipline is issued.(see section D. below and Appendix 18-C).

Prior to using these steps the employee must have received notice of possible consequences for improper conduct. This could be accomplished verbally, in writing or by receiving a copy of the Classified Employee work rules.

Non-exempt Employees - Typically the progression is: written reprimand, progressively increasing suspensions without pay (one-day, three-day, five-day), and finally, discharge.

FLSA exempt employees - Due to a court ruling, employees who are subject to disciplinary suspensions without pay for periods of less than a full workweek (that is, five work days) must be considered to be "non-exempt" employees under the Fair Labor Standards Act (FLSA) and therefore must be paid premium pay (time and one-half) for overtime hours worked. Because of this ruling, classified employees who are "exempt" should not be docked pay for less than five days. Five-day suspensions must be in consecutive five-day blocks and must coincide with the employee's work week. If a one- or three-day suspension is merited, the letter should state something similar to: "Although we believe your conduct would merit a [one- or three-day] suspension without pay, this [second or third] letter of reprimand is being issued instead of a [one- or three-day] suspension in order to maintain the FLSA exempt status of your position. However, you are advised that any future violations of the work rules may result in a full work-week suspension without pay or other discipline up to and including discharge."

After the decision is made to take disciplinary action, the employee must be notified in writing. The letter of discipline must include the following: The type of action to be taken (e.g. This is a letter of reprimand or This is a letter of suspension.) and, if a suspension is

identified, state the date(s) the employee is suspended and the date s/he is expected to return to work.

Just Cause Checklist

Just cause is a standard of fairness which is established when the employer can answer "yes" to all of the following questions. These are the standards against which the disciplinary action will be measured upon appeal. A "no" to any one question will likely result in the action being overturned upon appeal.

1. Did the employer give the employee warning about the possible discipline?
   The employee must have been forewarned that the particular behavior would result in discipline. This may have occurred verbally, or by means of a policy which stated the consequences of noncompliance or the Work Rules for Classified Employees.

2. Was the employer's order or rule related to the safe and efficient operation of the work unit or institution?
   The broken rule or disobeyed directive must be reasonably related to the University's mission or business.

3. Did an investigation take place to find out if the employee actually violated the order or rule, and if so, the reasons for it?
   Refer to **Investigation** above.

4. Was the employer's investigation fair and objective?
   The employer should interview all witnesses and consider all available information not just information that supports the discipline. In case of conflicting accounts, the employer may have to make credibility determinations.

5. Was substantial evidence present to establish that a violation took place?
   The evidence cannot be mere rumor or unsupported accusations.

6. Did the employer apply its rules equally?
   If it appears that other similarly situated employees have been treated differently, the employer must be able to provide reasonable explanations for what appears to be unequal treatment.

7. Was the penalty reasonable?
   The degree of discipline must be related to the seriousness of the offense and to the employee's record of progressive discipline. Typically, the employer's failure to take corrective discipline earlier will not be viewed by an arbitrator as justification for skipping a disciplinary step and taking more severe discipline.

Grievances /Appeals

Contact your personnel representative to find out who is authorized to conduct grievance meetings.

Employees may file grievances through the grievance process outlined in the University Staff Grievances Policy (UW-5064). This is a four-step process. The first step is the employee submits a written grievance with the college, school or division. The second step is a grievance hearing with the Office of Human Resources. The third step is an impartial review of the grievance through an Impartial Hearing Panel or the Wisconsin Employment Relations Commission (WERC). The fourth step is an administrative review by the Board of Regents.

Common Errors

Some common reasons for losing on appeal are as follows:

- Lack of documented evidence of misconduct.
- Failure to be specific in describing reasons for the disciplinary action.
  - Sometimes in an attempt to make the discipline more palatable, an employer will gloss over the specific reasons or indicate only a portion or a representative sample of misconduct or unsatisfactory performance.
- Failure to indicate supporting facts to substantiate the action.
  - If the disciplinary action results from a culmination of a number of incidents and attempts have been made to counsel the employee, or if the employee has been disciplined previously for similar behavior and this action results from the employee's failure to improve, say so in the disciplinary letter. Unless supporting evidence is mentioned in the letter, it may not be admitted at a hearing later.

Because disciplinary actions are extremely important, we request that you initially contact your personnel manager or Classified Human Resources for assistance when you anticipate taking disciplinary action.

UW-Madison Policy on Sexual Harassment and Sexual Violence Appendix B Title IX Misconduct Disciplinary Procedures and Informal Resolution

Appendix B–Title IX Misconduct Disciplinary Procedure and Informal Resolution UW-Madison Policy Library Website

Application

This investigation and disciplinary process outlined in Appendix B applies *only* to the investigation and resolution of Title IX misconduct alleged against university employees (including limited appointees, university staff, academic staff who have not completed their initial evaluation period, graduate assistants, student hourly employees and employees who otherwise do not have the right to a formal disciplinary process) except allegations against academic staff employees who have completed their initial evaluation

period and faculty. The disciplinary processes for all other sexual harassment and sexual violence allegations outside the scope of Appendix B are found in Section III of the UW–Madison Policy on Sexual Harassment and Sexual Violence.

The informal resolution option outlined in Appendix B, Section III below applies to Title IX misconduct procedures for all students and all employees, and can be used to supplement the procedures outlined in Wisconsin Administrative Code Chapters 4, 6, 11, and 17.

I. Title IX Misconduct

Allegations of sexual harassment and sexual violence will be considered Title IX Misconduct when the complainant or Title IX Coordinator has filed a formal Title IX complaint and the formal Title IX complaint is not dismissed under the criteria outlined below in subsection 1.

The respondent is presumed to be not responsible for the alleged Title IX misconduct until a final decision regarding responsibility is made at the conclusion of the hearing process. The university may dismiss or discipline a respondent for Title IX misconduct only after due notice and hearing. The burden of proof is on the university administration.

1. Dismissal of formal Title IX complaint and related appeal.
    A. The university shall dismiss a formal Title IX complaint consisting of allegations that meet any of the following conditions:
        i. The alleged conduct does not meet the definition of sexual harassment, sexual assault, dating violence, domestic violence or stalking as listed below:
            a. Dating violence means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant; and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
            b. Domestic violence means felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the complainant, by a person with whom the complainant shares a child in common, by a person who is cohabitating with or has cohabitated with the complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the complainant under the domestic or family violence laws of Wisconsin, or by any other person against an adult or youth complainant who is protected from that person's acts under the domestic or family violence laws of Wisconsin as per Wis. Stat. § 813.12(1)(am) and § 968.075.
            c. Sexual assault means an offense that meets any of the following definitions:

- Rape means the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of the complainant, without the consent of the complainant.
- Fondling means the touching of the private body parts of the complainant for the purpose of sexual gratification, without the consent of the complainant, including instances where the complainant is incapable of giving consent because of the complainant's age or because of the complainant's temporary or permanent mental incapacity.
- Incest means sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law as per Wis. Stat. § 944.06.
- Statutory Rape means sexual intercourse with a complainant who is under the statutory age of consent as per Wis. Stat. § 948.02.

d. Sexual harassment means conduct on the basis of sex that satisfies any of the following:
   - Quid pro quo sexual harassment: When an employee of the institution conditions the provision of an aid, benefit, or service of the institution directly or indirectly on an individual's participation in unwelcome sexual conduct.
   - Hostile environment sexual harassment: Unwelcome conduct of a sexual nature directed towards a student, an employee, or a person participating in a program or activity of the university that, when using the legal "reasonable person" standard, the conduct is so severe, pervasive, and objectively offensive that it effectively denies the person equal access to the institution's education program or activity.

e. Stalking means engaging in a course of conduct directed at the complainant that would cause a reasonable person to fear for their safety or the safety of others; or suffer substantial emotional distress.

ii. The alleged conduct did not occur in a university education program or activity;

iii. The alleged conduct did not involve actions against someone physically located in the United States.

B. The university may dismiss a formal Title IX complaint under any of the following circumstances:

i. The complainant formally requests in writing to withdraw the formal Title IX complaint;
ii. The respondent is no longer employed by the university; or
iii. Specific circumstances prevent the university from gathering evidence sufficient to reach a determination on the allegations contained in the formal Title IX complaint.

C. The university generally shall decide whether to dismiss a formal Title IX complaint within 30 days of receipt of the formal Title IX complaint, but the university may extend that timeline as necessary. If a formal Title IX complaint is dismissed, the university must provide written notice of the dismissal and reasons therefore to the complainant and respondent. Dismissal of a formal Title IX complaint does not preclude the university from otherwise pursuing disciplinary proceedings against the respondent under the UW–Madison Policy on Sexual Harassment and Sexual Violence or other university policies.

D. Within 20 days of receipt of the notice of dismissal, the complainant or respondent may appeal the dismissal by filing a written appeal with the chancellor's designee (hereinafter "chancellor's designee"). The complainant or respondent may appeal on any of the following bases:
i. Procedural irregularity that affected the outcome of the matter.
ii. New evidence that was not reasonably available at the time of the dismissal that could affect the outcome of the matter.
iii. The university employee making the dismissal decision had a conflict of interest or bias for or against the complainant or respondent or against complainants or respondents generally, that affected the dismissal decision.

E. The chancellor's designee shall provide the employee and complainant the opportunity to provide a written statement supporting or challenging the dismissal. The chancellor's designee shall simultaneously issue a decision to the complainant and the employee within 30 days of receipt of a written appeal. The chancellor's designee's decision on the appeal of a dismissal shall be final.

II. Title IX Misconduct Investigation and Disciplinary Process

1. Investigation

A. Unless the university dismisses a formal Title IX complaint, the university shall appoint an investigator to conduct an investigation of the allegations in the formal Title IX complaint.

B. The investigator shall provide the complainant and the respondent with a notice of investigation. The notice must include:
i. The grievance process, including informal resolution options;
ii. The allegations of Title IX misconduct with sufficient detail for the respondent to prepare a response to the allegations, including but not limited to, the identity of the complainant as well as the date and location of the incident(s) if available;

iii. A statement affirming the respondent is presumed not responsible for the alleged violation;
iv. The complainant and the respondent have the right to an advisor of their choice;
v. The complainant and respondent have the right to inspect and review the evidence; and
vi. Information about any code of conduct rules which prohibit the complainant and respondent from knowingly making false statements or submitting false information during the disciplinary process.

C. The complainant and respondent shall receive an amended notice of investigation any time additional charges are added during the course of an investigation. Formal Title IX complaints involving more than one complainant or respondent may be consolidated if they arise out of the same facts or circumstances.
D. The university's investigator shall do all of the following:
    i. Provide both the complainant and respondent an equal opportunity to provide witnesses (including fact and expert witnesses) who may be interviewed by the investigator, and other inculpatory and exculpatory evidence;
    ii. Not restrict the ability of either the complainant or respondent to discuss the allegations under investigation or to gather and present relevant evidence;
    iii. Provide the complainant and respondent the same opportunity to be accompanied by an advisor of their choice during meetings relating to the investigation but may limit the participation by the advisor so long as those limits are applied equally;
E. As part of its investigation and disciplinary process , the university cannot access, consider, disclose, or otherwise use a complainant's or respondent's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the complainant or respondent, unless the university obtains the complainant's or respondent's voluntary, written consent to do so in relation to the investigation and disciplinary process.
F. The university's investigator generally shall complete the investigation and issue a final investigative report within 90 days of the investigator's appointment. However, the investigator may extend the investigation's time frame where circumstances warrant.
G. The disciplinary sanctions that may be imposed for misconduct under this policy range from a written reprimand through dismissal.

2. Parties' Review of Evidence
    A. Prior to completion of the final investigative report, the investigator must send to the complainant and respondent and their respective

advisors, if any, the evidence gathered during the investigation for inspection and review by the complainant and respondent. The evidence may be provided in an electronic format or a hard copy. The evidence provided includes evidence upon which the university does not intend to rely in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence, whether obtained from the complainant, respondent, or other source, to permit the complainant and respondent to meaningfully respond to the evidence prior to conclusion of the investigation.

B. The complainant and respondent must have at least 10 days to submit a written response to the evidence. The investigator will consider any written responses prior to completion of the final investigative report.

3. Final Investigative Report
    i. The investigator shall create a final investigative report that fairly summarizes relevant evidence and send the report to the complainant and the respondent, and their advisors, if any, for their review and response at least 10 days prior to a hearing. The written report shall be delivered simultaneously to the complainant and respondent.
    ii. The university shall, upon delivery of the final investigative report, proceed to schedule a live hearing before a hearing examiner or hearing committee. A hearing shall be conducted unless both the complainant and respondent waive, in writing, the right to such a hearing or otherwise pursue an informal resolution as described in Section II, "Title IX Misconduct Informal Resolution" detailed below.
4. Hearing Examiner or Hearing Committee
    A. The chancellor shall designate a Title IX misconduct hearing examiner or hearing committee to hear employee dismissal and discipline cases pursuant to this appendix. The university shall have the right to decide whether the matter will be heard by a hearing examiner or a hearing committee.
    B. The hearing examiner or hearing committee shall conduct the hearing, make a verbatim record of the hearing, and transmit such record along with factual findings and decision to the chancellor. The hearing shall be held not later than 45 days after completion of the final investigative report except that this time limit may be extended by the hearing examiner or hearing committee.
5. Adequate Due Process
    A. A fair hearing for a complainant and respondent under this policy shall include the following rights:
        i. Service of written notice of a live hearing on the allegations in the formal Title IX complaint at least ten (10) days prior to the hearing;
        ii. A right to the names of witnesses and of access to documentary and other evidence

iii. A right for the complainant and respondent to be heard on their own behalf;
iv. A right to an advisor, counsel or other representatives, and to offer witnesses.
v. A right to cross-examine the other party and all witnesses. Cross examination must be conducted directly, orally, and in real time by the complainant's or respondent's advisor, and never by the party personally. The complainant's and respondent's advisors may ask all witnesses relevant questions and follow-up questions, including questions challenging credibility. Credibility determinations, however, may not be made based on a person's status as a complainant, respondent, or witness.
    a. Only relevant cross examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the decision-maker(s) must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.
    b. Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.
    c. If a party or witness does not submit to cross-examination at the live hearing, the decision-maker(s) must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the decision-maker(s) cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.
vi. If the complainant or respondent does not have an advisor, the university shall provide the complainant or respondent, without charge, an advisor of the university's choice to conduct cross-examination on behalf of the complainant or respondent. The advisor may be, but is not required to be, an attorney. The university may establish restrictions regarding the extent to which the advisor may participate in the hearing, as long as the restrictions apply equally to the complainant and the respondent.

vii. A verbatim record of all hearings, which might be a sound recording, made available at no cost for inspection and review;

viii. Written findings of fact supporting the decision and decision based on the hearing record. The written findings of fact and decision shall include all of the following:

a. Identification of the allegations potentially constituting Title IX misconduct;

b. A description of the procedural steps taken from the receipt of the formal Title IX complaint through the hearing committee's or hearing examiner's decision, including any notifications to the complainant and respondent, interviews with the complainant, respondent, and witnesses, site visits, methods used to gather evidence, and hearings held;

c. Conclusions regarding the application of the university's conduct policies to the facts;

d. A statement of and rationale for the result as to each allegation, including a determination regarding responsibility, any disciplinary sanction recommended to be imposed, and whether remedies designed to restore or preserve equal access to the university's educational program or activity will be provided to the complainant; and

e. The university's procedures and permissible bases for complainant and the respondent to appeal;

ix. Admissibility of evidence governed by Wis. Stat. § 227.45 (1) to (4). The hearing examiner or hearing committee shall not be bound by common law or statutory rules of evidence and may admit evidence having reasonable probative value but shall exclude immaterial, irrelevant, or unduly repetitious testimony, and shall not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

x. Upon the complainant's or respondent's request, the university shall provide for hearing to occur with the complainant and respondent located in separate rooms with technology enabling all participants to simultaneously see and hear witnesses answering questions.

xi. The standard of proof shall be a preponderance of the evidence. The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility and impose discipline or dismissal rests on the university

xii. No employee or other individual who participated in the filing or investigation of the formal Title IX complaint, or who is a material witness, shall be qualified to serve as the hearing examiner or on the hearing committee in that case;

xiii. The hearing shall be closed unless the complainant or respondent requests an open hearing, in which case it shall be open unless otherwise prohibited by FERPA (see subch. V of ch. 19, Stats., Open Meeting Law; 20 U.S.C. § 1232g; 34 C.F.R. Part 99, Family Educational Rights and Privacy Act (FERPA));

xiv. Delay or adjournment of the hearing for good cause may be granted by the hearing examiner or hearing committee. Good cause may include considerations such as the need to investigate evidence as to which a valid claim of surprise is made; to ensure the presence of the complainant or the respondent , their advisors, or a witness; to provide language assistance or accommodation of disabilities; and concurrent law enforcement activity. Good cause will only be considered for temporary delays of the process or limited extensions of time frames.

6. Hearing Examiner's or Hearing Committee's Findings and Recommendations
   A. The hearing examiner or hearing committee shall simultaneously send to the chancellor's designee, the complainant, and to the respondent, within 30 days after conclusion of the hearing, or as soon as practicable, a verbatim record of the hearing testimony and a copy of the hearing examiner's or hearing committee's written findings of fact and recommendations.
7. Chancellor's Designee's Decision
   A. Within ten (10) days after receipt of the record and findings and recommendations from the hearing examiner or hearing committee, the complainant and respondent may submit written exceptions. The chancellor's designee shall review those materials and their decision shall be based on the record created before the hearing examiner or hearing committee without consideration of any new evidence submitted by the complainant or the respondent. The chancellor's designee shall prepare a written decision within 20 days after the deadline of submission for the written exceptions by the complainant or the respondent. If the chancellor's designee's proposed decision differs substantially from those recommendations, the chancellor's designee shall promptly consult the hearing examiner or hearing committee and provide the hearing examiner or hearing committee with a reasonable opportunity for a written response prior to making a decision.
   B. The chancellor's designee may adopt the hearing examiner's or hearing committee's findings and recommendations as the chancellor's designee's decision. The chancellor's designee shall

explain in the decision any substantial differences from those findings and recommendations.

C. The chancellor's designee's decision shall be simultaneously sent to the complainant, respondent, and to the hearing examiner or hearing committee within forty-five (45) days of the chancellor's designee's receipt of the hearing examiner 's or hearing committee's materials.

8. Appeal to Chancellor
   A. The complainant or respondent may appeal the chancellor designee's decision by filing a written appeal with the chancellor within 20 days of receiving the decision. The appeal to the chancellor may be made only on the following bases:
      i. Procedural irregularity that affected the outcome of the matter;
      ii. New evidence that was not reasonably available at the time of the hearing before the hearing examiner or hearing committee that could affect the outcome of the matter;
      iii. The Title IX coordinator, investigator(s), chancellor's designee, or the hearing examiner or hearing committee had a conflict of interest or bias for or against the complainant or respondent, or against complainants and respondents generally, that affected the outcome.
   B. The complainant and the respondent shall be notified of any appeal to the chancellor.
   C. The chancellor shall permit the complainant and respondent to file a written statement on the appeal. The chancellor shall review the appeal based on the record before the hearing examiner or hearing committee. The complainant and respondent shall be simultaneously provided the final written decision of the chancellor, which shall include the rationale for the decision.
9. Chancellor’s appeal decision.
   A. After reviewing the matter on the record and considering any arguments submitted by the complainant and respondent, the chancellor shall issue a decision. The chancellor may adopt the hearing committee or hearing examiner’s findings and recommendations as the chancellor’s decision. The chancellor shall explain in the decision any substantial differences from those findings and recommendations. If the chancellor’s proposed decision differs substantially from those recommendations, the chancellor shall promptly consult the hearing committee or the hearing examiner and provide the committee or the hearing examiner with a reasonable opportunity for a written response prior to making a decision. In that decision, the chancellor may order dismissal of the respondent, may impose a lesser disciplinary action, or may find the respondent not responsible. The complainant and respondent shall be notified of the chancellor's decision in writing. This decision shall be deemed final unless the board, in cases involving a university staff respondent, upon request of the complainant or respondent, grants review based on the record.

B. The chancellor's decision shall be based on the record created before the hearing committee or hearing examiner, and the chancellor shall include the chancellor's rationale in the decision. The chancellor decision shall be simultaneously sent to the complainant and respondent and to the hearing committee or the hearing examiner within 45 days of the chancellor's receipt of the hearing committee's or hearing examiner's materials. A decision by the chancellor ordering dismissal shall specify the effective date of the dismissal.

10. Appeal to the Board of Regents of dismissal of university staff respondent.
    A. In matters where a university staff member is the respondent, the complainant or respondent may file an appeal of the chancellor's decision to dismiss the university staff member (respondent) to the Board of Regents for the University of Wisconsin System ("board"). Any appeal must be made within 30 days of the date of the decision of the chancellor to dismiss. The board shall provide the complainant and respondent an opportunity for filing written exceptions to the chancellor's decision, and for oral arguments, unless the complainant and respondent waive in writing the right to file exceptions or for oral arguments. The hearing of any oral arguments shall be closed unless the complainant or respondent requests an open hearing, in which case it shall be open unless otherwise prohibited by FERPA (20 U.S.C. § 1232g; 34 C.F.R. Part 99, Family Educational Rights and Privacy Act (FERPA));
    B. The board shall conduct its review of the chancellor's decision, on any of the following bases:
        i. Procedural irregularity that affected the outcome of the matter.
        ii. New evidence that was not reasonably available at the time of the live hearing that could affect the outcome of the matter.
        iii. Conflict of interest or bias for or against the complainant or respondent, or against complainants and respondents generally, by the Title IX coordinator, investigator, the chancellor's designee, the chancellor, the hearing examiner, or the hearing committee members that affected the outcome.
    C. If the board decides to take action different from the decision of the chancellor, then before taking final action the board shall consult with the chancellor.
    D. The board shall make its decision based on the record created before the hearing committee or hearing examiner. Within 60 days of receipt of the chancellor's decision, or otherwise as soon as practicable, the board shall simultaneously notify the complainant and respondent of the board's final decision, which shall include the board's rationale for its decision.
    E. A decision by the board ordering dismissal of the university staff member respondent shall specify the effective date of the dismissal.
11. Administrative Leave

A. Pending the final decision on the allegations in the formal Title IX complaint, the respondent may be placed on administrative leave.

III. Title IX Misconduct Informal Resolution Process

1. The requirements of this section apply only to Title IX misconduct, and do not apply to any other allegations of sexual harassment and sexual violence under this policy. At any time prior to reaching a determination regarding responsibility for Title IX Misconduct, the university may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that the university -
2. Provides to the complainant and respondent a written notice disclosing:
   A. the allegations,
   B. the requirements of the informal resolution process including the circumstances under which it precludes the complainant and respondent from resuming the Title IX misconduct process arising from the same allegations, at any time prior to agreeing to a resolution,
   C. any party has the right to withdraw from the informal resolution process and resume the investigation and disciplinary process with respect to the formal Title IX complaint,
   D. any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared;
3. Obtains the complainant's and respondent's voluntary, written consent to the informal resolution process; and
4. Does not offer or facilitate an informal resolution process to resolve allegations in which an employee engaged in Title IX misconduct against a student.

The university may not require as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right, waiver of the right to an investigation and adjudication of Title IX misconduct. Similarly, the university may not require the complainant or respondent to participate in an informal resolution process of Title IX misconduct and may not offer an informal resolution process unless a formal Title IX complaint is filed.

State of Wisconsin Crime Statutes and Definitions

The Clery Act and the Violence Against Women Act mandate that UW–Madison provide domestic violence, dating violence, sexual assault and stalking definitions applicable in its jurisdiction. Wisconsin statutes recognize that sexual assault, domestic violence, dating violence, and stalking are serious criminal offenses. It is important for all members of the UW–Madison community 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, domestic/dating violence and stalking. Also included are the definitions of consent, sexual contact, and sexual intercourse.

For more information on Wisconsin state law, visit: Wisconsin State Legislature Website or Wisconsin State Legislature Statutes & Annotations Website

Clery Act definitions of sexual assault, domestic violence, dating violence and stalking can be found by going to the Title 34 PDF.

SEXUAL ASSAULT - Wis. Stat. S. 940.225:

First Degree Sexual Assault

Whoever does any of the following is guilty of a Class B felony. A person who commits a Class B felony can be imprisoned for up to 60 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 reasonably to 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.
- Commits a violation under ***Second Degree Sexual Assault*** against an individual who is 60 years of age or older. This paragraph applies irrespective of whether the defendant had actual knowledge of the victim's age. A mistake regarding the victim's age is not a defense to a prosecution under this paragraph.

Second Degree Sexual Assault

Whoever does any of the following is guilty of a Class C felony. A person who commits a Class C felony is subject to a fine of up to $100,000 and/or imprisonment for up to 40 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 a person who suffers from a mental illness or deficiency which renders that person temporarily or permanently incapable of appraising the person's conduct, and the defendant knows of such condition.
- Has sexual contact or sexual intercourse with a person who is under the influence of an intoxicant to a degree which renders that person incapable of giving consent if the defendant has actual knowledge that the person is incapable of giving consent and the defendant has the purpose to have sexual contact or sexual intercourse with the person while the person is incapable of giving consent.
- Has sexual contact or sexual intercourse with a 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 the consent of that person.
- Is an employee of a facility or program under s. 940.295 (2) (b)[an adult family home], (c)[a community based residential facility], (h)[an inpatient health care facility] or (k)[a state treatment facility] and has sexual contact or sexual intercourse with a person who is a patient or resident of the facility or program.
- Has sexual contact or sexual intercourse with an individual who is confined in a correctional institution if the actor is a correctional staff member. This paragraph does not apply if the individual with whom the actor has sexual contact or sexual intercourse is subject to prosecution for the sexual contact or sexual intercourse under this section.
- Has sexual contact or sexual intercourse with an individual who is on probation, parole, or extended supervision if the actor is a probation, parole, or extended supervision agent who supervises the individual, either directly or through a subordinate, in his or her capacity as a probation, parole, or extended supervision agent's or who has influenced or has attempted to influence another probation, parole, or extended supervision agent's supervision of the individual. This paragraph does not apply if the individual with whom the actor has sexual contact or sexual intercourse is subject to prosecution for the sexual contact or sexual intercourse under this section.
- Is a licensee, employee, or nonclient resident of an entity, as defined in s. 48.685 (1) (b) [referring to child welfare agencies, guardians, care centers, custody, etc.] or 50.065 (1) (c), [agency providing direct care or treatment to clients such as a hospital, home health agency, etc.], and has sexual contact or sexual intercourse with a client of the entity.
- Is a law enforcement officer and has sexual contact or sexual intercourse with any person who is detained by any law enforcement officer, as provided under s. 968.24, or is in the custody of any law enforcement officer. This paragraph applies whether the custody is lawful or unlawful and whether the detainment or custody is actual or constructive. Consent is not an issue in an action under this paragraph.

Third Degree Sexual Assault

Whoever does any of the following is guilty of a Class G felony. A person who commits a Class G felony is subject to a fine of up to $25,000 and/or imprisonment for up to 10 years.

- Whoever has sexual intercourse with a person without the consent of that person is guilty of a Class G felony.
- Has sexual contact in the manner described in sub. (5) (b) 2 [Intentional penile ejaculation of ejaculate or intentional emission of urine or feces by the defendant or, upon the defendant's instruction, by another person upon any part of the body clothed or unclothed of the complainant if that ejaculation or emission is either for the purpose of sexually degrading or sexually humiliating the complainant or for the purpose of sexually arousing or gratifying the defendant] or 3 [For the purpose of sexually degrading or humiliating the complainant or sexually arousing or gratifying the defendant, intentionally causing the complainant to ejaculate or emit urine or feces on any part of the defendant's body whether clothed or unclothed] with a person without the consent of that person is guilty of a Class G felony.

Fourth Degree Sexual Assault

Whoever has sexual contact with a person without the consent of that person is guilty of a Class A misdemeanor, except for sexual contact meeting the definition of Third Degree Sexual Assault. A person who commits a Class A misdemeanor can be fined up to $10,000 and/or imprisoned for up to 9 months.

Notes on Sexual Assault
Marriage is not a defense to sexual assault. A person may be prosecuted for sexually assaulting their spouse. (Wis. Stat. 940.225 (6))

CONSENT - Wis. Stat. 940.225(4)

"Consent" means words or overt actions by a person who is competent to give informed consent indicating a freely given agreement to have sexual intercourse or sexual contact. Consent is not an issue in alleged violations of 940.225 sub. (2) (c), (cm), (d), (g), (h), and (i) [relating to subsections of Second Degree Sexual Assault]. The following persons are presumed incapable of consent but the presumption may be rebutted by competent evidence:

(a) A person suffering from a mental illness or defect which impairs capacity to appraise personal conduct.
(b) A person who is unconscious or for any other reason is physically unable to communicate unwillingness to an act.

Sexual Contact - Wis. Stat. s. 940.225(5)(b)

"Sexual contact" means any of the following:

1. Any of the following types of intentional touching, whether direct or through clothing, if that intentional touching is either for the purpose of sexually degrading; or for the purpose of sexually humiliating the complainant or sexually arousing or gratifying the defendant or if the touching contains the elements of actual or attempted battery under 940.19(1):
    a. Intentional touching by the defendant or, upon the defendant's instruction, by another person, by the use of any body part or object, of the complainant's intimate parts.
    b. Intentional touching by the complainant, by the use of any body part or object, of the defendant's intimate parts or, if done upon the defendant's instructions, the intimate parts of another person.
2. Intentional penile ejaculation of ejaculate or intentional emission of urine or feces by the defendant or, upon the defendant's instruction, by another person upon any part of the body clothed or unclothed of the complainant if that ejaculation or emission is either for the purpose of sexually degrading or sexually humiliating the complainant or for the purpose of sexually arousing or gratifying the defendant.
3. For the purpose of sexually degrading or humiliating the complainant or sexually arousing or gratifying the defendant, intentionally causing the complainant to ejaculate or emit urine or feces on any part of the defendant's body, whether clothed or unclothed.

Sexual Intercourse - Wis. Stat. s. 940.225(5)(c)

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

Incest- Wis. Stat. s. 944.06

Whoever marries or has nonmarital sexual intercourse, as defined in s. 948.01 (6), with a person he or she knows is a blood relative and such relative is in fact related in a degree within which the marriage of the parties is prohibited by the law of this state is guilty of a Class F felony. A person who commits a Class F felony can be fined up to $25,000 and/or imprisoned for up to 12 years and 6 months.

Notes on Incest

People who are nearer of kin than 2nd cousins may not marry, except that marriage may be contracted between first cousins where the female has attained the age of 55 years or where either party, at the time of the application for a marriage license, submits an affidavit signed by a physician stating that either party is permanently sterile. (Wis. Stat. s. 765.03)

Sexual Assault of a Child - Wis. Stat. s. 948.02

First Degree Sexual Assault

- Whoever has sexual contact or sexual intercourse with a person who has not attained the age of 13 years and causes great bodily harm to the person is guilty of a Class A felony. A person who commits a Class A felony can be imprisoned for life.
- Whoever has sexual intercourse with a person who has not attained the age of 12 years is guilty of a Class B felony. A person who commits a Class B felony can be imprisoned up to 60 years.
- Whoever has sexual intercourse with a person who has not attained the age of 16 years by use or threat of force or violence is guilty of a Class B felony.
- Whoever has sexual contact or sexual intercourse with a person who has not attained the age of 13 years is guilty of a Class B felony.
- Whoever has sexual contact with a person who has not attained the age of 16 years by use or threat of force or violence is guilty of a Class B felony if the actor is at least 18 years of age when the sexual contact occurs.
- Whoever has sexual contact or sexual intercourse with a person who has not attained the age of 13 years is guilty of a Class B felony.

Second Degree Sexual Assault

- Whoever has sexual contact or sexual intercourse with a child who has not attained the age of 16 years is guilty of a Class C felony. A person who commits a Class C felony may be fined up to $100,000 and/or imprisoned for up to 40 years.

Sexual Intercourse with a Chile Age 16 or Older - Wis. Stat. s. 948.09

Whoever has sexual intercourse with a child who is not the defendant's spouse and who has attained the age of 16 or older is guilty of a Class A misdemeanor if the defendant has attained the age of 19 years when the violation occurs. A person who commits a Class A misdemeanor may be fined up to $10,000 and/or imprisoned for up to 9 months.

Underage Sexual Activity Wis. Stat. s. 948.093

Whoever has sexual contact with a child who has attained the age of 15 years but has not attained the age of 16 years, or whoever has sexual intercourse with a child who has attained the age of 15 years, is guilty of a Class A misdemeanor if the actor has not attained the age of 19 years when the violation occurs. This section does not apply if the actor is the child's spouse. A person who commits a Class A misdemeanor may be fined up to $10,000 and/or imprisoned for up to 9 months.

Domestic Abuse; Domestic Abuse Restraining Orders and Injunctions - Wis. Stat. s. 813.12(1)

"Domestic abuse" means any of the following engaged in by an adult family member or an adult household member against another adult family member or adult household

member, by an adult caregiver against an adult who is under the caregiver's care, by an adult against his or her adult former spouse, by an adult with whom the individual has or had a dating relationship, or by an adult against an adult with whom the person has a child in common:

1. Intentional infliction of physical pain, physical injury or illness.
2. Intentional impairment of physical condition.
3. A violation of s. 940.225 (1), (2) or (3). [Sexual assault]
4. A violation of s. 940.32. [Stalking]
5. A violation of s. 943.01, involving property that belongs to the individual. [Damage to property]
6. A threat to engage in the conduct under subd. 1., 2., 3., 4., or 5. (See 1-5 above)

- "Family member" means a spouse, a parent, a child or a person related by blood or adoption to another person.
- "Household member" means a person currently or formerly residing in a place of abode with another person.
- "Caregiver" means an individual who is a provider of in-home or community care to an individual through regular and direct contact.
- "Dating relationship" means a romantic or intimate social relationship between 2 adult individuals but "dating relationship" does not include a casual relationship or an ordinary fraternization between 2 individuals in a business or social context. A court shall determine if a dating relationship existed by considering the length of the relationship, the type of the relationship, and the frequency of the interaction between the adult individuals involved in the relationship.

Domestic Abuse Incidents; Arrest and Prosecution - Wis. Stat. s. 968.075

"Domestic abuse" means any of the following engaged in by an adult person against his or her spouse or former spouse, against an adult with whom the person resides or formerly resided or against an adult with whom the person has a child in common:

1. Intentional infliction of physical pain, physical injury or illness.
2. Intentional impairment of physical condition.
3. A violation of s. 940.225 (1) [first degree sexual assault], (2) [second degree sexual assault] or (3) [third degree sexual assault].
4. A physical act that may cause the other person to fear imminent in the conduct described in 1, 2 or 3.

Stalking - Wis. Stat. s. 940.32

(1) In this section:

a. "Course of conduct" means a series of 2 or more acts carried out over time, however short or long, that show a continuity of purpose, including any of the following:
    1. Maintaining a visual or physical proximity to the victim.
    2. Approaching or confronting the victim.

3. Appearing at the victim's workplace or contacting the victim's employer or coworkers.
4. Appearing at the victim's home or contacting the victim's neighbors.
5. Entering property owned, leased, or occupied by the victim.
6. Contacting the victim by telephone, text message, electronic message, electronic mail, or other means of electronic communication or causing the victim's telephone or electronic device or any other person's telephone or electronic device to ring or generate notifications repeatedly or continuously, regardless of whether a conversation ensues.

6m. Photographing, videotaping, audiotaping, or, through any other electronic means, monitoring or recording the activities of the victim. This subdivision applies regardless of where the act occurs.

7. Sending to the victim any physical or electronic material or contacting the victim by any means, including any message, comment, or other content posted on any Internet site or web application.

7m. Sending to a member of the victim's family or household, or any current or former employer of the victim, or any current or former coworker of the victim, or any friend of the victim any physical or electronic material or contacting such person by any means, including any message, comment, or other content posted on any Internet site or web application for the purpose of obtaining information about, disseminating information about, or communicating with the victim.

8. Placing an object on or delivering an object to property owned, leased, or occupied by the victim.
9. Delivering an object to a member of the victim's family or household or an employer, coworker, or friend of the victim or placing an object on, or delivering an object to, property owned, leased, or occupied by such a person with the intent that the object be delivered to the victim.
10. Causing a person to engage in any of the acts described in subds. 1. to 9.

(am) "Domestic abuse" has the meaning given in s. 813.12 (1) (am).

(ap) "Domestic abuse offense" means an act of domestic abuse that constitutes a crime.

(c) "Labor dispute" includes any controversy concerning terms, tenure or conditions of employment, or concerning the association or representation of persons in negotiating, fixing, maintaining, changing or seeking to arrange terms or conditions

of employment, regardless of whether the disputants stand in the proximate relation of employer and employee.

(cb) “Member of a family" means a spouse, parent, child, sibling, or any other person who is related by blood or adoption to another.

(cd) “Member of a household" means a person who regularly resides in the household of another or who within the previous 6 months regularly resided in the household of another.

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

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

(d) “Suffer serious emotional distress" means to feel terrified, intimidated, threatened, harassed, or tormented.

(2) Whoever meets all of the following criteria is guilty of a Class I felony:

a. The actor intentionally engages in a course of conduct directed at a specific person that would cause a reasonable person under the same circumstances to suffer serious emotional distress or to fear bodily injury to or the death of himself or herself or a member of his or her family or household.
b. The actor knows or should know that at least one of the acts that constitute the course of conduct will cause the specific person to suffer serious emotional distress or place the specific person in reasonable fear of bodily injury to or the death of himself or herself or a member of his or her family or household.
c. The actor’s acts cause the specific person to suffer serious emotional distress or induce fear in the specific person of bodily injury to or the death of himself or herself or a member of his or her family or household.

(2e) Whoever meets all of the following criteria is guilty of a Class I felony:

a. After having been convicted of sexual assault under s. 940.225 [sexual assault], 948.02 [sexual assault of a child], 948.025 [repeated acts of sexual assault to the same child], or 948.085 [sexual assault of a child placed in substitute care] or a domestic abuse offense, the actor engages in any of the acts listed in sub. (1) (a) 1. to 10. [see above] if the act is directed at the victim of the sexual assault or the domestic abuse offense.
b. The actor knows or should know that the act will cause the specific person to suffer serious emotional distress or place the specific person in reasonable fear of bodily injury to or the death of himself or herself or a member of his or her family or household.
c. The actor’s act causes the specific person to suffer serious emotional distress or induces fear in the specific person of bodily injury to or the death of himself or herself or a member of his or her family or household.

(2m) Whoever violates sub. (2) is guilty of a Class H felony if any of the following applies:

a. The actor has a previous conviction for a violent crime as defined in s. 939.632(1)(e)1., or a previous conviction under this section or s. 947.013 (1r), (1t), (1v), or (1x) [harassment].

b. The actor has a previous conviction for a crime, the victim of that crime is the victim of the present violation of sub. (2), and the present violation occurs within 7 years after the prior conviction.
c. The actor intentionally gains access or causes another person to gain access to a record in electronic format that contains personally identifiable information regarding the victim in order to facilitate the violation.
d. The person violates s. 968.31 (1) [interception and disclosure of wire, electronic or oral communications] or 968.34 (1) [use of pen register or trap and trace device] in order to facilitate the violation.
e. The victim is under the age of 18 years at the time of the violation.

(3) Whoever violates sub. (2) is guilty of a Class F felony if any of the following applies:
a. The act results in bodily harm to the victim or a member of the victim's family or household.
b. The actor has a previous conviction for a violent crime, as defined in s. 939.632(1) (e)1., or a previous conviction under this section or s. 947.013 (1r), (1t), (1v) or (1x) [harassment], the victim of that crime is the victim of the present violation of sub. (2), and the present violation occurs within 7 years after the prior conviction.
c. The actor uses a dangerous weapon in carrying out any of the acts listed in sub. (1) (a) 1 to 9 [see above].

(3m) A prosecutor need not show that a victim received or will receive treatment from a mental health professional in order to prove that the victim suffered serious emotional distress under sub. (2) (c) or (2e) (c).

(4)
a. This section does not apply to conduct that is or acts that are protected by the person's right to freedom of speech or to peaceably assemble with others under the state and U.S. constitutions, including, but not limited to, any of the following:
1. Giving publicity to and obtaining or communicating information regarding any subject, whether by advertising, speaking or patrolling any public street or any place where any person or persons may lawfully be.
2. Assembling peaceably.
3. Peaceful picketing or patrolling.

- For the purposes of this statute, "member of a family" means a spouse, parent, child, sibling, or any other person who is related by blood or adoption to another.
- For the purposes of this statute, "member of a household" means a person who regularly resides in the household of another or who within the previous 6 months regularly resided in the household of another.
- Whoever commits a Class F felony is subject to a fine of up to $25,000 and/or imprisonment up to 12 years and 6 months.
- Whoever commits a Class H felony is subject to a fine of up to $10,000 and/or imprisonment up to 6 years.
- Whoever commits a Class I felony is subject to a fine of up to $10,000 and/or imprisonment up to 3 years and 6 months.

UW-Madison Alcohol and Drug Resource Information, Policy, and Laws

Alcohol and Drug Misuse Programs and Interventions

UW–Madison provides a variety of programs and interventions for drug and alcohol misuse. Confidential information, assessment, referral, and short-term counseling services are available for students at UHS Mental Health Services (608) 265–5600. Employees may contact the Employee Assistance Office at (608) 263-2987. The Wisconsin Department of Health and Family Services has extensive programs and resources available for people struggling with substance misuse. Please visit their website by visiting Wisconsin Department of Health Services Website or call the Wisconsin Addiction Recovery Helpline at 211. More information about the Wisconsin Addiction Recovery Helpline can be found on the website by visiting Wisconsin Addiction Recovery Helpline. Insurance may affect your ability to use off-campus alcohol and other drug service providers, and UW–Madison urges all students and employees to have adequate insurance coverage.

Information about UW–Madison's full compliance with the Drug Free Schools and Communities Act, including the descriptions of drug and alcohol misuse education and intervention programs, can be found in UW–Madison's Drug-Free Schools and Campuses Regulations [Edgar Part 86] 2022 and 2024 Biennial Review online by visiting the Biennial Review Site and visiting the Alcohol Information on Campus Website. The information in this report includes: a written statement about UW–Madison's standards of conduct that prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees; a written description of legal sanctions imposed under Federal, state and local laws for unlawful possession or distribution of illicit drugs and alcohol; a description of the health risks associated with the use of illicit drugs and alcohol misuse; a description of drug or alcohol counseling, treatment, and/or rehabilitation programs that are available to students and employees; and a statement that UW–Madison will impose disciplinary sanctions on students and employees for violations of UW–Madison's codes of conduct and a description of such sanctions.

UW–Madison Alcohol and Drug Policy

The University of Wisconsin System and UW–Madison prohibit the unlawful possession, use, distribution, manufacture, sale or dispensing of alcohol and illegal drugs by students and employees on university property or as part of university activities. 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 and is unaccompanied by a parent, spouse or guardian who has reached the legal drinking age of 21 years. Wis. Stats. s. 125.07(1)(a)(1). It is illegal for anyone who has not reached the legal drinking age of 21 years and is unaccompanied by a parent, spouse or guardian who has reached the legal drinking age of 21 years to procure, possess or consume alcohol beverages, subject to exceptions. Wis. Stats. s. 125.07(4)(a).

UW–Madison and UWPD enforce all local, state and federal laws regarding the possession, use, distribution, manufacture, sale, or dispensing of alcoholic beverages on University property and at UW–Madison-sponsored activities, including underage drinking. UW–Madison expects all students, employees and visitors to comply with all local, state and federal alcohol and drug laws. Members of the UW–Madison community who violate local, state or federal drug and alcohol laws, or who violate UW–Madison or UW-System policies regarding drug and alcohol sale, use or possession may face criminal and/or disciplinary sanctions.

UW–Madison Specific Alcohol Beverage Regulations, UW–Madison Campus-wide Administrative Policy

Found at: UW-Madison Policy Library

Alcohol Philosophy Statements

The university and its students and employees have a responsibility to ensure that alcohol beverages are consumed legally and responsibly at all university events. Alcohol is a regulated and potentially addictive sedative-hypnotic drug. As such, it is a central nervous system depressant. This depressant effect occurs even with small doses. Because the consumption of alcohol anesthetizes the brain centers for self-control and inhibition, most people experience its effects as a sensation of relaxation. However, in actuality, it dulls sensation and impairs judgment, vision, memory, and coordination. Because of these effects, the presence, availability, dispensing or consumption of alcohol beverages at university events should be thoughtfully considered and, when provided, carefully monitored and regulated.

In adopting and administering UW–Madison--Specific Alcohol Beverage Regulations, the following statements provide guidance concerning the circumstances in which consumption of alcohol beverages may be considered appropriate:

- Alcohol beverages are considered an amenity for a social or business occasion and never the purpose or focus of the occasion.
- Alcohol beverages normally are not served or consumed in academic, administrative, or research areas during usual business hours.
- The preferred locations for service and consumption of alcohol beverages are social, recreational and dining facilities, such as program facilities of the Wisconsin Union, the Division of University Housing, the Division of Intercollegiate Athletics, the University Club, and UW–Madison Conference Centers.
- With the minimum legal drinking age, a substantial portion of the undergraduate student body cannot legally consume alcohol beverages, and therefore it is ordinarily inappropriate to permit service and consumption of alcohol beverages at an event primarily attended by undergraduates. For other events, alcohol beverages should only be served at events when at least 2/3 of the anticipated attendees are expected to be of the minimum legal drinking age.

UW–Madison - Specific Alcohol Beverage Regulations

I. Unless expressly permitted under Regulations II, IV, or IV, use or consumption of alcohol beverages and possession of an open container which contains an alcohol beverage are prohibited on all University lands, all University-owned or leased facilities, and at all University events. This policy is applicable to University events held both on and off campus. This ban extends to all areas within buildings, such as laboratories, individual and group offices, meeting facilities, and public areas.
    1. If an event takes place in buildings or locations where the University does not own or lease the space used, the ban extends to the areas and period of time used by representatives of the University for the event. The ban also extends to all modes of transportation used for a University event where the University controls the arrangements for and the transportation used.

II. Subject to minimum legal drinking age restrictions and the UW–Madison Alcohol Philosophy, a person may use, possess and consume alcohol beverages, as follows:
    1. At events where alcohol beverages are provided by the licensed food and beverage service operations of the Wisconsin Union, the Division of Intercollegiate Athletics, and/or the Division of University Housing (See Regulation III and VI);
    2. At off campus events, where alcohol sales and/or service is provided by a hotel, restaurant, caterer or other venue that has an appropriate license;
    3. In University Housing per policies established by Division of University Housing (See Regulation V and VI);
    4. Within designated areas of the Kemp Natural Resources Station per policies established by the Kemp Natural Resources Station (See Regulation V);
    5. At home football games and other designated special events approved by the Director of Intercollegiate Athletics within University-owned, leased, or controlled parking areas designated for alcohol consumption, provided the person has purchased a Special Events Parking Permit or is a guest of such person, during the period covered by the Special Events Parking Permit; and
    6. At organized functions, subject to an Alcohol Beverage Service Permit issued by the Chancellor or designee, or an Authorized University Official (See Regulations III, V, VI, and VII);
    7. At the official residence of the UW–Madison Chancellor, Olin House, per policies established by the Olin House Official Functions Coordinator.

III. Enforcement of Minimum Legal Drinking Age Requirements
    1. The minimum legal drinking age for consumption of alcohol beverages will be respected at all university events. The UW–Madison alcohol beverage responsibility sign shall be displayed at all university events where alcohol is served and/or sold. The sign may be downloaded and printed at Alcohol Beverage Responsibility Sign Download.
    2. Individuals must display government issued identification with a birthdate to any server upon request.
    3. If event attendees are anticipated to include individuals below the minimum legal drinking age, then procedures must be in place to prevent consumption of alcohol beverages by these individuals. Options include:

A. Servers and/or responsible employees request an ID from any guest who appears to be age 30 or younger before providing them with alcohol or upon event entry.
B. Alcohol is served in a designated and entry-controlled area for attendees at or above the minimum legal drinking age such as beer tent or beer garden.
C. Attendees wear or display a physical indicator of their age relative to the minimum drinking age such as a wristband or marked name badge.

IV. Sale of alcohol beverages is prohibited on all University lands, and in all University owned or leased buildings, except:
1. where the sale of alcohol beverages is a service of the Wisconsin Union or the Division of University Housing; or
2. where the sale of alcohol beverages is a service of University Hospital and Clinics, or the restaurant/bar operating within the Wisconsin Institutes for Discovery, the Department of Intercollegiate Athletics, or the University Club within their respective facilities.

V. Special Division or Unit Regulations
1. Deans, Vice Provosts, and Divisional Directors may establish additional more restrictive guidelines for events sponsored by their units and/or held within their facilities. In particular, they may prohibit the consumption of alcohol beverages at events sponsored by other units, but held within their facilities.
2. University Hospital and Clinics: Patients may possess and consume alcohol beverages as prescribed by a physician.
3. Wisconsin Union: Alcohol beverages may not be carried into or onto facilities under the control of the Wisconsin Union, except as permitted by its Director.
4. Alumni Park: Possession and consumption of alcohol beverages are permitted in Alumni Park when such beverages are purchased through the retail outlets and/or through the normal catering operations of the Wisconsin Union.
5. Kemp Natural Resources Station: Possession and consumption of alcohol beverages is subject to minimum legal drinking age and policies established by the Kemp Natural Resources Station. Relevant policies include, but are not limited to:
   A. Consumption is limited to authorized locations only.
   B. Only fermented malt beverages and wine may be possessed and consumed. Common sources of alcohol (kegs, bowls, barrels, etc.) are not permitted.
   C. Sale of alcohol is prohibited.
   D. Individual researchers and their guests are subject to the minimum legal drinking age.
   E. Instructional, Conference, and Outreach Groups: If any member of such a group is not at or above the minimum legal drinking age, alcohol may not be possessed or consumed by any member of the group.

F. Users must sign and adhere to the alcohol beverage policy user agreement.
G. Use is subject to the approval of Kemp Station Staff.

6. University Housing: Possession and consumption of alcohol beverages is subject to minimum legal drinking age and policies established by the Division of University Housing. Relevant policies include, but are not limited to:
    a. Single Student Housing: When all assigned room residents and their guests have attained the minimum legal drinking age, they may possess an open container of and consume alcohol beverages only within their own room. For purposes of this section, "open container" does not include common sources of alcohol (kegs, bowls, barrels, etc.). Additional conditions and policies established by the Division of University Housing may be applicable.
    b. University Apartments:
        i. Subject to the minimum legal drinking age, residents and their guests may possess and consume alcohol beverages in University Apartments lands and buildings.
        ii. Subject to conditions set by the Division of University Housing and the minimum legal drinking age, at approved events in the University Apartments Community Center fermented malt beverages (beer) and wine only may be served and consumed. Alcohol beverages cannot be sold.
    c. Conference Groups: Subject to conditions established by the Director of University Housing and the minimum legal drinking age, conference attendees may possess and consume alcohol beverages in individual rooms or when approved by the Director of Conference Services in other common areas. Sale of alcohol beverages by conference groups is prohibited.

VI. Alcohol Beverage Service Permits shall be required for alcohol service at all university events, both on and off campus, except as permitted under section II: 1-4. Alcohol Beverage Service Permits must be approved by an Authorized University Official (See Regulation VII). The Alcohol Beverage Service Permit shall require that:

1. Possession and consumption of alcohol beverages be limited to the time period and to the room or location specified in the permit.
2. Total event attendance should not generally exceed 150 attendees. Events over 150 attendees require approval by the Dean or Director, review by UW Police Department, and approval by the VCFA. Alcohol and food service at larger events should generally be provided by a professional caterer per section II and IV.
3. An Alcohol Beverage Service Permit can only be issued to a student organization for events hosted by and for graduate and professional students. Such events may only be attended by graduate and professional

students and should be considered closed to other community members including undergraduates, faculty and staff.

4. A responsible University employee be identified on and sign the permit application. One responsible employee must be present for every 50 estimated attendees. If an alcohol permit is requested for an event with over 50 attendees, one additional responsible employee per 25 attendees is required.
    A. A responsible University employee is a person with a faculty, limited, academic or classified staff appointment, who is age 21 or over. Terminal academic or university staff, employees in training, and student hourly employees are not permitted to serve as responsible employees. Graduate and professional students are permitted to serve as responsible employees only for events hosted by and for graduate and professional students.
    B. In order to be eligible to serve as a responsible University employee, an individual must have completed UW–Madison responsible server training. Training information is available at Alcohol Beverage Services Permits
    C. The responsible University employee's duties shall be:
        i. to be present at all times during which alcohol beverages are served or consumed;
        ii. to ensure that the conditions of the Permit are observed by all persons in attendance at the event;
        iii. to ensure that intoxicated persons do not consume alcohol beverages;
        iv. to maintain control of alcohol beverages at all times to prevent unauthorized consumption and ensure alcohol beverages are properly secured at the conclusion of the event; and
        v. to ensure that individuals below the minimum legal drinking age do not consume alcohol beverages. See section III for additional requirements.
    D. The responsible University employee shall refrain from the consumption of alcohol during such time as he or she is serving in this capacity.
5. An appropriate selection and quantity of non-alcohol beverages and food must be available.
6. Alcohol beverages are limited to beer (fermented malt beverages) and wine. Alcohol must be served in clear or translucent cups no larger than 8 oz. for serving wine. Beer should be served in individual cans or bottles no larger than 12 oz. Common sources of alcohol such as kegs, bowls, barrels, etc. are not permitted. Recommended cups are available at Shop@UW.
7. Other conditions as may be specified by the Chancellor or designee, or Authorized University Official, to ensure that alcohol consumption, consistent with institutional policy, is appropriate to the occasion.

VII. Authorized University Officials. University Officials in addition to the Chancellor who are authorized to issue Alcohol Beverage Service Permits under Regulation VI are:

1. Vice Chancellors;
2. Deans, Divisional Directors, and Vice Provosts for events sponsored by their units; and
3. The Director of the Arboretum and the President of UW Hospitals and Clinics for facilities within their respective jurisdictions.

Consequences for Non-Compliance
Employees who violate this policy may be subject to disciplinary action up to and including discharge. In addition, employees may be personally liable for consequences resulting from alcohol service. Students who violate this policy may be subject to disciplinary action as specified in UWS Chapter 17 and 18 and may face student conduct sanctions. Individuals under the minimum legal drinking age who consume or possess alcohol beverages may be subject to arrest and civil citation.

Responsibilities
The Vice Chancellor for Finance and Administration will have responsibility for periodic review of the UW–Madison Alcohol Beverage Regulations including to:

1. Review the Alcohol Beverage Services permit process to ensure compliance with campus policy.
2. When requested by campus units and leadership, review specific alcohol policy violations and develop recommendations for further action.
3. Provide oversight of campus-wide strategies to ensure appropriate communication of campus alcohol policy.
4. Appoint committees to make recommendations regarding changes to campus alcohol policies.

Campus Discipline, University of Wisconsin System Code and Wisconsin State Law

Violation of alcohol and drugs laws or policies by a student may lead to the imposition of a disciplinary sanction, up to and including suspension or expulsion, under s. UWS 17.10, Wis. Adm. Code. Alcohol and drug education programs are utilized as a conduct sanction for alcohol policy violations committed by UW–Madison students. For alcohol misuse, students may be referred to Choices about Alcohol or BASICS (Brief Alcohol Screening & Intervention for College Students), to address high risk drinking practices among college students. For marijuana use, students may be referred to CASICS (Cannabis Screening & Intervention for College Students) to identify harm reduction strategies or minimize use. For drug or alcohol violations, students may also be required to alcohol or drug misuse assessments with a licensed clinician. Student organizations or groups violating alcohol and drug policies or laws may also be subject to discipline by UW–Madison consistent with the Registered Student Organization Code of Conduct. Violations of local, state or federal laws may result in civil forfeitures or criminal prosecution.
University employees are also subject to disciplinary sanctions for violation of UW–Madison policies and of local, state and federal drug and alcohol laws occurring on university property or the worksite or during work time or in the course of their employment, 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 university staff policies and procedures. Referral for prosecution under criminal law is also possible. In addition, 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.

UWS 18.09 Alcohol and Drug Prohibitions

(1) Alcohol Beverages.

a. The use or possession of alcohol beverages is prohibited on all university premises, except in faculty and staff housing and as permitted by the chief administrative officer, subject to statutory age restrictions. The chief administrative officer may generally permit the use or possession of alcohol beverages by promulgating institutional regulations in consultation with appropriate staff and students, or in specific instances by written permission.
b. No person may procure, sell, dispense or give away alcohol beverages to any person contrary to the provisions of ch. 125, Stats.
c. In this subsection, “alcohol beverages” means fermented malt beverages and intoxicating liquors containing 0.5% or more of alcohol by volume.
d. Notwithstanding s. UWS 18.14, institutional regulations developed pursuant to this subsection shall be reported to the president of the system for review and approval.

(2) Possession of Drug Paraphernalia.

a. No person may use, or possess with the primary intent to use, drug paraphernalia to plant, propagate, cultivate, grow, harvest, manufacture, compound, convert, produce, process, prepare, test, analyze, pack, repack, store, contain, conceal, inject, ingest, inhale or otherwise introduce into the human body a controlled substance or controlled substance analog in violation of ch. 961, Stats.
b. In this subsection, the term “drug paraphernalia” has the meaning specified in s. 961.571 (1), Stats.; the term “controlled substance” has the meaning specified in s. 961.01 (4), Stats.; and the term “controlled substance analog” has the meaning specified in s. 961.01 (4m), Stats.
c. In determining whether an object is drug paraphernalia under this subsection, the factors listed in s. 961.572, Stats., and all other legally relevant factors, shall be considered.
d.

(3) Possession of Marijuana.

a. No person may intentionally use or possess marijuana on university lands, except when such use or possession is authorized under ch. 961, Stats., or is permitted under s. 961.34, Stats.
b. In this subsection, the term “marijuana” has the meaning specified in s. 961.01 (14), Stats.

UWS 18.15 Additional Statutory Penalty Provisions Regulating Conduct on University Lands

(1) Controlled substances. The use or possession of controlled substances as defined in s. 961.01 (4), Stats., is prohibited on all university property with the specific exemptions set forth in ch. 961, Stats., and as permitted under s. 961.34, Stats. The penalty provisions of ch. 961, Stats., and chs. UWS 17 and 18 may apply to violations occurring on university lands.

Wis. Stats. 125.07

Underage drinking by persons under 21 is a civil law violation and is subject to the following legal sanctions under Ch. 125.07(4) Wisconsin State Code:

125.07 Underage and intoxicated persons; presence on licensed premises; possession; penalties

(1) Alcohol beverages; restrictions relating to underage persons.

a. Restrictions.
    1. No person may procure for, sell, dispense or give away any alcohol beverages to any underage person not accompanied by his or her parent, guardian or spouse who has attained the legal drinking age.
    2. No licensee or permittee may sell, vend, deal or traffic in alcohol beverages to or with any underage person not accompanied by his or her parent, guardian or spouse who has attained the legal drinking age.
    3. No adult may knowingly permit or fail to take action to prevent the illegal consumption of alcohol beverages by an underage person on property including any premises owned and occupied by the adult or occupied by the adult and under the adult's control. This subdivision applies at a lodging establishment, as defined in s. 106.52(1)(d), only if the adult has furnished payment or security for lodging. This subdivision does not apply to alcohol beverages used exclusively as part of a religious service.
    4. No adult may intentionally encourage or contribute to a violation of sub. (4) (a) or (b).

b. Penalties.
    1. In this paragraph, "violation" means a violation of this subsection or of a local ordinance that strictly conforms to par. (a) if the violation results in an imposition of a forfeiture or a conviction. For purposes of determining previous violations under subd. 2., the 30-month period shall be measured from the dates of violations that resulted in an imposition of a forfeiture or a conviction. For the purpose of determining whether or not a previous violation has occurred, if more than one violation occurs at the same time all those violations shall be counted as one violation.
    2. A person who commits a violation may be:

a. Required to forfeit not more than $500 if the person has not committed a previous violation within 30 months of the violation.
b. Fined not more than $500 or imprisoned for not more than 30 days or both if the person has committed a previous violation within 30 months of the violation.
c. Fined not more than $1,000 or imprisoned for not more than 90 days or both if the person has committed 2 previous violations within 30 months of the violation.
d. Fined not more than $10,000 or imprisoned for not more than 9 months or both if the person has committed 3 or more previous violations within 30 months of the violation.

3. A court shall suspend any license or permit issued under this chapter to a person for:
   a. Not more than 3 days, if the court finds that the person committed a violation within 12 months after committing one previous violation;
   b. Not less than 3 days nor more than 10 days, if the court finds that the person committed a violation within 12 months after committing 2 other violations; or
   c. Not less than 15 days nor more than 30 days, if the court finds that the person committed the violation within 12 months after committing 3 other violations.
4. The court shall promptly mail notice of a suspension under this paragraph to the department and to the clerk of each municipality which has issued a license or permit to the person.
5. A person who holds a Class “A” license, a Class “B” license or permit, a “Class A” license or a “Class B” license or permit who commits a violation is subject to subd. 3. but is not subject to subd. 2. or s. 125.11.
6. Only one penalty may be imposed under this paragraph for each underage person who is provided alcohol beverages contrary to this section or a local ordinance in conformity with this section

(4) Underage Persons; Prohibitions; Penalties.

a. Any underage person who does any of the following is guilty of a violation:
   1. Procures or attempts to procure alcohol beverages from a licensee or permittee.
   2. Unless accompanied by a parent, guardian or spouse who has attained the legal drinking age, possesses or consumes alcohol beverages on licensed premises.
   3. Enters, knowingly attempts to enter or is on licensed premises in violation of sub. (3) (a).
   4. Falsely represents his or her age for the purpose of receiving alcohol beverages from a licensee or permittee.
b. Except as provided in par. (bm), any underage person not accompanied by his or her parent, guardian or spouse who has attained the legal drinking

age who knowingly possesses or consumes alcohol beverages is guilty of a violation.

bg. Paragraphs (a) and (b) do not apply to an underage person employed by or assisting a law enforcement agency in carrying out enforcement activities to determine compliance with, or investigate potential violations of, the provisions of this section.

bm. An underage person may possess alcohol beverages in the course of employment during his or her working hours if employed by any of the following:

1. A brewer or brewpub.
2. A fermented malt beverages wholesaler.
3. A permittee other than a Class “B” or “Class B” permittee.
4. A facility for the production of alcohol fuel.
5. A retail licensee or permittee under the conditions specified in s. 125.32 (2) or 125.68 (2) or for delivery of unopened containers to the home or vehicle of a customer.
6. A campus, if the underage person is at least 18 years of age and is under the immediate supervision of a person who has attained the legal drinking age.

bs. Any person violating par. (a) is subject to the following penalties:

1. For a first violation, a forfeiture of not less than $250 nor more than $500, suspension of the person’s operating privilege as provided under s. 343.30 (6) (b) 1., participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties.
2. For a violation committed within 12 months of one previous violation, either a forfeiture of not less than $300 nor more than $500, participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties. In addition, the person’s operating privilege may be suspended as provided under s. 343.30 (6) (b) 2., except that if the violation of par. (a) involved a motor vehicle the person’s operating privilege shall be suspended as provided under s. 343.30 (6) (b) 2.
3. For a violation committed within 12 months of 2 previous violations, either a forfeiture of not less than $500 nor more than $750, participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties. In addition, the person’s operating privilege may be suspended as provided under s. 343.30 (6) (b) 3., except that if the violation of par. (a) involved a motor vehicle the person’s operating privilege shall be suspended as provided under s. 343.30 (6) (b) 3.
4. For a violation committed within 12 months of 3 or more previous violations, either a forfeiture of not less than $750 nor more than $1,000, participation in a supervised work program or other community service work under par. (cg) or any combination of

these penalties. In addition, the person's operating privilege may be suspended as provided under s. 343.30 (6) (b) 3., except that if the violation of par. (a) involved a motor vehicle the person's operating privilege shall be suspended as provided under s. 343.30 (6) (b) 3.

c. Any person violating par. (b) is subject to the following penalties:
    1. For a first violation, a forfeiture of not less than $100 nor more than $200, suspension of the person's operating privilege as provided under s. 343.30 (6) (b) 1., participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties.
    2. For a violation committed within 12 months of one previous violation, either a forfeiture of not less than $200 nor more than $300, participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties. In addition, the person's operating privilege may be suspended as provided under s. 343.30 (6) (b) 2., except that if the violation of par. (b) involved a motor vehicle the person's operating privilege shall be suspended as provided under s. 343.30 (6) (b) 2.
    3. For a violation committed within 12 months of 2 previous violations, either a forfeiture of not less than $300 nor more than $500, participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties. In addition, the person's operating privilege may be suspended as provided under s. 343.30 (6) (b) 3., except that if the violation of par. (b) involved a motor vehicle the person's operating privilege shall be suspended as provided under s. 343.30 (6) (b) 3.
    4. For a violation committed within 12 months of 3 or more previous violations, either a forfeiture of not less than $500 nor more than $1,000, participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties. In addition, the person's operating privilege may be suspended as provided under s. 343.30 (6) (b) 3., except that if the violation of par. (b) involved a motor vehicle the person's operating privilege shall be suspended as provided under s. 343.30 (6) (b) 3. (cd) For purposes of par. (bs) or (c), all violations arising out of the same incident or occurrence shall be counted as a single violation.

State of Wisconsin Uniform Controlled Substances Act

The Uniform Controlled Substances Act, Chapter 961 of the Wisconsin Statutes, regulates controlled substances and 961.41 outlines specific penalties for the violation of the regulations. 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.

Amnesty for Underage Alcohol Penalties for Certain Persons - 2015 Wisconsin Act 279

An underage person may not be issued a citation for, or convicted of, a violation of Wis. Stat. s.125.07(4) (a) or (b) [see page 124 of this document] if all of the following apply:

- The underage person is a crime victim or bystander and either the crime victim or the bystander requested emergency assistance, by dialing the telephone number "911" or by other means, in connection with the alleged crime or the underage person encountered a law enforcement officer at a medical facility at which the crime victim received treatment in connection with the alleged crime.
- The underage person remains at the scene until emergency assistance arrives and thereafter cooperates with providers of emergency assistance, including furnishing any requested information, unless the underage person lacks capacity to cooperate when emergency medical assistance arrives. If the underage person encounters a law enforcement officer at a medical facility, the underage person cooperates with the officer and furnishes any requested information, unless the underage person lacks capacity to cooperate with the officer.
- If the underage person is a student at a UW-System school, the board or an institution or college campus may not impose any of the following disciplinary sanctions against a student for the student's violation of s. 125.07 (4) (a) or (b), if the student is exempt from issuance of a citation for, or conviction of, the violation under the amnesty law: removal of a course in progress, enrollment restrictions on a course or program, suspension or expulsion, exclusion from student housing.
- However, this amnesty does not apply to an underage person who requests emergency assistance, by dialing the telephone number "911" or by other means, with an intention to claim the protections and knowing that the situation that he or she reports does not exist.

Disciplinary Amnesty: UW–Madison's Policy on Sexual Harassment and Sexual Violence

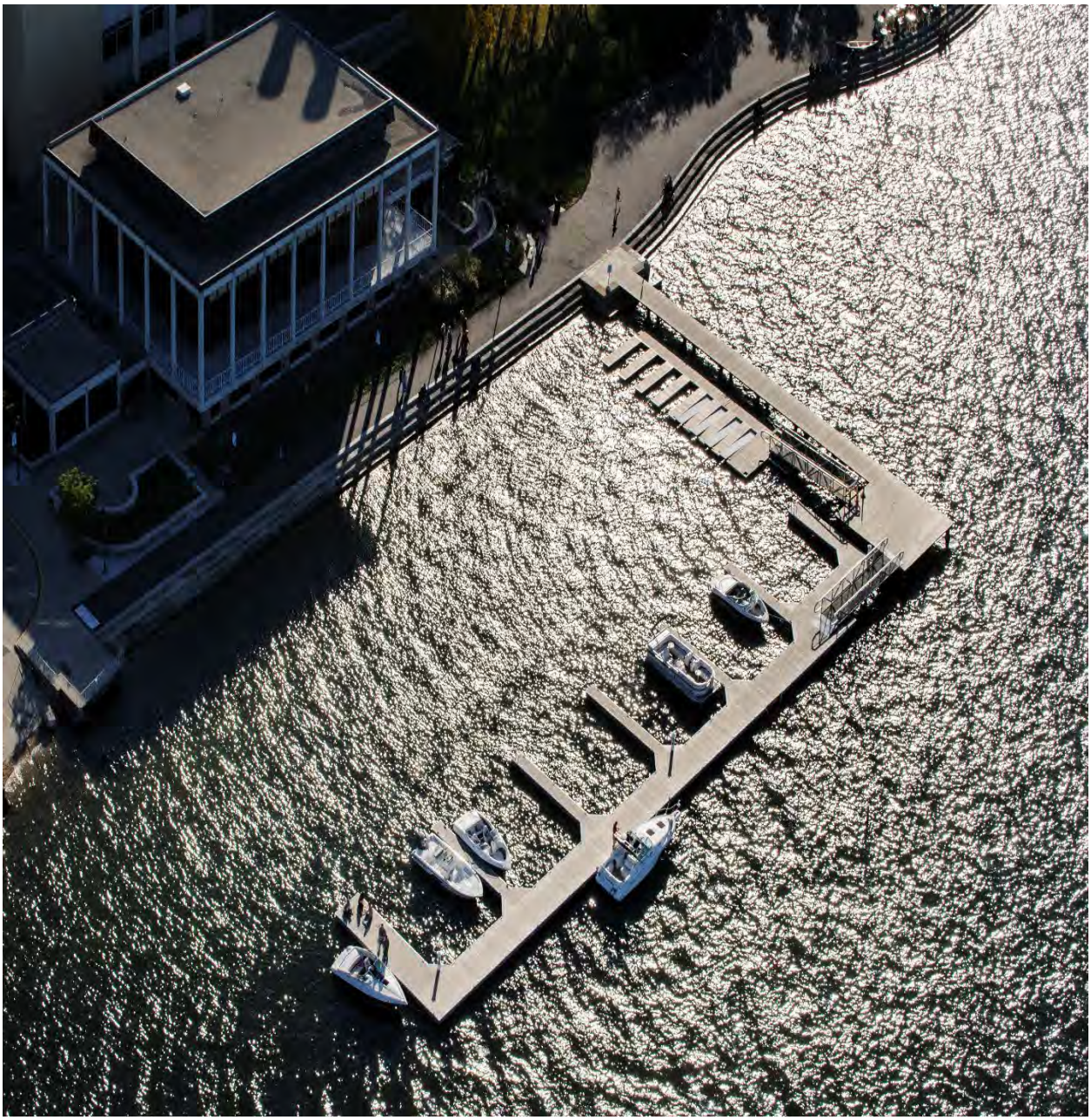
Individuals, including complainants, respondents, and witnesses, who have made a complaint, testified, assisted, or participated in an investigation, proceeding, or hearing regarding incidents of sexual harassment or sexual violence generally will not be issued citations by campus law enforcement or subject to disciplinary sanctions for violations relating to the personal use of drugs or alcohol arising out of the same facts and circumstances of the alleged incident unless the institution determines that the violation was egregious, and /or placed the health or safety of any person at risk, and was beyond the amnesty provided by state law. [See also: Wisconsin Sexual Assault Victim Amnesty Law and 2015 Wisconsin Act 279]

UW–Madison Policy on Sexual Harassment and Sexual Violence can be found by visiting UW-Madison's Policy Library.

Amnesty Through Responsible Action

Amnesty Through Responsible Action is part of University of Wisconsin–Madison's comprehensive environmental approach to address high-risk behaviors. Because the health and safety of the members of the UW–Madison community is of primary concern, we want to remove the perceived barriers that prevent students from seeking immediate medical attention. This program has been designed for the student who is concerned for the well-being of a fellow student and enables the university to more effectively address the issue of civility and good citizenship with our students. Students are expected to come to the aid of fellow students who are suffering a medical emergency.

A link to the full policy: Amnesty Policy



UW-Madison 2026 Annual Fire Safety Report

If a fire occurs in a University of Wisconsin - Madison, Division of University Housing residence hall or apartment, community members should notify UWPD immediately by calling 911. If a community member finds evidence of a fire that has been extinguished, and the person is not sure whether UWPD has already responded, the community member should immediately notify UWPD to investigate and document the incident.

All UW–Madison housing is located in Madison, WI.

2025 Fire Statistics

Residence Hall Facility Name and Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
Adams Hall 1520 Tripp Circle	0	N/A	N/A	N/A	N/A	N/A
Barnard Hall 970 University Avenue	0	N/A	N/A	N/A	N/A	N/A
Bradley Hall 650 Elm Drive	0	N/A	N/A	N/A	N/A	N/A
Chadbourne Hall 420 N. Park Street	0	N/A	N/A	N/A	N/A	N/A
Cole Hall 625 Elm Drive	0	N/A	N/A	N/A	N/A	N/A
Dejope Hall 640 Elm Drive	1	1	Rags in Dryer	0	0	$0
Elizabeth Waters Hall 1200 Observatory Drive	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Humphrey House) 650 Babcock Drive	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Jorns House) 650 Babcock Drive	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Showerman House) 1650 Kronshage Drive	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Conover House) 1650 Kronshage Drive	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Gilman House) 1610 Kronshage Drive	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Turner House) 1620 Kronshage Drive	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Mack House) 1630 Kronshage Drive	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Chamberlin House) 665 Elm Drive	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Swenson House) 645 Elm Drive	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Jones House) 655 Elm Drive	0	N/A	N/A	N/A	N/A	N/A
Leopold Hall 1635 Kronshage Drive	0	N/A	N/A	N/A	N/A	N/A
Lowell Center 610 Langdon Street	0	N/A	N/A	N/A	N/A	N/A

Residence Hall Facility Name and Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
Merit Hall **917-919-921 West Dayton Street**	0	N/A	N/A	N/A	N/A	N/A
Ogg Hall **835 W. West Dayton Street**	0	N/A	N/A	N/A	N/A	N/A
Phillips Hall **1950 Willow Drive**	0	N/A	N/A	N/A	N/A	N/A
Sellery Hall **821 W. Johnson Street**	0	N/A	N/A	N/A	N/A	N/A
Slichter Hall **625 Babcock Drive**	0	N/A	N/A	N/A	N/A	N/A
Smith Hall **35 N. Park Street**	0	N/A	N/A	N/A	N/A	N/A
Sullivan Hall **635 Elm Drive**	0	N/A	N/A	N/A	N/A	N/A
Susan Davis Hall **917 W. Johnson Street**	0	N/A	N/A	N/A	N/A	N/A
Tripp Hall **1510 Tripp Circle**	0	N/A	N/A	N/A	N/A	N/A
Witte Hall **615 W. Johnson Street**	0	N/A	N/A	N/A	N/A	N/A
Zoe Bayliss Coop **915 W. Johnson Street**	0	N/A	N/A	N/A	N/A	N/A
University Apartments **Facility Name and Address**	**Total # of Fires**	**Fire #**	**Cause of Fire**	**# of Injuries**	**# of Deaths**	**Value of Property Damage**
Harvey Street Apts. Bldg 1 **2924 Harvey Street**	0	N/A	N/A	N/A	N/A	N/A
Harvey Street Apts. Bldg 2 **2924 Harvey Street**	0	N/A	N/A	N/A	N/A	N/A
Harvey Street Apts. Bldg 3 **2924 Harvey Street**	0	N/A	N/A	N/A	N/A	N/A
Harvey Street Apts. Bldg 4 **2924 Harvey Street**	0	N/A	N/A	N/A	N/A	N/A
Harvey Street Apts. Bldg 5 **2924 Harvey Street**	0	N/A	N/A	N/A	N/A	N/A
Harvey Street Apts. Bldg 6 **2924 Harvey Street**	0	N/A	N/A	N/A	N/A	N/A
Harvey Street Apts. Bldg 7 **2924 Harvey Street**	0	N/A	N/A	N/A	N/A	N/A
1 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
2 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
3 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
5 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
6 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A

University Apartments Facility Name and Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
7 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
9 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
10 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
11 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
13 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
14 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
15 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
17 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
18 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
19 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
21 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
22 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
23 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
25 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
26 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
27 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
29 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
30 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
31 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
33 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
34 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
35 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
37 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
38 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A

University Apartments Facility Name and Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
Bernie's Place Child Care Center 39 University Houses	0	N/A	N/A	N/A	N/A	N/A
41 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
101 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
102 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
103 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
104 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
105 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
106 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
107 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
108 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
109 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
201 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
202 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
203 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
204 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
205 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
206 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
207 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
208 Eagle Heights Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
209 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
301 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
302 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
303 Eagle Heights Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
304 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A

University Apartments Facility Name and Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
305 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
306 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
307 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
308 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
309 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
401 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
402 Eagle Heights Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
403 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
404 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
405 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
406 Eagle Heights Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
407 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
408 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
501 Eagle Heights Apt. A-E	0	N/A	N/A	N/A	N/A	N/A
502 Eagle Heights Apt. A-L	1	1	Grease Cooking Fire	0	0	$1,200
503 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
504 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
505 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
506 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
507 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
508 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
509 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
601 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
602 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A

University Apartments Facility Name and Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
603 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
604 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
605 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
606 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
607 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
608 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
609 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
610 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
University Apartments Community Center 611 Eagle Heights	0	N/A	N/A	N/A	N/A	N/A
701-703 Eagle Heights (A-L)	0	N/A	N/A	N/A	N/A	N/A
704-705 Eagle Heights (A-L)	0	N/A	N/A	N/A	N/A	N/A
706 Eagle Heights Apt. A-R	0	N/A	N/A	N/A	N/A	N/A
707 Eagle Heights Apt. A-R	0	N/A	N/A	N/A	N/A	N/A
708 Eagle Heights Apt. A-R	0	N/A	N/A	N/A	N/A	N/A
801-808 Eagle Heights (A-F)	0	N/A	N/A	N/A	N/A	N/A
809-819 Eagle Heights (A-F)	0	N/A	N/A	N/A	N/A	N/A
901-911 Eagle Heights (A-F)	0	N/A	N/A	N/A	N/A	N/A
912-914 Eagle Heights (A-D)	0	N/A	N/A	N/A	N/A	N/A
915-917 Eagle Heights (A-D)	0	N/A	N/A	N/A	N/A	N/A
918-925 Eagle Heights (A-F)	0	N/A	N/A	N/A	N/A	N/A
926-928 Eagle Heights (A-D)	0	N/A	N/A	N/A	N/A	N/A
929-931 Eagle Heights (A-D)	0	N/A	N/A	N/A	N/A	N/A
932-934 Eagle Heights (A-D)	0	N/A	N/A	N/A	N/A	N/A

University Apartments Facility Name and Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
935-946 Eagle Heights (A-F)	0	N/A	N/A	N/A	N/A	N/A
Apartment Facilities Service Bldg. 2902 Haight Rd.	0	N/A	N/A	N/A	N/A	N/A

Dairy Cattle Living Quarters

Short Course Facility Name & Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
Dairy Cattle Center Living Quarters 1815 W. Linden Dr.	0	N/A	N/A	N/A	N/A	N/A

French House

Facility Name & Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
The French House 633 N Frances St.	0	N/A	N/A	N/A	N/A	N/A

Number and Cause of Each Fire in any On Campus Housing Facility:

University Residence Halls

1. One; dryer in the dining market that is attached to the residence hall

University Apartments

1. Resident reported grease fire while cooking

Dairy Cattle Living Quarters

No fires in 2025.

The French House

No fires in 2025.

Number of Injuries from Fire that Result in Medical Treatment:

University Residence Halls

No injuries from fires that resulted in medical treatment in 2025.

University Apartments

No injuries from fires that resulted in medical treatment in 2025.

Dairy Cattle Living Quarters

No injuries from fires that resulted in medical treatment in 2025.

The French House
No injuries from fires that resulted in medical treatment in 2025.

Number of Deaths Related to Fire

University Residence Halls
No deaths related to fire in 2025.

University Apartments
No deaths related to fire in 2025.

Dairy Cattle Living Quarters
No deaths related to fire in 2025.

The French House
No deaths related to fire in 2025.

Value of Property Damage Caused by Fire

University Residence Halls
University Residence Halls value of property damage by fire was $0. There was not damage caused by the fire.

University Apartments
University Apartments value of property damage by fire was $1,200.

Dairy Cattle Center Living Quarters
Dairy Cattle Center Living Quarters value of property damage $0.

The French House
The French House value of property damage $0.

2024 Fire Statistics

Residence Hall Facility Name and Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
Adams Hall 1520 Tripp Circle	0	N/A	N/A	N/A	N/A	N/A
Barnard Hall 970 University Avenue	0	N/A	N/A	N/A	N/A	N/A
Bradley Hall 650 Elm Drive	0	N/A	N/A	N/A	N/A	N/A
Chadbourne Hall 420 N. Park Street	0	N/A	N/A	N/A	N/A	N/A
Cole Hall 625 Elm Drive	0	N/A	N/A	N/A	N/A	N/A
Dejope Hall 640 Elm Drive	0	N/A	N/A	N/A	N/A	N/A

Residence Hall Facility Name and Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
Elizabeth Waters Hall 1200 Observatory Drive	0	N/A	N/A	N/A	N/A	N/A
Humphrey Hall 650 Babcock Drive	0	N/A	N/A	N/A	N/A	N/A
Jorns Hall 650 Babcock Drive	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Showerman House) 1650 Kronshage Drive	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Conover House) 1650 Kronshage Drive	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Gilman House) 1610 Kronshage Drive	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Turner House) 1620 Kronshage Drive	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Mack House) 1630 Kronshage Drive	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Chamberlin House) 665 Elm Drive	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Swenson House) 645 Elm Drive	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Jones House) 655 Elm Drive	0	N/A	N/A	N/A	N/A	N/A
Leopold Hall 1635 Kronshage Drive	0	N/A	N/A	N/A	N/A	N/A
Merit Hall 917,919,921 West Dayton Street	0	N/A	N/A	N/A	N/A	N/A
Ogg Hall 835 W. West Dayton Street	0	N/A	–N/A	N/A	N/A	N/A
Phillips Hall 1950 Willow Drive	0	N/A	N/A	N/A	N/A	N/A
Sellery Hall 821 W. Johnson Street	1	1	Resident lit a candle in room	0	0	$0
Slichter Hall 625 Babcock Drive	0	N/A	N/A	N/A	N/A	N/A
Smith Hall 35 N. Park Street	0	N/A	N/A	N/A	N/A	N/A
Sullivan Hall 635 Elm Drive	0	N/A	N/A	N/A	N/A	N/A
Tripp Hall 1510 Tripp Circle	0	N/A	N/A	N/A	N/A	N/A
Witte Hall 615 W. Johnson Street	0	N/A	N/A	N/A	N/A	N/A

University Apartments Facility Name and Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
Harvey Street Apts. Building 1 2924 Harvey Street	0	N/A	N/A	N/A	N/A	N/A
Harvey Street Apts. Building 2 2924 Harvey Street	0	N/A	N/A	N/A	N/A	N/A
Harvey Street Apts. Building 3 2924 Harvey Street	0	N/A	N/A	N/A	N/A	N/A
Harvey Street Apts. Building 4 2924 Harvey Street	0	N/A	N/A	N/A	N/A	N/A
Harvey Street Apts. Building 5 2924 Harvey Street	0	N/A	N/A	N/A	N/A	N/A
Harvey Street Apts. Building 6 2924 Harvey Street	0	N/A	N/A	N/A	N/A	N/A
Harvey Street Apts. Building 7 2924 Harvey Street	0	N/A	N/A	N/A	N/A	N/A
1 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
2 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
3 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
5 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
6 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
7 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
9 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
10 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
11 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
13 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
14 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
15 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
17 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
18 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
19 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
21 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
22 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
23 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
25 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
26 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
27 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
29 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
30 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
31 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
33 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
34 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
35 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
37 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
38 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
Bernie's Place Child Care Center 39 University Houses	0	N/A	N/A	N/A	N/A	N/A
41 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
101 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
102 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A

University Apartments Facility Name and Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
103 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
104 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
105 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
106 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
107 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
108 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
109 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
201 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
202 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
203 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
204 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
205 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
206 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
207 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
208 Eagle Heights Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
209 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
301 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
302 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
303 Eagle Heights Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
304 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
305 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
306 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
307 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
308 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
309 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
401 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
402 Eagle Heights Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
403 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
404 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
405 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
406 Eagle Heights Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
407 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
408 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
501 Eagle Heights Apt. A-E	0	N/A	N/A	N/A	N/A	N/A
502 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
503 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
504 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
505 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
506 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
507 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
508 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
509 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
601 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
602 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
603 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
604 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
605 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
606 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
607 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
608 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A

University Apartments Facility Name and Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
609 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
610 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
University Apartments Community Center 611 Eagle Heights	0	N/A	N/A	N/A	N/A	N/A
701-703 Eagle Heights (A-L x3)	1	1	Grease/food build up in oven	0	0	$395
704-705 Eagle Heights (A-L x2)	0	N/A	N/A	N/A	N/A	N/A
706 Eagle Heights Apt. A-R	0	N/A	N/A	N/A	N/A	N/A
707 Eagle Heights Apt. A-R	0	N/A	N/A	N/A	N/A	N/A
708 Eagle Heights Apt. A-R	0	N/A	N/A	N/A	N/A	N/A
801-808 Eagle Heights (A-F x8)	0	N/A	N/A	N/A	N/A	N/A
809-819 Eagle Heights (A-F x11)	0	N/A	N/A	N/A	N/A	N/A
901-911 Eagle Heights (A-F x11)	0	N/A	N/A	N/A	N/A	N/A
912-914 Eagle Heights (A-D x3)	0	N/A	N/A	N/A	N/A	N/A
915-917 Eagle Heights (A-D x3)	0	N/A	N/A	N/A	N/A	N/A
918-925 Eagle Heights (A-F x8)	0	N/A	N/A	N/A	N/A	N/A
926-928 Eagle Heights (A-D x3)	0	N/A	N/A	N/A	N/A	N/A
929-931 Eagle Heights (A-D x3)	0	N/A	N/A	N/A	N/A	N/A
932-934 Eagle Heights (A-D x3)	0	N/A	N/A	N/A	N/A	N/A
935-946 Eagle Heights (A-F x12)	0	N/A	N/A	N/A	N/A	N/A
Apartment Facilities Service Bldg. 2902 Haight Rd.	0	N/A	N/A	N/A	N/A	N/A

Dairy Cattle Living Quarters

Short Course Facility Name & Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
Dairy Cattle Center Living Quarters 1815 W. Linden Dr.	0	N/A	N/A	N/A	N/A	N/A

French House

Facility Name & Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
The French House 633 N Frances St.	0	N/A	N/A	N/A	N/A	N/A

<u>Number and Cause of Each Fire in any On Campus Housing Facility:</u>

University Residence Halls

1. One; Candle in resident room

University Apartments

1. One; resident had cooking fire in oven

Dairy Cattle Living Quarters
No fires in 2024.

The French House
No fires in 2024.

Number of Injuries from Fire that Result in Medical Treatment:

University Residence Halls
No injuries from fires that resulted in medical treatment in 2024.

University Apartments
No injuries from fires that resulted in medical treatment in 2024.

Dairy Cattle Living Quarters
No injuries from fires that resulted in medical treatment in 2024.

The French House
No injuries from fires that resulted in medical treatment in 2024.

Number of Deaths Related to Fire:

University Residence Halls
No deaths related to fire in 2024.

University Apartments
No deaths related to fire in 2024.

Dairy Cattle Living Quarters
No deaths related to fire in 2024.

The French House
No deaths related to fire in 2024.

Value of Property Damage Cause by Fire:

University Residence Halls
University Residence Halls value of property damage by fire was $0.

University Apartments
University Apartments value of property damage by fire was $395.

Dairy Cattle Center Living Quarters
Dairy Cattle Center Living Quarters value of property damage $0.

The French House
The French House value of property damage $0.

2023 Fire Statistics

Residence Hall Facility Name and Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
Adams Hall **1520 Tripp Circle**	0	N/A	N/A	N/A	N/A	N/A
Barnard Hall **970 University Avenue**	0	N/A	N/A	N/A	N/A	N/A
Bradley Hall **650 Elm Drive**	0	N/A	N/A	N/A	N/A	N/A
Chadbourne Hall **420 N. Park Street**	0	N/A	N/A	N/A	N/A	N/A
Cole Hall **625 Elm Drive**	1	1	E-bike battery	0	0	$205
Dejope Hall **640 Elm Drive**	0	N/A	N/A	N/A	N/A	N/A
Elizabeth Waters Hall **1200 Observatory Drive**	0	N/A	N/A	N/A	N/A	N/A
Humphrey Hall **650 Babcock Drive**	0	N/A	N/A	N/A	N/A	N/A
Jorns Hall **650 Babcock Drive**	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Showerman House) **1650 Kronshage Drive**	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Conover House) **1650 Kronshage Drive**	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Gilman House) **1610 Kronshage Drive**	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Turner House) **1620 Kronshage Drive**	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Mack House) **1630 Kronshage Drive**	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Chamberlin House) **665 Elm Drive**	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Swenson House) **645 Elm Drive**	0	N/A	N/A	N/A	N/A	N/A
Kronshage Hall (Jones House) **655 Elm Drive**	0	N/A	N/A	N/A	N/A	N/A
Leopold Hall **1635 Kronshage Drive**	0	N/A	N/A	N/A	N/A	N/A
Merit Hall **917,919,921 West Dayton Street**	0	N/A	N/A	N/A	N/A	N/A
Ogg Hall **835 W. West Dayton Street**	0	N/A	N/A	N/A	N/A	N/A
Phillips Hall **1950 Willow Drive**	0	N/A	N/A	N/A	N/A	N/A
Sellery Hall **821 W. Johnson Street**	0	N/A	N/A	N/A	N/A	N/A
Slichter Hall **625 Babcock Drive**	0	N/A	N/A	N/A	N/A	N/A

Residence Hall Facility Name and Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
Smith Hall 35 N. Park Street	0	N/A	N/A	N/A	N/A	N/A
Sullivan Hall 635 Elm Drive	0	N/A	N/A	N/A	N/A	N/A
Susan Davis Hall 917 W. Johnson Street	0	N/A	N/A	N/A	N/A	N/A
Tripp Hall 1510 Tripp Circle	0	N/A	N/A	N/A	N/A	N/A
Witte Hall 615 W. Johnson Street	0	N/A	N/A	N/A	N/A	N/A
Zoe Bayliss Coop 915 W. Johnson Street	0	N/A	N/A	N/A	N/A	N/A
University Apartments Facility Name and Address	**Total # of Fires**	**Fire #**	**Cause of Fire**	**# of Injuries**	**# of Deaths**	**Value of Property Damage**
Harvey Street Apts. Building 1 2924 Harvey Street	0	N/A	N/A	N/A	N/A	N/A
Harvey Street Apts. Building 2 2924 Harvey Street	0	N/A	N/A	N/A	N/A	N/A
Harvey Street Apts. Building 3 2924 Harvey Street	0	N/A	N/A	N/A	N/A	N/A
Harvey Street Apts. Building 4 2924 Harvey Street	0	N/A	N/A	N/A	N/A	N/A
Harvey Street Apts. Building 5 2924 Harvey Street	0	N/A	N/A	N/A	N/A	N/A
Harvey Street Apts. Building 6 2924 Harvey Street	0	N/A	N/A	N/A	N/A	N/A
Harvey Street Apts. Building 7 2924 Harvey Street	0	N/A	N/A	N/A	N/A	N/A
1 University Houses Apt. A-D	1	1	Cooking	0	0	$0
2 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
3 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
5 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
6 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
7 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
9 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
10 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
11 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
13 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
14 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
15 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
17 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
18 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
19 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
21 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
22 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
23 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
25 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
26 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
27 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
29 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
30 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
31 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A

University Apartments Facility Name and Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
33 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
34 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
35 University Houses Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
37 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
38 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
Bernie's Place Child Care Center 39 University Houses	0	N/A	N/A	N/A	N/A	N/A
41 University Houses Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
101 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
102 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
103 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
104 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
105 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
106 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
107 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
108 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
109 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
201 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
202 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
203 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
204 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
205 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
206 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
207 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
208 Eagle Heights Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
209 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
301 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
302 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
303 Eagle Heights Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
304 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
305 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
306 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
307 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
308 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
309 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
401 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
402 Eagle Heights Apt. A-D	0	N/A	N/A	N/A	N/A	N/A
403 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
404 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
405 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
406 Eagle Heights Apt. A-F	0	N/A	N/A	N/A	N/A	N/A
407 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
408 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
501 Eagle Heights Apt. A-E	0	N/A	N/A	N/A	N/A	N/A
502 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
503 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
504 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
505 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
506 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
507 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
508 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A

University Apartments Facility Name and Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
509 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
601 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
602 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
603 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
604 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
605 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
606 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
607 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
608 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
609 Eagle Heights Apt. A-H	0	N/A	N/A	N/A	N/A	N/A
610 Eagle Heights Apt. A-L	0	N/A	N/A	N/A	N/A	N/A
University Apartments Community Center 611 Eagle Heights	0	N/A	N/A	N/A	N/A	N/A
701-703 Eagle Heights (A-L x3)	0	N/A	N/A	N/A	N/A	N/A
704-705 Eagle Heights (A-L x2)	0	N/A	N/A	N/A	N/A	N/A
706 Eagle Heights Apt. A-R	0	N/A	N/A	N/A	N/A	N/A
707 Eagle Heights Apt. A-R	0	N/A	N/A	N/A	N/A	N/A
708 Eagle Heights Apt. A-R	0	N/A	N/A	N/A	N/A	N/A
801-808 Eagle Heights (A-F x8)	0	N/A	N/A	N/A	N/A	N/A
809-819 Eagle Heights (A-F x11)	0	N/A	N/A	N/A	N/A	N/A
901-911 Eagle Heights (A-F x11)	0	N/A	N/A	N/A	N/A	N/A
912-914 Eagle Heights (A-D x3)	0	N/A	N/A	N/A	N/A	N/A
915-917 Eagle Heights (A-D x3)	0	N/A	N/A	N/A	N/A	N/A
918-925 Eagle Heights (A-F x8)	0	N/A	N/A	N/A	N/A	N/A
926-928 Eagle Heights (A-D x3)	0	N/A	N/A	N/A	N/A	N/A
929-931 Eagle Heights (A-D x3)	0	N/A	N/A	N/A	N/A	N/A
932-934 Eagle Heights (A-D x3)	0	N/A	N/A	N/A	N/A	N/A
935-946 Eagle Heights (A-F x12)	0	N/A	N/A	N/A	N/A	N/A
Apartment Facilities Service Bldg. 2902 Haight Rd.	0	N/A	N/A	N/A	N/A	N/A

Dairy Cattle Living Quarters

Short Course Facility Name & Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
Dairy Cattle Center Living Quarters 1815 W. Linden Dr.	0	N/A	N/A	N/A	N/A	N/A

French House

Facility Name & Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
The French House 633 N Frances St.	0	N/A	N/A	N/A	N/A	N/A

Number and Cause of Each Fire in any On Campus Housing Facility:

University Residence Halls

1. One. E-bike battery caught on fire in resident room

University Apartments

1. One. Small cooking fire in oven

Dairy Cattle Living Quarters
No fires in 2023.

The French House
No fires in 2023.

Number of Injuries from Fire that Result in Medical Treatment:

University Residence Halls
No injuries from fires that resulted in medical treatment in 2023.

University Apartments
No injuries from fires that resulted in medical treatment in 2023.

Dairy Cattle Living Quarters
No injuries from fires that resulted in medical treatment in 2023.

The French House
No injuries from fires that resulted in medical treatment in 2023.

Number of Deaths Related to Fire:

University Residence Halls
No deaths related to fire in 2023.

University Apartments
No deaths related to fire in 2023.

Dairy Cattle Living Quarters
No deaths related to fire in 2023.

The French House
No deaths related to fire in 2023.

Value of Property Damage Cause by Fire:

University Residence Halls
University Residence Halls value of property damage by fire was $205.

University Apartments
University Apartments value of property damage by fire was $0.

Dairy Cattle Center Living Quarters
Dairy Cattle Center Living Quarters value of property damage $0.

The French House
The French House value of property damage $0.

Description of the Fire Safety "System" in Each Housing Facility

University Residence Halls

Adams Hall: Multiplexed addressable building fire alarm system, wet standpipe system and resident room 120v stand-alone smoke detectors with battery backup. Ansul cooking hood fire suppression system in Gatehouse kitchenette. Sprinkler system in the laundry rooms.
Barnard Hall: Multiplexed addressable building fire alarm system and resident room 120v stand-alone smoke detectors with battery backup.
Bradley Hall: Multiplexed addressable building fire alarm system and resident room 120v stand-alone smoke detectors with battery backup. Wet sprinkler system in the trash rooms.
Chadbourne Hall: Multiplexed addressable building fire alarm system, full building sprinkler system and supervised resident room smoke detectors and kitchen heat detectors. Multiple cooking hood ansul fire suppression systems.
Cole Hall: Multiplexed addressable building fire alarm system and resident room 120v stand-alone smoke detectors with battery backup.
Dejope Hall: Multiplexed addressable building fire alarm system, full building sprinkler system, supervised resident room smoke detectors and kitchen heat detectors. Multiple cooking hood ansul fire suppression systems.
Elizabeth Waters Hall: Multiplexed addressable building fire alarm system, full building sprinkler system and resident room 120v stand-alone smoke detectors with battery backup. Ansul cooking hood fire suppression system in resident kitchenette.
Kronshage Hall (Humphrey House): Multiplexed addressable building fire system, full building sprinkler system and 120v stand-alone resident room smoke detectors.
Kronshage Hall (Jorns House): Multiplexed addressable building fire system, full building sprinkler system and 120v stand-alone resident room smoke detectors.
Kronshage Hall (Showerman House): Multiplexed addressable building fire alarm system and resident room 120v stand-alone smoke detectors with battery backup.
Kronshage Hall (Conover House): Multiplexed addressable building fire alarm system and resident room 120v stand-alone smoke detectors with battery backup.
Kronshage Hall (Gilman House): Multiplexed addressable building fire alarm system and resident room 120v stand-alone smoke detectors with battery backup.
Kronshage Hall (Turner House): Multiplexed addressable building fire alarm system and resident room 120v stand-alone smoke detectors with battery backup.

Kronshage Hall (Mack House): Multiplexed addressable building fire alarm system and resident room 120v stand-alone smoke detectors with battery backup.
Kronshage Hall (Chamberlin House): Multiplexed addressable building fire alarm system and resident room 120v stand-alone smoke detectors with battery backup.
Kronshage Hall (Swenson House): Multiplexed addressable building fire alarm system and resident room 120v stand-alone smoke detectors with battery backup.
Kronshage Hall (Jones House): Multiplexed addressable building fire alarm system and resident room 120v stand-alone smoke detectors with battery backup.
Leopold Hall: Multiplexed addressable building fire alarm system, full building sprinkler system, supervised resident room smoke detectors and kitchen heat detectors.
Merit Hall: Multiplexed addressable building fire alarm system and resident room 120v stand-alone smoke detectors with battery backup.
Ogg Hall: Multiplexed addressable building fire alarm system, resident room 120v stand-alone smoke detectors with battery backup.
Phillips Hall: Multiplexed addressable building fire alarm system and resident room 120v stand-alone smoke detectors with battery backup.
Sellery Hall: Multiplexed addressable building fire alarm system, full building sprinkler system and resident room 120v stand-alone smoke detectors.
Slichter Hall: Multiplexed addressable building fire alarm system and resident room 120v stand-alone smoke detectors with battery backup.
Smith Hall: Multiplexed addressable building fire alarm system, full building sprinkler system and resident room 120v stand-alone smoke detectors with battery backup. Supervised kitchen heat detectors and multiple cooking hood ansul fire suppression systems.
Sullivan Hall: Multiplexed addressable building fire alarm system, full building sprinkler system and resident room 120v stand-alone smoke detectors with battery backup.
Susan Davis Hall: Multiplexed addressable building fire alarm system and resident room 120v stand-alone smoke detectors with battery backup.
Tripp Hall: Multiplexed addressable building fire alarm system, wet standpipe system and resident room 120v stand-alone smoke detectors with battery backup. Ansul cooking hood fire suppression system in Gatehouse in kitchenette. Sprinkler system in laundry rooms.
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 120v stand-alone smoke detectors with battery backup.

University Apartments

Harvey Street Buildings 1-7: Multiplexed addressable fire alarm system and apartment 120v stand-alone smoke detectors with battery backup. Carbon monoxide detectors in every unit.
University Houses Building 1-3: Apartment 120v interconnected smoke detectors with battery backup. Interconnected carbon monoxide detector in every unit.
University Houses Building 5: Apartment 120v interconnected smoke detectors with battery backup. Interconnected carbon monoxide detector in every unit. Common areas have multiplexed addressable fire alarm system.

University Houses Building 6, 7, 9: Apartment 120v interconnected smoke detectors with battery backup. Interconnected carbon monoxide detector in every unit.
University Houses Building 10: Apartment 120v interconnected smoke detectors with battery backup. Interconnected carbon monoxide detector in every unit. Common areas have multiplexed addressable fire alarm system.
University Houses Building 11, 13-15, 17-19: Apartment 120v interconnected smoke detectors with battery backup. Interconnected carbon monoxide detector in every unit.
University Houses Building 21: Apartment 120v interconnected smoke detectors with battery backup. Interconnected CO2 detector in every unit. Common areas have multiplexed addressable fire alarm system.
University Houses Building 22, 23, 25-27, 29: Apartment 120v interconnected smoke detectors with battery backup. Interconnected CO2 detector in every unit.
University Houses Building 30: Apartment 120v interconnected smoke detectors with battery backup. Interconnected CO2 detector in every unit. Common areas have multiplexed addressable fire alarm system.
University Houses Building 31, 33, 34: Apartment 120v interconnected smoke detectors with battery backup. Interconnected CO2 detector in every unit.
University Houses Building 35: Apartment 120v interconnected smoke detectors with battery backup. Interconnected CO2 detector in every unit. Common areas have multiplexed addressable fire alarm system.
University Houses Building 37, 38: Apartment 120v interconnected smoke detectors with battery backup. Interconnected CO2 detector in every unit.
University Houses Building 41: Apartment 120v interconnected smoke detectors with battery backup. Interconnected CO2 detector in every unit.
Eagle Heights Building 101-109: Multiplexed addressable fire alarm system and apartment 120v stand-alone smoke detectors with battery backup. Carbon monoxide detectors in apartments above boiler rooms.
Eagle Heights Building 201-209: Multiplexed addressable fire alarm system and apartment 120v stand-alone smoke detectors with battery backup. Carbon monoxide detectors in apartments above boiler rooms.
Eagle Heights Building 301-309: Multiplexed addressable fire alarm system and apartment 120v stand-alone smoke detectors with battery backup. Carbon monoxide detectors in apartments above boiler rooms.
Eagle Heights Building 401-408: Multiplexed addressable fire alarm system and apartment 120v stand-alone smoke detectors with battery backup. Carbon monoxide detectors in apartments above boiler rooms.
Eagle Heights Building 501-509: Multiplexed addressable fire alarm system and apartment 120v stand-alone smoke detectors with battery backup. Carbon monoxide detectors in apartments above boiler rooms.
Eagle Heights Building 601-610: Multiplexed addressable fire alarm system and apartment 120v stand-alone smoke detectors with battery backup. Carbon monoxide detectors in apartments above boiler rooms.
Eagle Heights Building 701-708: Multiplexed addressable fire alarm system and apartment 120v stand-alone smoke detectors with battery backup. Carbon monoxide detectors in apartments above boiler rooms.

Eagle Heights Building 801-819: Multiplexed addressable fire alarm system and apartment 120v stand-alone smoke detectors with battery backup. Carbon monoxide detectors in apartments above boiler rooms.
Eagle Heights Building 901-946: Multiplexed addressable fire alarm system and apartment 120v stand-alone smoke detectors with battery backup. Carbon monoxide detectors in apartments above boiler rooms.

Dairy Cattle Center Living Quarters

The sleeping quarters has smoke detection and the detectors are tied into the main building's fire alarm system. Detectors in the hallway outside the sleeping quarters are also tied into the main building's fire alarm system.

The French House

The facility is equipped with fire pull stations throughout.

Number of Supervised Mandatory Fire Drills

University Housing

University Residence Halls

There are four required fire drills of which one of the four must take place after dark.
Adams Hall: Four fire drills conducted in 2025.
Barnard Hall: Four fire drills conducted in 2025.
Bradley Hall: Four fire drills conducted in 2025.
Chadbourne Hall: Four fire drills conducted in 2025.
Cole Hall: Four fire drills conducted in 2025.
Dejope Hall: Four fire drills conducted in 2025.
Elizabeth Waters Hall: Four fire drills conducted in 2025.
Humphrey Hall: Four fire drills conducted in 2025.
Jorns: Four fire drills conducted in 2025.
Kronshage Hall (Showerman House): Four fire drills conducted in 2025.
Kronshage Hall (Conover House): Four fire drills conducted in 2025.
Kronshage Hall (Gilman House): Four fire drills conducted in 2025.
Kronshage Hall (Turner House): Four fire drills conducted in 2025.
Kronshage Hall (Mack House): Four fire drills conducted in 2025.
Kronshage Hall (Chamberlin House): Four fire drills conducted in 2025.
Kronshage Hall (Swenson House): Four fire drills conducted in 2025.
Kronshage Hall (Jones House): Four fire drills conducted in 2025.
Lowell Center: Four fire drills conducted in 2025.
Leopold Hall: Four fire drills conducted in 2025.
Merit Hall: Four fire drills conducted in 2025.
Ogg Hall: Four fire drills conducted in 2025.
Phillips Hall: Four fire drills conducted in 2025.
Sellery Hall: Four fire drills conducted in 2025.
Slichter Hall: Four fire drills conducted in 2025.

Smith Hall: Four fire drills conducted in 2025.
Sullivan Hall: Four fire drills conducted in 2025.
Tripp Hall: Four fire drills conducted in 2025.
Witte Hall: Four fire drills conducted in 2025.

University Apartments
There are monthly required fire drills in the Community Center for Eagle's Wing Child Care and Bernie's Place in University Houses Building 39 only. Fire drills are not conducted in individual apartments.
University Apartments Community Center: Twelve fire drills conducted in 2025.
University Houses Building 39: Twelve fire drills conducted in 2025.

Dairy Cattle Center Living Quarters
One fire drill was conducted in 2025.

The French House
One fire drill was conducted in 2025.

UW-Madison Fire Safety Policy

If a fire occurs in a University of Wisconsin–Madison, Division of University Housing residence hall or apartment, community members should pull the fire alarm, use the nearest safe exit to evacuate and notify UWPD and Madison Fire Department immediately by calling 911. If a community member finds evidence of a fire that has been extinguished, and the person is not sure whether UWPD has already responded, the community member should immediately notify UWPD at (608) 264-2677 to investigate and document the incident. For the purposes of including a fire in the statistics in the Annual Fire Safety Report, University Housing, or the Dairy Cattle Center Manager or the Integrated Cattle Hub Director, and UWPD should be notified of the fire. University Housing can be reached at (608) 262-2522.

University Residence Halls

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

Policies Pertaining to Use of Portable Electric Appliances, Smoking and Open Flames

The following policy information is from the Division of University Housing, Student Housing Handbook:

Electrical and Lithium Battery Appliances

Lithium Battery Guidelines

- A maximum of 8 grams total of lithium metal batteries are allowed in residence hall rooms and apartments
- A maximum of 1000 Watts per battery for lithium-ion batteries are allowed in residence halls rooms and apartments.
- Residents are not allowed to dismantle or undertake repairs to any type of battery in their residence hall or apartment.
- Residents can only use battery chargers that were intended to be used for the particular battery that is being charged.

Residence hall rooms are not designed to support large electronics or cooking appliances. All approved appliances and devices brought to campus must be in good working condition and must be UL Listed.

- Only University Housing approved window air-conditioners are permitted due to ADA/Medical needs. Please see University Housing Website for more information.
- Residents are not permitted to remove the University provided micro-fridge/freezer from their room.
- Stand-alone freezers are not permitted in resident rooms.
- Residents may not use cooking appliances with an exposed heating element

Prohibited Appliances

- 3D Printers
- Class 3 and Class 4 lasers
- Electric grills *(i.e. George Foreman, waffle iron, griddle, pizzazz pizza oven, panini maker, quesadilla maker, etc.)*
- Pizza cooker
- Toaster
- Hot plate
- All-in-one breakfast maker
- Instantpot/crockpot/slow cooker/pressure cooker
- Air fryer
- Halogen lamp
- Window Air-conditioning unit (Non-approved)
- Space heater
- Electric fireplace
- Portable electric dryer
- Electric wax melt

Smoking/Vaping

- Smoking is not permitted anywhere in the University Residence Halls, including common area spaces such as dens, hallways, stairwells, and bathrooms as well as resident rooms.
- Smoking is not allowed within 25 feet of all University Residence Halls and Dining buildings under the University's smoke-free policy and state law.
- The use of e-cigarettes and/or vaping *(including Juuls)* is not permitted in University Residence Halls.

Policies Pertaining to Fire Safety

Fire Safety

- Building evacuation is required when the fire alarm sounds/flashes in the building.
- All approved electronic appliances and devices within residence halls must be UL Listed.
- Residents are prohibited from having or burning candles or incense in rooms and common areas.
    - Residents needing to burn/light candles or other things for religious purposes should talk to their building Residence Life Coordinator or fill out this exemption form.
- Wax heating electronics are prohibited.
- Residents are prohibited from having firecrackers/fireworks within, out of, or adjacent to residential communities.
- Setting fires in and around the residence halls is prohibited.
- Covering, disconnecting, or hanging items from smoke detectors is prohibited
- Residents are prohibited from keeping non-potted vegetation in their rooms. Examples include Christmas trees, wreaths, straw, wood, and bark.
- The use of multiple socket outlet plugs designed to expand the number of outlets in a room is prohibited.
    - Only circuit breaker extension cords are permitted.
- Carpeting may not be placed over extension cords.
- Items should not be affixed to or hung from room ceilings and pipes. These items include but are not limited to ceiling fans, clotheslines, fishnet, flags, posters, string lights, etc.
- Gasoline, propane, lighter fluid, nitrous oxide, liquid nitrogen, turpentine, dry cleaning fluid, and any other highly flammable and dangerous chemicals are prohibited in residence hall rooms.
- Rooms must have a clear path from the door to the other side of the room.

Fire Precautions

To greatly reduce the chance of a fire you should:

- Avoid running electrical cords under carpeting, where the cords can be stepped on and easily damaged.

- Use surge protectors with their own built-in fuse and do not overload electrical circuits.
- Empty wastebaskets regularly.
- Use only approved appliances in approved locations and only when you are fully present while they are in use.
- Keep doors to stairwells closed.
- Keep hallways clear of your belongings including shoes and boots.
- Do not use lit candles/incense/tobacco products (University Housing is a smoke-free environment- these products are not permitted).

Residents will be held financially responsible for acts of negligence or intent that result in damage to University property and/or the personal property of others.

**Please notify Residence Life staff upon your arrival if you are in need of assistance in evacuating the building.*

Smoke Detectors in Rooms

A smoke detector is provided in each student room. The smoke detector in your room is plugged into the hall electrical system and will go off when smoke particles enter the smoke detector unit. Never unplug, cover, or create a situation where the smoke detector is inoperative.

If the alarm of your room smoke detector goes off you should:

- Determine the source of the smoke and, if it is a small fire in your room and you feel safe doing so, use the fire extinguisher in the hall to put out the fire.
- Pull the building alarm if you cannot immediately determine the source of the smoke or extinguish a fire.
- Follow the building evacuation procedures posted on your house bulletin board.

To report smoke detector malfunction, please contact the Maintenance and Repair Service (MARS).

Fire Emergencies

In case of a fire:

- If the fire is small and can be contained, and you feel safe doing so, use the nearest fire extinguisher.
- Pull the nearest fire alarm and evacuate the building as outlined above.

If you notice smoke coming from a room:

- Pull the fire alarm and evacuate the building as outlined above.
- Notify a staff person to the location of the room.

If there is heavy smoke and you cannot find your way to an exit or if your room door or doorknob is hot:

- Remain in your room with the door closed.
- Place a towel or other clothing along the bottom of the door.
- Open a window and hang a sheet or white towel out to attract attention.
- Call 9-1-1 and give the dispatcher your location. Stay on the phone with the dispatcher until he/she directs you to hang up.
- Stay in your room until emergency personnel tell you it is okay to leave.
- **Policies Pertaining to Evacuation**

The following policy information is from the Division of University Housing, Student/Community Expectations:

Fire Alarms/Evacuations

You must familiarize yourself with procedures for evacuating the building **before** you need to evacuate in an emergency. Evacuation procedures are posted within your residential community. You should familiarize yourself with the nearest exit from your room as well as alternate exits if the exit nearest to your room is unusable.

Evacuation is required for your safety and also for the safety of the firefighters, UW–Madison Police officers, and Residence Life staff members who respond during fire alarms. During an evacuation, keep the following in mind:

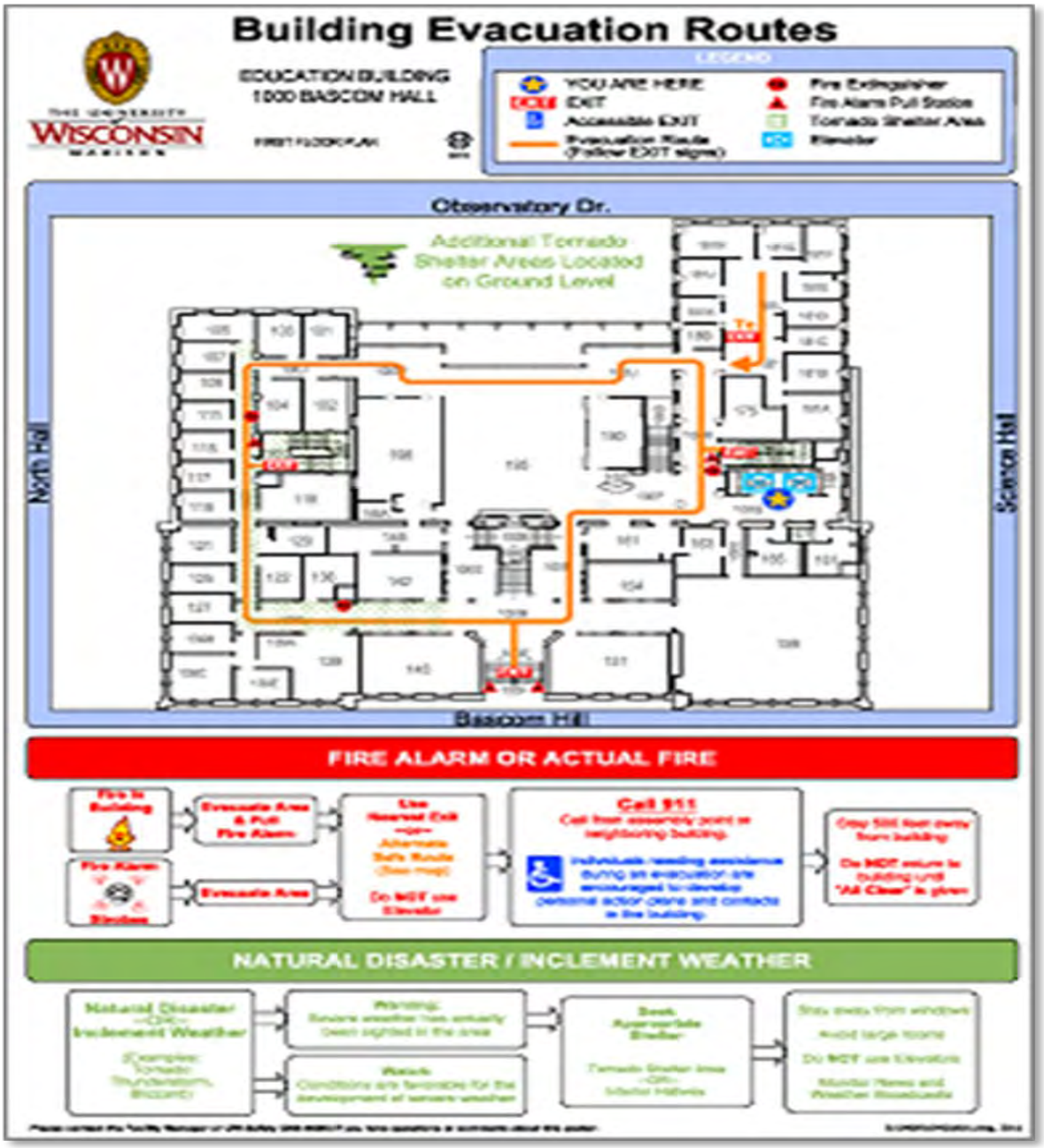
- Before opening your door, check to see if the door or doorknob is hot. If it is not hot, or if there is no smoke coming under your room door, proceed with the emergency procedures under Fire Emergencies below.
- Close your room door behind you.
- Walk, don't run to the nearest accessible exit (use the designated exit for your room on the evacuation guide that is posted in your house.
- Do not use the elevator.
- If smoke or fumes are coming up the stairwell, use an alternate exit.
- Once you're out of the building, move as far away as possible from the exit to protect your own safety and to allow firefighters access to the building.
- Be respectful towards and listen to University Housing staff, UW-Madison Police, and Emergency Responders who are assisting residents in response to the fire alarm.
- If you do not leave during a fire alarm University Housing staff will notify University Police for possible legal action. You may also be subject to disciplinary actions through the University Housing. Your decision places not only yourself, but other individuals in danger.

Evacuation and Evacuation Procedures

Building evacuation is required when the fire alarm is sounding. Residents should exit the building and move as far away as possible for their own safety and to allow those responding to the alarm access to the building. It is important for residents to familiarize themselves with procedures before the need to evacuate in an emergency arises.

Individual building evacuation routes are posted throughout the residence hall, and on each floor. Residents should familiarize themselves with the nearest exit from their room as well as alternate exits, if the exit nearest to the resident's room is unusable.

The following policy and evacuation procedure information is posted at multiple locations throughout each residence hall floor. There are common elements to all fire evacuation procedures: if you see fire, pull the fire alarm and evacuate the building; if you hear a fire alarm, evacuate the building at the nearest safe exit; do not take the elevator; once clear of the building, call 911; do not re-enter the building until you have received confirmation that it is safe to do so. "Building Evacuation Routes" are specific to each specific location. An example is shown below:



University Apartments

University Houses, Harvey Steet, and Eagle Heights

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

University Apartments Policies for portable electric appliances, smoking and open flames are provided to tenants through a resident handbook available electronically.

The following lease (Full Lease) excerpts specifically address fire related issues:

21. Safety and Security

E. Use of charcoal or propane grills indoors, on patios, or within ten (10) feet of University buildings is prohibited. Grills should be attended when in use. Fuel for grills needs to be stored outside, by the grill, and secured appropriately. Grills must be labeled with a current University Apartments-issued property sticker.

F. Storage of explosive or flammable materials (e.g., gasoline, propane) is not permitted in buildings or common areas.

G. Storage of hoverboards is not permitted in buildings, storage or common areas due to documented safety concerns regarding riding, storage, and charging of these devices.

H. Lessee agrees to not tamper with, alter, damage, or bypass designed operation of building system or safety equipment, including:

(1) Fire safety equipment (e.g., smoke detectors, pull stations, fire extinguishers)
(2) Mechanical systems (e.g., heating/cooling thermostats)
(3) Building security/lock system (e.g., duplication of keys)
(4) Electrical system
(5) Plumbing system

K. Residents are required to follow university fire life safety guidelines for lithium batteries, including limitations regarding the storage of batteries. Page 9

L. Storage and use of Class 3B or Class 4 lasers, including those integrated into 3-D printers, is not permitted in buildings or common areas.

25. Common Areas and Community Standards

A. Smoking of any kind, including but not limited to cigarettes, cigars, pipes, vaporizers, and e-cigarettes, is strictly prohibited in any buildings in Eagle Heights or University Houses. This is in accordance with Wisconsin Administrative Code (UWS) 18.08(11) and the University of Wisconsin-Madison Smoke Free Policy.

B. The only location in which smoking is permitted is outside of the premises, at least twenty-five (25) feet away from any University Apartments building.

C. University Apartments is not guaranteeing a smoke-free environment but is making an effort to provide a healthier, smoke-free environment.

Portable Electric Appliances

University Apartments does not restrict or have policy information relating to portable electric appliances other than restricting the use of portable dishwashers.

The Fire Safety Section of the University Apartments Resident Handbook contains the following information about Fire Safety:

Fire Alarms

In any large apartment community, there are occasional false fire alarms. But there are also real fires, often starting in kitchens. NOTE: When you hear a fire alarm, always vacate your apartment.

In University Apartments, there are several different types of fire alarm systems. All building fire alarm systems in Eagle Heights and University Houses report directly to UWPD, who will then contact the fire department. Presently, the alarms at Harvey Street do not report automatically to the fire department or to UWPD; residents must call 911 when an alarm goes off.

“Pull Stations” to Activate Fire Alarms

Residents must activate a fire alarm pull station inside their apartment or in the common stairwell to activate the building fire alarm system. In University Houses, the pull stations are found in basements where resident storage is located in buildings 5, 10, 21, 30, 35 and 39.

In the event of a fire, first notify your neighbors and the fire department by activating the nearest pull station, then call 911. There is no charge for calling the fire department. If time allows, contact the Apartment Facilities Office: (608) 262-2037 (M–F 7:00 AM–3:30 PM) or text the after-hours Resident Manager on Duty: (608) 444-9308.

Smoke Detectors

There are active smoke detectors in each apartment throughout University Apartments. These only sound a local alarm; they are not linked to the UWPD or fire department. The smoke detectors are “hard wired” into the electrical system with battery back-up. Sometimes people are tempted to disconnect their smoke detectors so they do not sound during cooking. This is a serious lease violation. You will be held responsible for payment of fire damages to buildings and their contents if investigation following a fire reveals an apartment smoke detector did not function due to negligence on your part (removal of the smoke detector, or failure to replace a weak or missing battery), or if the fire was caused by you. A charge may be made for fixing non-operating detectors if found during normal maintenance calls. If the detector goes off by mistake and you temporarily remove the battery, be sure to replace it.

“Beeping” Smoke Detectors

If the alarm beeps every minute, it means the battery needs to be replaced. Free smoke detector batteries are available at the University Apartments Office or Apartment Facilities Office.

Carbon Monoxide Detectors

If the alarm is constant, you should leave the apartment and contact the Apartment Facilities Office or the Resident Manager on Duty. If it is “chirping” or beeping every few seconds, that means it is time to change the batteries. You can get new batteries from the University Apartments Office or from the Resident Manager on Duty.

Fire Extinguishers

Tampering with a fire extinguisher is a crime. If you observe someone tampering with an extinguisher, notify the UWPD immediately. Also, notify the Apartment Facilities Office so that the extinguisher can be checked to ensure it is in working order. Make sure everyone in your household knows the location of the fire extinguishers in your building.

Kitchen Fires

Kitchen fires usually occur because someone put something on the stove to cook, and then became involved in another activity or left the apartment. Another frequent cause of fire is grease build-up in the kitchen.

- NEVER leave a stove unattended if it is in use.
- Keep the stove, kitchen walls, and all areas near the stove free of grease.
- In the event of a stove fire, turn the stove off. DO NOT use water to extinguish the flames; it will spread a grease fire and may cause electrical shock. Instead, shake salt or baking soda on the flames, or use a fire extinguisher.

Fire Exit Paths

According to City of Madison Fire Safety Codes, all exits and entryways must be kept entirely clear and easily accessible. This means you cannot store anything (including shoes, trash, plants, or toys) in hallways, staircases, or entryways, or on fire rescue platforms (the small fire escape balconies). Outdoor toys, grills, bikes, sleds, and outside (folding/stacking) chairs may be stored neatly on patios and balconies in the 700s, 800s, and 900s areas of Eagle Heights, as long as a four-foot-wide pathway is maintained. In University Houses, the area between your kitchen and your neighbor’s (sometimes referred to as a “utility closet” or “storage area”) must be kept clear. The City of Madison Fire Marshal can write citations (tickets) to residents if the fire codes are not followed.

Fire Related Regulations, Including Candles and Open Flames

- Tampering with a fire alarm is a crime. Anyone caught setting off a false alarm will be charged for response time, and there could be additional lease or legal consequences.
- Never overload electrical outlets. Do not use electrical cords that are damaged in any way.
- Do not let candles burn for long periods of time or leave them unattended.
- Keep matches and lighters away from children.

- It is illegal to light any fire on University property, except in those places that are established for such purposes.
- It is a violation of your lease to use a grill indoors, on patios, or within 10 feet of a University building.
- Explosive or flammable materials (such as gasoline or propane) cannot be stored indoors.
- Fireworks are extremely restricted by law in Wisconsin and are absolutely prohibited in University Apartments.

Procedures for Evacuation

Procedures for evacuation are posted at various locations in the Community Center and in the licensed child care facility in University Houses 39. There are not evacuation maps for individual apartments. All apartments have more than one entrance/egress. In the event of a fire, residents should first notify neighbors and the fire department by activating the nearest pull station. Residents should evacuate the building at the nearest safe exit, move as far away from the building as possible and call 911.

Fire Safety Training

Fire Safety training and education for staff includes hands on semi-annual fire alarm system troubleshooting and resetting training. Office staff are trained to assist in evacuation of the Community Center and practice with the monthly drills.

Fire Safety training and education for residents include presentations about fire safety, regularly provided for residents by the Community Police Officer at least annually at a community meeting and as needed.

Dairy Cattle Center Living Quarters

If a fire occurs in the Dairy Cattle Center anywhere throughout the facility, including the residence living areas, occupants should pull the fire alarm, use the nearest safe exit to evacuate and notify UWPD and the Madison Fire Department immediately by calling 911. If an occupant finds evidence of a fire that has been extinguished, and the person is not sure whether UWPD has already responded, the occupant should immediately notify UWPD at (608)264-2677 to investigate and document the incident. Once UWPD is informed of the incident, the occupant should always inform the Department of Dairy Science at (608)263-3308, or one of the following building emergency contacts:

- **Dairy Cattle Center Manager**: (608) 301-7291
- **Integrated Cattle Hub Director**: (608) 957-5298

Policies Pertaining to use of Portable Electric Appliances, Smoking and Open Flames

Appliances and Food Preparation

Food preparation in an extensive and/or ongoing manner is not permitted in resident rooms as a matter of safety and sanitation. A kitchen area, with full size cooking appliances is available for all residence use inside of the student lounge area. Students are not permitted to use any cooking appliances, outside of the lounge area, with an exposed heating element. Non-Cooking appliances with open coils or exposed heating elements are also prohibited within the facility. These include, but are not limited to: hot plates, convection ovens, toaster ovens, toasters, electric frying pans, space heaters with open coils or exposed heating elements, gas/propane powered appliances and charcoal cooking appliances are prohibited inside the Dairy Cattle Center. Appliances should not be operated in closets or other closed areas or close to flammable items. Occupants of the facility may be held responsible for any damages caused by negligent use of appliances.

In addition, residence living in the student housing area should have no appliances within their room without informing the facility manager, and should monitor the use and placement of electrical cords, extension cords and surge protectors.

Kitchen Fires

The student lounge area includes a kitchen area which has full sized household appliances for the residence use. Kitchen fires usually occur because someone put something on the stove to cook, and then became involved in another activity or left the lounge. Another frequent cause of fire is grease build-up in the kitchen.

Never leave a stove unattended if it is in use
Keep the stove, kitchen walls, and all areas near the stove free of grease
In the event of a stove fire, turn the stove off. DO NOT use water to extinguish the flames; it will spread a grease fire and may cause electrical shock. Instead, shake salt or baking soda on the flames, or use a fire extinguisher

Candles

The use of unlit candles as room decorations is strongly discouraged due to fire safety. Burning candles in residence living quarters, lounge area, and public spaces is prohibited. Burning candles for religious purposes may be permitted with restrictions and with prior permission from the facility manager of the Dairy Cattle Center. Also see “Incense” listed below

Firecrackers/Fireworks

Possession and/or use of firecrackers and/or fireworks is prohibited. Violations of this rule include, but are not limited to: discharging, or in any way attempting to discharge,

any type of manufactured or homemade fireworks including cannons or bottle rockets in, out of, or adjacent to the facility. Use may lead to the eviction from the Dairy Cattle Center student living quarters.

Fires

Setting fires in and around the Dairy Cattle Center facility is prohibited. Violations of this rule include setting fire to any other flammable material in the throughout the facility, or fires caused by lit candle or cigarette.

Storage of chemicals such as, but not limited to: nitrous oxide, liquid nitrogen, turpentine, dry cleaning fluid, lighter fluid, gasoline, and other flammable chemicals that might create a hazard are prohibited within the student living quarters. Any flammable materials found to be needed inside the Dairy Cattle Center facility should remain stored within flammable storage cabinets found in various storage areas within the facility. Setting a fire will likely lead to the eviction from the Dairy Cattle Center student living quarters.

Incense

Burning incense in student living quarters and public areas is prohibited. Burning incense for religious purposes or smudging may be permitted with restrictions and with prior permission from the facility manager of the Dairy Cattle Center

Smoking

Smoking is NOT permitted anywhere in the Dairy Cattle Center student living quarters or public areas including the student lounge, bathrooms, hallways, classrooms, animal barns, and storage rooms. Smoking is also prohibited outside within 25 feet of any building entrance.

Policies Pertaining to Fire Safety

Fire Safety

The Dairy Cattle Center uses a variety of safety equipment to contribute to a safe environment. Fire extinguishers, smoke alarms, sprinkler systems, exit signs, pull station alarm covers, and fire doors are all designed to help with your safety. Tempering with any of these systems will likely lead to eviction from the student living quarters.

We have also specifically banned lit candles, incense, and certain appliances because of the risks they create. Remember, your actions, and the actions of all residents, are vital to creating and maintaining a safe facility. Concerns can be addressed to any Department of Dairy Science staff member starting with the Dairy Cattle Center Manager, and the Integrated Hub Director.

Fire Precautions

To greatly reduce the chance of fire you should:

- Avoid running electrical cords under carpeting, where the cords can be stepped on and easily damaged
- Use surge protectors with their own built-in fuse
- Empty wastebaskets regularly
- Follow all fire safety and prevention rules and policies
- Do not overload electric circuits and do not string extension cords over nails, under carpets or furniture, or in locations where they will wear
- Use only the provided appliances inside of the student lounge area
- Do not operate appliances when you are not present and do not operate appliances in closets or close to flammable materials
- Keep doors to stairwells closed
- Keep hallways clear of your belongings including shoes and boots
- Do not use lit candles/incense/tobacco products as these products are not permitted in the Dairy Cattle Center
- Do not hang items on the electrical conduit or raceway of the fire protection devices

Residents will be held financially responsible for acts of negligence or intent that result in damage to the Dairy Cattle Center property and/or personal property of others.

Smoke Detectors in Rooms

A smoke detector is provided in each of the student living quarters and the student lounge area. The smoke detector in each student's room is hard wired into the facilities electrical system and will go off when smoke particles enter the smoke detector unit. Never unplug, cover, or create a situation where the smoke detector is inoperative.

If the alarm or your room smoke detector goes off you should:

- Determine the source of the smoke and, if it is a small fire in your room and you feel safe doing so, use the fire extinguisher in the hall to put out the fire.
- Pull the building alarm if you cannot immediately determine the source of the smoke or extinguish a fire.
- Follow the building evacuation procedures posted in the main hallway near the stairways on each floor of the building.
- To report smoke detector malfunction, please contact the facility manager of the Dairy Cattle Center so that proper maintenance and repair can be scheduled.

Fire Emergencies

In case of a fire:

- If the fire is small and can be contained, and you feel safe doing so, use the nearest fire extinguisher.
- Pull the nearest fire alarm

- Evacuate the building as outlined by the Building Evacuation Route Maps posted in the building
- If you notice smoke coming from a room:
- Pull the fire alarm
- Notify a staff person to the location of the smoke
- If there is a heavy smoke and you cannot find your way to an exit or if your room door or doorknob is hot:
    - Remain in your room with the door closed
    - Place a towel or other clothing along the bottom of the door
    - Open a window and hang a sheet or white towel out to attract attention
    - Call 911 and give the dispatcher your location. Stay on the phone with the dispatcher until he/she directs you to hang up
    - Stay in your room until emergency personnel tell you it is okay to leave

Policies Pertaining to Evacuation

Fire Alarms

When the fire alarm sounds you should always evacuate as if there is a fire. Building evacuation is required when the fire alarm sounds in the building. Evacuation is required for your safety and also for the safety of the firefighters, University Police officers, and Dairy Cattle Center staff members who respond during fire alarms. During evacuation, keep the following in mind:

- Before opening your door, check to see if the door or doorknob is hot. If it is not hot, or if there is no smoke coming under your room door, proceed with the emergency procedures under Fire Emergencies
- Close your room door
- Walk, Don't run
- Use the designated exit for your room on the evacuation guide that is posted on your floor
- Do not use the elevator
- If smoke or fumes are coming up the stairwell, use an alternate exit
- Once you're out of the building, move as far away as possible from the exit to protect your own safety and to allow firefighters access to the building
- If you do not leave during the fire alarm, Dairy Cattle Center staff will notify University Police for possible legal action. Your decision places not only yourself, but other individuals in danger

Evacuation and Evacuation Procedures

Building evacuation is required when the fire alarm is sounding. Occupants in the Dairy Cattle Center should exit the building and move as far away as possible for their own safety and to allow those responding to the alarm access to the building. It is important for all occupants to familiarize themselves with the procedures before the need to evacuate when an emergency arises. Building evacuation routes are posted on each floor of the building near the stairwells. Occupants should familiarize themselves with the nearest exit from their room as well as alternate exits, if the exit nearest to the occupant's

room is unusable. It is important that you familiarize yourself with the procedures for evacuating the building BEFORE you need to evacuate in an emergency.

The following policy and evacuation procedure information is included in the Dairy Cattle Center "Emergency Preparedness" binder, and given to every student who occupies one of the student living quarters. There are common elements to all fire evacuation procedures: If you see fire, pull the fire alarm and evacuate the building; if you hear a fire alarm, evacuate the building at the nearest safe exit; do not take the elevator; once clear of the building, call 911; do not re-enter the building until you have received confirmation that it is safe to do so. "Building Evacuation Routes" are posted in the Dairy Cattle Center.

Fire Safety Training and Education

Fire Safety Training and Education for Student Employees and Occupants of the Living Quarters

Fire safety training and education for employees and occupants is covered at the first staff meeting at the beginning of each semester. The meeting reviews general fire safety information and procedures to follow in case of a fire. Every occupant is required to walk various routes which can be utilized for evacuation with the Dairy Cattle Center facility manager, where evacuation routes as well as key areas of concern can be highlighted to ensure the greatest understanding of safety to occupants and the animals located within the facility.

Fire Safety Training and Education for Staff

Fire education training for staff includes yearly training. Training includes a walkthrough of the facility to discuss all evacuation routes from various areas of the facility, identification of locations of all fire extinguishers with discussion on how to properly use an extinguisher, as well as open discussions about areas of most concern for possible fires. This training will also highlight the employee's role in the event of a fire in the facility, and precautions to take to ensure both employee and animal safety. In the event a fire occurs at the Dairy Cattle Center, a staff meeting will be held within 30 days of the incident to discuss the cause of a recent fire, possible things that could have been done to avoid the incident, what safety procedures were followed properly, and a refresher training for policies or procedures that were not followed during the event of a fire.

The following lease excerpts specifically address fire related issues:

22. Rules and Regulations:
    - B. The following are not permitted:
        - (3) Smoking in designated non-smoking common area or living space. All smoking must be a minimum of twenty five (25) feet away from the building.
        - (4) Use of charcoal or propane grills indoors, on patios or within ten (10) feet of University buildings. Grills should be attended when in use.

(5) Storage of explosive or flammable materials (e.g., gasoline, propane).

(10) Tampering with, altering, damaging or bypassing designed operation of building system or safety equipment, including:

a. Fire safety equipment (e.g., smoke detectors).

b. Mechanical systems (e.g., heating/cooling thermostats).

c. Appliances

d. Building security/lock system (e.g., duplication of keys).

Portable Electric Appliances

University Apartments does not restrict or have policy information relating to portable electric appliances other than restricting the use of portable dishwashers.

The Fire Safety information available online includes:

Fire Alarms

In any large apartment community, there are occasional false fire alarms. But there are also real fires, often starting in kitchens. NOTE: When you hear a fire alarm, always vacate your apartment!

In University Apartments, there are several different types of fire alarm systems. All building fire alarm systems in Eagle Heights, Harvey Street Apartments and University Houses report directly to University Police, who will then contact the fire department.

“Pull Stations” to Activate Fire Alarms

Residents must activate a fire alarm pull station inside their apartment or in the common stairwell to activate the building fire alarm system. In University Houses, the pull stations are found in basements where resident storage is located in buildings 5, 10, 21, 30, 35 and 39.

In the event of a fire, first notify your neighbors and the fire department by activating the nearest pull station, then call 911. There is no charge for calling the fire department. If time allows, contact the Apartment Facilities Office (M–F 7:00 AM–3:30 PM) or the Resident Manager on Duty (after hours).

Smoke Detectors

There are active smoke detectors in each apartment throughout University Apartments. These only sound a local alarm; they are not linked to the University Police or fire department. In the apartments smoke detectors are interconnected and “hard wired” into the electrical system, with battery back-up. Sometimes people are tempted to disconnect their smoke detectors so they do not sound during cooking. This is a serious lease violation. You will be held responsible for payment of fire damages to buildings and their contents if investigation following a fire reveals an apartment smoke detector did not function due to negligence on your part (removal of the smoke detector, or failure to

replace a weak or missing battery), or if the fire was caused by you. A charge may be made for fixing non-operating detectors if found during normal maintenance calls. If the detector goes off by mistake and you temporarily remove the battery, be sure to replace it.

“Beeping” Smoke Detectors
If the alarm beeps periodically, it means the battery needs to be replaced. Free smoke detector batteries are available at the University Apartments Office or Apartment Facilities Office.

Carbon Monoxide Detectors
There are active carbon monoxide detectors in all Harvey Street apartments because those apartments have gas stoves. There are detectors in all Eagle Heights apartments that are adjacent to the boiler rooms. These are battery powered. In University Houses there is one carbon monoxide detector in every unit tied into the smoke detector system with battery back-up. If the alarm is constant, you should leave the apartment and contact the Apartment Facilities Office or the Resident Manager on Duty. If it is “chirping” or beeping every few seconds, that means it is time to change the batteries. You can get new batteries from the University Apartments Office, the Apartment Facilities Office or from the Resident Manager on Duty.

Fire Extinguishers
Tampering with a fire extinguisher is a crime. If you observe someone tampering with an extinguisher, notify the University Police immediately. Also, notify the Apartment Facilities Office so that the extinguisher can be checked to ensure it is in working order. Make sure everyone in your household knows the location of the fire extinguishers in your building.

Kitchen Fires
Kitchen fires usually occur because someone put something on the stove to cook, and then became involved in another activity or left the apartment. Another frequent cause of fire is grease build-up in the kitchen.
• NEVER leave a stove unattended if it is in use.
• Keep the stove, kitchen walls, and all areas near the stove free of grease.
• In the event of a stove fire, turn the stove off. DO NOT use water to extinguish the flames; it will spread a grease fire and may cause electrical shock. Instead, shake salt or baking soda on the flames, or use a fire extinguisher.

Fire Exit Paths
According to City of Madison Fire Safety Codes, all exits and entryways must be kept entirely clear and easily accessible. This means you cannot store anything (including shoes, trash, plants, or toys) in hallways, staircases, or entryways, or on fire rescue platforms (the small fire escape balconies). Outdoor toys, grills, bikes, sleds, and outside (folding/stacking) chairs may be stored neatly on patios and balconies in the 700s, 800s, and 900s areas of
Eagle Heights, as long as a four-foot-wide pathway is maintained. The City of Madison Fire Marshal can write citations (tickets) to residents if the fire codes are not followed.

Fire Related Regulations

- Tampering with a fire alarm is a crime. Anyone caught intentionally setting off a false alarm will be charged for response time, and there could be additional lease or legal consequences.
- Never overload electrical outlets. Do not use electrical cords that are damaged in any way.
- Do not let candles burn for long periods of time or leave them unattended.
- Keep matches and lighters away from children.
- It's illegal to light any fire on University property, except in those places that are established for such purposes.
- It is a violation of your lease to use a grill indoors, on patios, or within 10 feet of a University building.
- Explosive or flammable materials (such as gasoline or propane) cannot be stored indoors.
- Fireworks are restricted by law in Wisconsin and are absolutely prohibited in University Apartments.

Procedures for evacuation are posted at various locations throughout the Community Center and in the licensed child care facility in University Houses 39. There are not evacuation maps for individual apartments. All apartments have more than one entrance/egress.

Fire Safety training and education for staff includes hands on semi-annual fire alarm system troubleshooting and resetting training. Office staff are trained to assist in evacuation of the Community Center and practice with the monthly drills.

Fire Safety training and education for residents: Presentations about fire safety are regularly provided for residents by the Community Police Officer at least annually at a community meeting and as needed. University Apartments has participated annually as a site for the Fire Safety Day presentations coordinated through campus.

The French House

If a fire occurs in the French House anywhere throughout the facility, including the residence living areas, occupants should pull the fire alarm, use the nearest safe exit to evacuate and notify Madison Fire Department (MFD) immediately by calling 911. If an occupant finds evidence of a fire that has been extinguished, and the person is not sure whether MFD has already responded, the occupant should immediately notify MFD to investigate and document the incident. Once MFD is informed of the incident, the occupant should always inform the French House Director at (608)335-5640.

Food Preparation

It is expected that residents take most of their meals in the dining room with the other residents and participate actively in French House events organized for the benefit of the residents.

Appliances
Hot plates, coffee machines, corn-poppers, other appliances for cooking, and electric irons may not be used in resident rooms. (An iron and ironing board is available in the utility room at the end of each hall. A microwave is available at all times in the dining room.) Residents shall assume full responsibility for damage caused by the malfunction of any electric appliance in their possession or in their room, with the exception of lamps provided to residents from the French House.

Candles
Burning candles is strictly prohibited. Unattended candles are fire hazards and candle wax is extremely difficult to remove from carpets and furniture. If a resident is found to be burning or has burned a candle in his or her room, he or she will receive a verbal warning. If this resident chooses to ignore the warning, a monetary fine of $50.00 will be imposed. If the fine is left unpaid, it will be removed from his or her security deposit.

Firecrackers/Fireworks
Tenant shall not keep or use on the Premises any item of a dangerous, flammable or explosive character that might unreasonably increase the danger of fire or explosion on the Premises or that might be considered hazardous or extra hazardous by any responsible insurance company.

Fires
Setting fires in and around the hall is prohibited. Violations of this rule include setting fire to items on a room door or bulletin board or any other flammable material in the hall, or fires caused by a lit candle or cigarette. Storage of chemicals such as but not limited to: nitrous oxide, liquid nitrogen, turpentine, dry cleaning fluid, lighter fluid, gasoline, and other flammable chemicals that might create a hazard are prohibited.

Incense
Burning incense in resident rooms and public areas is prohibited.

Smoking
Smoking is not permitted in the French House.

<u>Policies Pertaining to Evacuation:</u>

Evacuation
Building evacuation is required when the fire alarm is sounding. You should exit the building and move as far away as possible for your own safety and to allow those responding to the alarm access to the building.

Fire Safety

Placing false fire alarms, interfering with the proper functioning of a fire alarm system, interfering with lawful efforts of firefighters, or tampering with or removing fire hoses, fire doors, extinguishers, smoke detectors, and firefighting equipment are prohibited. Residents must read and fully understand the accompanying “Fire Precautions and Fire Drill Instructions.”

Fire Precautions & Fire Drill Instructions

The following information should be read periodically by every resident.

Although this building is essentially fireproof, there is a tendency to become careless of fire precautions. There are combustible materials such as linen, mattresses, clothing, etc., and the danger of a fire in these materials is extreme. The principal hazard from such fires is fumes that can quickly cause asphyxiation. Thus, precautions must be taken to prevent fire.

1. **IN CASE OF FIRE**: Activate the Fire Alarm by pulling the lever on the alarm box nearest your stairwell, dining room or front entrance.
   a. Dial 911
   b. Evacuate the House Immediately. Before leaving your room:
   Close the windows. Turn on the lights.
   Close the door behind you.
   c. Aid other people in the evacuation.
   d. What to wear: Warm coat, shoes (not slippers which may cause you to trip), a towel or other head and face covering.
2. Evacuating the Building
   a. Use the closest stairwell exit. In case of heavy smoke in the stairwell, use the other exit. If smoke or fumes are coming up the stairways or if the exit door is hot, leave it closed and use an alternate exit.
   b. Walk! Do Not Run!
3. What to do if Smoke is Coming from a Closed Room
   a. If the door is hot, and no one is in the room, leave it for the Fire Department to open.
   b. If you suspect that the room from which smoke is coming is occupied and you cannot arouse the resident, get help immediately. The Director, Resident Director, Assistants and Cook have keys to open all rooms.
4. What to do if a Person is Overcome with Smoke
   a. Get him/her into fresh air as quickly as possible.
   b. Ask the Fire Department for help from the rescue squad.
   c. Apply artificial respiration, preferably mouth-to-mouth resuscitation, until help arrives.
5. Precautions Against Fire
   a. Do not burn candles. Burning candles is not permitted at the French House (see “Rules”)
   b. Never smoke in bed. Smoking is not allowed in the French House (see “Rules”).
   c. Empty your wastebasket regularly.
   d. Flammable cleaning fluids and gasoline are prohibited in the building.
   e. Flammable decorations are forbidden.
   f. Do not overload electric circuits.
   g. Do not leave electric irons or appliances unattended.
   h. Electric cooking appliances are forbidden in the rooms.
   i. Clean lint trap in dryer before and after use.

6. Tampering with Fire Alarms or Fire Equipment: Persons placing false alarms, tampering or interfering with fire alarms or fire equipment, or interfering with efforts of firemen, will be evicted from the French House and are subject to prosecution under Wisconsin Statutes Chapter 941. Penalties include fines and imprisonment. The University of Wisconsin also will take serious disciplinary action against offenders.

Fire Safety Training and Education for Student Employees and Occupants of the Living Quarters

Fire safety training and education for residents is covered at house meetings by the Director and Resident Assistant. This is a review of general fire safety information.

Fire Safety Training and Education for Staff

Fire safety training and education for staff includes yearly training, both hands on (fire extinguisher) and discussion regarding roles in the event of a fire, open door impact, and smoke danger.

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 outfitted with sprinkler and fire alarm systems will be replaced as needed with the most up to date technology. Long term, all residence halls will be fully sprinklered.

University Apartments

We continue to adhere to stringent inspection, testing and maintenance of all fire safety systems, equipment and devices. All devices are tested and needed repairs are made twice a year. Complete systems are replaced as needed.

Dairy Cattle Living Quarters

In the short term, plans are to continue to adhere to stringent inspection, testing and maintenance of all fire safety systems, equipment and devices. No additional upgrades are planned at this time.

The French House

In the short term, plans are to continue to adhere to stringent inspection, testing and maintenance of all fire safety systems, equipment and devices. No additional upgrades are planned at this time.

Separate Campus: UW-Madison's School of Medicine and Public Health Physician Assistant Program at UW-Platteville

Overview

The University of Wisconsin-Madison's School of Medicine and Public Health (SMPH) offers a Physician Assistant program that is located on the University of Wisconsin-Platteville's campus and is considered a "separate campus" for Clery Act purposes. The program is administered by the University of Wisconsin-Madison. Physician Assistant students and staff in this program are fully considered to be students and staff of UW-Madison and the home campus in Madison, WI. There are no separate/independent registered student organizations for this program. All UW-Madison policies, including compilation of the Annual Security Report, disciplinary policies, institutional response to sexual assault, domestic violence, dating violence and/or stalking, and drug and alcohol policies apply to the Physician Assistant program at Platteville. All UW-Madison resources and programming are available to the Physician Assistant students and staff in this program at Platteville. All policies and descriptions published in this Annual Security Report apply to the program at Platteville, except where noted below. All contact information for services, including on and off campus resources for sexual assault, domestic violence, dating violence and stalking, at UW-Platteville can be found on pages **253-254** of this Report.

Classroom and Office Space

UW-Madison has a Memorandum of Understanding for classroom space on the UW-Platteville campus. UW-Madison uses classrooms at UW-Platteville's Ulrich building, but does not control the building itself. UW-Madison employees are also provided space for administrative work in the same building.

On Campus Student Housing

UW-Madison has housing accommodations available to the Physician Assistant students in Southwest Hall on UW-Platteville's campus.

Access to University Facilities

Academic and Administrative Buildings

The UW-Platteville campus is open to faculty, staff, students and the general public. The academic and administrative buildings are open to the public during normal business hours. Most facilities have individual hours, and the hours may vary at different times of the year. UW-Platteville has instituted a Closing Hours policy that states that Academic buildings will close to the public and students at 11:00PM during the

academic year, with certain exceptions depending on scheduled University sanctioned activities, or with the approval of the Administration. Some academic buildings are secured using electronic card access, while others are secured using keys. UW-Platteville also has academic buildings that use both methods.

Residence Hall Buildings

Access to residence halls operated by Residence Life is restricted to residents, their guests, and university officials. All Residence Hall perimeter entry/exit doors are secured twenty-four hours a day and are controlled by electronic card access. Residents gain entry by presenting their Pioneer Passport ID cards to the card access readers 24 hours a day. Through signage and other forms of communication, all residents are cautioned against permitting strangers to enter the buildings and are urged to contact Housing staff or UWPPD if they encounter strangers attempting to enter the building or the residence portions of the halls. UWPPD officers routinely patrol the residence halls. It should be noted that as of Fall 2025, all residence halls have security cameras located at all entrances. UW-Platteville Residence Hall Policy states that all residents, at the beginning of each academic year, must discuss, complete, and sign the “Overnight Guest Agreement Form”, that identifies options and choices regarding overnight guests. Along with the above form, each time residents request a guest stay overnight, an “Overnight Guest Registration form” is to be completed and submitted to the main desk of the Residence Hall.

Physician Assistant Program- Specific Policies & Statements

Compilation of Annual Security Report

In addition to the offices noted on page **eight** (“Compilation of the 2026 Annual Security Report and Annual Fire Safety Report”), UW-Madison also requested statistics from to the UW-Platteville Police Department (UWPPD). UW-Platteville’s 2026 Annual Security Report can be viewed University of Wisconsin-Platteville's website.

2025 UW-Madison School of Medicine and Public Health Physician Assistant Program at UW-Platteville Campus Crime Statistics

Notes on 2025 statistics:

- Underage drinking is a civil offense in the state of Wisconsin, not a criminal offense, and therefore tickets issued for underage drinking are not classified as "arrests," as per Clery Act regulations.
- In accordance with the Comments to the Final Regulations for the Violence Against Women Act (VAWA) (34 CFR Part 668, 2014), crimes committed between roommates or former roommates are not counted in "Domestic Violence" or "Dating Violence" statistics. In order to be counted as "Dating Violence" or "Domestic Violence," "requires more than just two people living together"
- The Stop Campus Hazing Act (SCHA) was signed into law December 23, 2024 requiring Universities to report hazing incidents reported to Campus Security Authorities (CSAs) starting January 1, 2025, that meet the definition of hazing and a student organization in the SCHA.
- For the purpose of this chart, "on-campus" means UW-Platteville's Ulrich Building. There is no non-campus property affiliated with this program.

	ON-CAMPUS PROPERTY	# OF ON-CAMPUS INCIDENTS THAT OCCURRED IN STUDENT HOUSING	PUBLIC PROPERTY	NON-CAMPUS PROPERTY
Arrests				
Liquor Law Violation	0	0	0	N/A
Drug Law Violation	0	0	0	N/A
Weapons Law Violation	0	0	0	N/A
Disciplinary Referrals				
Liquor Law Violation	0	0	0	N/A
Drug Law Violation	0	0	0	N/A
Weapon Law Violation	0	0	0	N/A
Criminal Offenses				
Murder and Non-Negligent Manslaughter	0	0	0	N/A
Manslaughter by Negligence	0	0	0	N/A
Robbery	0	0	0	N/A
Aggravated Assault	0	0	0	N/A
Burglary	0	0	0	N/A
Motor Vehicle Theft (Includes e-bikes, e-scooters, and e-skateboards)*	0	0	0	N/A
Arson	0	0	0	N/A

2025 UW-Madison School of Medicine and Public Health Physician Assistant Program at UW-Platteville Campus Crime Statistics (Continued)

	ON-CAMPUS PROPERTY	# OF ON-CAMPUS INCIDENTS THAT OCCURRED IN STUDENT HOUSING	PUBLIC PROPERTY	NON-CAMPUS PROPERTY
Sexual Assault (Sex Offenses)				
Rape	0	0	0	N/A
Fondling	0	0	0	N/A
Incest	0	0	0	N/A
Statutory Rape	0	0	0	N/A
Hazing				
Hazing	0	0	0	N/A
VAWA Offenses				
Domestic Violence	0	0	0	N/A
Dating Violence	0	0	0	N/A
Stalking	0	0	0	N/A
Hate Crimes				
0 hate crimes were reported in 2025				
Unfounded Crimes				
0 reported crimes were unfounded in 2025				

2024 UW-Madison School of Medicine and Public Health Physician Assistant Program at UW-Platteville Campus Crime Statistics

Notes on 2024 statistics:

- Underage drinking is a civil offense in the state of Wisconsin, not a criminal offense, and therefore tickets issued for underage drinking are not classified as "arrests," as per Clery Act regulations.
- In accordance with the Comments to the Final Regulations for the Violence Against Women Act (VAWA) (34 CFR Part 668, 2014), crimes committed between roommates or former roommates are not counted in "Domestic Violence" or "Dating Violence" statistics. In order to be counted as "Dating Violence" or "Domestic Violence," "requires more than just two people living together"
- For the purpose of this chart, "on-campus" means UW-Platteville's Ulrich Building. There is no non-campus property affiliated with this program.

	ON-CAMPUS PROPERTY	# OF ON-CAMPUS INCIDENTS THAT OCCURRED IN STUDENT HOUSING	PUBLIC PROPERTY	NON-CAMPUS PROPERTY
Arrests				
Liquor Law Violation	0	0	0	N/A
Drug Law Violation	0	0	0	N/A
Weapons Law Violation	0	0	0	N/A
Disciplinary Referrals				
Liquor Law Violation	0	0	0	N/A
Drug Law Violation	0	0	0	N/A
Weapon Law Violation	0	0	0	N/A
Criminal Offenses				
Murder and Non-Negligent Manslaughter	0	0	0	N/A
Manslaughter by Negligence	0	0	0	N/A
Robbery	0	0	0	N/A
Aggravated Assault	0	0	0	N/A
Burglary	0	0	0	N/A
Motor Vehicle Theft (Includes e-bikes, e-scooters, and e-skateboards)*	0	0	0	N/A
Arson	0	0	0	N/A
Sexual Assault (Sex Offenses)				
Rape	0	0	0	N/A
Fondling	0	0	0	N/A
Incest	0	0	0	N/A
Statutory Rape	0	0	0	N/A

2024 UW-Madison School of Medicine and Public Health Physician Assistant Program at UW-Platteville Campus Crime Statistics (Continued)

	ON-CAMPUS PROPERTY	# OF ON-CAMPUS INCIDENTS THAT OCCURRED IN STUDENT HOUSING	PUBLIC PROPERTY	NON-CAMPUS PROPERTY
VAWA Offenses				
Domestic Violence	0	0	0	N/A
Dating Violence	0	0	0	N/A
Stalking	0	0	0	N/A
Hate Crimes				
0 hate crimes were reported in 2024				
Unfounded Crimes				
0 reported crimes were unfounded in 2024				

2023 UW-Madison School of Medicine and Public Health Physician Assistant Program at UW-Platteville Campus Crime Statistics

Notes on 2023 statistics:

- The program started June of 2023
- Underage drinking is a civil offense in the state of Wisconsin, not a criminal offense, and therefore tickets issued for underage drinking are not classified as "arrests," as per Clery Act regulations.
- In accordance with the Comments to the Final Regulations for the Violence Against Women Act (VAWA) (34 CFR Part 668, 2014), crimes committed between roommates or former roommates are not counted in "Domestic Violence" or "Dating Violence" statistics. In order to be counted as "Dating Violence" or "Domestic Violence," "requires more than just two people living together"
- For the purpose of this chart, "on-campus" means UW-Platteville's Ulrich Building. There is no non-campus property affiliated with this program.

	ON-CAMPUS PROPERTY	# OF ON-CAMPUS INCIDENTS THAT OCCURRED IN STUDENT HOUSING	PUBLIC PROPERTY	NON-CAMPUS PROPERTY
Arrests				
Liquor Law Violation	0	0	0	N/A
Drug Law Violation	0	0	0	N/A
Weapons Law Violation	0	0	0	N/A
Disciplinary Referrals				
Liquor Law Violation	0	0	0	N/A
Drug Law Violation	0	0	0	N/A
Weapon Law Violation	0	0	0	N/A
Criminal Offenses				
Murder and Non-Negligent Manslaughter	0	0	0	N/A
Manslaughter by Negligence	0	0	0	N/A
Robbery	0	0	0	N/A
Aggravated Assault	0	0	0	N/A
Burglary	0	0	0	N/A
Motor Vehicle Theft (Includes e-bikes, e-scooters, and e-skateboards)*	0	0	0	N/A
Arson	0	0	0	N/A
Sexual Assault (Sex Offenses)				
Rape	0	0	0	N/A
Fondling	0	0	0	N/A
Incest	0	0	0	N/A
Statutory Rape	0	0	0	N/A

2023 UW-Madison School of Medicine and Public Health Physician Assistant Program at UW-Platteville Campus Crime Statistics (Continued)

	ON CAMPUS PROPERTY	# OF ON-CAMPUS INCIDENTS THAT OCCURRED IN STUDENT HOUSING	PUBLIC PROPERTY	NON CAMPUS PROPERTY
VAWA Offenses				
Domestic Violence	0	0	0	N/A
Dating Violence	0	0	0	N/A
Stalking	0	0	0	N/A
Hate Crimes				
0 hate crimes were reported in 2023				
Unfounded Crimes				
0 reported crimes were unfounded in 2023				

Safety and Security

UW-Madison does not provide security services for this program. The University of Wisconsin-Platteville Police Department independently has jurisdiction over the space where the program takes place. UW-Madison does not have control over the practices or policies of UWPPD. There are no on or off-campus UW-Madison registered student organizations at the program at Platteville. Physician Assistant students in this program are eligible to join registered student organizations at the home campus in Madison, WI.

UW-Madison does not control access to or security of the building where the classes take place or where the employees have office space. Access to and security of the building is controlled by UW-Platteville. UW-Madison does not build, maintain or have authority over any UW-Platteville campus facilities.

Crime and Emergency Reporting

UW-Madison staff and students can report crimes to the law enforcement agency with jurisdiction over the space this program occupies: the UW-Platteville Police Department.

Students and employees should report criminal offenses to any the following for the purpose of making timely warnings reports and the annual statistical disclosure:

UW-Platteville Police Department
Emergency: 911
(608) 342-1584 (non-emergency)
366 University Plaza
101 Royce Hall
Platteville, WI

UW-Madison Police Department
(608) 264-2677 (non-emergency)
1429 Monroe St., Madison, WI

For immediate law enforcement and emergency response purposes, including sexual assault, domestic violence, dating violence and stalking, Physician Assistant program students and employees should report crimes to UWPPD or the Platteville Police Department. Reporting to UWPPD will enable them to do their own evaluation as to whether to not to send a timely warning. UW-Madison will assist in reporting to law enforcement upon request. UW-Madison does not have any confidential resources at the Physician Assistant program site and UW-Madison does not employ any professional or pastoral counselors at UW-Platteville.

UW-Platteville Police Department
Emergency: 911
(608) 342-1584 (non-emergency)
366 University Plaza
101 Royce Hall
Platteville, WI

City of Platteville Police Department
Emergency: 911
(608) 348-2313 (non-emergency)
165 N Fourth St
Platteville, WI

Emergency Notifications

Physician Assistant students at UW-Platteville have a UW-Platteville email address and are enrolled to receive Emergency Notifications through UW-Platteville's process.

UW-Platteville's Emergency Notification policy can be found at UW-Platteville's Website. UW-Platteville's Emergency Notification procedures are below:

Under the Clery Act, UW-Platteville is required to immediately notify the campus community upon confirmation of a significant emergency or dangerous situation occurring on-campus and in on-campus student housing that involves an immediate threat to the health or safety of students or employees. An "immediate" threat includes an imminent or impending threat, such as an approaching forest fire, or a fire currently in a campus building. In the event of an emergency, please contact the University Police Department by dialing 911. These situations are referred to as Emergency Notifications. Some other examples of significant emergencies or dangerous situations may be:

- Outbreak of meningitis, norovirus or other serious illness;
- Approaching tornado, or other extreme weather conditions;
- Earthquake;
- Gas leak;
- Bomb Threat;
- Civil unrest or rioting;
- Explosion;
- Nearby chemical or hazardous waste spill.

A. University Police, the University's first responders, respond directly to emergencies or dangerous situations involving an immediate threat to the health or safety of students or employees on campus. While on scene they will confirm (by observation or by witness information) the emergency or dangerous situation. UWPPD personnel are constantly evaluating and analyzing the situation, and in some cases, in communication and consultation with key administrative units, such as Facilities, Information Technology Services, and/or the local first-responder agencies, and public health agencies, and the National Weather Service. This team will also make decisions surrounding notification receipt based on an assessment of: incident location, impacted population, those at risk, and circumstances that may arise. The entire campus will be notified in instances impacting a large segment of the campus community, or threatening the operation of the University.

B. In the event an emergency notification can be issued to a segment of the campus community, The University Police Department, in consultation with key administrative units, such as Facilities, Information Technology Services, and/or the local first-responder agencies, and public health agencies, and the National Weather Service, will make that determination based on the type of emergency, location, impact to community, and the overall safety and security of the campus. For example, a chemical spill in the Chemistry lab. In this scenario, it may be necessary to send out a notification to the occupants of Ottensmann Hall to evacuate and stay away from the building, but there may not be a need to send out a campus wide message.

C. Even if there is a decision to segment there will be a continuous assessment of the situation and if needed additional segments of the campus may be notified.
D. When the University Police Department receives and confirms information that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all of the members of the UW-Platteville community, the university will and without delay, notify the University community, or the appropriate segment of the community if the threat is limited to a particular building or segment of the population, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency (i.e. an active shooter situation where notification may alert the shooter to law enforcement movements, or kidnapping in progress where notification could endanger the victim or interfere with rescue efforts). Notification may also be delayed and/or not issued if there is no immediate threat to the campus community (i.e., a chemical spill that has been contained and does not pose a public hazard), or if law enforcement requests a delay to avoid interfering with an ongoing response, but will immediately be issued as soon as the risk of compromising efforts have passed.
E. Complete notification of 100-percent of the campus population is not possible; however, attempts will be made to notify the largest percentage feasible in the fastest way available. The primary notification system at UWPlatteville is the Rave Alert System, which is a text alert and email, based notification. See the list below for those authorized to create and send notifications using this system.
F. Speed and accuracy of the information are of utmost importance in issuing emergency notifications. To expedite this process and determine that each message contains essential information, the mass notification system (Rave Alert Emergency Notification System) contains pre-scripted templates for the most probable or highest impact emergencies. These messages identify the situation, allow for input of the location, and identify the immediate protective action that should be taken. Those involved in authorizing the message will select the most appropriate template. In those cases where there are no predetermined templates in the system, the individual may use the “alert” template to craft a specific message. The goal is to make people aware of the situation and communicate the steps to take to stay safe. In addition, those involved will determine, If applicable, what specific segment of the campus community is targeted and should be avoided), and determine the audience for the message (campus community or a specific segment), and initiate the notification system.
G. The notification system will be initiated by the following:

1. For fires in any of the campus buildings, the automated Fire Alarm system will create a visual and audible alarm in the specific building where smoke and/or fire was detected. University Police will also hear this notification over the police radio frequency respond and investigate and contact the Fire Department if necessary. If it appears the fire from one building might spread to another, the University Police Department will contact a Supervisor to have a Rave Alert (Email/Text Alert) sent out to those that may be affected.
2. For all other emergencies, University Police Department, UW-Platteville’s first responders, personnel will be the first to evaluate and analyze the incident to determine the scope of the emergency situation and resources needed, with the assistance of other key departments at the University (Facilities, ITS, Residence Life) and emergency response resources in the community (police, fire, ems,

weather service, etc.). The Police Chief or designee will receive real-time updates from personnel responding or at the scene of any emergency related event when possible. Once the Police Chief or designee receives that information, UW-Platteville will utilize a current list of authorized employees that can send emergency communications (see below), to determine who will send that information out to the campus community.

H. An Emergency Notification will normally be distributed by text/email alert and any or all the methods listed below, depending on the segment of campus affected or size of the target audience required to receive the message. The Public Information Officer with approval of the Chief of Police or designee will initiate one or more of the following methods:

1. The University's primary notification system is a campus-wide email text message and email blast to the UW-Platteville community; UW-Platteville has partnered with Rave Wireless, Inc. to provide emergency text and email messaging to the campus community. Rave's Text and Email alert system is an "opt out" service for all students, meaning that at registration, students are automatically enrolled into the notification system and if a student chooses not to participate, that student would have to deactivate their account. For University employees, these text and email alerts are also an "opt out" service, but the University does not require that employees provide a cell phone number. Therefore, the Rave Text and Email alert system is discussed at all new employee orientations.
2. Message posted on the home page of the UW-Platteville website
3. Message posted through UW-Platteville's Facebook and Twitter social media accounts;
4. Message delivered through the University's fire alarm system;

I. Parents and the larger community can receive information pertaining to an emergency situation at the university through some or all the following systems: the UW-Platteville Home Page, UW-Platteville Facebook Page, UW-Platteville Twitter Feed, and in some cases, local news media and radio stations. The University and External Relations Division is tasked with providing the most up to date information on the University website, Facebook, and Twitter pages. They will receive constant updates and information from the University Emergency Operations Center. The University and External Relations Division also has an excellent working relationship with the local area newspaper and media outlets. These entities are encouraged to follow the University Facebook and Twitter feeds and in the event of an emergency notification, University and External Relations will be in direct contact with those organizations. Parents and students are advised of all these emergency notification systems during New Student Registration and for students and staff, throughout the school year in the form of presentations and emails.

J. In addition, UW- Platteville's Rave Alert System allows students to add parents and/or any other emergency contact to the student's account, providing those on the account access to text alerts.

K. Notification may also result in the mobilization of the University Response Plan and/or the activation of the Executive Group and/or Emergency Operations Center

If UWPD receives information regarding a significant emergency or dangerous situation occurring on-campus or in on-campus student housing at UW-Madison's Platteville Campus that involves an immediate threat to the health or safety of students or

employees and an emergency notification has not been issued UW-Madison will follow UWPD's WiscAlert procedures as outlined on page 33.

UW-Platteville's Student and Employee Registration for Timely Warning, Emergency Notifications, and Pioneer Alerts

Students and employees are automatically enrolled to receive Pioneer Alerts emergency text messages, unless they opt-out of the Rave Alert program. Student cell phone numbers are retrieved from the UW-Platteville PASS system. If an employee provides a cell phone number to Human Resources, he/she is automatically enrolled in the system as well. For employees that did not provide a cell phone number, or if a student chooses to add a parent, relative, or friend into the Rave Alert system, please register here: UW-Platteville Website

Everyone with a UW-Platteville affiliated email address receives Timely Warnings, Emergency Notifications, and Pioneer Alerts and cannot opt-out or unsubscribe. The email database is updated daily with the most current list of email addresses. Additional emergency contact and local contact information for students and employees can be registered in their PASS account. (UW-Platteville Website)

Pioneer Alert, Emergency Notification, and Timely Warning System Testing

The Communications office, in conjunction with the UWPPD, test the Pioneer Alert text messaging and email system on a monthly basis. This test is completed on the first Wednesday of each month and it sent out campus wide.

Timely Warning Policy and Procedure

Physician Assistant students at UW-Platteville have a UW-Platteville email address and are enrolled to receive Timely Warnings through UW-Platteville's Timely Warning process. UW-Platteville is responsible for the safety and security of the UW-Platteville campus and often communicates safety and security issues via email. Physician Assistant program students and employees are encouraged to regularly check their UW-Platteville email account to receive important safety and security updates.

UW-Platteville Timely Warning procedures are below:

The Clery Act requires institutions to distribute Timely Warnings regarding Clery reportable crimes that represent a serious or continuing threat to the safety of students or employees. Institutions are required to publish their policies regarding Timely Warnings in their Annual Campus Security Report. Therefore, it is the policy of UW-Platteville that a Timely Warning will be issued for all Clery reportable crimes (below), reported to a CSA, that occur within its Clery geography to include (on-campus, on-campus student housing, non campus properties, and public property) as defined by the Clery Act, that pose a serious or ongoing threat to the campus community.

- Criminal homicide: murder and non-negligent manslaughter, manslaughter by negligence

- Sexual assault: rape, fondling, incest, statutory rape
- Robbery
- Aggravated assault
- Burglary
- Motor vehicle theft
- Arson
- Domestic violence
- Dating violence
- Stalking
- Weapons law violations
- Drug abuse violations
- Liquor law violations
- Hazing Violations
- Hate Crimes (All the above) and;
    - Larceny-theft
    - Simple assault
    - Intimidation
    - Destruction/damage/vandalism of property

A. The following factors should be considered when determining whether to issue a Timely Warning:

1. The location of the crime
2. The nature of the crime (serious/non-serious, violent/non-violent)
3. The nature of the threat (general threat versus limited threat to a specific person)
4. Whether or not there is a continuing danger to the community or a continuing crime pattern.

    i. Aggravated Assault (cases involving assaults among known parties, such as two roommates fighting which results in an aggravated injury, will be evaluated on a case-by-case basis to determine if the individual is believed to be an on-going threat to the larger UW-Platteville community)

    ii. Robbery involving force or violence (cases including pick pocketing and purse snatching will typically not result in the issuance of a Timely Warning, but will be assessed on a case-by-case basis)

    iii. Sexual Assault (considered on a case-by-case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount of information known by the UW-Platteville Police Department)

    iv. Hazing (considered on a case-by-case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount of information known by the UW Platteville Police Department)

B. When issuing a Timely Warning notice, some information may be withheld if there is a possible risk of compromising law enforcement efforts to investigate and/or solve the crime.

C. When the Department becomes aware of a situation that meets the criteria for a Timely Warning, the Officer on-duty will contact the University Police Chief or designee. The Police Chief or designee will work with UW Platteville's Public Information Officer to disseminate the following information:

1. Date and time or timeframe of the incident

2. A brief description of the incident
3. Information that will promote safety and potentially aid in the prevention of similar crimes
4. Suspect description(s) when deemed appropriate and if there is sufficient detail. The description of
1. subject will only be included in the alert if there is a sufficient amount of detail to describe the
2. individual.
5. Police agency contact information
6. Other information as deemed appropriate by the Chief or designee

D. If the victim of the crime is a person, that person will not be identified by name in a Timely Warnings. Timely Warnings are issued as soon as the pertinent information is available to the University Police Chief or designee.

E. When other entities on campus learn of an incident in which a Timely Warning may be needed, he/she should share that information with the University Police Department by calling 911 or 608.342.1584 or stopping into the Police Department located at 101 Royce Hall to determine if it meets the criteria for a Timely Warning.

F. In the event that a Timely Warning is needed, the University Public Information Officer or designee develops the content of the Timely Warning and has the authority to authorize the distribution of Timely Warning to the community. Consideration must be given to the most appropriate means to be used to disseminate the information to the affected community. The following methods or combination of communication may be used:

1. A campus-wide text message and email blast to the UW-Platteville community;
2. Message posted on the home page of the UW-Platteville website;
3. Message posted through UW-Platteville's Facebook and Twitter social media accounts;
4. Message delivered through the University's fire alarm system;

G. The University does not issue Timely Warnings if:

1. The Chief of Police or designee determines there is no serious or continuing threat to the safety of UW Platteville campus community.

2. The subject(s) is apprehended and the threat of imminent danger to members of the UW–Platteville community have been mitigated by the apprehension.

3. If a report was not filed with the University Police Department or if the University Police Department was not notified of the crime in a matter that would allow the department to post a "timely" Timely Warning to the community. A general guideline will include a report that is filed more than 7-10 days after the date of the alleged incident may not allow the department to post a "timely" Timely Warning to the community. This type of situation will be evaluated on a case-by-case basis and may fall under the Emergency Notification section of this policy.

H. Issued Timely Warning are filed in the Clery folder on the network drive. Specifically, each Timely Warning is filed in the year in which it was issued, in a folder titled, "Timely Warnings & Emergency Notifications".

If UWPD receives information regarding a Clery crime on Clery geography for UW-Madison's separate campus at UW-Platteville and a timely warning has not been issued UW-Madison will follow UWPD's crime warning procedures as outlined on page 35.

Emergency Response and Evacuation Policy and Procedure

EVACUATION PROCEDURES

An evacuation of part or all of the UW-Platteville campus, including the University Farm and the M may be required before, during, or after a significant incident, emergency, disaster or major disaster, or catastrophic incident. An evacuation may constitute the movement of people from one area of the campus to another, or it could require movement to an off-campus location away from the hazards effecting an evacuation requirement. Such an evacuation may lead to an eventual return to the campus or may involve reunification and/or mass transportation efforts in the event the return of people to the campus is not feasible. Fire alarms are tested and documented every month. An announced evacuation fire drill is done at least annually at each Residence Hall and is recorded and documented by to Risk and Safety Officer, to include the date, time, and description of the drill.
(1) The primary goal is a safe and orderly evacuation to save lives and allow responding emergency personnel unimpeded access to address the campus incident.
(2) Identify specific areas of the campus to be evacuated, and where the displaced people are to be sheltered (and by what method if beyond walking distance).
(3) Specify transportation pickup location(s) for mobility impaired persons.
(4) The authority to issue a campus evacuation order rests with the Chancellor or their designee; the authority to issue an order covering the area surrounding and/or including the campus rests with the City of Platteville according to its ordinances and plans.
(5) Notification should be made to shelters of the incident and evacuation plan, as well as the approximate number of evacuees to be expected. This includes notifying shelter operations organizations such as the American Red Cross.
(6) The evacuation order should not be lifted until consultation is made between the University Executive Group, the University Emergency Operations Center, and the City of Platteville Emergency Operations Center (if activated). The authority to lift a campus evacuation order rests with the Chancellor or their designee; the authority to lift an order covering the area surrounding and/or including the campus, issued by the City of Platteville, rests with the City of Platteville according to its ordinances and plans

Drug and Alcohol Policies

UW-Madison students at the program located at Platteville are subject the laws and policies described on page 180, “UW-Madison Alcohol and Drug Resource Information, Policy and Laws.” All UW-Madison drug and alcohol resources are available to UW-Madison students and staff who are participate in the program at Platteville. They are also expected to comply with all UW-Platteville policies. UW-Madison does not control or enforce any of UW-Platteville’s policies. UW-Madison students and staff who participate in the program at Platteville may access UW-Platteville’s Health Services and Counseling Services in addition to UW-Madison’s services.

Obtaining a Restraining Order

No contact directives between Physician Assistant students and/or employees participating in the program at Platteville are issued in the manner described on page **58.** To obtain a court-ordered restraining order, Physician Assistant students and staff should contact the Grant County Clerk of Courts located at 130 W. Maple St. Lancaster, WI 53813. UW-Madison will enforce restraining orders at the Platteville program to the extent possible, however, UW-Madison does not control the buildings where classes and offices are located. Physician Assistant students or staff with restraining orders should notify UW-Platteville Police Department, Platteville Police Department and/or UW-Platteville for full enforcement.

- Detailed information on requesting a restraining order can be found on the Wisconsin Department of Justice Website.
- Detailed information on requesting the following restraining orders can be found at the links below:
    - Domestic Abuse
    - Harassment
    - Child Abuse
    - Individual at Risk

Information about Sex Offenders

Though not affiliated with UW-Madison, information provided by the state of Wisconsin concerning registered sex offenders enrolled, employed or volunteering at UW-Platteville can be found by UW-Platteville Police Department Website.

On Campus Resources for Sexual Assault, Domestic Violence, Dating Violence and/or Stalking

Physician Assistant program students may use UW-Platteville's student services programs:

Sexual Violence Victims Advocate (Family Advocates) assists with crisis intervention, advocacy, and support for victims/survivors; drop-in advocacy on Mondays from 10 AM – 4 PM and Thursdays from 8 AM – 2 PM Support group is Monday from 4 PM –5 PM.

Royce Hall 220 | 366 University Plaza, Platteville, WI
(608) 778-9802 | Doyle Center for Gender and Sexuality Website

UW-Platteville Counseling Services Confidential counseling, support, and referrals for all UW-Platteville students; walk-in triage appointments are available during weekday business hours.

Royce Hall 2nd floor | 366 University Plaza, Platteville, WI
(608) 342-1865 | UW-Platteville Counseling Services Website

UW-Platteville Student Health Services provides outpatient medical care, including physical exams for athletes, office visits for sickness and injuries, support resources for physical and mental health, prescriptions refills, and much more.

Royce Hall 1st floor | 366 University Plaza, Platteville, WI
(608) 342-1891
UW-Platteville Student Health Services Website

Off Campus Resources for Sexual Assault, Domestic Violence, Dating Violence and/or Stalking

Anyone in the Platteville area can access the following resources:

Family Advocates Inc. Provides prevention and intervention services to victims and survivors of domestic, sexual, child, and elder abuse in Grant County.

305 Eastside Road, Platteville, WI
(608) 348-5995 | 24-hour Helpline: 1-800-924-2624
Family Advocates Inc. Website

National Domestic Violence Hotline 24 hours a day, seven days a week, 365 days a year, the National Domestic Violence Hotline provides essential tools and support to help survivors of domestic violence so they can live their lives free of abuse.

1-800-799-1233
National Domestic Violence Hotline Website

RAINN As the nation's largest anti-sexual violence organization and operator of the National Sexual Assault Hotline, RAINN's mission is to stop sexual violence by supporting survivors, holding perpetrators accountable, and creating safer communities.

1-800-656-4673
Rainn Website

Wisconsin Coalition Against Sexual Assault (WCASA) WCASA is a statewide organization dedicated to support and complement the work of Wisconsin's community-based sexual assault service provider programs and other organizations working to end sexual violence.

(608) 257-1516
WCASA Email | WCASA Website

2026 UW-MADISON SCHOOL OF MEDICINE AND PUBLIC HEALTH PHYSICIAN ASSISTANT PROGRAM AT UW-PLATTEVILLE CAMPUS ANNUAL FIRE SAFETY REPORT

All housing is located in Platteville, WI.

2025 Fire Statistics

Residence Hall Facility Name and Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
Southwest Hall 1100 Southwest Rd	0	N/A	N/A	N/A	N/A	N/A

2024 Fire Statistics

Residence Hall Facility Name and Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
Southwest Hall 1100 Southwest Rd	0	N/A	N/A	N/A	N/A	N/A

2023 Fire Statistics

Residence Hall Facility Name and Address	Total # of Fires	Fire #	Cause of Fire	# of Injuries	# of Deaths	Value of Property Damage
Southwest Hall 1100 Southwest Rd	1	1	Grease Fire: Cooking on Stovetop	0	0	$175.00

Reporting a Fire

If a fire occurs in a UW-Platteville Residence Hall, community members should pull the fire alarm, use the nearest safe exit to evacuate and notify UWPPD and/or the City of Platteville Fire Department immediately by calling 911. If a community member finds evidence of a fire that has been extinguished, and the person is not sure whether UWPPD has already responded, the community member should immediately notify UWPPD at 608.342.1584 to investigate and document the incident. For the purposes of including a fire in the statistics in the Annual Fire Safety Report, Residence Life, Risk Management and UWPPD should be notified of the fire. Residence Life can be reached at 608.342.1845. The University Risk Management Office can be reached at 608.342.1188.

Fire Safety System

Residence Hall	Address	Fire Alarm Panels	Fire Extinguishers	Sprinklers
Southwest Hall	1100 Southwest Rd.	Edwards Model EST 3	Yes	Yes

Additional Information:

• Edwards Model EST 3 fire alarm panel:
  o The fire alarm system consists of manual pull stations, visual/audible alarm devices and integrated automatic detection devices, addressable smoke detector/sounder, and heat detectors located in individual sleeping rooms, corridors, common areas and mechanical spaces.
  o Testing and/or Inspection: Fire alarms are tested monthly and are tested and inspected annually by a certified fire alarm company in accordance with NFPA 72, National Fire Alarm Code.
• Portable Fire Suppression Equipment
  o All portable fire extinguishers are located in accordance with NFPA 10, Standard for Portable Fire Extinguishers.
  o Testing and/or Inspection: Fire extinguishers located in residence halls are inspected monthly. Annual inspection is conducted by a qualified vendor in accordance with NFPA 10,
  Standard for Portable Fire Extinguishers

Residence Hall	Address	Number of Fire Alarm Testing in 2025	# of Evacuation Drills in 2025
Southwest Hall	1100 Southwest Rd.	12	1

Additional Information:

• Fire alarms are tested and documented every month.
• An evacuation drill is done at least annually at each Residence Hall.

It is the responsibility of every resident to be familiar with these procedures; everyone must leave the residence hall whenever the fire alarm sounds. When an alarm sounds, follow these procedures:

• Close window and raise blinds
• Leave lights on
• Wear a coat or blanket and hard-soled shoes
• Carry a towel to place over your face in case of smoke
• Leave the room and close the door
• Go to the nearest exit
• Assemble outside the hall at a safe distance (at least 100 feet) from the building
• Do not return to the hall until the all-clear signal is given by authorized personnel.

Fire Safety Education

- Each resident is given a written copy of the rules of the halls, which includes fire safety policies and procedures. Residence Hall staff facilitate wing meetings that discuss fire safety policies and procedures in the event of a fire.
- Every year Residence Life staff, including Resident Directors, Resident Assistants, and Custodial Staff attend a mandatory annual fire prevention, evacuation, and fire extinguisher training.
- All other University employees are also given the opportunity to attend a voluntary fire prevention, evacuation, and fire extinguisher training provided by the Risk Management Office.
- If a fire alarm sounds, occupants in the building are expected to evacuate immediately (not using an elevator) and to remain 100 feet away from the building until they are given an all clear by an authorized authority.
- Residents are expected to report all fires to the University of Wisconsin-Platteville Police Department.
- At least once, every academic year, Resident Hall Students practice a fire evacuation drill.

Southwest Hall, due to its suite style setup, has its own polices related to appliances. See below:

Each suite is equipped with a microwave/convection oven, full-sized refrigerator, dishwasher, double sink, and garbage disposal. There is no stove/oven. Residents may bring other small kitchen appliances such as blenders, bread machines, microwave ovens, and coffeepots. Small kitchen appliances which have an open-coil type structure are prohibited in Southwest Hall for fire safety reasons. You may bring things such as George Foreman type grills, electric frying pans, and hotpots; however, these can only be used in the community room, as the suites do not have proper ventilation for the smoke produced by these items. Residents who add a personal refrigerator to the suite will pay a $25 per academic year energy surcharge. Personal refrigerators or freezers may be no larger than 5.0 cubic feet. Residents may not have portable dishwashers or washers/dryers.

- Smoking

  State law prohibits smoking of any kind in the residence halls and in any location that is 25 feet or less from a residence hall. Residents choosing to smoke must do so outside the building, while remaining over 25 feet away from the building. Students found smoking within the prohibited area will receive one warning. Additional violations will result in a $10 penalty. Residence hall staff will work in conjunction with University Police regarding reports of smoking violations and consequent citations.

- Vapes

  Recreational vapor products, including, but not limited to E-cigarettes, E-hookahs, vape pens (wax and herb), etc. are prohibited in the residence halls. Residents choosing to use a recreational vapor product must do so outside the building, while remaining 25 feet away from the building.

- Open Flames

  For reasons of health and fire safety, candles and wax warmers of any kind may not be present in the residence halls under any circumstances.

• Other Fire Safety Restrictions

o The possession or use of any form of fireworks, explosives, gunpowder, flammable substances, or incendiary devices is strictly prohibited within residence halls and on any university property or grounds. Persons in violation of this regulation may expect disciplinary action and may also expect to be prosecuted under applicable ordinance and statutes.

o The use of fog machines in the residence halls is prohibited due to fire safety.

Evacuation and Evacuation Procedures

In the event the fire alarm sounds, leave the building immediately via the nearest exit. If possible, turn on the lights, open the drapes, close windows, and lock the door before you leave the room. Also, remember to wear shoes and carry a towel to place over your nose if smoke is present. If you should happen to be away from your room when the alarm sounds, do not return to your room, but leave the building via the nearest exit. Do not return until instructed to do so.

Plans for Future Improvement in Fire Safety

UW-Platteville recently improved three of its traditional Residence Halls to include automatic fire sprinkler systems. There are no plans for future improvements at this time.

Missing Student Notification for Students Living in Residence Halls

If a student is reported to have been missing for more than 24 hours, the University will notify the proper authorities within 24 hours of the determination that the student is missing, including:

• For students under the age of 18 and not emancipated: University Police, who will in turn contact the City of Platteville Police Department, Grant County Sheriff's Office, confidential contact (if provided by student), and the parent/guardian.

• For students who are over the age of 18: University Police, who will in turn contact the City of Platteville Police Department, Grant County Sheriff's Office, and the emergency contact, or confidential contact (if provided by student).

Students are highly encouraged to complete the emergency contact information in their PASS account. In addition, students are encouraged to provide a confidential contact on the Residence Life Personal Data Form, in the event they were to go missing. Students have the ability to add, update, and change both of these contacts. For the emergency contact, students can access their PASS accounts. For the confidential contact, students can request their Personal Data form from the Resident Assistant or Resident Director. This information is private and will be accessible to authorized campus officials (Residence Life staff, Dean of Students Office staff, and the Office of the Registrar staff) and only be disclosed to law enforcement personnel in furtherance of the missing person's investigation.

Any time anyone believes that a student is a threat to themselves or others; they should contact University Police immediately. If they want to report that a student is missing they can either contact University Police directly (608.342.1584) or they can complete an online Missing Person Notification Form. Anyone can complete this form any time they believe a student has been missing for more than twenty-four hours. Residence Hall Students completing this form should submit this form and notify their Resident Director or the Department of Residence Life (located in Royce Hall, 608.342.1845) who will then contact University Police and the Director of Residence Life, immediately. For the rest of the campus community and those not living in Platteville, complete the online Missing Person Notification From and/or contact University Police at (608-342-1584), located at 101 Royce Hall, 1 University Plaza, Platteville WI 53818.

Missing Student Notification Procedure

If any University Official, including Resident Assistants, is approached by anyone regarding a student missing, for a minimum of twenty-four hours, that official should help them determine if a Missing Student Notification form should be completed.

Here are some questions that may be of assistance:

- Do they believe the student is a threat to themselves or others?
- Has the student been missing for a minimum of 24 hours?
- Have you contacted the location/place they had most recently been?
- Have you tried to contact them through various means? e.g., cell phone, text, email, Facebook, etc.?
- Have you contacted other friends or relatives who may know where they are?

Upon receiving a missing student form, University Officials should contact University Police immediately and their Resident Director, if living in the residence halls, immediately as well. The University Police will determine if a student is “deemed missing” and within twenty- four hours follow appropriate procedures, including contacting either the parent/guardian, or the emergency contact provided by the student, as defined above.

University Police Actions:

The University Police Department follows the law enforcement missing persons policy in all such cases. The department may release a photo of the missing student as a tool to assist in locating the individual and may seek information and/or assistance from a variety of campus resources during the course of the investigation.

Separate Campus: UW-Madison's School of Medicine and Public health Physician Assistant Program at Northcentral Technical College (previously UW-Stevens Point at Wausau)

Overview

The University of Wisconsin-Madison's School of Medicine and Public Health (SMPH) offers a Physician Assistant program that is located on the Northcentral Technical College (NTC) campus (Wausau) and is considered a "separate campus" for Clery Act purposes. The program was previously on the UW-Stevens Point at Wausau campus. The program is administered by the University of Wisconsin-Madison. Physician Assistant students and staff in this program are fully considered to be students and staff of UW-Madison and the home campus in Madison, WI. There are no separate/independent registered student organizations for this program. All UW-Madison policies, including compilation of the Annual Security Report, disciplinary policies, institutional response to sexual assault, domestic violence, dating violence and/or stalking, and drug and alcohol policies apply to the Physician Assistant program at NTC. All UW-Madison resources and programming are available to the Physician Assistant students and staff in this program at NTC. All policies and descriptions published in this Annual Security Report apply to the program at NTC, except where noted below. All contact information for resources for sexual assault, domestic violence, dating violence and stalking, at NTC can be found on page **273-274** of this Report.

Classroom and Office Space

UW-Madison has a Memorandum of Understanding for classroom space on NTC's campus. UW-Madison uses classroom space at NTC's Center for Health Sciences building, but does not control the building itself. UW-Madison employees are also provided space for administrative work in the same building.

Access to NTC Buildings

College Access Control Northcentral Technical College uses a card access locking system comprised of online and offline locks. This allows for greater access control throughout the district and allows for a faster response when an access card is lost, misplaced, or stolen. Access key cards are the property of Northcentral Technical College and must be returned upon the request of the proper authority. During business hours, Northcentral Technical College will be open to students, parents, employees, contractors, guests, and invitees. During non-business hours, access to all college facilities will only be given to those staff needing to be in the building after hours as part of their regular job requirements (i.e. IT, Facilities, Student Life Activity, College Sponsored events, etc.). Anyone needing access to the Wausau Campus during non-business hours not mentioned in the above statement or not normally granted after

access will need to contact the Northcentral Technical College Security Department at (715) 803-1111. In the event access is required to any of the other NTC Campuses, access may only be granted by the Dean or Learning Center coordinator. NTC Security Department Officers monitor security in the academic and administrative buildings of the campus. Residential facilities are only accessible to building residents and their authorized guests and visitors. Residents are helpful if they avoid allowing unknown individuals access to the residential buildings. Housing staff monitor security in the residential facilities and encourage building residents to report suspicious or unusual activity.

Physician Assistant Program- Specific Policies & Statements

Compilation of Annual Security Report

In addition to the offices noted on page **eight** ("Compilation of the 2026 Annual Security Report and Annual Fire Safety Report"), UW-Madison also requested statistics from to the Wausau Police Department NCT's 2026 Annual Security Report can be viewed on Northcentral Technical College Website. UW-Steven's Point at Wausau's 2026 Annual Security Report can be viewed on UW-Steven's Point Website.

2025 UW-Madison School of Medicine and Public Health Physician Assistant Program at UW-Stevens Point- Wausau Campus Crime Statistics

Notes on 2025 statistics:

- Underage drinking is a civil offense in the state of Wisconsin, not a criminal offense, and therefore tickets issued for underage drinking are not classified as "arrests," as per Clery Act regulations.
- In accordance with the Comments to the Final Regulations for the Violence Against Women Act (VAWA) (34 CFR Part 668, 2014), crimes committed between roommates or former roommates are not counted in "Domestic Violence" or "Dating Violence" statistics. In order to be counted as "Dating Violence" or "Domestic Violence," "requires more than just two people living together"
- The Stop Campus Hazing Act (SCHA) was signed into law December 23, 2024 requiring Universities to report hazing incidents reported to Campus Security Authorities (CSAs) starting January 1, 2025, that meet the definition of hazing and a student organization in the SCHA.
- For the purpose of this chart, "on-campus" means UW-Steven's Point-Wausau Main Building. There is no non-campus or on-campus student housing property.
- These statistics are for the UW-Stevens Point-Wausau campus

	ON CAMPUS PROPERTY	# OF ON-CAMPUS INCIDENTS THAT OCCURRED IN STUDENT HOUSING	PUBLIC PROPERTY	NON-CAMPUS PROPERTY
Arrests				
Liquor Law Violation	0	N/A	0	N/A
Drug Law Violation	0	N/A	0	N/A
Weapons Law Violation	0	N/A	0	N/A
Disciplinary Referrals				
Liquor Law Violation	0	N/A	0	N/A
Drug Law Violation	0	N/A	0	N/A
Weapon Law Violation	0	N/A	0	N/A
Criminal Offenses				
Murder and Non-Negligent Manslaughter	0	N/A	0	N/A
Manslaughter by Negligence	0	N/A	0	N/A
Robbery	0	N/A	0	N/A
Aggravated Assault	0	N/A	0	N/A
Burglary	0	N/A	0	N/A
Motor Vehicle Theft (Includes e-bikes, e-scooters, and e-skateboards)*	0	N/A	0	N/A
Arson	0	N/A	0	N/A
Sexual Assault (Sex Offenses)				
Rape	0	N/A	0	N/A
Fondling	0	N/A	0	N/A
Incest	0	N/A	0	N/A
Statutory Rape	0	N/A	0	N/A

2025 UW-Madison School of Medicine and Public Health Physician Assistant Program at UW-Stevens Point- Wausau Campus Crime Statistics (Continued)

	ON CAMPUS PROPERTY	# OF ON-CAMPUS INCIDENTS THAT OCCURRED IN STUDENT HOUSING	PUBLIC PROPERTY	NON-CAMPUS PROPERTY
Hazing				
Hazing	0	N/A	0	N/A
VAWA Offenses				
Domestic Violence	0	N/A	0	N/A
Dating Violence	0	N/A	0	N/A
Stalking	0	N/A	0	N/A
Hate Crimes				
0 Hate Crimes were reported in 2025				
Unfounded Crimes				
0 reported crimes were unfounded in 2025				

2024 UW-Madison School of Medicine and Public Health Physician Assistant Program at UW-Stevens Point- Wausau Campus Crime Statistics

Notes on 2024 statistics:

- Underage drinking is a civil offense in the state of Wisconsin, not a criminal offense, and therefore tickets issued for underage drinking are not classified as "arrests," as per Clery Act regulations.
- In accordance with the Comments to the Final Regulations for the Violence Against Women Act (VAWA) (34 CFR Part 668, 2014), crimes committed between roommates or former roommates are not counted in "Domestic Violence" or "Dating Violence" statistics. In order to be counted as "Dating Violence" or "Domestic Violence," "requires more than just two people living together"
- For the purpose of this chart, "on-campus" means UW-Steven's Point-Wausau Main Building. There is no non-campus or on-campus student housing property affiliated with this program.
- These statistics are for the UW-Stevens Point-Wausau campus

	ON-CAMPUS PROPERTY	# OF ON-CAMPUS INCIDENTS THAT OCCURRED IN STUDENT HOUSING	PUBLIC PROPERTY	NON-CAMPUS PROPERTY
Arrests				
Liquor Law Violation	0	N/A	0	N/A
Drug Law Violation	0	N/A	0	N/A
Weapons Law Violation	0	N/A	0	N/A
Disciplinary Referrals				
Liquor Law Violation	0	N/A	0	N/A
Drug Law Violation	0	N/A	0	N/A
Weapon Law Violation	0	N/A	0	N/A
Criminal Offenses				
Murder and Non-Negligent Manslaughter	0	N/A	0	N/A
Manslaughter by Negligence	0	N/A	0	N/A
Robbery	0	N/A	0	N/A
Aggravated Assault	0	N/A	0	N/A
Burglary	1	N/A	0	N/A
Motor Vehicle Theft (Includes e-bikes, e-scooters, and e-skateboards)*	0	N/A	0	N/A
Arson	0	N/A	0	N/A
Sexual Assault (Sex Offenses)				
Rape	0	N/A	0	N/A
Fondling	0	N/A	0	N/A
Incest	0	N/A	0	N/A
Statutory Rape	0	N/A	0	N/A

2024 UW-Madison School of Medicine and Public Health Physician Assistant Program at UW-Stevens Point- Wausau Campus Crime Statistics (Continued)

	ON-CAMPUS PROPERTY	# OF ON-CAMPUS INCIDENTS THAT OCCURRED IN STUDENT HOUSING	PUBLIC PROPERTY	NON-CAMPUS PROPERTY
VAWA Offenses				
Domestic Violence	0	N/A	0	N/A
Dating Violence	0	N/A	0	N/A
Stalking	0	N/A	0	N/A
Hate Crimes				
0 hate crimes were reported in 2024				
Unfounded Crimes				
0 reported crimes were unfounded in 2024				

2023 UW-Madison School of Medicine and Public Health Physician Assistant Program at UW-Stevens Point- Wausau Campus Crime Statistics

Notes on 2023 statistics:

- The program started June of 2023
- Underage drinking is a civil offense in the state of Wisconsin, not a criminal offense, and therefore tickets issued for underage drinking are not classified as "arrests," as per Clery Act regulations.
- In accordance with the Comments to the Final Regulations for the Violence Against Women Act (VAWA) (34 CFR Part 668, 2014), crimes committed between roommates or former roommates are not counted in "Domestic Violence" or "Dating Violence" statistics. In order to be counted as "Dating Violence" or "Domestic Violence," "requires more than just two people living together"
- For the purpose of this chart, "on-campus" means UW-Steven's Point-Wausau Main Building. There is no non-campus or on-campus student housing property affiliated with this program.
- These statistics are for the UW-Stevens Point-Wausau campus

	ON-CAMPUS PROPERTY	# OF ON-CAMPUS INCIDENTS THAT OCCURRED IN STUDENT HOUSING	PUBLIC PROPERTY	NON-CAMPUS PROPERTY
Arrests				
Liquor Law Violation	0	N/A	0	N/A
Drug Law Violation	0	N/A	0	N/A
Weapons Law Violation	0	N/A	0	N/A
Disciplinary Referrals				
Liquor Law Violation	0	N/A	0	N/A
Drug Law Violation	0	N/A	0	N/A
Weapon Law Violation	0	N/A	0	N/A
Criminal Offenses				
Murder and Non-Negligent Manslaughter	0	N/A	0	N/A
Manslaughter by Negligence	0	N/A	0	N/A
Robbery	0	N/A	0	N/A
Aggravated Assault	0	N/A	0	N/A
Burglary	0	N/A	0	N/A
Motor Vehicle Theft (Includes e-bikes, e-scooters, and e-skateboards)*	0	N/A	0	N/A
Arson	0	N/A	0	N/A
Sexual Assault (Sex Offenses)				
Rape	0	N/A	0	N/A
Fondling	0	N/A	0	N/A
Incest	0	N/A	0	N/A
Statutory Rape	0	N/A	0	N/A

2023 UW-Madison School of Medicine and Public Health Physician Assistant Program at UW-Stevens Point- Wausau Campus Crime Statistics (Continued)

	ON-CAMPUS PROPERTY	# OF ON-CAMPUS INCIDENTS THAT OCCURRED IN STUDENT HOUSING	PUBLIC PROPERTY	NON-CAMPUS PROPERTY
VAWA Offenses				
Domestic Violence	0	N/A	0	N/A
Dating Violence	0	N/A	0	N/A
Stalking	0	N/A	0	N/A
Hate Crimes				
0 hate crimes were reported in 2023				
Unfounded Crimes				
0 reported crimes were unfounded in 2023				

Safety and Security

UW-Madison does not provide security services for this program. All NTC Campus Security Officers are trained in advanced recognition of criminal activity or suspicious behavior and can properly facilitate a response to all criminal acts and/or situations. Shall it be deemed necessary, an NTC Security Incident Report will be generated and completed promptly. NTC Security Officers shall decide whether outside assistance from other police authorities is needed. The on-duty Security Officer will always have the ability to confide in their supervisor for further guidance. The additional NTC campuses can have phone contact with the Wausau Security Office during any hours of operation. In the event of true emergencies, it is recommended that the local law enforcement agencies are contacted promptly for their intervention. These incidents would still require an NTC Incident Report for proper documentation. Security Officers are available at 715-803-1111, or EXT. 1111 from any on-campus landline phone during business hours to answer your calls. In response to a call, NTC Security Department will take the required action, either send a Security Officer or asking the victim to report to NTC Security Department to file an incident report. All reported crimes will be investigated by the College and may become a matter of public record. All NTC Security Department incident reports are forwarded to the Student Development Office for review for potential action, as appropriate. NTC Security Officers will investigate a report when it is deemed appropriate. Additional information obtained from the investigation will also be forwarded to the Office of Student Development. If assistance is required from the local police department or the local fire department, NTC Security Department will contact the appropriate agency. If a sexual assault or rape should occur, staff on the scene, including Security, will offer the victim a wide variety of services available. Crimes should be accurately and promptly reported to the NTC Security Department or the appropriate police agency, including when the victim of a crime elects to or is unable to, make such a report. UW-Madison does not have control over the practices or policies of NTC Security. There are no on or off-campus UW-Madison registered student organizations at the program at NTC. Physician Assistant students in this program are eligible to join registered student organizations at the home campus in Madison, WI.

UW-Madison does not control access to or security of the building where the classes take place or where the employees have office space. Access to and security of the building is controlled by NTC. UW-Madison does not build, maintain or have authority over any NTC campus facilities.

Crime and Emergency Reporting

UW-Madison staff and students can report crimes to the law enforcement agency with jurisdiction over the space this program occupies.

Students and employees should report criminal offenses to any the following for the purpose of making timely warnings reports and the annual statistical disclosure:

Wausau Police Department
Emergency: 911
(715) 261-7800 (non-emergency)
366 University Plaza
515 Grand Ave
Wausau, WI

UW-Madison Police Department
(608) 264-2677 (non-emergency)
1429 Monroe St., Madison, WI

NTC Security Department
(715) 803-1111
security@ntc.edu

Marathon County Sheriff
Emergency: 911
(715) 261-1200 (non-emergency)
500 Forest St
Wausau, WI

For immediate law enforcement and emergency response purposes, including sexual assault, domestic violence, dating violence and stalking, Physician Assistant program students and employees should report crimes to Local Law Enforcement or NTC Security. Reporting to NTC Security will enable them to do their own evaluation as to whether to not to send a timely warning. UW-Madison will assist in reporting to law enforcement upon request. UW-Madison does not have any confidential resources at the Physician Assistant program site and UW-Madison does not employ any professional or pastoral counselors at NTC.

Wausau Police Department
Emergency: 911
(715) 261-7800 (non-emergency)
515 Grand Ave
Wausau, WI

Marathon County Sheriff
Emergency: 911
(715) 261-1200 (non-emergency)
500 Forest St
Wausau, WI

Emergency Notifications

Physician Assistant students' will receive NTC emergency notifications via their UW-Madison email address. Students will have the option to provide their personal cell phone to receive text messages from NTC. If UWPD receives information regarding a significant emergency or dangerous situation occurring on-campus at NTC that involves an immediate threat to the health or safety of students or employees and an emergency notification has not been issued UW-Madison will follow UWPD's WiscAlert procedures as outlined on page 33.

NTC has an internal and external messaging system to warn people in the event of a crisis at the college. If the internal messaging system is activated it will broadcast over

the internal phone system and loudspeakers what the emergency is and what instructions to follow. If the external phone system is activated participants will be notified by e-mail and their personal phones of the crisis and what instructions to follow. The data base for the external system is built based on the personal information provided to Students Services when the student enrolls at NTC. It is encouraged that students provide their personal telephone information when they enroll and keep it updated in the event it changes.

Timely Warning Policy and Procedure

Physician Assistant students' will receive NTC timely warnings via their UW-Madison email address. If UWPD receives information regarding a Clery crime on Clery geography for UW-Madison's separate campus at UW-Platteville and a timely warning has not been issued UW-Madison will follow UWPD's crime warning procedures as outlined on page 35.

In compliance with the Jeanne Clery Act, any incident or a situation arises, within the NTC Clery Geography (On Campus, Public Property, and Non-campus property), that, in the judgment of the Director of Security and consultation with responsible authorities when time permits, constitutes as an ongoing or continuing threat to the students, staff, or visitors population, a timely warning may be issued. This warning will be at the discretion of the President of the College or their designee and the Director of Security.

This will be distributed as soon as possible after the incident is reported. This report will consist of as much information about the incident as possible to keep other students, staff, and visitors safe, but will also be limited to not compromising an ongoing investigation or violating any HIPPA or FERPA Laws.

Timely Warnings are typically issued for the following Uniform Crime Reporting Program (UCR)/National Incident-Based Reporting System (NIBRS) crime classifications:

▪ 1) Murder/Non-Negligent Manslaughter
▪ 2) Aggravated Assault (cases involving assaults among known parties, such as two roommates fighting which results in an aggravated injury, will be evaluated on a case-by-case basis to determine if the individual is believed to be an ongoing threat to the larger NTC community)
▪ 3) Robbery involving force or violence (cases including pickpocketing and purse snatching will typically not result in the issuance of a Timely Warning Notice, but will be assessed on a case-by-case basis)
▪ 4) A string of Burglaries or Motor Vehicle Thefts that occur in reasonably close proximity to one another.
▪ 5) Sexual Assault (considered on a case-by-case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount of information known by the Director of Security, or designee). In cases involving sexual assault, they are often reported long after the incident occurred, thus there is no ability to distribute a "timely" warning notice to the community. All cases of sexual assault, including

stranger and non-stranger/acquaintance cases, will be assessed for potential issuance of a Timely Warning Notice.
▪ 6) Major incidents of Arson
▪ 7) Other Clery crimes as determined necessary by the Director of Security, or his or her designee in his or her absence.

Timely Warning Notices are typically written and distributed by the Director of Security, or designee.

To reach as many people as possible, the timely warning will be distributed across different media platforms as possible. Follow-up warnings may be posted on exterior doors of any affected NTC location, on the main page of the NTC website, and electronically mailed and texted to members of the NTC campus community. Furthermore, timely warnings will be posted on the TV monitors throughout the location to advise of the situation at hand. If feasible or needed, a media report will be released to local radio and TV stations for mass broadcast.

Timely Warning Notices will be distributed as soon as pertinent information is available, in a manner that withholds the names of victims as confidential, and with the goal of aiding in the prevention of similar occurrences. The institution is not required to issue a Timely Warning with respect to crimes reported to a pastoral or professional counselor.

Emergency Response and Evacuation Policy and Procedure

NTC maintains an Emergency Response Plan that outlines the responsibilities of campus units during emergencies. This plan outlines incident priorities, campus organization, and specific responsibilities of particular units or positions.

College departments are responsible for developing emergency response and continuity of operations plans for their areas and staff. Campus emergency management provides resources and guidance for the development of these plans and updates the overall plan biannually. In conjunction with other emergency agencies, the College conducts emergency response drills and exercises each year, such as tabletop exercises, violent intruder drills, and tests of the emergency notification systems on campus. These tests which can be announced or unannounced, are designed to assess and evaluate the emergency plans and capabilities of the institution.

Each test is documented and includes a description of the exercise and the date and time of the exercise and whether it was announced or unannounced.

The campus publicizes a summary of the emergency response and evacuation procedures via email at least once each year in conjunction with a test (exercise and drill) that meets all the requirements of the Higher Education Opportunity Act.

Emergency Evacuation Procedures The emergency evacuation procedures are tested at least twice each year. Students and employees learn the locations of the emergency exits

in the buildings and are guided in the direction they should travel when exiting each facility for a short-term building evacuation. The NTC Security Department does not tell building occupants in advance about the designated locations for long-term evacuations because those decisions are affected by the time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. In both cases, NTC Security Department staff on the scene will communicate information to students regarding the developing situation or any evacuation status changes.

We do, however, conduct building evacuation drills. The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of a fire or other emergency. At NTC evacuation drills are used as a way to educate and train occupants on fire safety issues specific to their building. During the drill, occupants 'practice' drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm.

General Evacuation Procedures

At the sound of a fire alarm or if you are instructed to evacuate, leave your work area immediately and proceed to the nearest exit, and leave the building. If you are the first to recognize a fire situation, activate the alarm, evacuate to a safe location using the nearest exit, and notify NTC Security Department, (715-803-1111) Police Emergency or dial 911.

1. Remain Calm
2. Do NOT use elevators, use the stairs.
3. Assist the physically impaired. If he/she is unable to exit without using an elevator, secure a safe location near a stairwell, and immediately inform NTC Security Department or the responding Fire Dept. of the individual's location.
4. Proceed to a clear area at least 100 feet from the building. Keep all walkways clear for emergency vehicles.
5. Make sure all personnel are out of the building.
6. Do not re-enter the building.

Drug and Alcohol Policies

UW-Madison students at the program located at NTC are subject the laws and policies described on page 180, "UW-Madison Alcohol and Drug Resource Information, Policy and Laws." All UW-Madison drug and alcohol resources are available to UW-Madison students and staff who are participate in the program at Platteville. They are also expected to comply with all NTC policies. UW-Madison does not control or enforce any of NTC's policies. UW-Madison students and staff who participate in the program at Platteville may access UW-Madison's services.

Obtaining a Restraining Order

No contact directives between Physician Assistant students and/or employees participating in the program at NTC are issued in the manner described on page **58.** To obtain a court-ordered restraining order, Physician Assistant students and staff should contact the Marathon County Clerk of Courts located at 500 Forest St., Wausau, WI 54403. UW-Madison will enforce restraining orders at the NTC program to the extent possible, however, UW-Madison does not control the buildings where classes and offices are located. Physician Assistant students or staff with restraining orders should notify Wausau Police Department, Marathon County Sherriff's Office, and/or NTC Security for full enforcement.

- Detailed information on requesting a restraining order can be found on the Wisconsin Department of Justice Website.
- Detailed information on requesting the following restraining orders can be found at the links below:
  - Domestic Abuse
  - Harassment
  - Child Abuse
  - Individual at Risk

Information about Sex Offenders

Though not affiliated with UW-Madison, information provided by the state of Wisconsin concerning registered sex offenders enrolled, employed or volunteering at NTC can be found by visiting Wisconsin Department of Justice Website.

Resources for Sexual Assault, Domestic Violence, Dating Violence and/or Stalking

Anyone in the Wausau area can access the following resources:

The Women's Community We're here to help every woman, child and man in our community who is sexually assaulted, stalked, trafficked, or subjected to emotional, mental, physical, sexual and verbal abuse. All services are free to victims because no victim should ever have to pay for the help that they need.

3200 Hilltop Avenue
Wausau, WI 54401
715.842.5663
Crisis Line: 715.842.7323
jane@womenscommunity.org
womenscommunity.org
Counties Served: Marathon and Clark, Langlade, Lincoln, Portage, Wood upon request.

National Domestic Violence Hotline 24 hours a day, seven days a week, 365 days a year, the National Domestic Violence Hotline provides essential tools and support to help survivors of domestic violence so they can live their lives free of abuse.

1-800-799-1233
National Domestic Violence Hotline Website

RAINN As the nation's largest anti-sexual violence organization and operator of the National Sexual Assault Hotline, RAINN's mission is to stop sexual violence by supporting survivors, holding perpetrators accountable, and creating safer communities.

1-800-656-4673
Rainn Website

Wisconsin Coalition Against Sexual Assault (WCASA) WCASA is a statewide organization dedicated to support and complement the work of Wisconsin's community-based sexual assault service provider programs and other organizations working to end sexual violence.

(608) 257-1516
WCASA Email | WCASA Website

This Annual Security Report and Annual Fire Safety Report is published as required by the Jeanne Clery Campus Safety Act. An electronic version of this report is available at UWPD's Website. Paper copies available upon request at UWPD, 1429 Monroe St., Madison, WI, 53711. Inquiries regarding this publication should be directed to Clery Office Staff via UWPD's Clery Email.

APPENDIX

Summary: 2025 Report to UW-System in Compliance with UWS 36.11(22)

The statistics in this report to UW-System do not reflect campus safety; they are collected to inform services and policy and to help UW respond to the needs of survivors and the campus. In compliance with Wisconsin Statute 36.11(22), Universities of Wisconsin system universities submit an annual report on sexual assault that is compiled by the Board of Regents and shared with the chief clerk of each house of the Legislature. The statistics included in this report represent all incidents of sexual assault that were disclosed to UW–Madison by students during calendar year 2025, including childhood sexual abuse, past sexual assaults, sexual assault where the location was not reported and sexual assaults that were reported to have occurred anywhere in the world - not just the incidents that occurred within UW–Madison's Clery Act geography. Because the data collected by this report only counts disclosures by UW students and is not limited by location, it will not reflect the same data presented in the ASR.

Victim and Assailant Are Acquaintances (34)

Assault Type	On-Campus Property	# of On-Campus Incidents Occurring in Residence Halls	Non-Campus	Public Property	Off-Campus	Other	Alcohol/ Drug Related
1st, 2nd, 3rd Degree	1	0	0	0	9	3	5
4th Degree	2	0	0	0	4	1	1
Degree Unknown	1	3	0	0	7	3	5

Victim and Assailant Are Not Acquaintances (10)

Assault Type	On-Campus Property	# of On-Campus Incidents Occurring in Residence Halls	Non-Campus	Public Property	Off-Campus	Other	Alcohol/ Drug Related
1st, 2nd, 3rd Degree	0	0	0	0	0	0	0
4th Degree	1	0	0	0	3	0	1
Degree Unknown	2	0	0	0	3	1	1

Unknown If Victim and Assailant Are Acquaintances (115)

Assault Type	On-Campus Property	# of On-Campus Incidents Occurring in Residence Halls	Non-Campus	Public Property	Off-Campus	Other	Alcohol/Drug Related
1st, 2nd, 3rd Degree	1	0	0	0	4	4	0
4th Degree	0	1	0	0	1	0	1
Degree Unknown	3	2	0	0	13	86	2

Prior/Pre-College Reports of Sexual Assault (10 total)

Assault Type	On-Campus Property	# of On-Campus Incidents Occurring in Residence Halls	Non-Campus	Public Property	Off-Campus	Other	Alcohol/Drug Related
1st, 2nd, 3rd Degree	0	0	0	0	2	0	1
4th Degree	0	0	0	0	1	0	0
Degree Unknown	1	0	0	0	3	3	0

The reported sexual assault statistics may include assaults perpetrated against students, faculty, staff, or individuals without an official connection to the university as long as they were reported to the Senior Student Affairs Officer or designee within the specified calendar year and occurred within the designated geographic locations.

On-Campus: (1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area 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) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

(3) Separate from “On-Campus,” “Occurring in Residence Halls” should be its own category. In other words, don’t count an incident in both the “On-Campus” and “Occurring in Residence Halls” categories.

Non-Campus: (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or

(2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Public Property: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Off-Campus: For the purposes of this report, the category “off-campus” is specified by each institution as a region surrounding the campus, but not controlled by the institution, where substantial numbers of students typically live or congregate. As part of the report to UW System, institutions are to include the boundaries of “off-campus” region they have specified. The “off-campus” region may be dynamic based on changing residential patterns and institutions may choose to annually re-define the boundaries for this region.

Other: Sexual assault reports should be categorized as "other” if they were received within the calendar year and

1. did not have any information on location, AND/OR
2. did not occur in any of the three Clery defined locations, AND/OR
3. did not occur within the restricted boundaries the institution has identified as "off campus."

Alcohol/Drug Related: The number of sexual assaults that were linked in some way with alcohol or drug usage. We understand that this number can provide only a very general indication of the relationship between sexual assault and alcohol or drug use.

Inquiries regarding the UWS 36.11(22) report should be directed to the UW–Madison Title IX Office at Title IX Coordinator Email.