

Information for Student Respondents

We are neutral. The Investigator does not take sides. We are committed to providing a fair and unbiased review, and our investigations are focused on the information available. We also help Claimants and Respondents by providing information about support and advocacy services. If you have a concern that the Investigator cannot conduct a fair and unbiased review (e.g., has a personal connection with one of the parties or witnesses, etc.), please contact Anthony Walesby, Title IX Coordinator, immediately. Mr. Walesby may be reached at 734-763-0235 or institutional.equity@umich.edu. The situation will be assessed and a determination made as to whether a different investigator should be assigned to the matter.

Support person. The Respondent may bring a support person or advisor with them to any meetings with the Investigator. We request that the Respondent please let us know in advance if they will be doing so. Examples of a support person/advisor include, but are not limited to: a friend, family member, Dean of Students staff member, attorney, etc. An individual who may be a witness, including a character witness, may not be present during the Respondent's interview.

Interim measures and academic accommodations. In many cases, interim measures may be appropriate. Such measures may include separation of the Claimant's and Respondent's academic, living, and/or dining situations, or such other measures as may be appropriate under the circumstances. In addition to interim measures, Respondents sometimes need academic accommodations. These accommodations are arranged by the Dean of Students Office and/or the Sexual Assault Prevention and Awareness Center, but a Respondent may also raise this need with OIE, who will inform the Dean of Students/SAPAC of the requested accommodation.

Initiating an investigation. The first step the Investigator takes in an investigation is to gather information about the concern at issue. This usually involves interviewing the Claimant and gathering information the Claimant, including documentation and names of witnesses, if any. Claimants are strongly encouraged to share all information they have regarding the matter.

Interviewing the Respondent. After the Investigator understands the nature and scope of the concern at issue, the Respondent is asked about the allegations. Respondents are provided enough information about the allegations to allow them a fair opportunity to respond, and the level of detail necessary to do that depends on the circumstances surrounding the incident. The Respondent is also asked to provide any documentation and identify witnesses relevant to the complaint. Respondents are strongly encouraged to share all information they have regarding the matter. The Claimant is not present during the Respondent's interview and vice versa.

Gathering other information. The Investigator interviews witnesses (if they choose to participate with the understanding they will be identified by name in the report) and reviews all documentation deemed relevant to the situation. The Investigator may also contact the Claimant and Respondent with additional questions or to request additional information. OIE does not accept the results of polygraph tests and related evidence.

Review of preliminary investigation report. If the Investigator determines that a written investigation report will be produced, the Claimant and Respondent, if participating in the investigation, will typically be provided with a preliminary investigation report, which is a written summary of the relevant information provided by the persons interviewed (Claimant, Respondent and other witnesses) and documentation or other information reviewed by the Investigator. The preliminary investigation report does not include a finding. The Claimant and Respondent are given the opportunity to comment on the preliminary investigation report. The Investigator reviews the comments submitted by the parties, if any, and determines whether the report

should be modified. The Investigator considers all comments from the parties in reaching a determination on the matter.

All information or documentation provided by either party, or by a witness interviewed in the course of an investigation, may be included in the final Investigative Report and shared with the other party to this matter and relevant University officials.

Decision and follow up. After receiving the Claimant's and Respondent's comments, if any, the Investigator analyzes the information, reaches a conclusion and after internal review provided for in the Policy, issues the investigation report. The investigation report is forwarded to the Office of Student Conflict Resolution, which informs the parties of the finding, makes the investigation report available to them and notifies them of and applicable appeal and/or sanctioning processes. OSCR will not share this information with a party who has asked not to receive this type of follow up.

Retaliation. The University prohibits retaliation. Claimants and witnesses are protected from any form of retaliation for engaging and/or participating in the investigative process. Anybody who experiences retaliation is strongly encouraged to report retaliation to OIE. As the Respondent, you must not take direct or indirect retaliatory action against the Claimant or witnesses or any other individual who has exercised their rights under the Policy or participated in the investigative process.

Resources for support. The University offers a variety of services to support to students, a short list of which are included below. The OIE investigator can provide additional information about the resources, as requested.

- Respondent Support, Dean of Students Office 734/764-7420
- Counseling and Psychology Services 734/764-8312 or www.umich.edu/~caps
- After hours UM Psychiatric 734/996-4747
- UM Student Legal Services 734/763-9920
- Graduate Student Crisis 800/GRAD-HLP (800/472-3457)
- Crisis Line 800/273-TALK (8255)
- www.crisischat.org

More information. If you have any other questions about the investigation or investigation process, please do not hesitate to contact the staff member investigating your case at 734/763-0235.

This information was reviewed with me and I was offered the opportunity to ask questions before proceeding.

Respondent's Name (please print)

Signature

Date