Sexual Misconduct Case Data by Academic Year

Reports received under the WMU Sexual and Gender-Based Misconduct Policy and Procedures, implemented January 2015, with significant revisions in August 2020 (available at wmich.edu/sexualmisconduct).

Sexual Misconduct Cases Reported - January through August 2015 (partial academic year)

Sexual Misconduct[1]	Incidents[2]	Outcome
Harm to Others	0	
Intimate Partner Violence-Relationship	0	
Intimate Partner Violence-Dating	7	6 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Respondent not Affiliated with WMU
Intimate Partner Violence-Domestic	0	
Non-consensual Sexual Contact	3	2 Closed After Assessment - Complainant Declined Participation 1 Informal Resolution
Sexual Assault	10	4 Closed After Assessment - Complainant Declined Participation 3 Closed After Assessment - Anonymous Report 1 Closed After Assessment - Respondent not Affiliated with WMU 1 Not Responsible for Policy Violation 1 Responsible for Policy Violation (Sanction: Expulsion)
Sexual Exploitation	0	
Sexual Harassment	8	4 Informal Resolution 3 Closed After Assessment - Complainant Declined Participation 1 Responsible for Policy Violation (Sanction: Probation and additional sanctions)
Stalking of a Sexual Nature	0	
Total Sexual Misconduct Incidents:	**28**	
Sexual Misconduct Consultation*	2	*Inappropriate behavior reported as a form of sexual misconduct that, upon review, is one or more of the following: 1) lower level concerns that can be addressed through discussions with IE staff 2) lower level concerns that can be addressed through intervention of individuals in the environment (i.e. supervisor, faculty, residence hall staff) 3) other forms of harassment or bullying that are not covered under the sexual misconduct policy
Total Incidents:	**30**	

During the assessment, Institutional Equity provided resources for support, educational/prevention information and facilitated requests for no contact orders and changes to class, living or working arrangements, as appropriate.

[1] Prohibited Behavior under the WMU Sexual and Gender-Based Harassment Misconduct Policy
[2] Cases were reported during the time period, but the incident may have occurred in a previous year.
[3] Additional sanctions may include one or more of the following; housing ban, building ban, counseling, training, policy review, reflection paper, coaching/mentoring or other activities deemed appropriate by the sanctioning officer.

Sexual Misconduct Cases Reported - September 2015 through August 2016

Sexual Misconduct	Incidents	Outcome
Harm to Others	0	
Intimate Partner Violence-Relationship	2	2 Closed After Assessment - Respondent not Affiliated with WMU
Intimate Partner Violence-Dating	13	9 Closed After Assessment - Complainant Declined Participation 3 Closed After Assessment - Respondent not Affiliated with WMU 1 Not Responsible for Policy Violation
Intimate Partner Violence-Domestic	1	1 Closed After Assessment - Respondent not Affiliated with WMU
Non-consensual Sexual Contact	7	3 Closed After Assessment - Complainant Declined Participation 2 Closed After Assessment - Anonymous Report 1 Closed After Assessment - Respondent not Affiliated with WMU 1 Closed After Assessment - Unknown Respondent
Sexual Assault	31	9 Closed After Assessment - Complainant Declined Participation 8 Closed After Assessment - Respondent not Affiliated with WMU 7 Closed After Assessment - Anonymous Report 4 Closed After Assessment - Unknown Respondent 2 Responsible for Policy Violation (Sanctions: 1 Expulsion, 1 Suspension with probation and an additional sanction) 1 Complainant Withdrawn
Sexual Exploitation	5	2 Closed After Assessment - Unknown Respondent 2 Responsible for Policy Violation (Sanctions: 1 Expulsion[4], 1 Suspension) 1 Closed After Assessment - Complainant Declined Participation
Sexual Harassment	36	15 Closed After Assessment - Complainant Declined Participation 7 Informal Resolution 5 Responsible for Policy Violation (Sanctions: 2 Expulsions[4], 2 Behavior contracts and additional sanctions, 1 Probation and additional sanction) 3 Closed After Assessment - Respondent not Affiliated with WMU 3 Not Responsible for Policy Violation 1 Closed After Assessment - Anonymous Report 1 Closed After Assessment - Unknown Respondent 1 Complainant Withdrawn
Stalking of a Sexual Nature	7	6 Closed After Assessment - Complainant Declined Participation 1 Informal Resolution

Total Sexual Misconduct Incidents: **102**

Sexual Misconduct Consultation	22	(Described on page 1)

Total Incidents: **124**

[4] One respondent was expelled for 1 sexual exploitation incident and 2 sexual harassment incidents.

Sexual Misconduct Cases Reported - September 2016 through August 2017

Sexual Misconduct	Incidents	Outcome
Harm to Others	0	
Intimate Partner Violence-Relationship	5	3 Closed After Assessment - Complainant Declined Participation 1 Informal Resolution 1 Closed After Assessment - Respondent not Affiliated with WMU
Intimate Partner Violence-Dating	14	5 Closed After Assessment - Complainant Declined Participation 5 Closed After Assessment - Respondent not Affiliated with WMU 3 Responsible for Policy Violation (Sanctions: 3 Probation and additional sanctions) 1 Closed After Assessment - Unknown Respondent
Intimate Partner Violence-Domestic	1	1 Closed After Assessment - Respondent not Affiliated with WMU
Non-consensual Sexual Contact	8	3 Closed After Assessment - Complainant Declined Participation 1 Responsible for Policy Violation (Sanction: Probation and additional sanctions) 1 Informal Resolution 1 Closed After Assessment - Anonymous Report 1 Closed After Assessment - Respondent not Affiliated with WMU 1 Closed After Assessment - Unknown Respondent
Sexual Assault	22	6 Not Responsible for Policy Violation 5 Responsible for Policy Violation (Sanctions for 6 respondents in 5 cases: 3 Expulsions, 2 Suspensions with Probation, 1 Probation. All received additional sanctions.) 4 Closed After Assessment - Complainant Declined Participation 4 Closed After Assessment - Unknown Respondent 3 Closed After Assessment - Respondent not Affiliated with WMU
Sexual Exploitation	2	1 Informal Resolution 1 Closed After Assessment - Complainant Declined Participation
Sexual Harassment	16	10 Informal Resolutions 5 Closed After Assessment - Complainant Declined Participation 1 Responsible for Policy Violation (Sanction: Suspension, Probation and additional sanctions)
Stalking of a Sexual Nature	3	2 Informal Resolutions 1 Closed After Assessment - Unknown Respondent
Total Sexual Misconduct Incidents:	**71**	
Sexual Misconduct Consultation	44	(Described on page 1)
Total Incidents:	**115**	

Sexual Misconduct Cases Reported - September 2017 through August 2018

Sexual Misconduct	Incidents	Outcome
Harm to Others	0	
Intimate Partner Violence-Relationship	4	2 Closed After Assessment - Respondent not Affiliated with WMU 2 Closed After Assessment - Complainant Declined Participation
Intimate Partner Violence-Dating	4	3 Closed After Assessment - Respondent not Affiliated with WMU 1 Closed After Assessment - Complainant Declined Participation
Intimate Partner Violence-Domestic	4	2 Closed After Assessment - Respondent not Affiliated with WMU 2 Closed After Assessment - Complainant Declined Participation
Non-consensual Sexual Contact	8	3 Closed After Assessment - Complainant Declined Participation 2 Closed After Assessment - Respondent not Affiliated with WMU 2 Responsible for Policy Violation (Sanctions: 1 Probation, 1 Behavior Contract. Both received additional sanctions[3].) 1 Not Responsible for Policy Violation
Sexual Assault	30	10 Closed After Assessment - Complainant Declined Participation 6 Closed After Assessment - Unknown Respondent 5 Responsible for Policy Violation (Sanctions: 1 Expulsion, 4 Suspensions. All received additional sanctions.) 4 Not Responsible for Policy Violation 3 Closed After Assessment - Respondent not Affiliated with WMU 2 Closed After Assessment - Anonymous Report
Sexual Harassment	26	14 Closed After Assessment - Complainant Declined Participation 9 Informal Resolutions 2 Responsible for Policy Violation (Sanctions: 1 Resignation during the disciplinary process, 1 Retirement during the disciplinary process) 1 Closed After Assessment - Anonymous Report
Sexual Exploitation	6	5 Responsible for Policy Violation (Sanctions: 1 Expulsion, 4 Probation. All received additional sanctions.) 1 Closed After Assessment - Complainant Declined Participation
Stalking of a Sexual Nature	11	5 Closed After Assessment - Complainant Declined Participation 3 Informal Resolutions 2 Responsible for Policy Violation (Sanction2: 1 Expulsion, 1 Probation. Both received additional sanctions.) 1 Closed After Assessment - Anonymous Report
Total Sexual Misconduct Incidents:	**93**	
Sexual Misconduct Consultation	63	(Described on page 1)
Total Incidents:	**156**	

Sexual Misconduct Cases Reported - September 2018 through August 2019

Sexual Misconduct	Incidents	Outcome
Harm to Others	0	
Intimate Partner Violence-Relationship	8	5 Closed After Assessment - Respondent not Affiliated with WMU 2 Closed After Assessment - Complainant Declined Participation 1 Responsible for Policy Violation (Sanction: Pending)
Intimate Partner Violence-Dating	4	3 Closed After Assessment - Respondent not Affiliated with WMU 1 Closed After Assessment - Complainant Declined Participation
Intimate Partner Violence-Domestic	3	2 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Respondent not Affiliated with WMU
Non-consensual Sexual Contact	13	6 Closed After Assessment - Complainant Declined Participation 3 Responsible for Policy Violation (Sanction: Probation, Housing Probation, Behavior Contract. All received additional sanctions.) 1 Closed After Assessment - Anonymous Report 1 Closed After Assessment - Respondent not Affiliated with WMU 1 Closed After Assessment - Unknown Respondent 1 Not Responsible for Policy Violation
Sexual Assault	28	9 Closed After Assessment - Complainant Declined Participation 8 Closed After Assessment - Respondent not Affiliated with WMU 3 Closed After Assessment - Anonymous Report 3 Closed After Assessment - Unknown Respondent 3 Not Responsible for Policy Violation 1 Closed After Assessment - Insufficient Information 1 Responsible for Policy Violation (Sanction: Expulsion)
Sexual Harassment	9	4 Informal Resolutions 2 Closed After Assessment - Anonymous Report 1 Closed After Assessment - Respondent not Affiliated with WMU 1 Closed After Assessment - Unknown Respondent 1 Responsible for Policy Violation (Sanction: Disciplinary notice and subsequent voluntary retirement)
Sexual Exploitation	3	1 Closed After Assessment - Respondent not Affiliated with WMU 1 Closed After Assessment - Unknown Respondent 1 Closed After Assessment - Complainant Declined Participation
Stalking of a Sexual Nature	2	1 Closed After Assessment - Complainant Declined Participation 1 Informal Resolution
Total Sexual Misconduct Incidents:	**70**	
Sexual Misconduct Consultation	43	(Described on page 1)
Total Incidents:	**113**	

Sexual Misconduct Cases Reported - September 2019 through August 2020

Sexual Misconduct	Incidents	Outcome
Harm to Others	0	
Intimate Partner Violence-Relationship	3	1 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Respondent not Affiliated with WMU 1 Closed After Assessment - Unknown Respondent
Intimate Partner Violence-Dating	11	7 Closed After Assessment - Complainant Declined Participation 2 Closed After Assessment - Respondent not Affiliated with WMU 1 Informal Resolution 1 Reported only for Clery statistics
Intimate Partner Violence-Domestic	3	3 Closed After Assessment - Complainant Declined Participation
Non-consensual Sexual Contact	10	8 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Anonymous Report 1 Closed After Assessment - Respondent not Affiliated with WMU
Sexual Assault	20	9 Closed After Assessment - Complainant Declined Participation 5 Closed After Assessment - Anonymous Report 3 Closed After Assessment - Respondent not Affiliated with WMU 1 Closed After Assessment - Unknown Respondent 1 Informal Resolution 1 Not Responsible for Policy Violation
Sexual Harassment	7	5 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Anonymous Report 1 Closed After Assessment - Referred to Other
Sexual Exploitation	1	1 Closed After Assessment - Unknown Respondent
Stalking of a Sexual Nature	3	1 Closed After Assessment - Respondent not Affiliated with WMU 1 Closed After Assessment - Unknown Respondent 1 Informal Resolution
Total Sexual Misconduct Incidents:	**58**	
Sexual Misconduct Consultation	24	(Described on page 1)
Total Incidents:	**82**	

Sexual Misconduct Cases Reported – September 2020 through August 2021

Sexual Misconduct	Incidents	Outcome
Gender-Based Harassment	3	3 Resolved During Assessment
Harm to Others	0	
Intimate Partner Violence-Relationship	2	1 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Respondent not Affiliated with WMU
Intimate Partner Violence-Dating	9	4 Closed After Assessment - Respondent not Affiliated with WMU 2 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Anonymous Report 1 Closed After Assessment - Referred to Other 1 Informal Resolution
Intimate Partner Violence-Domestic	1	1 Closed After Assessment - Complainant Declined Participation
Non-consensual Sexual Contact	6	4 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Respondent not Affiliated with WMU 1 Resolved During Assessment
Non-consensual Sexual Intercourse/Sexual Assault	12	3 Closed After Assessment - Complainant Declined Participation 2 Closed After Assessment - Respondent not Affiliated with WMU 2 Closed After Assessment - Respondent not Affiliated with WMU 1 Closed After Assessment - Anonymous Report 1 Informal Resolution 1 Resolved During Assessment 2 Unable to Proceed/Insufficient Information
Sexual Exploitation	2	1 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Referred to Other
Sexual Harassment	10	3 Closed After Assessment - Complainant Declined Participation 2 Closed After Assessment - Referred to Other 2 Closed After Assessment - Respondent not Affiliated with WMU 1 Closed After Assessment – Unknown Respondent 1 Informal Resolution 1 Resolved During Assessment
Stalking of a Sexual Nature	3	2 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Respondent not Affiliated with WMU
Total Sexual Misconduct Incidents:	**48**	
Sexual Misconduct Consultation	28	(Described on page 1)
Total Incidents:	**76**	

Sexual Misconduct Cases Reported – September 2021 through August 2022

Sexual Misconduct	Incidents	Outcome
Gender-Based Harassment	2	1 Resolved During Assessment 1 Closed After Assessment - Complainant Declined Participation
Harm to Others	0	
Intimate Partner Violence-Relationship	2	1 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Respondent not Affiliated with WMU
Intimate Partner Violence-Dating	6	2 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Anonymous Report 1 Closed After Assessment - Respondent not Affiliated with WMU 1 Resolved During Assessment 1 Open
Intimate Partner Violence-Domestic	0	
Non-consensual Sexual Contact	4	3 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Respondent not Affiliated with WMU
Non-consensual Sexual Intercourse/Sexual Assault	13	5 Closed After Assessment - Complainant Declined Participation 4 Closed After Assessment - Respondent not Affiliated with WMU 2 Informal Resolution 1 Closed After Assessment - Unknown Respondent 1 No Policy Violation
Sexual Exploitation	1	1 Resolved During Assessment
Sexual Harassment	12	4 Resolved During Assessment 3 Closed After Assessment - Complainant Declined Participation 2 Closed After Assessment - Respondent not Affiliated with WMU 1 Closed After Assessment - Referred to Other 1 Informal Resolution 1 No Policy Violation
Stalking of a Sexual Nature	8	3 Informal Resolution 2 Closed After Assessment - Respondent not Affiliated with WMU 1 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Referred to Other 1 Resolved During Assessment
Total Sexual Misconduct Incidents:	**48**	
Sexual Misconduct Consultation	30	(Described on page 1)

Total Incidents: **78**

Sexual Misconduct Cases Reported – September 2022 through August 2023

Sexual Misconduct	Incidents	Outcome
Gender-Based Harassment	2	2 Resolved During Assessment
Harm to Others	0	
Intimate Partner Violence-Relationship	2	1 Resolved During Assessment 1 Closed After Assessment - Referred to Other
Intimate Partner Violence-Dating	7	3 Closed After Assessment - Complainant Declined Participation 2 Closed After Assessment - Respondent not Affiliated with WMU 1 Informal Resolution 1 Resolved During Assessment
Intimate Partner Violence-Domestic	2	1 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Respondent not Affiliated with WMU
Non-consensual Sexual Contact	5	2 Closed After Assessment - Complainant Declined Participation 2 Informal Resolution 1 Closed After Assessment - Anonymous Report
Non-consensual Sexual Intercourse/Sexual Assault	14	6 Closed After Assessment - Complainant Declined Participation 5 Closed After Assessment - Respondent not Affiliated with WMU 2 Closed After Assessment - Anonymous Report 1 Informal Resolution
Sexual Exploitation	3	2 Closed After Assessment - Unknown Respondent 1 Closed After Assessment - Respondent not Affiliated with WMU
Sexual Harassment	16	5 Closed After Assessment - Complainant Declined Participation 4 Resolved During Assessment 2 Closed After Assessment - Respondent not Affiliated with WMU 2 Closed After Assessment - Referred to Other 1 Closed After Assessment - Unknown Respondent 1 Informal Resolution 1 Open
Stalking of a Sexual Nature	5	3 Closed After Assessment - Respondent not Affiliated with WMU 2 Closed After Assessment - Complainant Declined Participation
Total Sexual Misconduct Incidents:	**56**	
Sexual Misconduct Consultation	28	(Described on page 1)
Total Incidents:	**84**	

Sexual Misconduct Cases Reported – September 2023 through August 2024

Sexual Misconduct	Incidents	Outcome
Gender-Based Harassment	2	1 Informal Resolution 1 Closed After Assessment – Referred to Department
Harm to Others	0	
Intimate Partner Violence-Relationship	1	1 Closed After Assessment - Respondent not Affiliated with WMU
Intimate Partner Violence-Dating	7	6 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Respondent not Affiliated with WMU
Intimate Partner Violence-Domestic	6	4 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Respondent not Affiliated with WMU 1 Resolved During Assessment
Non-consensual Sexual Contact	7	7 Closed After Assessment - Complainant Declined Participation
Non-consensual Sexual Intercourse/Sexual Assault	4	4 Closed After Assessment - Complainant Declined Participation
Sexual Exploitation	4	2 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Referred to Academic Labor Relations 1 Closed After Assessment - Respondent not Affiliated with WMU
Sexual Harassment	18	4 Closed After Assessment - Complainant Declined Participation 3 Closed After Assessment – Referred to Other 3 Closed After Assessment - Respondent not Affiliated with WMU 3 Informal Resolution 2 Resolved During Assessment 1 Closed After Assessment - Unknown Respondent 1 Complaint Withdrawn 1 Open
Stalking of a Sexual Nature	5	1 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Respondent not Affiliated with WMU 1 Closed After Assessment - Unknown Respondent 1 Informal Resolution 1 Resolved During Assessment
Total Sexual Misconduct Incidents:	**55**	
Sexual Misconduct Consultation	30	(Described on page 1)
Total Incidents:	**85**	

Sexual Misconduct Cases Reported – September 2024 through August 2025

Sexual Misconduct	Incidents	Outcome
Gender-Based Harassment	3	1 Closed After Assessment - Respondent not Affiliated with WMU 1 Informal Resolution 1 Responsible for Policy Violation
Harm to Others	0	
Intimate Partner Violence-Relationship	2	1 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Respondent not Affiliated with WMU
Intimate Partner Violence-Dating	9	5 Closed After Assessment - Complainant Declined Participation 3 Closed After Assessment - Respondent not Affiliated with WMU 1 Resolved During Assessment
Intimate Partner Violence-Domestic	1	1 Closed After Assessment - Complainant Declined Participation
Non-consensual Sexual Contact	7	3 Closed After Assessment - Complainant Declined Participation 2 Informal Resolution 1 Not Responsible for Policy Violation 1 Closed After Assessment - Unknown Respondent
Non-consensual Sexual Intercourse/Sexual Assault	13	10 Closed After Assessment - Complainant Declined Participation 2 Closed After Assessment - Respondent not Affiliated with WMU 1 Closed After Assessment – Insufficient Information to Proceed with Resolution
Sexual Exploitation	7	5 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Anonymous Report 1 Closed After Assessment - Respondent not Affiliated with WMU
Sexual Harassment	16	6 Closed After Assessment - Complainant Declined Participation 3 Closed After Assessment - Referred to Other 3 Closed After Assessment - Respondent not Affiliated with WMU 2 Resolved During Assessment 1 Closed After Assessment - Unknown Respondent 1 Informal Resolution
Stalking of a Sexual Nature	10	7 Closed After Assessment - Complainant Declined Participation 1 Closed After Assessment - Respondent not Affiliated with WMU 1 Closed After Assessment - Unknown Respondent 1 Resolved During Assessment
Total Sexual Misconduct Incidents:	**68**	
Sexual Misconduct Consultation	23	(Described on page 1)

Total Incidents: 91

In the 2016-17 academic year, IE began routinely categorizing sexual misconduct allegations after staff reviewed the reported behavior, instead of how the reporting party labeled the behavior. This resulted in more cases being added to the "consultation" category and less cases reported under sexual harassment. Most of the consultations were regarding behavior that involved some form of a broader definition of harassment, but did not meet the definition of sexual harassment as defined in the Policy. If, as reported, the behavior clearly had no sex/gender basis, nor discriminatory effect, the incidents were referred to the appropriate office for review and response. The pattern of these cases indicate that administrators, faculty, staff and students need University-provided training and development on supervision, resolving conflict, bullying prevention and appropriate workplace/classroom conduct.

On August 14, 2020, WMU implemented a revised Sexual and Gender-Based Misconduct Policy. Key changes relevant to this report include:

- The definition of gender-based harassment was separated from the definition of sexual harassment.
- Sexual assault was changed to non-consensual sexual intercourse.
- Per the 2020 Title IX Regulations, the outcome "informal resolution" may only be applied to cases where a formal complaint was signed by the Complainant. Therefore, cases resolved prior to a signed formal complaint are now deemed "resolved during assessment". The requested resolution may include supportive measures such as a no contact order or accommodations for course work.