

- The specific policy/policies from the Rules and Regulations that were violated;
- Any behavioral sanctions issued in response to the violation(s) of the Rules and Regulations; and
- Instructions regarding how to appeal any University Housing sanctions and the deadline for filing an appeal.

All documentation (IRs, copies of letters, etc.) related to a resident's involvement in the behavior process is kept in the resident's behavior file. Individuals with concerns about confidentiality are encouraged to read our FERPA statement and speak with a member of the Residence Life professional staff.

THE APPEALS PROCESS

Residents have the right to appeal decisions within the behavior process if there are concerns that:

- Substantial evidence was not presented to support the conclusions reached.
- A substantial error in due process was made where the resident did not receive adequate notice of the behavior meeting or standard university and/or University Housing procedures were not adequately followed.
- New evidence of a substantive nature came to light after the original behavior meeting took place.

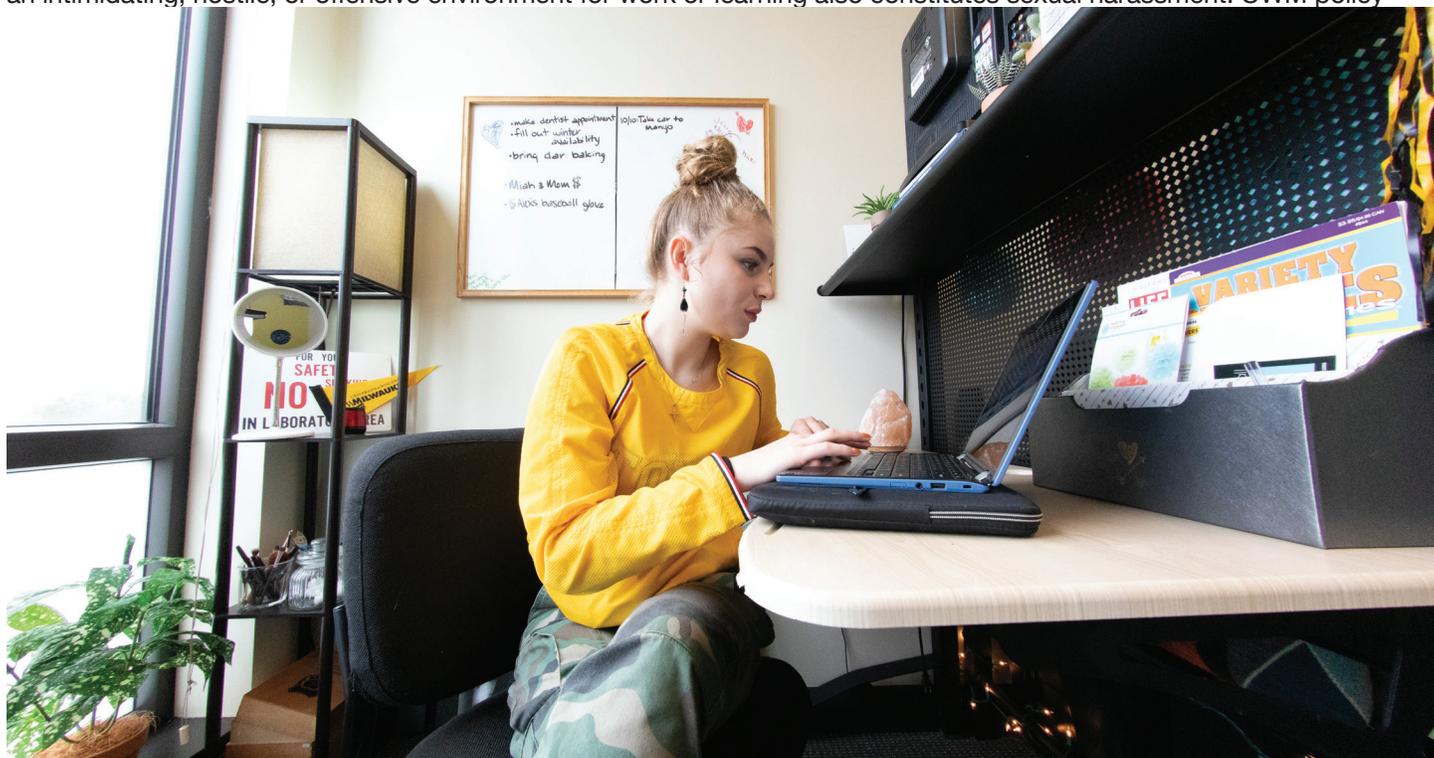
All appeals must be received within seven business days of the sanction being issued. For a hearing of appeal to be granted, the resident is expected to follow the guidelines included on the Behavior Appeal Form (which is available online at uwm.edu/housing or in the Residence Life Office located in Sandburg C120 and Cambridge Commons Room 144). The administrator who hears the appeal may contact the resident to have an in-person meeting or a phone meeting. The administrator hearing the appeal may decide to uphold the original decision, change the original decision to a less severe sanction, or overturn the original decision. Any appeals submitted following a termination sanction will be heard by the Director of University Housing, followed by the Chief Student Affairs Officer (or their designee), if necessary.

SEXUAL ASSAULT, DATING/DOMESTIC VIOLENCE & STALKING

The University of Wisconsin-Milwaukee prohibits all forms of sexual violence, including, but not limited to, sexual assault, sexual harassment, dating and domestic violence, stalking and other sex offenses on university property or in conjunction with university activities. Wisconsin statutes define these offenses, which are described in this section for informational purposes only.

SEXUAL HARASSMENT

Sexual harassment as defined in Wisconsin Statute section 111.32(13) and by UWM's sexual harassment policy, includes unwelcome sexual advances, requests for sexual favors, and other verbal, written (including electronic or graphic) or physical conduct of a sexual nature where the two parties are of unequal power. Harassment between equals is also possible. Conduct which unreasonably interferes with an individual's work or educational performance or which creates an intimidating, hostile, or offensive environment for work or learning also constitutes sexual harassment. UWM policy



prohibits all sexual harassment including consenting amorous or sexual relationships between an instructor and a student under their current tutelage or between an employee and their direct supervisor. The penalties for sexual harassment by a UWM employee may include any of the following: a fine, job suspension or termination, letters of reprimand or warning, or reassignment.

SEXUAL ASSAULT ■

Sexual assault is any sexual contact made without consent. Consent must be freely given with overt words or actions that clearly communicate an individual's desire to engage in sexual activities. Consent is a freely given agreement, not the absence of a no. Consent cannot legally be obtained if an individual is incapacitated due to alcohol or other drugs, is unconscious or asleep, or has limited mental capacity. Examples of sexual assault include unwanted touching, fondling, or penetration of the mouth, vagina, or anus with a finger, penis, or object.

OTHER SEXUAL VIOLENCE ■

- Dating violence, which is violence committed by a person in a "dating relationship" as defined by Wis. Stat. §813.12(1);
- Domestic violence, which is conduct defined as "domestic abuse" in Wis. Stat. §§813.12(1)(am) and 968.075; and
- Stalking, which is conduct defined in Wis. Stat. § 940.32.

Information regarding sexual violence or harassment may be shared between University Housing and the Office of the Dean of Students. If parties from other institutions are involved, those institutions may be notified. If you feel threatened or are in danger you should contact the UWM Police Department at 9-911 or call 911 if you are off campus. You may report any form of sexual violence or harassment to the Title IX Coordinator at titleix@uwm.edu or **414.229.7012**, the Office of Equity/Diversity Services (EDS) at **414.229.5923** (Mitchell Hall 359), the Dean of Students office at **414.229.4632** (Union 345), or University Housing at **414.229.6123** (Sandburg Hall Service Desk).

UWM's Title IX Coordinator, Office of Equity/Diversity Services, the Dean of Students, or University Housing can assist you with potential protective measures as well as filing a complaint concerning the conduct. Incidents of sexual violence may also be reported to the UWM Police Department (9-911 in an emergency; **414.229.4627** for non-emergency calls).

Other campus offices available to assist you are listed below.

- Norris Health Center
 - **414.229.4716**
- Women's Resource Center
 - **414.229.2852**
- Milwaukee Sexual Assault Counseling Unit
 - **414.278.4617**
- Dean of Students
 - **414.229.4632**
- Women's Crisis Line
 - **414.933.2722**
- University Housing
 - **414.229.6123**
- University Police
 - **9-911**
- Victim/Survivor Advocate
 - **414.229.4582**

UNIVERSITY HOUSING STATEMENT ON THE FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT (FERPA)

The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR part 99) is a federal law that protects the privacy of student education records. Additional details can be found at ed.gov/policy/gen/guid/fpco/ferpa/index.html. In accordance with FERPA guidelines, University Housing administrators will not share any resident information, other than directory information, with anyone outside of the university system. This includes, but is not limited to, information about a student's grades, behavioral history and action, health concerns, current whereabouts, and financial information. (If the person requesting information is a guarantor on the resident's housing contract, certain financial information can be given.) Exceptions to this act, regardless of age, may be made in life-threatening situations. University administrators within the university system may decide to share information about residents on a need-to-know basis. Residents who chose to waive their rights to privacy may fill out a Release of Information Form, which can be accessed at