



University of Wisconsin-Madison

Sexual Misconduct Resource and Response Guide

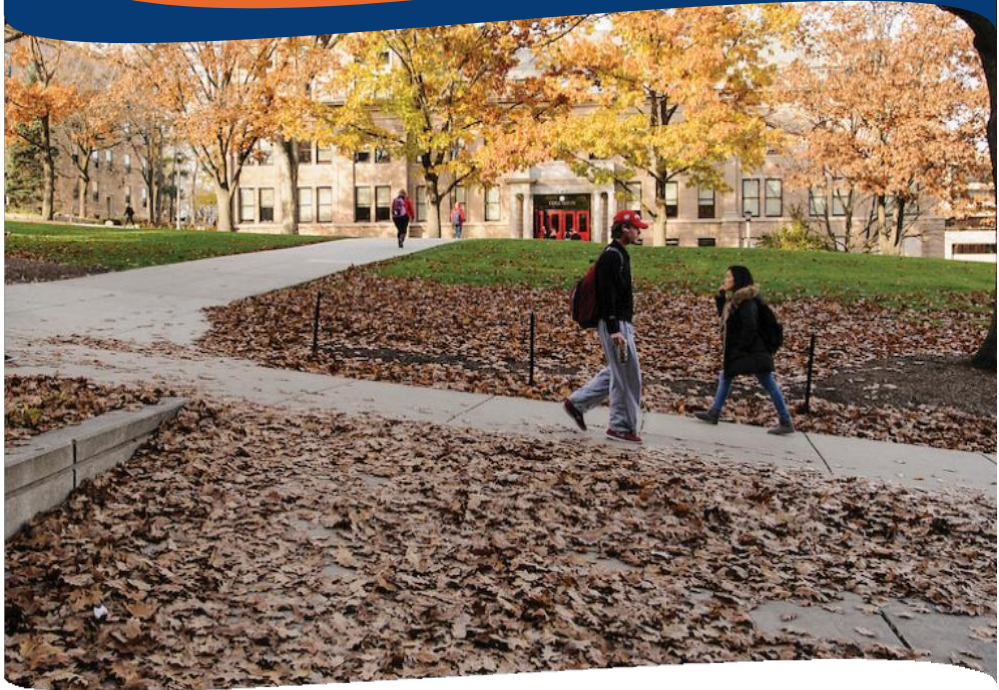


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Getting Started



- ☑ Definitions
- ☑ Understanding Your Response
- ☑ Recognizing the Signs of Abuse

Definitions

Below are broad descriptions of misconduct addressed by the Sexual Misconduct Resource and Response Program. For specific policy definitions, please review the [UW-Madison Policy on Sexual Harassment and Sexual Violence](#).

Sexual Assault. Sexual contact that occurs without consent, including fondling (touching of private body parts) and rape (penetration). Remember, a person is unable to consent to sexual activity if they are incapacitated due to alcohol or drugs.

- Consent is **clear actions or words that say Yes!** It must be informed and freely given. Remember, a person is unable to give consent if the person is incapacitated because of drugs, alcohol, physical or intellectual disability, or unconsciousness.

Sexual Harassment. Unwelcome sexual advances, unwelcome requests for sexual favors or other unwelcome sexual conduct that negatively affects your academic or work environment. When submitting to or rejecting this behavior influences employment or academic opportunities and decisions, it is called quid pro quo (or "thisfor that") sexual harassment.

Stalking. Behavior pattern directed at a specific person that causes substantial emotional distress or fear for physical safety. This may include monitoring, pursuing contact through calls or emails, sending unwanted gifts, and showing up at the victim's home, workplace, or class. See more examples on page 5.

Dating & Domestic Violence. Violence or threat of violence by someone in a dating, sexual, or romantic relationship with the victim. See page 6 for warning signs of an abusive relationship.

Sexual Exploitation. Attempting, taking, or threatening to take nonconsensual sexual advantage of another person. See examples on page 7.

Navigating Your Response

Experiencing sexual violence or an abusive relationship can be a traumatic event, and everyone handles stress differently. Though each person and situation is unique, the following list provides some examples of possible reactions. You may experience one, more or none of these.

You may experience changes in thinking, feeling, relating and functional behaviors:

- Diminished capacity to cope with the demands of daily life
- Loss of interest in previously enjoyable activities
- Inability to concentrate and focus on the tasks at hand; slower recall and organization of information
- Lack of energy; fatigue
- Sleeping and eating disturbances
- Depression; anxiety
- Very calm or very upset
- Flashbacks (feelings of reliving the event), intrusive memories, and nightmares
- Changes in your relationship with your partner
- Hypervigilance

There is no right or wrong way to feel.

It's okay if your experiences don't fit into these categories--everyone responds differently. If you want to speak with someone about your experiences or how you are feeling, there is a list of confidential support services on pages 10 and 11 of this resource guide.

Recognizing the Signs of Stalking

Stalking may involve family members, friends, intimate partners, classmates, coworkers, casual acquaintances, or even total strangers--but most frequently stalkers know their victims.

Stalking is most dangerous when it occurs as part of an abusive relationship. An attempt to end an abusive relationship often causes the abuser to become more possessive, which can lead to stalking.

Online Stalking

Online or cyberstalking is the use of technology such as the internet, email, social media, or other telecommunication technologies to harass, threaten, or intimidate another person.

Cyberstalking may take many different forms; a cyberstalker may:

- Use the internet to identify and track you
- Send unsolicited email, including hate mail, obscene, or threatening messages
- Post messages about you or spread rumors about you through social media
- Create websites that provide real or false personal information about you
- Assume your identity online (i.e., social media or email) to embarrass you, to pry into your personal life, or for other negative purposes.

If you are being stalked, the university can provide assistance by:

- Helping record evidence in case of a future investigation
- Creating a safety plan
- Reviewing privacy controls on the internet and social media and limiting publicly available information
- Issuing a stalking letter or No Contact Directive to the Respondent

Recognizing the Signs of an Abusive Relationship

There are a variety of methods someone may use to exert control and power over you

Jealousy & Possessiveness

Ex: following you or showing up uninvited, extreme jealousy, seeing you as property or “less than”

Emotional Abuse and Humiliation

Ex: making fun of your weight or clothes, telling you that you deserve abuse, constantly criticizing

Manipulation & Limiting Independence

Ex: using anger or silent treatment as punishment, controlling your finances, monitoring your alcohol intake

Sexual Abuse

Ex: using drugs to get sex, comparing you to past partners

Threats & Intimidation

Ex: threatening you with harm, warning you they will commit suicide if relationship ends

Academic Abuse


Ex: transferring into your class to monitor you, keeping you from class, checking on your grades

Isolation

Ex: controlling what you do and who you spend time with, pressuring you to choose between them and family or friends

Physical Abuse

Ex: punching, hitting, throwing objects



Indications that someone is abusing you.

If you think you are experiencing this type of misconduct or are unsure and want to speak with someone for advice, there is a list of confidential support services on pages 10 and 11 of this resource guide. If you believe your immediate safety is currently being threatened, contact 911.

Recognizing the Signs of Sexual Exploitation

Sexual exploitation can take many forms, but it means that someone has taken sexual advantage of you without your consent. If someone engages in the following conduct without your permission, it may be considered sexual exploitation:

- Someone shares a nude or sexual photo or video of you
- Someone records you engaged in sexual activity
- Masturbating or exposing their genitals to you
- Lies about using condoms or other contraceptives
- Giving you drugs or alcohol without your knowledge to make you vulnerable
- Blackmailing you using private sexual information (such as nude photos, sexual history or sexual orientation)



Select the Support You Need



- ▼ Maintaining Safety
- ▼ Confidential Support and Advocacy
- ▼ Health Services
- ▼ Academic, Housing and Workplace Support
- ▼ Financial Aid, Transportation and Immigration
- ▼ Reporting and Response Options
- ▼ Employee Support for Assault or Harassment
- ▼ Feeling Lost?

Maintaining Safety

The university has a variety of resources to help you maintain your safety. These services are available to you whether or not a formal investigation occurs.

If you are in immediate danger, please call 911.

You may need assistance staying safe. Experiencing trauma or abuse can make it difficult to feel safe in class, at home or at work. Certain spaces may hold connections to the assault or harassment and make you feel unsafe or uncomfortable. We can help you make changes to your academic schedules, workplace situation, housing or living situation or transportation methods. See pages 14-15 to learn more about how the university can assist you in these areas.

If you are worried about ongoing contact from someone, you may want to consider an official method of restraining contact:

University No Contact Directives

A No Contact Directive is issued by a university staff member and is a letter that prohibits someone associated with the university (student, employee, or community member) from having contact with you. It does not require any other disciplinary process to take place.

*Contact: Sexual Misconduct Resource and Response Program
(608-265-6018)*

Civil Restraining Orders

A Restraining Order is a court order limiting defined potential conduct of someone who has abused or harassed you, ordering them not to abuse or contact you. It can be issued to people not affiliated with UW-Madison. A restraining order is issued by a judge and is enforced by police.

*Contact: [VOCA Restraining Order Clinic](#)
Dane County Sheriff's Office (608-284-6800) or
Domestic Abuse Intervention Services (DAIS) (608-251-4445)*

Confidential Support and Advocacy



You do not have to navigate this experience alone. If you are unsure about what you are feeling or what you should do, you may want to speak with a confidential support resource. Confidential resources are available both on and off campus to help you make an informed choice about what is right for you.

On-Campus Confidential Resource:

UHS Survivor Services (608-265-5600, option 3 or survivorservices@uhs.wisc.edu)

Confidential advocacy, medical, and mental health services to students who have experienced sexual or relationship violence. See page 11 for more on UHS Survivor Services.

Off-Campus Confidential Resources:

- Rape Crisis Center
- Domestic Abuse Intervention Services (DAIS)
- Deaf Unity
- Unidos of Wisconsin
- Freedom, Inc.
- Room to Be Safe

For more contact information for the above resources, see pages 23-29.

Confidential Support and Advocacy

UHS Survivor Services

UHS Survivor Services staff are trained professionals who provide information, emotional support, mental health care and medical care to survivors. Staff will never tell a student what decision to make because of their belief that there is no one right way to heal. Students can use UHS Survivor Services whether they have experienced victimization prior to coming to college or while they are enrolled as a student.

UHS Survivor Services staff can assist with:

Advocacy (Prevention & Campus Health Initiatives staff)

- Referrals/information about campus and community services
- Information about victim rights, campus policies and procedures
- Information about and assistance with campus and legal reporting options
- Accompaniment to appointments (medical, legal, campus disciplinary hearings) to provide support
- Support in requesting academic, housing, workplace, and financial accommodations
- Safety planning and emotional support

Medical Care (UHS Medical Services)

- Offers a range of medical services including treatment of injuries, emergency contraception, pregnancy testing, HIV testing, and treatment for other STIs.

Mental Health Services (UHS Mental Health Services):

- Survivor support groups (both on-going and drop-in)
- Trauma-informed individual counseling
- Referrals to other mental health services
- Care management/referrals to community resources

Other off-campus confidential resources also provide victim advocacy services, see pages 25-26.

Health Support Services



If you have experienced sexual violence, you may have immediate or long term physical or mental health concerns. While UHS Survivor Services (see page 11) can connect you to the services below, you can also contact them directly.

University Health Services Mental Health Services (608-265-5600, ext. 2)

MENTAL HEALTH

UHS Mental Health Services help students through issues that may interfere with their development, well-being, and academic productivity. For contact information and a list of university and community mental health resources, see page 28.

Depending on the circumstances, you may want to consider Sexually Transmitted Infection (STI) testing and treatment, pregnancy testing, and/or emergency contraception.

PHYSICAL HEALTH

Anyone, especially pregnant victims, who have been strangled should seek medical attention if they experience difficulty breathing, speaking, swallowing or experience nausea, vomiting, lightheadedness, headache, involuntary urination or defecation. A medical evaluation may be crucial in detecting internal injuries.

University Health Services Medical Services (608-265-5600, ext. 1)

UHS Medical Services offers confidential medical services for students affected by sexual assault and dating violence.

Services can include:

- Treatment of injuries
- Emergency Contraception
- Pregnancy testing and options counseling
- Testing and management of STIs, including HIV
- Coordination of Forensic Nurse services

Health Support Services

Forensic Nurse Exams. Whether or not survivors of sexual violence decide to report to law enforcement, they may obtain a medical forensic examination without any cost.

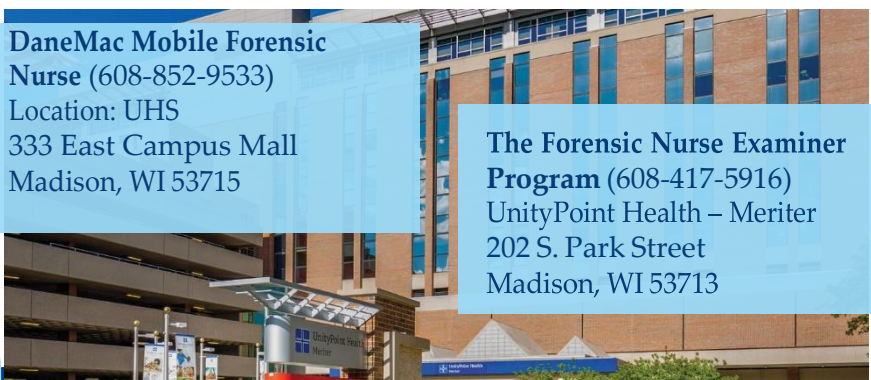
If you believe someone gave you drugs in order to facilitate a sexual assault, you can also request a drug testing. A full drug panel testing may require an additional cost.

Forensic nurses will provide a safe, compassionate exam and empower the patients to determine their plan of care. Services include emotional support, physical examination and wellness check, collection of medical forensic evidence, assistance with reporting to police (mandatory reporting for minors), assistance with concerns about sexually transmitted infection and pregnancy, assistance with safety planning, and development of a medical follow-up plan.

UW-Madison students can receive exams by forensic nurses at two different locations:

1. Emergency Department at UnityPoint Health – Meriter, available 24/7 (including nights at weekends).
2. On-site at UHS, through DaneMac mobile forensic nursing team, available Monday through Friday, 8:30am-4:00pm.

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.



DaneMac Mobile Forensic Nurse (608-852-9533)
Location: UHS
333 East Campus Mall
Madison, WI 53715

The Forensic Nurse Examiner Program (608-417-5916)
UnityPoint Health – Meriter
202 S. Park Street
Madison, WI 53713

Academic, Workplace and Housing Support



You may have trouble focusing and concentrating at work or at school, or may no longer feel safe in these places. Many victims of assault or abuse know their abuser and thus, their school environment becomes difficult to navigate.

We can help assist you with any impacts on your academics, work or housing due to an assault or harassment. See below for more details on how the university can better support you.

Academic Support

We can advise and assist you with communicating with your instructors when you are dealing with a crisis. We can also help with making changes and adjustments to your academic schedule.

Contact: Sexual Misconduct Resource and Response Program (608-265-6018) or Dean of Students office (608-263-5700)

Housing Support

We are able to assist you with obtaining housing alternatives and supportive measures if you no longer feel safe in your current housing.

Contact: Sexual Misconduct Resource and Response Program (608-265-6018)

Workplace Support

We also can advise and assist with communicating with your supervisor when you are dealing with a crisis or have ongoing safety concerns.

Contact: Sexual Misconduct Resource and Response Program (608-265-6018) or Workforce Relations (608-265-2257)

These resources are not confidential. If you have questions as to how the university protects your private information, please see page 34. If you would like to first discuss these options with a confidential resources, contact UHS Survivor Services (see page 11).

Financial Aid, Transportation and Immigration

We can help assist you with impacts on your financial aid, transportation or immigration status due to assault or harassment. See below for how we can support you. Resources are not confidential. For how the university protects your private information, see page 33.

Contact UHS Survivor Services if you would like to first discuss these options with a confidential resource.



Financial Aid Support

The university has resources that can help provide assistance with your financial aid or to provide crisis financial aid support if you have experienced sexual violence or harassment.

Contact: Dean of Students Office (608-265-5700) or Financial Aid Office (608-262-060)

Transportation Support

If your normal transportation options no longer feel safe, there are other options that might be available. SAFEwalk is one such option. All SAFEwalkers undergo training with UW Police and are able to assist in a variety of situations. Contact SAFEwalk at 608-262-9788 for more.

Contact: Sexual Misconduct Resource and Response Program (608-265-6018) or Dean of Students Office (608-263-5700)

Immigration and International Student Support

If you are having difficulty with your classes or are falling behind in school, you may have trouble maintaining your legal student status. International students may be eligible to apply for asylum if they are a victim of a crime, such as assault and violence. International Student Services can help identify and clarify your rights as an international student and refer you to appropriate community or government resources when necessary. See page 26 for additional immigration resources. *Contact: International Student Services (608-262-2044)*

Reporting and Response Options

Depending on your situation and comfort level, you may decide to request a university or law enforcement response. Before you report, however, you may also want to consider the following:

- Investigators will likely want as many details as possible about the misconduct, and it can sometimes be difficult to recount or describe a traumatizing event
- Investigations cannot be confidential (although they will be as private as possible)
- It can be a lengthy and sometimes confusing process
- There is no guaranteed outcome

It is important to know the difference between action taken by the university and action by the criminal process. See pages 18-19 on reporting to both entities. Support is available for this process.

Campus Process

- Has power to discipline in accordance with relevant university policy
- Responsibility based on **“preponderance of the evidence”** standards
- Limited ability to impose penalties or restrictions for those not affiliated with UW

Criminal Process

- Has power to arrest and charge with criminal offenses
- “Beyond a reasonable doubt” standard for conviction
- Only able to take action on conduct that violates criminal law

Reporting and Response Options

Preserving the Evidence

If you choose to report to either the university or law enforcement, or think you may consider doing so in the future, you should consider preserving evidence that might be relevant to an investigation.

Evidence may include:

- Text messages, emails, and other written communications. Messages between the parties or between witnesses may be helpful, including messages in which you may have told a friend or support person what happened.
- If you are experiencing ongoing or repeated abuse or harassment, track dates and times and specific conduct in a calendar or journal. You can also obtain a “stalking booklet” from the police or use a personal calendar to help you keep track. This practice can also help with memory recollection.
- In some situations, collecting forensic and medical evidence close to an assault can prove critical, specifically in relation to law enforcement prosecutions. This is best collected and documented by a forensic nurse examiner (see page 12).
- Timing may be important for other types of evidence. For example, surveillance footage of private establishments or campus locations may be deleted after a certain amount of time if not saved in a timely manner.

Even if you do not have all or any of types of evidence described above, that does not mean that you cannot report the misconduct or that the Respondent cannot be found responsible.

Reporting and Response Options



Reporting to the University

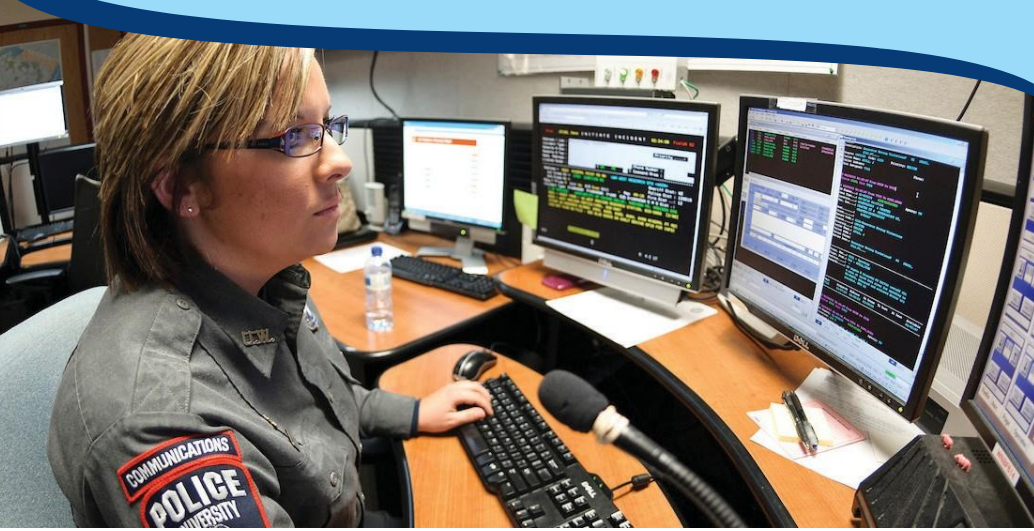
Concerns that are raised to the university might be handled in a variety of ways, including alternative response options and formal investigations. When a report is made to the university, it is not confidential. For more information about the university's obligation to respond to known incidents of sexual harassment and sexual violence, including the obligation to keep your disclosure as private as possible, see page 33.

Alternative Response Options. Alternative response options usually involve a university official speaking with the Respondent (the person accused of the misconduct) about their conduct and reviewing relevant campus policy. The purpose of this meeting is to deter the problematic conduct from continuing. This type of response may be appropriate for people experiencing sexual harassment, stalking or other ongoing unwanted contact, but may not be appropriate for other types of misconduct. No factual findings or conclusions are made about the alleged conduct in this scenario. This response option allows the victim to remain anonymous.

Formal Investigation. A formal investigation concludes with factual findings and decision about whether the respondent violated campus policy, which could result with sanctions. A university investigation is an option regardless of whether the respondent is a student, employee or other member of the campus community. For more about the different processes, visit go.wisc.edu/titleix and select, "[Response and Investigation Options](#)." You have the right to a support person during all stages of this process. For more information about your rights in the investigation/disciplinary process, including info about your rights when alcohol is involved, see page 31. You may also submit an online report to the university using this link: go.wisc.edu/report.

Contact: Sexual Misconduct Resource and Response Program (608-265-6018) or Dean of Students Office (608-263-5700)

Reporting and Response Options



Reporting to Law Enforcement

Criminal conduct can also be reported to law enforcement. You should report to the law enforcement agency nearest to where the misconduct occurred.

UWPD is a full-service, 24-hour law enforcement agency. UWPD officers have the authority to make an arrest, whether the perpetrator is associated with UW-Madison or not.

Contact: UWPD (608-264-2677) or Sexual Misconduct Resource and Response Program (608-265-6018)

Other local law enforcement agencies include:

- Madison Police Department (Non-Emergency Dispatch: 608-255-2345)
- Dane County Sheriff's Office (Non-Emergency Dispatch: 608-266-4948)

Employee Support for Sexual Harassment or Sexual Violence

Not a Student?

If you are an employee of the university, you also have rights to access confidential resources and reporting options on campus, as well as request safety measures and other necessary supportive measures.

Speak with Someone Confidentially:

Employee Assistance Office (608-263-2987 or Toll-Free: 877-260-0281)

The EAO can assist those who are finding it difficult to successfully cope with personal or work related issues or concerns. Visit eao.wisc.edu or email eao@mailplus.wisc.edu for more information.

Ombuds Office (608-265-9992)

The Ombuds Office is a safe place where UW-Madison employees can seek guidance regarding workplace concerns at any time, without fear of reprisal, and at no cost to them. Ombuds provide faculty and staff with a confidential place to collaboratively explore complaints, clarify issues, and consider options and resources to address their concerns. Ombuds are impartial and non-aligned, working to promote fairness in the workplace.

Report:

Workforce Relations, Office of Human Resources (608-265-2257)

The Office of Workforce Relations (OWR) serves the University community by promoting mutual respect, encouraging a positive work environment, and assisting in resolving workplace issues through proactive intervention. The OWR provides information and support based on University policy and practice, and assists individuals when considering the best course of action for their specific situation.

Employees responsible for misconduct may be subject to multiple disciplinary responses, including written reprimand, unpaid suspension, reassignment, etc. To learn about your rights in the reporting process, see page 29. See page 32 for information on reporting to law enforcement. Additional community resources are also listed on pages 25-26.

Feeling Lost?

Contact Information for Your Support Guides

If you are not sure who to contact, what you need or where to get started, the following resources are a great place to start.

UHS Survivor Services (Confidential)

608-265-5600 (option 3)

333 East Campus Mall, 8th Floor

Madison, WI 53715

survivorservices@uhs.wisc.edu

Sexual Misconduct Resource and Response Program

Case Manager, Tucker Copi

608-262-5903

Office of Compliance

361 Bascom Hall, 500 Lincoln Dr.

Madison, WI 53706

tucker.copi@wisc.edu

titleix_coordinator.wisc.edu or

Go.wisc.edu/report

Dean of Students Office

608-263-5700

UW-Madison -Division of Student Life

70 Bascom Hall

500 Lincoln Dr.

Madison, WI 53706

dean@studentlife.wisc.edu



Additional Resources and Guides



Support Resources List

Easily find support with this contact list



Victim's Rights

What are my rights as a victim? What are my rights when reporting?



Confidentiality

How does the university protect my information?

Support Resources List

The University of Wisconsin-Madison has a number of resources, whether you need academic support, counseling support, peer-support or help with your safety. Here's a quick guide to help you easily find your support team on our campus.

Confidential Campus Resources

UHS Survivor Services (608-265-5600, option 3)

333 East Campus Mall, Madison, WI 53715

Includes confidential advocacy, medical, and mental health services to students who have experienced sexual or relationship violence. UHS Survivor Services will work collaboratively to support your care with advocacy as well as the mental health and medical services listed below.

UHS Mental Health Services (608-265-5600, option 2 or 9 for 24 Hr crisis line)

333 East Campus Mall, 7th Floor, Madison, WI 53715

Provides mental health services including individual, group, couples/partner counseling, case management, support groups, and referrals.

UHS Medical Services (608-265-5600)

333 East Campus Mall, 5th and 6th Floor, Madison, WI 53715

Offers a range of medical services including treatment of injuries, emergency contraception, pregnancy testing, HIV testing, and treatment for other STIs (see page 11)



Support Resources List

Non-Confidential Campus Resources

Sexual Misconduct Resource and Response Program (608-265-6018)

Office of Compliance, 361 Bascom Hall

Provides protective measures, academic and workplace assistance, and reporting options, including informal resolutions and investigations.

The Sexual Misconduct resource and Response Program is overseen by the campus Title IX Coordinator, Lauren Hasselbacher (Lauren.Hasselbacher@wisc.edu, 608-890-3788).

Dean of Students Office (608-263-5700)

Division of Student Affairs, 70 Bascom Hall, dean@studentlife.wisc.edu

Provides housing, academic, financial aid, transportation, work, and reporting support.

SAFEwalk (608-262-5000 to request a walk)

Provides safety while walking on campus. SAFEwalkers undergo training with UW Police and can assist in a variety of situations. Teams carry a two-way radio which can act as a mobile emergency phone between UW Police and a SAFEwalk dispatcher.

International Student Services (ISS) (608-262-2044)

217 Red Gym, www.iss.wisc.edu

Offers a wide variety of services to international students at UW-Madison. The ISS staff provides information about the campus and community, as well as support concerning immigration issues.



Support Resources List

Community Confidential Resources



Domestic Abuse Intervention Services (DAIS)
24-hour line: 608-251-4445 or Toll-Free: 800-747-4045
2102 Fordem Avenue, Madison, WI 53704
www.abuseintervention.org

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.



Rape Crisis Center

Rape Crisis Center (24-hour line: 608-251-RAPE (7273))

(608) 265-6389 (Campus Office)

333 East Campus Mall, #7901 Madison, WI 53715

www.thercc.org | info@theRCC.org

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.

Deaf Unity (Text helpline: 608-466-2881, M-F 9am-10pm)

help@deafunitywi.org or www.deafunitywi.org/

Provides survivor advocacy for victims of sexual assault, intimate partner violence, and stalking. Staff who are deaf and use American Sign Language (including text helpline) provide emotional support and accompaniment to medical appointments and court dates.

UNIDOS(Toll Free: 1-800-510-9195)

www.unidoswi.org

Provides survivor advocacy services for Latina and non-Latina survivors of sexual assault and domestic violence.

Support Resources List

Community Confidential Resources



FREEDOM, INC.
OUR COMMUNITY IS OUR CAMPAIGN

Freedom, Inc. (608-630-8901)
2110 Luann Lane, Madison, WI 53713
info@freedom-inc.org

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. For more: www.freedom-inc.org



Room to be Safe
(414-856-LGBT (5428))
ipv.diverse@gmail.com

This 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.



Meriter Forensic Nurse Examiner Program
(608-417-5916)

UnityPoint Health Meriter Forensic Nurse Examiner Program
UnityPoint Health-Meriter Hospital 202 S. Park St.,
Madison, WI (ER entrance)

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

The Meriter FNE 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.

Support Resources List

International and Immigration Assistance Resources

On Campus:

International Student Services (ISS)

See university resources (non-confidential) on page 23.

The Office of International Faculty and Staff Services (IFSS) in the Office of Human Resources (608-265-2257)

21 N. Park St., Suite 5101, Madison, WI 53715 ischolars@ohr.wisc.edu
or www.ohr.wisc.edu/ifss/index.htm

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.

Off Campus:

Americans Overseas Domestic Violence Crisis Center (1-866-879-6636) www.866uswomen.org

Works with Americans abroad who need advocacy and support for domestic violence and child abuse. It provides resources and tools to navigate jurisdictional, legal and social international landscapes.

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

www.866uswomen.org/get-help-now/

RISE Law Center (608-256-1015)

1400 E. Washington Ave #262, Madison, WI 53703 info@riselawcenter.org
www.riselawcenter.org

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.

Support Resources List

Campus and Community Mental Health Resources

UHS Mental Health Services

See university confidential resources on page 22

Midwest Center for Human Services, Domestic Violence Resource Center (608-231-3300)

313 Price Place, Suite 10, Madison, WI 53705 info@mchumanservices.org | mchumanservices.us

This is a comprehensive program of treatment and social change which offers services to both abusers and survivors of domestic violence, including children and teenagers.

The Rainbow Project (608-255-7356)

831 East Washington, Madison, WI 53703 RPDesk@therainbowproject.net | therainbowproject.net

Provides counseling to children and families who experience trauma.

Law Enforcement Resources

UW-Madison Police Department (608-264-COPS (2677))

1429 Monroe Street, Madison, WI 53711, uwpd.wisc.edu

The UW-Madison Police Department is a full-service law enforcement agency on the University of Wisconsin-Madison campus. UWPD also provides support with safety, no contact directives and reporting.

Dane County Sheriff's Department (608-284-6800)

115 W Doty St, Madison, WI 53703
danesherriff.com

Processes restraining orders and enforces the criminal process.

Madison Police Department (608-255-2345)

cityofmadison.com/police

Support Resources List

Legal Resources

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

VOCA Restraining Order Clinic (608-263-9574)

VOCA@law.wisc.edu | law.wisc.edu/eji/voca/

Offers legal services for survivors of intimate-partner violence in Dane, Jefferson, Rock and Sauk Counties.

Dane County District Attorney's Office, Victim Witness Unit (608-266-9003) 215 S. Hamilton St. #3000

DaneVW@da.wi.gov | <https://da.countyofdane.com/DA-Units/Victim-Witness-Unit> Works with criminal cases that are referred to the District Attorney for prosecution.

Community Justice, Inc: Survivors Legal Program (608-204-9642)

<https://www.communityjusticeinc.org/>

Offers pro bono, confidential legal services for those who have experienced sexual violence or sexual harassment. Survivors Legal Program is not associated with UW-Madison.

Domestic Abuse Intervention Services

See confidential community resources on page 24.

DAIS has a legal advocacy program for victims of domestic violence, dating violence and stalking.

State Bar of Wisconsin Lawyer Referral and Information Service

(800-362-9082) www.wisbar.org/forpublic/ineedalawyer/pages/lris.aspx

Public service that helps identify the most appropriate resource for legal needs.

RISE Law Center

See immigration assistance resources on page 26.

Victim's Rights

General Information

- 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: Sexual Misconduct Resource and Response Program (Title IX Coordinator), University of Wisconsin-Madison Police Department, and the Dean of Students Office.
- 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/survivor-services/>
- 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 supportive measures 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.
- Victims have the right to be free from retaliation for filing an institutional complaint/report.
- Victims have 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.

Victim's Rights

Rights in the Disciplinary Process

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

- The right to have options for offering victim testimony in a campus disciplinary hearing, including via phone or with a room partition. The right to have questions in a disciplinary hearing posed through an advisor or the hearing committee.
- Disciplinary proceedings that provide a prompt, fair, and impartial investigation and response.
- The complainant (person alleging the misconduct) and the respondent (the person accused of misconduct) have an equal opportunity to participate in the investigation and any subsequent hearing.
- Complainants and respondents have the same opportunity to have others present throughout disciplinary proceedings, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice.
- Disciplinary proceedings that are conducted by panel members 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.

Victim's Rights

Rights in the Disciplinary Process

- The complainant shall have the same rights to appeal as the respondent.
- The right to know the range of sanctions the institution can impose on a student respondent.
- If you choose to participate in a UW-Madison disciplinary proceeding, the following sanctions, in accordance with UWS 17.085, may be imposed following a final determination of responsibility for sexual assault, domestic violence, dating violence 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.

Rights when alcohol is involved

Individuals, including victims/complainants, who have made a complaint, testified, assisted, or participated in an investigation, proceeding, or hearing regarding incidents of sexual harassment or sexual violence generally will not be issued citations by campus law enforcement or subject to disciplinary sanctions for violations relating to the personal use of drugs or alcohol involved in the incident being reported. For more information, see the UW-Madison Policy on Sexual Harassment and Sexual Violence, and the Wisconsin Sexual Assault Victim Amnesty Law.

Victim's Rights

When Reporting to 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.
- 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.

Confidentiality

How the University Protects Your Private Information

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 by sharing information only with university officials who have a legitimate educational interest 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, stalking, or sexual exploitation, confidentiality cannot be guaranteed unless that information is reported directly to one of the confidential resources listed (see confidential resources on page 22).

UW-Madison will strive to maintain any supportive or protective measures provided to the victim confidential but keeping victim information confidential may limit UW-Madison's ability to provide supportive or protective measures.

Confidentiality

How the University Protects Your Confidentiality

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 CrimeLog 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.