



UW-Madison Rights and Resources for Victims of Sexual Assault, Domestic Violence, Dating Violence and/or Stalking

A student or employee who reports to an institution of higher education that the student or employee has been a victim of domestic violence, dating violence, sexual assault, or stalking, whether the offense occurred on or off campus, shall be provided with a written explanation of the student or employee's rights and options. This document outlines those rights and options and should be provided to any student or employee who reports.

Victim Rights

- Victims have the right to report to law enforcement and to be assisted by UW-Madison campus authorities in so doing.
- Victims have the right to decline to report to law enforcement.
- Victims have the right to report the crime to UW-Madison and are encouraged to report to the offices designated to receive complaints: [University of Wisconsin-Madison Police Department](#), the [Dean of Students Office](#), the [Office of Human Resources](#) and the [Title IX Coordinator](#).
- Victims have the right to a victim advocate of their choosing. [UHS Violence Prevention and Survivor Services](#), the [Rape Crisis Center](#), and [Domestic Abuse Intervention Services \(DAIS\)](#) all provide free and confidential victim advocacy services. For more information: <https://www.uhs.wisc.edu/vpss/>
- Victims have the right to be notified, in writing, of existing resources for counseling, mental health, health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available both on campus and in the community.
- Victims shall be notified of options for, and available assistance in, changing academic, living, transportation, and working situations or protective measures, if so requested by the victim and such accommodations are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement.
- Victims have the right to request confidentiality from the accused.
- The right to be free from retaliation for filing an institutional complaint/report.
- The right to file a complaint with the U.S. Department of Justice and/or the U.S. Department of Education Office for Civil Rights

Rights when a victim reports to a Wisconsin Law Enforcement Agency

- All victims of crime in Wisconsin who report to law enforcement are entitled to crime victim rights outlined in [Chapter 950](#) of the Wisconsin Statute. These rights include: the right to be treated with fairness, dignity, and respect for his or her privacy by public officials, employees, or agencies; the right to have his or her interest considered when the court is deciding whether to grant a continuance in the case; the right to be provided with appropriate intercession services to ensure that employers of victims will cooperate with the criminal justice process in order to minimize an employee's loss of pay and other benefits resulting from court appearances; and the right to have the opportunity to consult with the prosecution in a case brought in a court of criminal jurisdiction.
- Crime victims in the state of Wisconsin have the right to apply for [Crime Victim Compensation](#), which helps pay for unreimbursed expenses that are the result of crimes causing personal injury or death, including lost wages, counseling, medical costs, and replacement of property held as evidence.

Rights when seeking Forensic Nurse Examiner Services:

- Victims may obtain a sexual assault medical forensic examination without incurring full out of pocket costs for that exam regardless of their decision to report to law enforcement. In Madison, this exam can be obtained from the [Forensic Nurse Examiner at Meriter Hospital](#); if you seek additional medical attention, other hospital charges may be applied.
- Victims of sexual assault who seek emergency services at a hospital have the right to be provided with the option to receive emergency contraception at the hospital per [Wisconsin Statute 50.375](#).

Rights when alcohol or drugs are involved:

- Per [UW–Madison’s Policy on Sexual Harassment and Sexual Violence](#): Complainants and witnesses to incidents of sexual harassment or sexual violence will not generally be issued citations or be subjected to disciplinary sanctions for conduct at or near the time of the incident that would violate University policies regarding alcohol or the personal use of drugs unless the University determines that the violation of University policy exposed others to serious risks to their health and safety.

Rights in the Disciplinary Processes

Students: UW-Madison uses [Chapter UWS 17](#) or campus student disciplinary proceedings of sexual assault, dating violence, domestic violence, and stalking.

Employees: UW-Madison has major 3 classes of employees – faculty, Academic Staff and University Staff. Each category has distinct disciplinary procedures. For a detailed description of each procedure, please visit <https://kb.wisc.edu/ohr/policies/>

For both student and employee discipline, the following rights will be guaranteed:

- Disciplinary proceedings that provide a prompt, fair, and impartial investigation and resolution.

- The same opportunity to have others present throughout disciplinary proceedings as the accused, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice.
- The complainant* and the respondent** have an equal opportunity to participate in the investigation and any subsequent hearing.
- Disciplinary proceedings that are conducted by officials who receive annual training on the issues related to domestic violence, dating violence, sexual assault and stalking and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
- Both parties shall be simultaneously informed, in writing, of the outcome of any disciplinary proceeding; UW-Madison's procedures for the accused and the victim to appeal the results of the proceeding; 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.
- The complainant shall have the same rights to appeal as the respondent.
- For UW-Madison student disciplinary proceedings, the following sanctions, in accordance with [UWS 17.10](#), may be imposed following a final determination of responsibility for sexual assault, domestic violence, dating violence and/or stalking: written reprimand, denial of specified university privileges, payment of restitution, educational or service sanctions (including community service), disciplinary probation, imposition of reasonable terms and conditions on continued student status, removal from a course in progress, enrollment restrictions on a course or program, suspension and/or expulsion.
- For UW-Madison employee disciplinary proceedings, all employees may be subject to one or more of the following disciplinary responses: letter of expectations, written reprimand, unpaid suspension, dismissal, demotion, revocation of responsibilities, reassignment and retraining.

*Complainant is the person alleging the misconduct

**Respondent is the student accused of misconduct

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 violence 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, sexual harassment, domestic violence, dating violence, or stalking, 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 and/or stalking 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 Clinical Medicine, 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 as part of the disability accommodation process or when providing translation services.

OFFICIAL REPORTING

If you choose to report, please note the following:

- The preservation of evidence may strengthen investigations, which may result in a better chance of holding the accused responsible for the crime or obtaining a restraining order. Evidence may include the clothing you were wearing at the time, a record of threatening text messages and emails, or bodily fluids.
- Although it is best not to shower, if you have showered or changed clothes, you can still file a police report, get a medical exam, (including a forensic medical exam from the Forensic Nurse Examiner program described below) or report the incident to UW-Madison.

Making an official report to UW-Madison or UWPD may result in a report of an annual crime statistic with the victim's name withheld. It may also result in a formal investigation of the incident(s).

Reporting to Law Enforcement

University of Wisconsin Police Department (UWPD)

9-1-1 (on-campus), 608-264-2677
1429 Monroe St., Madison, WI
www.uwupd.wisc.edu

Madison Police Department

9-1-1 (off-campus), 608-255-2345
211 S. Carroll St., Madison, WI
www.cityofmadison.com/police

UW-Madison Disciplinary and Title IX Complaints

Dean of Students Office

500 Lincoln Drive, 70 Bascom Hall, Madison, WI
608-263-5700
www.students.wisc.edu
www.doso.students.wisc.edu/

Title IX Coordinator, Lauren Hasselbacher

500 Lincoln Dr., 361 Bascom Hall, Madison, WI
608-890-3788
www.compliance.wisc.edu
Lauren.Hasselbacher@wisc.edu

Office of Workforce Relations, Office of Human Resources

21 N. Park St., Madison, WI
608-265-2257
www.ohr.wisc.edu
wr@ohr.wisc.edu

RESOURCES

Confidential Reporting, Advocacy, Emotional Support and Medical Services *

ON CAMPUS:

UHS Violence Prevention and Survivor Services provides victim advocacy including emotionally supportive counseling, case management, support groups, and information/referral.

608-265-5600 (option 3)

evoc@uhs.wisc.edu

<https://www.uhs.wisc.edu/vpss/>

UHS Counseling and Consultation provides mental health services including individual, group, couples/partner counseling, case management, support groups, and information/referral.

Contact all University Health Services (UHS) by phone: (608) 265-5600 (24 hours)

Visit UHS: 333 East Campus Mall, Madison, WI 53715

<https://www.uhs.wisc.edu/mental-health/>

UHS Medical Services offers a range of medical services for persons affected by sexual assault, domestic violence, dating violence and stalking including treatment of injuries, emergency contraception, pregnancy testing, HIV testing and screening and treatment for other STIs. UHS clinical medicine does NOT complete toxicology tests or forensic medical exams.

333 East Campus Mall, Floors 5 and 6, Madison, WI

608-265-5600

<https://www.uhs.wisc.edu/medical/>

McBurney Disability Resource Center provides services to students with disabilities to insure accessibility to university programs. McBurney offers accommodations counseling, evaluation referral, disability-related information, adaptive technology counseling and equipment, and interpreter services for academically related purposes.

702 W. Johnson St., #2104, Madison, WI

Phone: (608) - 263-7956

Text: (608)265-2998

mcburney@studentlife.wisc.edu | <http://mcburney.wisc.edu/>

Employee Assistance Office (employees only) is a resource provided by the University of Wisconsin to assist employees and their immediate family members or significant others who are finding it difficult to successfully cope with personal or work related issues or concerns.

610 Langdon Street, Lowell Center, Room 226, Madison, WI 53703

(608) 263-2987 or toll-free (877) 260-0281

<http://eao.wisc.edu/>

eao@mailplus.wisc.edu

OFF CAMPUS:

Forensic Nurse Examiner Program of UnityPoint Health-Meriter Hospital (formerly the SANE program)

provides medical and forensic examination for victims of sexual assault, domestic violence and dating violence. Nurses will examine for injuries, collect evidence, and offer medications to prevent STIs and/or pregnancy. Evidence can be collected within 5 days of an assault. There is no requirement to report to law enforcement.

Meriter Hospital, Forensic Nurse Examiner
202 S. Park St., Madison, WI (Use Emergency Room entrance)
608-417-5916

<https://www.unitypoint.org/madison/sexual-assault-nurse-examiner-program.aspx>

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

<http://www.abuseintervention.org>

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

2801 Coho Street #301, Madison, WI, 53703

24-hour line: 608-251-RAPE (7273)

www.danecountyrc.org

info@danecountyrc.org

Deaf Unity Victim advocacy for victims of sexual assault, intimate partner violence, and/or stalking provided by staff who are Deaf and use American Sign Language (including text helpline) and provide emotional support, and accompaniment to medical appointments and court dates.

help@deafunitywi.org

Text helpline: 608-466-2881, M-F 9am-10pm

<http://deafunitywi.org/>

Freedom, Inc. Victim advocacy services for victims of sexual assault and intimate partner violence that are language/gender/generation and culture-specific to women, gender non-conforming, and youth in African American and Southeast Asian families.

601 Bay View, Madison, WI 53715

Office: 608-661-4089, M-F 9am-5pm

refugeeproject@hotmail.com

<http://freedom-inc.org>

UNIDOS Against Domestic Violence Victim advocacy services for Latina and non-Latina survivors of sexual assault and domestic violence.

Toll Free: 1-800-510-9195

<http://www.unidosagainstdv.org>

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

ipv.diverse@gmail.com | www.roomtobesafe.org

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 | info@mchumanservices.org | <http://mchumanservices.org>

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

831 East Washington, Madison, WI

(608) 255-7356 | info@therainbowproject.net | <http://therainbowproject.net>

Center for Families, 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) 244-5700 | info@centerforfamilies.org

<http://www.centerforfamilies.org/Services/respite-center.aspx>

** Reports and disclosures made to these offices will not result in a formal institutional response from UW-Madison or law enforcement. Exceptions to confidentiality include reports of child abuse (victims 17 or younger), elder abuse, and threats of imminent harm to self or others.*

Requesting an Accommodation

UW-Madison will make every effort to make accommodations for academic, living, transportation, working situations, or protective measures if requested and reasonably available. Victims do not need to report to law enforcement to receive these accommodations.

UHS Violence Prevention and 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 (option 3) | evoc@uhs.wisc.edu

<https://www.uhs.wisc.edu/vpss/>

The following offices may also assist you with requesting accommodations or services*:

Dean of Students Office

500 Lincoln Drive, 70 Bascom Hall, Madison, WI

608-263-5700

doso.students.wisc.edu/

University Housing

625 Babcock Dr., Madison, WI

608-262-2522

www.housing.wisc.edu

(For people living in on-campus housing)

Title IX Coordinator, Lauren Hasselbacher
500 Lincoln Dr., 361 Bascom Hall, Madison, WI
608-890-3788
Lauren.Hasselbacher@wisc.edu
www.compliance.wisc.edu

Office of Human Resources
21 N. Park St., #5101, Madison, WI
608-265-2257
wr@ohr.wisc.edu
www.ohr.wisc.edu

Office for Equity and Diversity
500 Lincoln Drive, 179-A Bascom Hall, Madison, WI
608-263-2378
Wisconsin Telecommunications Relay Service for the hearing impaired, dial 7-1-1
www.oed.wisc.edu

**Making an accommodation request to UW-Madison may result in a report of an annual crime statistic with the victim's name withheld. It may also result in a campus investigation of the incident(s).*

Financial Aid and Visa and Immigration Resources

For financial aid and visa and immigration services for victims of sexual assault, domestic violence, dating violence or stalking, please contact the following on-campus offices:

Office of Student Financial Aid
333 East Campus Mall #9701, Madison, WI
608-262-3060
<http://finaid.wisc.edu/>
finaid@finaid.wisc.edu

International Student Services
716 Langdon St., 217 Red Gym, Madison, WI
608-262-2044
<http://iss.wisc.edu>
iss@studentlife.wisc.edu

Making a request for services to UW-Madison may result in a report of an annual crime statistic with the victim's name withheld. It may also result in a campus investigation of the incident(s).

Off-Campus Immigration and Visa Resources:

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.
1245 E. Washington Ave #102
Madison, WI 53703
(608) 256-1089
www.riselawcenter.org

Legal Assistance

UW-Madison does not provide legal assistance or attorneys. There are legal resources available in the Madison community.

Dane County District Attorney's Office, Victim Witness Unit (For criminal cases that are referred to the District Attorney for prosecution)
215 S. Hamilton St. #3000
(608) 266-9003
https://www.countyofdane.com/da/victim_witness.aspx

DAIS has a legal advocacy program for victims of domestic violence, dating violence and/or stalking: Domestic Abuse Intervention Services (DAIS)
Office: (608) 251-1237
(608) 251-4445 or toll-free (800) 747- 4045 (24 hours)
info@abuseintervention.org
www.abuseintervention.org

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 legal needs.
State Bar of Wisconsin Lawyer Referral and Information Service
(800) 362-9082
<http://www.wisbar.org/forpublic/ineedalawyer/pages/lris.aspx>

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.
1245 E. Washington Ave #102
Madison, WI 53703
(608) 256-1089
www.riselawcenter.org

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.
Phone: (608) 204-9642
Be sure to mention the Survivors Legal Program

International Assistance

Americans Overseas Domestic Violence Crisis Center works with Americans in foreign countries who need domestic violence and child abuse advocacy and support, and provides resources and tools to navigate jurisdictional, legal and social international landscapes.

www.866uswomen.org
1-866-879-6636

For directions on how to make a phone call from overseas:

<http://www.866uswomen.org/get-help-now/>

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 for potential investigation.

716 Langdon St., 217 Red Gym, Madison, WI
(608) 262-2044 | iss.wisc.edu

The Office of International Faculty and Staff Services (IFSS) in the **Office of Human Resources** provides comprehensive assistance to the University of Wisconsin-Madison on all aspects of non-student immigration. The office acts as the liaison between the University and all government agencies involved in immigration matters, and assists both the institution and individuals in complying with immigration laws and regulations. IFSS advises University departments and processes immigration-related documents for employment-based non-immigrant and immigrant statuses, offers regular workshops on processing permanent resident petitions and the proper procedures for completing the I-9 Employment Eligibility Verification form, and administers the University's J scholar Exchange Visitor Program, which includes issuing J scholar documents, advising departments and visiting scholars, and providing bi-weekly J scholar orientation sessions.

21 N. Park St., Suite 5101, Madison, WI
(608)265-2257 | ischolars@ohr.wisc.edu | www.ohr.wisc.edu/ifss/index.htm

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.

1245 E. Washington Ave. #102, Madison, WI
(608) 256-1089 | <http://www.riselawcenter.org/>

Restraining/No Contact Orders Issued By a Court of Law

UW-Madison and UWPD will enforce active no contact and restraining orders issued by a court of law. If you are a student and have a court-issued restraining order and wish to inform the University, please contact the Dean of Students office or UWPD. If you are a student and need to be provided additional accommodations regarding your restraining order, please contact the Dean of Students office. If you are an employee and have a court issued restraining order, please notify the Office for Equity and Diversity or UWPD. Please be aware that if you notify the University of an existing court-ordered restraining order, the Dean of Students Office or the Title IX Coordinator may follow up with you as prescribed by Title IX. For instructions on how to file for a court-ordered restraining order, please visit https://www.countyofdane.com/da/restraining_order.aspx.

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 -in any form- 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 assault, dating/domestic violence, and/or stalking.

A no contact directive may include the following language: “Be advised that you are not to have contact with First Name, Last Initial of any kind, direct or indirect, until further notice. This includes, but is not limited to: 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. Any attempt to contact this person might be considered harassment and could result in disciplinary action.”

Students

No contact directives can be issued by the Dean of Students Office, and by the Title IX Coordinator 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. No contact directives issued by an Associate Dean of Students will include a written notification of the right and process to appeal.

Notice of the no contact directive is sent to the Title IX Coordinator, an Assistant Dean of Students, a UWPD Lieutenant, and when there is a connection to University Housing, an Associate Director of Residence Life. 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 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 a student 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 Title IX Coordinator 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. 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.

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. Victims may request a no contact directive by contacting one of the following offices: the Dean of Students, the Title IX Coordinator, the Office of Student Conduct and Community Standards or the Office of Human Resources.

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.