

# Campus Resource Guide



**WESTERN  
MICHIGAN  
UNIVERSITY**

## **Sexual Misconduct**

**Prevention, Resources,  
Reporting and Resolution**



Review the policy at

**[wmich.edu/sexualmisconduct](http://wmich.edu/sexualmisconduct)**

# Campus Resource Guide

## At Western Michigan University, building a safe environment for you is a campuswide commitment.

The University expects all community members to help create a safe, welcoming and respectful environment on campus. In 2026, Western updated the **Sexual Misconduct Policy** in response to regulatory changes and a campus wide program review. This effort affirms the University community's commitment to the values of transparency, timely communication and accountable and responsible behavior within an ethical, compassionate, and respectful environment.

This guide is to help students, faculty, staff and administrators understand the University's commitment to a safe campus and to alert all campus community members to their responsibilities in reporting and preventing sexual and gender-based misconduct. All forms of unwanted sexual behavior are prohibited in educational settings by Title VII of the Civil Rights Act of 1964 and the 1972 federal law known as Title IX.

**[wmich.edu/sexualmisconduct](https://wmich.edu/sexualmisconduct)**

# Know your Title IX Rights

## **It's the law.**

Title IX states “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.” You have a right to education and employment free from sexual violence and harassment. If your rights are violated, you are entitled to support, supportive measures, a grievance process, a timely response and protection from retaliation.

## **What behaviors are covered by the policy?**

Sexual harassment, sexual assault, stalking, dating violence, domestic violence, sexual exploitation and retaliation are among the prohibited behaviors.

## **Who is covered under the policy?**

Western students, faculty, staff and administrators; members of the WMU Board of Trustees; consultants, vendors and others engaged to do business with the University; guests and visitors; and other third parties specified in the policy.

## **What locations are covered by the policy?**

The policy covers conduct on campus, off campus when any person involved is a member of the campus community, in settings where Western-sponsored events or programs take place and online.



# Questions

## Why report?

Reporting allows the University to take steps to help and to prevent future harm.

## What should I do if I witness or hear of a violation of the policy?

If anyone is in immediate danger, dial 911. If you are made aware of an incident, report it to Title IX Coordinator Felicia Crawford at (269) 387-6316 or [felicia.crawford@wmich.edu](mailto:felicia.crawford@wmich.edu).

## Who is required to report?

Under Title IX, certain classifications of employees are obligated to privately report information to the Title IX Coordinator. Western refers to these employees as Mandated Reporters and includes the President, members of the Board of Trustees and President's Cabinet, Deans, Supervisors, Academic Advisors and Administrators, employees in Intercollegiate Athletics, Human Resources, Advisors and designated student leaders for Registered Student Organizations, Residence Life staff with on-call responsibilities, Haenicke Institute for Global Education, Student Affairs, Merze Tate College, Public Safety and Institutional Equity.

## What if I'm not a "Mandated Reporter"?

Anyone aware of an assault or other violation of the University's Sexual Misconduct Policy should report the incident.

The University expects you to report criminal wrongdoing under its Duty to Report Criminal Acts Policy found at [wmich.edu/policies/criminal-0](http://wmich.edu/policies/criminal-0).

# Report the Incident

**There are several ways to report sexual and gender-based misconduct. Use more than one option for reporting or you can select the one with which you are most comfortable, but it's important to report what you've experienced, witnessed or heard.**

## How to report

If you have been harmed, witness or have learned of a violation secondhand, report the incident to one or more of these places.

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### Title IX Coordinator

Felicia Crawford  
felicia.crawford@wmich.edu

Online reporting of sexual misconduct (may be completed anonymously) at:  
[wmich.edu/sexualmisconduct](http://wmich.edu/sexualmisconduct).

### Institutional Equity

1220 Trimpe Building  
(269) 387-6316

Review the policy on sexual misconduct at  
[wmich.edu/sexualmisconduct](http://wmich.edu/sexualmisconduct).

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### Local law enforcement

Emergency: call 911

Kalamazoo County Consolidated  
Dispatch:  
(269) 488-8911

- City of Kalamazoo Public Safety
- Kalamazoo County Sheriff's Office
- Township of Kalamazoo Police Department

WMU Department of  
Public Safety  
Emergency: call 911  
511 Monroe Street  
(269) 488-8911

# Resolution

## Resolution Options

The Title IX Coordinator will listen and discuss resolution options with the harmed party. Supportive and other safety measures may be made available without pursuing action against the respondent. For a formal resolution, trained, neutral Title IX investigators conduct individual interviews with each person involved, including any witnesses. Both parties have an opportunity to review all evidence and participate in a resolution process. Both parties are notified of the investigation outcome, whether a preponderance of the evidence indicates that the policy was violated. A finding of “responsible” for violation of the policy is forwarded for disciplinary review to the Office of Student Rights and Responsibilities or Human Resources/ Collective Bargaining Director as appropriate. A person may also choose to work with Public Safety to file a police report and possibly pursue criminal charges while the University investigation is underway. The Title IX Coordinator will assist with reporting to the police and/or requesting a personal protective order upon request.

## Confidentiality vs. Privacy

All employees are expected to uphold privacy, meaning information is shared carefully on a strict need-to-know basis. Professionals such as campus ministry leaders, advocates, licensed counselors and medical staff providing treatment may offer confidentiality (assistance without responsibility for reporting).

If someone confides an incident to a University Mandated Reporter and asks that person not to tell anyone else, the official will need to assure the person that their privacy will be protected, but the incident must be reported. The University is required by law to take appropriate action when a Mandated Reporter has knowledge of an incident. The person may decide not to proceed with a criminal report or may elect not to participate in a University resolution process, but the University may still be obligated to take necessary actions to keep the campus community safe and free from sexual violence and discrimination.

Concerns about a confidentiality request should be discussed with Western’s Title IX Coordinator when reporting an incident.



# Education and Prevention

Western is committed to the prevention of sexual harassment, sexual violence, stalking and intimate partner violence through education and awareness programs.

**All students, faculty and staff have access to online training modules on preventing all forms of discrimination, harassment and violence. Visit [wmich.edu/sexualmisconduct/education](http://wmich.edu/sexualmisconduct/education) to learn more.**

The Office of Health Promotion and Education offer educational opportunities regarding sexual harassment and violence, intimate partner violence and stalking. The focus is primarily on prevention, bystander intervention and support for referrals and reporting.

- **FIRE (Fighting Ignorance and Rape through Education)** is a peer education program that conducts presentations, training and awareness events on relationships, consent, violence (dating and domestic), stalking, sexual assault, sexual harassment, dehumanization and bias incidents.
- **The Western HEROES** program offers training on bystander intervention skills to address dehumanization, violence (dating, domestic, hazing), sexual harassment, relationships, anti-racism, alcohol and other drugs, and mental health.
- **Sexual Health Peer Education** leads presentations and awareness events on relationships, sexuality, consent and healthy communication.
- Additional programs are available at [wmich.edu/healthpromotion](http://wmich.edu/healthpromotion).