



2018  
Annual Security Report  
&  
Annual Fire Safety Report

Dear UW-Platteville Community:

Whether you have lived and worked at UW-Platteville for many years, or you are new to our community, we hope that you take the time to read our Annual Security Report and Annual Fire Safety Report. This document will assist you in attaining the knowledge necessary to develop and maintain a sense of situational awareness. Our goal is to educate the community by sharing information on crime and safety.

The University of Wisconsin-Platteville is a vibrant, diverse, active community with students, faculty and staff from across the country and around the world. Expectations on safety vary widely; by reading this report, you will gain a better understanding of our community. Overall, our campus is located in a safe area, but we need your support and active participation to effectively suppress crime. The University of Wisconsin-Platteville asks that you help us in our mission by assisting with the following:

1. Lock residence hall rooms and offices when you leave.
2. Secure valuables where they will be out of sight.
3. Call in suspicious behavior as soon as possible to University Police 608.342.1584 or 911.
4. When going out at night, travel with friends; there is safety in numbers.
5. Do not leave friends behind when you leave on-campus and off-campus events.
6. Utilize the campus shuttle and the Safe Walk program.
7. Residence hall doors are locked 24 hours a day, 7 days a week. Doors should not be propped or held open for strangers.
8. Don't hesitate to approach university police officers with suggestions, questions, or concerns.

Thank you for your support and assistance. By working together as a campus community on issues of safety and security, we will all be doing our part to make every day a great day to be a Pioneer.

Sincerely,

The Clery Compliance Committee

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## RESOURCES AT A GLANCE

### Safety & Security

#### UW-Platteville Police Department

134 Brigham Hall 1 University Plaza, Platteville, WI 53818

Emergency.....911

Non-Emergency .....608.342.1584

[police@uwplatt.edu](mailto:police@uwplatt.edu)

[www.uwplatt.edu/police](http://www.uwplatt.edu/police)

#### City of Platteville Police Department

165 N. Fourth St., Platteville, WI 53818

Emergency.....911

Non-Emergency ..... 608.348.2313

<http://www.platteville.org/police>

#### Grant County Sheriff's Office

1000 N Adams St, Lancaster, WI 53813

Emergency.....911

Non-Emergency ..... 608.723.2157

<http://www.grantcountysheriffwisconsin.com>

#### Lafayette County Sheriff's Department

138 W Catherine St, Darlington, WI 53530

Emergency.....911

Non-Emergency ..... 608.776.4870

#### UW-Platteville Safe Walk

134 Brigham Hall 1 University Plaza, Platteville, WI 53818

Emergency.....911

Non-Emergency ..... 608.342.1584

<https://www.uwplatt.edu/police/safe-walk>

### Campus Offices

#### Dean of Students Office..... 608.342.1854

2300 Markee Pioneer Student Center.

Office Hours: M-F 8:00 a.m.-4:00p.m.

[deanofstudents@uwplatt.edu](mailto:deanofstudents@uwplatt.edu)

<https://www.uwplatt.edu/dean-students>

#### Compliance Services..... 608.342.7133

2400 Ullsvik Hall

[compliance@uwplatt.edu](mailto:compliance@uwplatt.edu)

<https://www.uwplatt.edu/compliance>

#### University Counseling Services..... 608.342.1865

220 Royce Hall

[dalsingd@uwplatt.edu](mailto:dalsingd@uwplatt.edu)

<https://www.uwplatt.edu/counseling>

#### Diversity & Inclusion..... 608.342.1555 131

Warner Hall

[millerang@uwplatt.edu](mailto:millerang@uwplatt.edu)

<https://www.uwplatt.edu/diversity>

#### Financial Aid..... 608.342.1836

204 Brigham Hall

[finaid@uwplatt.edu](mailto:finaid@uwplatt.edu)

<https://www.uwplatt.edu/financial-aid>

#### Health Services..... 608.342.1891

216 Royce Hall

[uwps@uwplatt.edu](mailto:uwps@uwplatt.edu)

<https://www.uwplatt.edu/health-services>

#### Human Resources..... 608.342.1176

2300 Ullsvik Hall

[humanresources@uwplatt.edu](mailto:humanresources@uwplatt.edu)

<https://www.uwplatt.edu/human-resources>

#### International Programs..... 608.342.1726

101 Royce Hall

[studyabroad@uwplatt.edu](mailto:studyabroad@uwplatt.edu)

<https://www.uwplatt.edu/international-programs>

#### Residence Life..... 608.342.1845

120 Royce Hall

[reslife@uwplatt.edu](mailto:reslife@uwplatt.edu)

<https://www.uwplatt.edu/residence-life/contact-us>

#### Risk Management Office..... 608.342.1188

Giese Facility Management Bldg.

[safety@uwplatt.edu](mailto:safety@uwplatt.edu)

<https://www.uwplatt.edu/safety>

#### The Doyle Center for Gender & Sexuality...

(608) 342-1453

136 Warner Hall

[doylecenter@uwplatt.edu](mailto:doylecenter@uwplatt.edu)

<https://www.uwplatt.edu/doyle-center>

#### Sexual Assault, Domestic Violence, Dating Violence and Stalking Resources

#### Title IX Coordinator..... 608.342.1845

120 Royce Hall

[mulroy@uwplatt.edu](mailto:mulroy@uwplatt.edu)

## RESOURCES AT A GLANCE

### **Sexual Assault, Domestic Violence, Dating Violence and Stalking Resources *Continued***

**Family Advocates**..... 608.348.5995  
24/7 Hotline..... 800.924.2624  
250 N Court St, Platteville, WI 53818

**Grant County District Attorney's Office**  
608.723.4237  
130 W. Maple St. Lancaster, WI 53813

**Grant County Clerk of Courts**..... 608.723.2752  
(Restraining Orders)  
130 W. Maple St. Lancaster, WI 53813

**Southwest Health Center**..... 608.348.2331  
(SANE Nurse)  
1400 Eastside Rd. Platteville, WI 53818

### **Substance Abuse Resources**

**Family Resource Center**..... 608.348.4060  
1155 W. Elm St.; Suite 120 Platteville, WI

**Uplands Counseling Associates**..... 608.935.2838  
1118 Professional Drive Dodgeville, WI

**Unified Community Services**..... 608.723.6357  
200 W Alona Ln. Lancaster, WI 53813

**Senior Behavioral Sciences**..... 608.342.3019  
1185 N. Elm St. Platteville, WI 53818

**Substance Abuse Services Center**..... 563.582.3784  
Nesler Centre  
799 Main St., Suite 110 Dubuque, IA 52001  
563.582.3784

**Mercy Turning Point Treatment Center**  
563.589.8000 ext. 8928  
Mercy Medical Center  
250 Mercy Drive, 2<sup>nd</sup> Floor Dubuque, IA 52001

**Hillcrest Family Services Mental Health Center**  
563.582.0145  
2005 Asbury Rd, Dubuque, IA 52001

### **Mental Health Resources**

**Unified Community Services**..... 608.723.6357  
200 W Alona Ln. Lancaster, WI 53813

**Northwest Connections Crisis Line**..... 800.362.5717

**National Suicide Prevention Hotline**..... 800.273-8255  
Substance Abuse and Mental Health Services  
Administration [www.samhsa.gov](http://www.samhsa.gov)

**Veteran's Crisis Line**..... 800.273.8255 (Press 1)  
or text 838255 for immediate help  
[www.veteranscrisisline.net](http://www.veteranscrisisline.net)

# COMPILATION OF THE ANNUAL SECURITY REPORT & THE ANNUAL FIRE SAFETY REPORT

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act requires the distribution of an Annual Security Report and Annual Fire Safety Report to all current faculty, staff, and students and notice of its availability to prospective students, faculty, and staff. This document, referred to as the “Annual Security Report and Annual Fire Safety Report” or “ASFR,” is one of many mechanisms designed to inform current and potential UW-Platteville community members of crime, arrest and referral statistics, of current crime response, reporting, prevention and awareness policies, including policies regarding sexual assault, domestic violence, dating violence and/or stalking, of campus disciplinary policies and relevant state laws, and of campus safety and security.

This ASFR includes crime, arrest, and referral statistics for the previous three calendar years concerning reported crimes that occurred on campus, in certain off-campus buildings or property owned or controlled by the University of Wisconsin–Platteville, and on public property within, or immediately adjacent to and accessible from, the campus. The Fire Report at the end the document contains current UW-Platteville Residence Hall fire safety protocols and fire statistics for the previous three calendar years.

This report is prepared by the University of Wisconsin-Platteville Clery Compliance Committee. To gather policies for this report, the Clery Compliance Committee collaborated with the Dean of Students Office, Office of Residence Life, the Office of Human Resources, University Health & Counseling Services, the Department of Athletics, and other divisions and departments on campus. In addition, representatives from University Communications assisted with the compilation this report.

Statistics are gathered through reports to the University of Wisconsin-Platteville Police Department (UWPPD), the Dean of Students Office, Residence Life, the Title IX Coordinator, and reports submitted by other Campus Security Authorities. UWPPD also requested crime statistics from outside law enforcement agencies that may have jurisdiction over UW-Platteville’s on-campus and on-campus student housing property, non-campus property, and public property. UWPPD, the Dean of Students Office, and the Office of Residence Life collaborated in compiling the crime, arrest and referral statistics to ensure statistics are not missed or double counted.

A copy of this report is disseminated to faculty, staff, and students in an e-mail sent in late September or early October of each fall semester. Crimes are classified using the FBI Uniform Crime Reporting Handbook, the National Incident Based Reporting System Handbook and The Handbook for Campus Safety and Security Reporting (2016). Wisconsin law is used to define drug, liquor and weapons law violations, as well as incidents of domestic and dating violence.

This report is available to the UW-Platteville community both online at: <http://www.uwplatt.edu/files/police/ASR.pdf> and in person. If you would like to receive a paper copy of the report, you can stop by the UW-Platteville Police Department at 134 Brigham Hall or you can request that a copy be mailed to you by calling 608-342-1584.



# UW-PLATTEVILLE CAMPUS CRIME STATISTICS

The following crime statistics are for calendar years 2015, 2016, and 2017. Differences in categories from year to year are explained in introductions to the charts. Differences in the statistics themselves reflect the number of crimes *reported*, and not necessarily a difference in the rate of crime itself. The data does not reflect prosecutions, convictions or the outcome of disciplinary actions. UW-Platteville has a zero tolerance policy for crimes that are committed with the intent of hate or bias. Hate crimes will be prosecuted to the fullest extent of the law.

Crime statistics published in this document reflect crimes that are reported to have occurred in one of four federally defined locations. Crimes that are reported to have occurred outside of the following locations are not included in this report. The four federally defined locations are:

- **On-campus property** is defined as any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to campus that is owned by the institution but controlled by another person, frequently used by students, and supports institutional purposes (such as a food or other retail vendor).
- **On-campus student housing** is defined as any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus.
- **Public property** is defined as all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from campus.
- **Non-campus property** is defined as any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students and is not within the same reasonably contiguous geographic area of the institution. This category includes property that is outside of Platteville, outside of Wisconsin and outside of the United States.

For the definitions of crimes and categories in the charts, please visit <https://www.uwplatt.edu/police/clery-act>





## 2015-2017 Crime Statistics

	On Campus			# of On-Campus Incidents That Occurred in Student Housing			Non-Campus			Public Property		
	2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017
<b>ARRESTS</b>												
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violation	3	1	7	2	1	4	0	4	0	1	0	2
Weapons Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
<b>DISCIPLINARY REFERRALS</b>												
Liquor Law Violation	261	241	154	249	232	148	2	6	3	1	3	7
Drug Law Violation	103	52	37	98	52	37	0	0	0	0	0	0
Weapon Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
<b>CRIMINAL OFFENSES</b>												
Murder & Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	5	2	4	3	0	1	0	1	0	0	0	0
Motor Vehicle Theft	1	1	1	0	0	0	0	0	0	0	0	0
Arson	0	2	0	0	0	0	0	0	0	0	0	0
<b>SEXUAL ASSAULTS (SEX OFFENSES))</b>												
Rape	6	1	4	5	1	4	0	0	0	0	0	0
Fondling	0	2	2	0	2	2	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA OFFENSES</b>												
Domestic Violence	1	1	0	1	1	0	0	0	0	0	0	0
Dating Violence	0	1	4	0	1	3	0	0	0	0	0	0
Stalking	2	1	3	0	0	2	0	0	0	0	0	0

<b>HATE CRIMES</b>												
2015- No hate crimes reported			2016- No hate crimes reported				2017-No hate crimes reported					
<b>UNFOUNDED CRIMES</b>												
2015- (2)			2016- (0)				2017- (2)					
<p><b>NOTES:</b></p> <ul style="list-style-type: none"> <li>• Underage drinking is a civil offense in the state of Wisconsin, not a criminal offense, and therefore tickets issued for underage drinking are not classified as “arrests,” as per Clery Act regulations. In the spirit of transparency, UW-Platteville and Platteville City PD issued the following civil underage alcohol consumption tickets for violations that occurred within Clery-reportable geography: 2015 – (23); 2016 – (32); 2017 – (17)</li> <li>• In accordance with <i>The Handbook for Campus Safety and Security Reporting</i> (2016) and the Comments to the Final Regulations for the Violence Against Women Act (VAWA) (34 CFR Part 668, 2014), crimes committed between roommates or former roommates are not counted in “Domestic Violence” or “Dating Violence” statistics. In order to be counted as “Dating Violence” or “Domestic Violence,” “the relationship between the perpetrator and the victim must be more than two people cohabitating together. The people cohabitating together must be current or former spouses or have an intimate relationship.” (<i>Handbook</i>, 2016)</li> </ul>												

## LAW ENFORCEMENT & CRIME REPORTING

### UW-PLATTEVILLE POLICE DEPARTMENT

The University of Wisconsin–Platteville Police Department (UWPPD) is a full-service, 24-hour agency with approximately 10 sworn officer positions. Officers are armed and deputized. University Police Officers are vested with full law enforcement powers of arrest and meet or exceed training requirements mandated by the State of Wisconsin. Officers also receive training designed to meet the needs of the university community. By state law, University Police jurisdiction is limited to areas controlled by the University Chancellor, specifically properties owned by UW-Platteville. At UW-Platteville, this includes the main campus, the M monument (Mound View Road, Lafayette County, Wisconsin), and the University Farm (29200 College Farm Road, Lafayette County, Wisconsin).

By sworn deputy status with the Grant County Sheriff and by written intergovernmental agreement with the City of Platteville, University Police officers also have full police authority throughout Platteville Township, which also includes the entire City of Platteville. As stated in the above, the University of Wisconsin-Platteville Police Department has an intergovernmental agreement (Memorandum of Understanding) with the City of Platteville Police Department regarding police assistance/response at 800 South Chestnut Street, also known as Rountree Commons, a residence hall controlled by the University of Wisconsin-Platteville Residence Life.



The University of Wisconsin-Platteville Police Department maintains a close working relationship with local, state, and federal law enforcement agencies. In the event of a serious felony offense, (e.g. murder, robbery), the University Police Department will work in partnership with the City of Platteville Police Department, the Grant County Sheriff's Office, and the Wisconsin Department of Criminal Investigation. University Police will also invoke mutual aid in accordance with Wisconsin State Statutes if law enforcement assistance from other law enforcement jurisdictions is needed on

campus. The City of Platteville Police Department has granted UW-Platteville Police access to their records management system. UW-Platteville Police regularly checks City records for incidents involving students and locations within our Clery Geography.

The University Police Department prepares and submits monthly National Incident-Based Reporting System (NIBRS) crime statistics to the Wisconsin Department of Justice and the Federal Bureau of Investigation. University Police also enters reported stolen vehicles and property with serial numbers into the National Crime Information Center computer, allowing for recovery throughout the United States.

As an active member of the criminal justice system, University Police frequently interacts and cooperates with other law enforcement agencies. Criminal, forfeiture and traffic cases are filed with the Grant County District Attorney or the Lafayette County District Attorney. Information may also be given to the Dean of Students for internal judicial process involving students.

## **CRIME AND EMERGENCY REPORTING**

All criminal actions and other emergencies occurring on campus, including the “M” and the Pioneer Farm, should be reported accurately and immediately to the University Police Department. Off campus, crimes and emergencies should be reported to the City of Platteville Police Department, the Grant County Sheriff’s Office, or the Lafayette County Sheriff’s Office. Contact local law enforcement agencies by:

- Stopping in at the University Police Department located at 134 Brigham Hall during business hours
- Calling 608-342-1584 during business hours
- Calling the Platteville Police Department dispatch center at 608-348-2313 after hours
- Dialing 911 from any campus phone
- Dialing 911 from any cellular phone
- Activating any of the forty (40) emergency call boxes
- Contacting a police officer on patrol.
- Calling 608-348-2313 for the City of Platteville Police Department
- Calling 608-723-2157 for the Grant County Sheriff’s Office
- Calling 608-776-4870 for the Lafayette County Sheriff’s Office

Students are also encouraged to report crimes/violations of the student code to the Dean of Students Office to seek assistance for themselves or to begin a code of conduct investigation: 2300 Markee Pioneer Student Center, (608) 342-1854. If a student requests it, assistance will be provided by the Dean of Students Office in notifying law enforcement.

UWPPD strongly encourages the public to report crime, including for the purpose of the Department assessing whether a Crime Warning notice needs to be distributed to the campus community

When you call 911 from a University phone to report an emergency, you will be connected with the Platteville Police Department dispatch center.

1. Call from a SAFE location
2. Stay CALM
3. Carefully EXPLAIN the problem and the location.
4. DO NOT HANG UP until you are instructed to do so by the dispatcher.

To report an emergency from your cell phone, dial 911. You will be connected with the Grant County Sheriff’s Department, who will then transfer the call, if appropriate, to the Platteville Police Department dispatch center.

To report an emergency, anyone can utilize the Call24 Emergency Call Boxes located throughout campus. Pushing the emergency button on the call box activates a radio transmitter then enables the caller to communicate directly with a University Police officer and others over their radio system. Emergency call boxes are to be used for incidents in which police, fire or medical assistance is needed. Call boxes are automatically lit with a blue light after dark and the blue light will flash when in use to draw attention.

Victims who do not wish or are unable to report the crime to a law enforcement official or to the Dean of Students Office are still encouraged to seek help and support. In addition, confidential resources are available to students regarding procedures to report at a later time and to support them through that process. Please see the Sexual Assault, Domestic Violence, Dating Violence and Stalking chapter in this report or the resources page at the beginning of this report for more information.

Child abuse should be reported to UWPPD or Child Protective Services. For information regarding employees' obligations to report child abuse, please visit <https://www.uwplatt.edu/mandatory-reporting/uw-platteville-policy-reporting-suspected-child-abuse-and-neglect>

### **Campus Security Authority (CSA)**

Although we encourage the reporting of campus criminal activity directly to the University Police Department, in some instances members of the campus community may notify one of the other campus security authorities about a crime. CSAs are defined under the Clery Act as individuals at UW-Platteville who, because of their function for the University, have an obligation to notify the UW-Platteville Police Department of alleged Clery Act crimes that are reported to them, or alleged Clery Act crimes they may personally witness. CSAs are defined by their University function, not by job title. UW-Platteville has designated the following as CSA's:

All members of the University Police Dept.	Markee Pioneer Student Center Building Managers	Greek Life Staff
UW-Platteville Chancellor	Pioneer Activity Center (PAC) student workers	Coaches, and Intramural Staff
Title IX & Deputy Title IX Coordinators	Dean of Students Office Staff	Campus Activities Staff
Director of Counseling Services	Residence Life Central Staff	Study Abroad & Onsite trip Coordinator
Director of Health Services	Resident Directors	Faculty & Staff Advisors to Student Organizations
Sexual Violence Victim's Advocate	Senior Assistants	Short Term Faculty Lead courses (off-campus)
Athletic Director	Resident Assistants	
Assistant Athletic Director	Summer Conference Assistants	

Crimes/violations of the student code of conduct should be reported to the Dean of Students Office or the Title IX Coordinator to seek assistance or to begin a code of conduct investigation. The Dean of Students Office can be contacted at 2300 Markee Pioneer Student Center, (608) 342-1854. The Title IX Coordinator can be contacted at 120 Royce Hall (608) 342-1845. If requested, the Dean of Students Office or the Title IX Coordinator will provide assistance in notifying law enforcement of sexual assault, domestic violence, dating violence and/or stalking.

Crimes/violations of employment policies should be reported to the Office of Human Resources, which is located at 2300 Ullsvik Hall, (608) 342-1176. If requested, the Office of Human Resources will provide assistance in notifying law enforcement of sexual assault, domestic violence, dating violence and/or stalking. Victims of sexual assault, domestic violence, dating violence and/or stalking who do not wish to report the crime to a law enforcement official, the Dean of Students Office, or the Title IX Coordinator are still encouraged to get help and support. Please see the Sexual Assault, Domestic Violence, Dating Violence and/or Stalking chapter in this report for more information.

## RESPONSE TO A REPORTED CRIME

In response to a call regarding a reported crime, police officers will take the required action to investigate the crime, search for suspects, collect available evidence, file a report, and work with local prosecutors. In response to an emergency, UWPPD will respond, evaluate, and summon the appropriate resources to respond to the incident. All of the cases that UWPPD generates involving students are forwarded to the Dean of Students Office for review and potential action, such as initiating the student disciplinary process when appropriate and/or offering support to student victims. Where applicable, the Title IX Coordinator will also be informed. UWPPD police officers will investigate criminal reports and forward additional information obtained via the investigation to the Dean of Students Office. Where applicable, the information will also be forwarded to the Title IX Coordinator. If assistance is required from the City of Platteville Police Department, City of Platteville Fire Department, or other local, state, or federal law enforcement agencies, UWPPD will contact the appropriate agency.

Response to crimes reported to the Dean of Students Office may include initiation of a disciplinary action or notice to law enforcement if the crime involves a minor.

## VOLUNTARY CONFIDENTIAL CRIME REPORTING

UW-Platteville does not provide voluntary, confidential crime reporting for the purposes of including crime statistic disclosures in the ASFR. As a matter of policy, UW-Platteville directs people to report a Clery crime to UWPPD, the Dean of Students Office, or the Title IX Coordinator for the purpose of including a statistic in UW-Platteville's ASR; though people may report crimes to any Campus Security Authority. However, UW-Platteville may be obligated to investigate when there is a report of sexual assault, domestic violence, dating violence and/or stalking.

An online report form is used to collect statistical information for inclusion in the Annual Security Report and Annual Fire Safety Report and for Title IX related incidents. Though most often used by Campus Security Authorities, anyone may report a crime through this publicly available form. For possible follow-up and record keeping purposes, the form requires the name of the submitter.

The reporting form is found online at: <https://www.uwplatt.edu/police/campus-crime-reporting-form>

The report must include sufficient information as to the location and type of incident for inclusion in the ASR. If the crime did not occur on Clery Act designated geography, or it cannot be determined from the report whether the incident(s) occurred on Clery Act designated geography, it will not be included in the ASFR, as per federal regulations.

For more information on Clery Act geography, please visit the Department of Education's website at <http://www2.ed.gov/admins/lead/safety/campus.html>.

The UW-Platteville Police Department, the Title IX Coordinator and/or the Dean of Students Office review all submissions made through the report form. Please see the chapter in this ASFR entitled Sexual Assault, Domestic Violence, Dating Violence and Stalking for more information regarding resources on and off campus where help can be received confidentially.



## **PROFESSIONAL COUNSELORS, PASTORAL COUNSELORS, & MEDICAL PRACTITIONERS**

Campus “professional counselors,” and “medical practitioners”, when acting as such, are not considered to be Campus Security Authorities and are not required to report crimes for inclusion in the ASFR or for a crime warning evaluation. Any Clery crime can be confidentially discussed with these employees and no crime statistic will be created in the ASR. UW-Platteville does not employ pastoral counselors. Because UW-Platteville does not have a mechanism for voluntary, confidential reporting for statistical inclusion in the ASFR, UW-Platteville does not have a policy to encourage professional counselors to advise their clients of the procedures to report crimes on a voluntary, confidential basis for statistical inclusion in the Annual Security Report and Annual Fire Safety Report.

Please see the chapter in this ASFR entitled Sexual Assault, Domestic Violence, Dating Violence, Stalking for more information regarding official reporting and confidential resources for sexual assault, domestic violence, dating violence, sexual assault and/or stalking.

## **OFF-CAMPUS SAFETY AND SECURITY**

The University Police Department is the primary responding agency for the non-campus University Farm and the M. University Police may be assisted at these locations by the Lafayette County Sheriff’s Department. Statistics for these locations are included in this report under "non-campus property." The UW-Platteville Police Department, on an annual basis, requests crime statistics from the Lafayette County Sheriff’s Office. This request is mailed to the records department. It requests the required Clery crime statistics that occurred at both the M and the University Farm.

UW-Platteville is also required to report crimes that occur at non-campus buildings or property that are owned or controlled by student organizations officially recognized by UW-Platteville. For purposes of Clery crime reporting, Kappa Alpha Sigma (520 W. Main St) Sigma Phi Epsilon (440 W. Pine St.), Farmhouse (340 W Mineral St), Sigma Pi (555 W. Main St.), Sigma Tau Gamma (470 W. Main St.), Tau Kappa Epsilon (455 W. Main St.), and Zeta Beta Chi (590 W. Main St.) are officially recognized by UW-Platteville as student fraternities and sororities. As such, the UW-Platteville Police Department monitors and obtains crime reports from the city of Platteville Police Department records management system for residential addresses belonging to the organizations listed above and city streets adjacent to the UW-Platteville Core Campus.

The UW-Platteville Police Department maintains excellent working relationships with all area law enforcement agencies including the City of Platteville Police Department, the Grant County Sheriff’s Office, Lafayette County Sheriff’s Office, and the Wisconsin State Patrol. These working relationships are maintained through periodic communication among agency administrators and by frequent contact between line officers and investigators cooperating on specific cases. In June of 2018, UW-Platteville Police and City of Platteville Police signed a memorandum of understanding (MOU) that emboldened the mission of both departments to provide a safe community for everyone that lives in Platteville. This MOU addresses the sharing of crime statistics, Emergency Notifications and Timely Warnings, and providing victims of crimes with resources both on and off campus.

The UW-Platteville Police Department, on an annual basis, requests crime statistics from the City of Platteville Police Department, the Grant County Sheriff’s Office, and the Wisconsin State Patrol. This request is mailed to the records

department for each agency. It requests the required Clery crime statistics based on the addresses listed above and any city owned streets adjacent to UW-Platteville's Core Campus.

The University Police Department may also respond to crimes in progress at these locations, depending upon the nature of the crime or upon a mutual aid request from the Platteville Police Department. Crime reports and statistics for these locations are maintained by the Platteville Police Department; however, they are included in this report as required by law.

## **CRIME LOG AND FIRE LOG**

UWPPD maintains a Clery Crime Log and Fire Log (Crime and Fire Log) of crimes and residence hall fires which occur within UWPPD's primary jurisdiction and about which the UWPPD receives notification. The information presented in the Log includes the Incident #, which is a number by which UWPPD may identify an incident. The Log also includes the date and time which a crime was reported to UWPPD or the University and the date and time at which a crime occurred, or an estimate thereof. The Location column identifies the street address or building name at which the crime was committed. The street address may not be specifically identified when this could compromise the privacy of a victim of sexual or intimate partner violence. The Offense column defines the nature of the crime committed. The Disposition reveals the current stage of UWPD's criminal investigation into the offense, if one is taking place. Log entries are entered and updated in the Crime & Fire log within two business days of UWPD receiving the information or within one business day of an update of a disposition. In order to protect an ongoing criminal investigation or the identity of a victim, the chief of police or designee may classify information as confidential and prohibit its release. Log entries are archived from the active log after 60 calendar days. The Log is available upon request at the University of Wisconsin-Platteville Police Department (134 Brigham Hall, 1 University Plaza Platteville, WI 53818).

## **SAFETY AND SECURITY AT UW-PLATTEVILLE**

### **EMERGENCY RESPONSE**

The responsibility for a campus emergency management program has been delegated to the University Police Department. Under the direction of the Chief of University Police, and a University ad hoc committee called the Local Emergency Planning Committee (LEPC), the University has developed plans, processes and structures to quickly implement the University Response Plan (URP). The University Police Department is responsible for the implementation and maintenance of an emergency management program on campus and the development and implementation of programs and projects in emergency planning, training, response, and recovery.

UW-Platteville has developed the URP which addresses the planned response to emergency/disaster situations associated with natural disaster, technological incidents, national security emergencies and other situations that would require a cohesive university response. The URP is designed to meet state and federal requirements. Incorporating the principles of the Incident Command System (ICS), the URP provides university responders with procedures, guidelines such as shelter-in-place and evacuation, and methods of documentation to effectively manage incidents. University departments are responsible for developing action plans as well as continuity of operation plans for their staff and areas of responsibility. The University Police website <https://www.uwplatt.edu/police/emergency-management/> provides many resources as to what to do in various emergency situations.

The University conducts an annual test of the institution's procedures to test emergency response and evacuation procedures. Tests include, table top exercises, functional and field exercises, and tests of the emergency notification systems on campus. These tests, which may be announced or unannounced, are designed to assess and evaluate the emergency response plans and capabilities of the institution. Evaluations are completed after each drill or plan activation. After action and corrective action reports will include when the tests occurred, time of the test, and an assessment and evaluation of emergency plans and capabilities. UW-Platteville publishes a summary of its emergency response and evacuation procedures in conjunction with at least one drill or exercise each calendar year.

University Police supervisors and officers have received training in ICS and responding to critical incidents on campus. When a serious incident occurs that causes an immediate threat to the campus, the first responders to the scene are usually University Police. If necessary, mutual aid will be provided by the Platteville Police Department, Grant County Sheriff's Department, Platteville Fire Department, Platteville Emergency Medical Service, or other first responder organizations. These agencies will typically work together to respond to and manage the incident. Depending on the nature of the emergency, other UW-Platteville departments and other city, state or federal agencies could also be involved in response to the incident.

## **EVACUATION PROCEDURES**

An evacuation of part or all of the UW-Platteville campus, including the University Farm and the M may be required before, during, or after a significant incident, emergency, disaster or major disaster, or catastrophic incident. An evacuation may constitute the movement of people from one area of the campus to another, or it could require movement to an off-campus location away from the hazards effecting an evacuation requirement. Such an evacuation may lead to an eventual return to the campus or may involve reunification and/or mass transportation efforts in the event the return of people to the campus is not feasible. Fire alarms are tested and documented every month. An evacuation drill is done at least annually at each Residence Hall and are recorded.

1. The primary goal is a safe and orderly evacuation to save lives and allow responding emergency personnel unimpeded access to address the campus incident.
2. Identify specific areas of the campus to be evacuated, and where the displaced people are to be sheltered (and by what method if beyond walking distance).
3. Specify transportation pickup location(s) for mobility impaired persons.
4. The authority to issue a campus evacuation order rests with the Chancellor or their designee; the authority to issue an order covering the area surrounding and/or including the campus rests with the City of Platteville according to its ordinances and plans.
5. Notification should be made to shelters of the incident and evacuation plan, as well as the approximate number of evacuees to be expected. This includes notifying shelter operations organizations such as the American Red Cross.
6. The evacuation order should not be lifted until consultation is made between the University Executive Group, the University Emergency Operations Center, and the City of Platteville Emergency Operations Center (if activated). The authority to lift a campus evacuation order rests with the Chancellor or their designee; the authority to lift an order covering the area surrounding and/or including the campus, issued by the City of Platteville, rests with the City of Platteville according to its ordinances and plans.

## SAFETY PROGRAMS AND SERVICES

### *Blue Light Emergency Call Boxes*



There are over forty Blue Light Emergency Call Boxes located throughout campus with a direct connection to the UWPPD radio frequency. Blue Light Emergency Call Boxes are tested monthly by UWPPD and the Physical Plant provides maintenance. All emergency Call Boxes (with the exception of emergency phones located on the physical structure, outside Residence Hall buildings and elevators) have a blue light above them. All emergency phones are labeled “Emergency.” For more information about Blue Light Emergency Call Boxes, please visit:

<https://www.uwplatt.edu/police/emergency-procedures-call-boxes>.

### *Safe Walk*

Student University Resource Officer employees of University Police assist on duty officers with patrolling university grounds and buildings, assisting with building lock ups, and parking enforcement. In addition, they can provide Safe Walk escorts on campus for students, staff, or the general public. For details, see <http://www.uwplatt.edu/police/safe-walk>.



### *Nightlock® Lockdown*

This device allows anyone inside of a classroom to quickly and easily barricade the door from within. In 2017, these devices were installed in classrooms in two Academic buildings. UW-Platteville intends on installing them campus wide in classrooms and labs, where access control locks and/or other means of barricading the door are non-existent.

### *Transportation Services*

The Platteville Public Bus provides UW-Platteville community members local transportation to and from several locations on campus as well as off-campus housing and the business districts.

For more information, please visit <http://www.uwplatt.edu/transportation/pioneer-transit-campus-shuttle>

### *UW-Platteville Police Weapon Storage*

UWPPD provides a 24/7 weapon storage service that is free to students and the campus community. Due to Wisconsin state laws that prohibit dangerous weapons within University Buildings, UWPPD recognized the need for students and the campus community to store their weapons in a safe and secure facility. For information on UW-Platteville’s Dangerous Weapons Policy, please visit: [https://www.uwplatt.edu/files/police/uw-platteville\\_firearms\\_and\\_dangerous\\_weapons\\_policy.pdf](https://www.uwplatt.edu/files/police/uw-platteville_firearms_and_dangerous_weapons_policy.pdf)

### *Behavior Review & Response Team (BRRT)*

The Behavioral Review and Recommendation Team (BRRT) is dedicated to the identification, evaluation, and response to members of the University community whose behavior has raised concern indicating the potential for violence or the need for help. The BRRT team is housed in the Dean of Students office and is comprised of campus administrators from stakeholder departments throughout the University, including University Police, Dean of Students, Residence Life, Counseling Services, Health Services, and Student Support Services. Team members are trained in threat assessment and crisis response. BRRT meets weekly to review reports so as to perform an initial assessment of risk. Others may be asked to attend as appropriate, depending on the situation. The team consults with UW System Legal Counsel as

needed. The team's purpose is to centralize the reporting of concerns and encourage early intervention. The team performs an initial assessment of risk and develops a support plan, within existing University policies, to mitigate risk and promote individual well-being and success. The focused efforts of BRRT are to assess situations of concern, recommend and coordinate University response, and provide support and resources to help students and/or employees.

## SECURITY AND ACCESS UW-PLATTEVILLE BUILDINGS & GROUNDS

General access to and use of the facilities at UW–Platteville is governed by University of Wisconsin System Chapter 21, Wisconsin Administrative Code, and institutional policies at UW-Platteville.

The University Police Department provides 24-hour patrol of university property including academic and administrative buildings, parking lots, and residence halls. All state laws and applicable federal codes are enforced on the campus. Security and safety conditions on campus are continually evaluated by members of the University Police Department, Risk Management, and Physical Plant Management. University Police staff patrol the campus on a regular basis and are responsible for reporting and investigating crimes, issuing traffic citations, responding to medical emergencies, traffic accidents, reports of fire, parking enforcement, as well as other incidents that require police assistance.

### UNIVERSITY FACILITIES

#### *Academic and Administrative Buildings*

The UW-Platteville campus is open to faculty, staff, students and the general public. The academic and administrative buildings are open to the public during normal business hours. Most facilities have individual hours, and the hours may vary at different times of the year. UW-Platteville has instituted a Closing Hours policy that states that Academic buildings will close to the public and students at 11:00PM during the academic year, with certain exceptions depending on scheduled University sanctioned activities, or with the approval of the Administration. Some academic buildings are secured using electronic card access, while others are secured using keys. UW-Platteville also has academic buildings that use both methods.

#### *Residence Hall Buildings*

Access to residence halls operated by Residence Life is restricted to residents, their guests, and university officials. All Residence Hall perimeter entry/exit doors are secured twenty-four hours a day and are controlled by electronic card access. Residents gain entry by presenting their Pioneer Passport ID cards to the card access readers 24 hours a day. Through signage and other forms of communication, all residents are cautioned against permitting strangers to enter the buildings and are urged to contact Housing staff or UWPPD if they encounter strangers attempting to enter the building or the residence portions of the halls. UWPPD officers routinely patrol the residence halls. It should be noted that Bridgeway Commons and Rountree Commons have security cameras located at the main entrances.

UW-Platteville Residence Hall Policy states that all residents, at the beginning of each academic year, must discuss, complete, and sign the “Overnight Guest Agreement Form”, that identifies options and choices regarding overnight guests. Along with the above form, each time residents request a guest stay overnight, an “Overnight Guest Registration form” is to be completed and submitted to the main desk of the Residence Hall.



Over extended breaks and holidays, UW-Platteville's nine traditional style Residence Halls close at a specified date and time and residents are not allowed to stay for that duration. Bridgeway Commons, Cooper LLC, Rountree Commons, and Southwest Hall remain open to residents during these breaks.

Residence Life staff also enforce security measures in the residence halls and work with residents to achieve a community respectful of individual and group rights and responsibilities. Residence Life staff and UWPPD also conduct periodic educational sessions on prevention of various crimes, including sexual assault.

#### *Athletic Facilities*

Athletic facilities are typically unlocked during regular business hours during the week. The Pioneer Activity Center, within Williams Fieldhouse, is monitored by Athletic staff at the point of entry. The Pioneer Stadium is locked when not in use by athletic teams and/or athletic events.



### **SECURITY AND MAINTENANCE OF CAMPUS FACILITIES AND GROUNDS**

Security is provided in the maintenance of the UW-Platteville's facilities through a number of mechanisms, including limitations on hours of operation, policies on keys, restricting access to those bearing proper identification as university staff or students, and making available outside "blue light" call boxes that are connected directly to the UWPPD radio frequency for emergency assistance. Specific security mechanisms may vary with the type of university facility. Facilities and landscaping are maintained in a manner that minimizes hazardous conditions. University Police regularly patrols the campus and reports malfunctioning lights and other unsafe physical conditions to Facilities Management for correction. The campus community is encouraged to report any safety concerns, exterior lighting issues, or Blue Light Emergency Call Box malfunctions to Facilities Management at 608-342-1155 or to the University Police Department at 608-342-1584.



## MISSING STUDENT NOTIFICATION FOR STUDENTS LIVING IN RESIDENCE HALLS

If the University is contacted or advised of a missing residence hall student, the University will notify the proper authorities within twenty-four hours of the determination that the student is missing, including:

- For residents under the age of 18 and not emancipated, the University Police, and the parent/guardian
- For residents who are over the age of 18, the University Police, and the emergency contact provided by the student

Students are highly encouraged to complete the emergency contact information in their PASS account. In addition, students are encouraged to provide a confidential contact on the Residence Life Personal Data Form beginning January, 2019, in the event they were to go missing. This information is private and will only be disclosed to law enforcement personnel in furtherance of the missing person's investigation.

Any time anyone believes that a student is a threat to themselves or others; they should contact University Police immediately. If they want to report that a student is missing they can either contact University Police directly (608.342.1584) or they can print/complete a [Missing Person Notification Form](#). Anyone can complete this form any time they believe a student has been missing for an unusual amount of time. Residence hall students completing this form should submit it to their resident director or the Department of Residence Life (located in Royce Hall, 608.342.1845) who will then contact University Police and the Director of Student Life and Development. For the rest of the campus community and those not living in Platteville, contact University Police at (608-342-1584) or submit the above form to the University Police Department located at 134 Brigham Hall, 1 University Plaza, Platteville WI 53818.

### Missing Student Notification Procedure

If any University Official, including Resident Assistants, is approached by anyone regarding a missing student, that official should help them determine if a Missing Student Notification form should be completed.

Here are some questions that may be of assistance:

- Do they believe the student is a threat to themselves or others?
- Has the student been missing for a long enough period of time? (a minimum of 24 hours)
- Have you contacted the location/place they had most recently been?
- Have you tried to contact them through various means? e.g. cell phone, text, email, Facebook, etc.?
- Have you contacted other friends or relatives who may know where they are?

Upon receiving a missing student form, University Officials should contact University Police and their resident director, if living in the residence halls. The University Police will determine if a student is "deemed missing" and within twenty-four hours follow appropriate procedures, including contacting either the parent/guardian, or the emergency contact provided by the student, as defined above.

### University Police Actions:

The University Police Department follows the law enforcement missing persons policy in all such cases. The department may release a photo of the missing student as a tool to assist in locating the individual and may seek information and/or assistance from a variety of campus resources during the course of the investigation.

## GENERAL CRIME PREVENTION TIPS

- Call the police at (608) 342-1584 IMMEDIATELY if you see or hear something suspicious. Don't hesitate to dial 911 in an emergency. Be sure to tell them exactly where you are.
- Keep your possessions in sight at all times. Don't leave computers, cell phones, or electronics unattended.
- If you leave your office or room, even for a few minutes, lock the door.
- Be alert to potential danger. Trust your instincts.
- Walk with friends whenever possible or use. If jogging, walking, or biking alone, stay in well-lit and well-traveled areas.
- Shred documents you discard that contain personal information.
- See the section of this document titled "Sexual Assault, Domestic Violence, Dating Violence and Stalking" for protective behaviors regarding those offenses.

For information about tenant rights, please visit <http://www.platteville.org/cd/page/rental-inspection-licensing-0>

For City of Platteville Ordinances and Wisconsin State Laws. You have the right to the following:

- Have lights in all entrances. Have locks on the entrances to buildings and individual apartments.
- Have locks on the windows and alternate entrances such as balcony doors.
- Have a working smoke detector.

Contact your property manager if you do not have these legally mandated amenities.

### Additional Tips

- Do not put your first name on your mailbox. (Ex., P. Pete rather than Pioneer Pete)
- Do not prop open the outside door of a building.
- Always know who is at your door before opening it.



# COMMUNICATIONS TO THE CAMPUS REGARDING EMERGENCY NOTIFICATIONS & TIMELY WARNINGS

## EMERGENCY NOTIFICATIONS

Under the Clery Act, UW-Platteville is required to immediately notify the campus community upon confirmation of a significant emergency or dangerous situation occurring on-campus and in on-campus student housing that involves an immediate threat to the health or safety of students or employees. An “immediate” threat includes an imminent or impending threat, such as an approaching forest fire, or a fire currently in a campus building. In the event of an emergency, please contact the University Police Department by dialing 911. These situations are referred to as Emergency Notifications. Some other examples of significant emergencies or dangerous situations may be:

- Outbreak of meningitis, norovirus or other serious illness;
- Approaching tornado, or other extreme weather conditions;
- Earthquake;
- Gas leak;
- Bomb Threat;
- Civil unrest or rioting;
- Explosion;
- Nearby chemical or hazardous waste spill.

- A. UWPPD, the University’s first responders, typically confirm significant emergencies or dangerous situations involving an immediate threat to the health or safety of students or employees on campus, with UWPPD personnel who are constantly evaluating and analyzing the situation, and in some cases, in communication and consultation with key administrative units, such as Facilities, Information Technology Services, and/or the local first-responder agencies, and public health agencies, and the National Weather Service.
- B. When the University Police Department receives and confirms information that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all of the members of the UW-Platteville community, the university will and without delay, notify the University community, or the appropriate segment of the community if the threat is limited to a particular building or segment of the population. Complete notification of 100-percent of the campus population is not possible; however, attempts will be made to notify the largest percentage feasible in the fastest way available. The notification system at UW-Platteville is the Rave Alert System.
- C. Those involved in the notification process will take into account the safety of the community, determine the content of the notification message, (by utilizing one of the Rave Alert Emergency Notification templates and adding information as to the type of emergency, safety information, and if applicable what specific segment of the campus community is targeted and should be avoided), determine the audience for the message (campus community or a specific segment), and initiate the notification system.
- D. The notification system will be initiated by the following:
  1. For fires in any of the campus buildings, the automated Fire Alarm system will create a visual and audible alarm in the specific building where smoke and/or fire was detected. University Police will also hear this notification over the police radio frequency respond and investigate and contact the Fire Department if necessary. If it appears the fire from one building might spread to another, the University Police

Department will contact a Supervisor to have a Rave Alert (Email/Text Alert) sent out to those that may be affected.

2. For all other emergencies University Police Department personnel will evaluate and analyze the incident to determine the scope of the emergency situation and resources needed, with the assistance of other key departments at the University (Facilities, ITS, Residence Life) and emergency response resources in the community (police, fire, ems, weather service, etc.). The Police Chief or designee will receive real-time updates from personnel responding or at the scene of any emergency related event when possible. Once the Police Chief or designee receives that information, UW-Platteville will utilize Appendix A to determine who will send that information out to the campus community.
- E. A notification will not be issued if issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.
- F. An Emergency Notification will normally be distributed by any or all the methods listed below, depending on the segment of campus affected or size of the target audience required to receive the message. The Public Information Officer with approval of the Chief of Police or designee will initiate one or more of the following methods:
1. A campus-wide email text message and email blast to the UW-Platteville community; UW-Platteville has partnered with Rave Wireless, Inc. to provide emergency text and email messaging to the campus community. Rave's Text and Email alert system is an "opt out" service for all students, meaning that at registration, students are automatically enrolled into the notification system and if a student chooses not to participate, that student would have to deactivate his/her account. For University employees, these text and email alerts are also an "opt out" service, but the University does not require that employees provide a cell phone number. Therefore, the Rave Text and Email alert system is discussed at all new employee orientations.
  2. Message posted on the home page of the UW-Platteville website
  3. Message posted through UW-Platteville's Facebook and Twitter social media accounts;
  4. Message delivered through the University's fire alarm system;
  5. Message posted on the University's Emergency Blog located at <http://emergency.uwplatt.edu>. Message delivered through UW-Platteville's Update Line. In the event of a major campus incident, UW-Platteville will activate phone number 608-342-7000. This is a telephone number that provides a recorded message with current incident updates.
- (Please see Appendix A for a list of UW-Platteville staff with the authority to issue an Emergency Notification)
- G. Parents and the larger community can receive information pertaining to an emergency situation at the university through some or all the following systems: [the UW-Platteville Home Page](#), [UW-Platteville Facebook Page](#), [UW-Platteville Twitter Feed](#), and the UW-Platteville Update Line (608) 342-7000. In addition, UW-Platteville's Rave Alert System allows students to add parents and/or any other emergency contact to the student's account, providing those on the account access to text alerts.
- H. Notification may also result in the mobilization of the University Response Plan and/or the activation of the Executive Group and/or Emergency Operations Center.

## TIMELY WARNINGS

The Clery Act requires institutions to distribute Timely Warnings regarding Clery reportable crimes that represent a serious or continuing threat to the safety of students or employees. Institutions are required to publish their policies regarding Timely Warnings in their Annual Campus Security Report. Timely Warnings will typically be issued for the following offenses within its Clery geography to include (on-campus, on-campus student housing, non-campus properties, and public property) as defined by the Clery Act:

- Murder/Non-Negligent Manslaughter
  - Aggravated Assault (cases involving assaults among known parties, such as two roommates fighting which results in an aggravated injury, will be evaluated on a case by case basis to determine if the individual is believed to be an on-going threat to the larger UW-Platteville community)
  - Robbery involving force or violence (cases including pick pocketing and purse snatching will typically not result in the issuance of a Timely Warning, but will be assessed on a case by case basis)
  - Sexual Assault (considered on a case by case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount of information known by the UW-Platteville Police Department)
  - Major incidents of arson
  - Other crimes as determined necessary by the Chief of Police, or his or her designee in his or her absence
- A. The following factors should be considered when determining whether to issue a Timely Warning:
1. The location of the crime
  2. The nature of the crime (serious/non-serious, violent/non-violent)
  3. The nature of the threat (general threat versus limited threat to a specific person)
  4. Whether or not there is a continuing danger to the community or a continuing crime pattern.
- B. When issuing a Timely Warning notice, some information may be withheld if there is a possible risk of compromising law enforcement efforts to investigate and/or solve the crime.
- C. When the Department becomes aware of a situation that meets the criteria for a Timely Warning, the Officer on-duty will contact the University Police Chief or designee. The Police Chief or designee will work with UW-Platteville's Public Information Officer to disseminate the following information
1. Date and time or timeframe of the incident
  2. A brief description of the incident
  3. Information that will promote safety and potentially aid in the prevention of similar crimes
  4. Suspect description(s) when deemed appropriate and if there is sufficient detail. The description of subject will only be included in the alert if there is a sufficient amount of detail to describe the individual.
  5. Police agency contact information
  6. Other information as deemed appropriate by the Chief or designee
- D. If the victim of the crime is a person, that person will not be identified by name in a Timely Warnings. Timely Warnings are issued as soon as the pertinent information is available to the University Police Chief or designee.
- E. When other entities on campus learn of an incident in which a Timely Warning may be needed, he/she should share that information with the University Police Department by calling 911 or (608) 342-1584 or stopping into the Police Department located at 134 Brigham Hall to determine if it meets the criteria for a Timely Warning.
- F. In the event that a Timely Warning is needed, the University Public Information Officer or designee develops the content of the Timely Warning and has the authority to authorize the distribution of Timely Warning to the

community. Consideration must be given to the most appropriate means to be used to disseminate the information to the affected community. The following methods or combination of communication may be used:

1. A campus-wide text message and email blast to the UW-Platteville community;
2. Message posted on the home page of the UW-Platteville website;
3. Message posted through UW-Platteville's Facebook and Twitter social media accounts;
4. Message delivered through the University's fire alarm system;
5. Message posted on the University's Emergency Blog located at <http://emergency.uwplatt.edu>;
6. Message delivered through UW-Platteville's Update Line. In the event of a major campus incident, UW-Platteville will activate phone number 608-342-7000. This is a telephone number that provides a recorded message with current incident updates.

- G. The department does not issue Timely Warnings for the above listed crimes if:
- a. The Chief of Police or designee determines there is no serious or continuing threat to the safety of UW-Platteville campus community.
  - b. The subject(s) is apprehended and the threat of imminent danger to members of the UW-Platteville community have been mitigated by the apprehension.
  - c. UW-Platteville will generally not issue Timely Warnings for crimes occurring beyond the immediate Clery geographical area. The same procedures for determining whether to issue a Clery geography Timely Warning are used for determining whether to issue a non-Clery geography Timely Warning and will be evaluated on a case-by-case basis.
  - d. If a report was not filed with the University Police Department or if the University Police Department was not notified of the crime in a matter that would allow the department to post a "timely" Timely Warning to the community. A general guideline will include a report that is filed more than 7-10 days after the date of the alleged incident may not allow the department to post a "timely" Timely Warning to the community. This type of situation will be evaluated on a case-by-case basis and may fall under the Emergency Notification section of this policy.
- H. Issued Timely Warning are filed in the Clery folder on the network drive. Specifically, each Timely Warning is filed in the year in which it was issued, in a folder titled, "Timely Warnings & Emergency Notifications".

#### STUDENT AND EMPLOYEE REGISTRATION FOR TIMELY WARNINGS, EMERGENCY NOTIFICATIONS, AND PIONEER ALERTS

Students and employees are automatically enrolled to receive Pioneer Alerts emergency text messages, unless they opt-out of the Rave Alert program. Student cell phone numbers are retrieved from the UW-Platteville PASS system. If an employee provides a cell phone number to Human Resources, he/she is automatically enrolled in the system as well. For employees that did not provide a cell phone number, or if a student chooses to add a parent, relative, or friend into the Rave Alert system, please register here: <https://www.uwplatt.edu/police/pioneer-alerts>

Everyone with a UW-Platteville affiliated email address receives Timely Warnings, Emergency Notifications, and Pioneer Alerts and cannot opt-out or unsubscribe. The email database is updated daily with the most current list of email addresses. Additional emergency contact and local contact information for students and employees can be registered at <https://www.uwplatt.edu/its/pass>.

#### PIONEER ALERT, EMERGENCY NOTIFICATION, AND TIMELY WARNING SYSTEM TESTING

The Communications office, in conjunction with the UWPPD, test the Pioneer Alert text messaging and email system on a monthly basis. This test is completed on the first Wednesday of each month and it sent out campus wide.



## **APPENDIX A**

### **UW-Platteville Employees Authorized to send Emergency Communications in the event of an Emergency Notification and/or Timely Warning**

The following individuals are trained in sending an Emergency Notification/Timely Warning via Rave Alert Text Message and Email system:

- Paul Erickson and Alison Parkins, University Communications
- Joe Hallman, and Jason Williams, University Police
- Megan Hinderman, Distance Education
- Mike Sherer, Valerie Cowling, and Greg Bies, Office of Information Technology

The following individuals have the approved access to send emails campus-wide:

- Paul Erickson and Alison Parkins, University Communications
- Joe Hallman, and Jason Williams, University Police
- Megan Hinderman, Distance Education
- Mike Sherer, Office of Information Technology

The following individuals are trained to post emergency messages on the UW-Platteville home page:

- Paul Erickson and Alison Parkins, University Communications
- Megan Hinderman, Distance Education
- Tyler Tollefson, Media Technology

The following individuals are trained to deliver messages over the fire alarm system:

- Paul Erickson and Alison Parkins, University Communications
- Megan Hinderman, Distance Education
- Sara Whitaker, School of Agriculture
- Chief of University Police and all UW-Platteville Police Officers

The following individuals are trained to post to the emergency blog:

- Paul Erickson, Alison Parkins, and Tyler Ensrude, University Communications

The following individuals are trained to update the recording:

- Paul Erickson, Alison Parkins, and Tyler Ensrude, University Communications
- Joe Hallman, University Police
- Mike Sherer, Office of Information Technology

The following individuals are trained to update the social media platforms:

- Paul Erickson, Alison Parkins, and Tyler Ensrude, University Communications

## CRIME PREVENTION & SECURITY AWARENESS PROGRAMS & EDUCATION

*Campus Safety Walk.* The UW-Platteville Police Department conducts an annual campus safety and security walk in the Fall of each year. Representatives from various departments and students are invited to attend the walk. During this walk participants observe and report areas of concern from burned out lights, recommendations for crosswalk signs, and areas in need of more/or better lighting. A report is created to document areas of concern during the walk and that report is submitted to the Director of Facilities and the Vice Chancellor of Administrative Services.

*SafeWalk.* Student University Resource Officer employees of University Police assist on duty officers with patrolling university grounds and buildings, assisting with building lock ups, and parking enforcement. In addition, they can provide Safe Walk escorts on campus for students, staff, or the general public. Visit: <http://www.uwplatt.edu/police/safe-walk>.

*Active Shooter Training.* UW-Platteville Police Department conducts an Active Shooter Response training presentation for students, faculty and staff, designed to provide an overview of an active shooter event. The instructors are experienced law enforcement trainers whose main goal is to share tactics and techniques that can and will help participants survive a crisis----specifically, to survive an active shooter incident. UWPPD also provides tabletop exercise scenarios to the campus community in various formats. Active Shooter Training is available upon request.

*New Student Registration (NSR).* Every year during Student Registration, parents and first year students receive a presentation from UWPPD that discusses Pioneer Alerts, active shooter response, theft deterrence, and general crime prevention advice. UWPPD also hosts a table at the NSR resource fair where students and parents may speak with UWPPD officers to get more information about crime prevention and security awareness. Finally, UWPPD provides a question and answer session to the parents of first year students, focused around campus safety, crime prevention, and safety features available to students on campus.

*Introduction to College Life.* Every first-year student enrolled at UW-Platteville is required to take a First Year Experience class. This class provides a plethora of information related to assisting the student in being successful at UW-Platteville. The class also spends time discussing bystander intervention, personal safety and crime prevention tips, and alcohol/drug awareness.

*Greeks Step Up!* Greeks Step Up is an annual fall workshop bringing together Greek Students, and University faculty, and staff to discuss current UW-Platteville topics, including alcohol, drugs, sexual assault, etc. The goals of the program are: educate students about topics, provide a forum for honest discussion, and create individual and community action plans to become strong leaders on campus.

### ADDITIONAL CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS AND PRESENTATIONS

The University of Wisconsin-Platteville offers many programs designed to inform students and employees about campus security procedures and practices. A common theme of all awareness and crime prevention programs is to encourage students and employees to be responsible for their own safety and for the safety of others on campus.

Crime prevention programs on personal safety and security are sponsored by various organizations throughout campus. The programs include general crime prevention and security awareness programs, such as safety education presentations, forums, programs, and discussions about topics such as alcohol and drug abuse, domestic violence, emergency response, active shooter response, sexual assault prevention, and theft prevention.

During the 2017 calendar year, the Dean of Students Office conducted **seventy** programs and presentations regarding bystander intervention, alcohol and drug prevention, sexual assault awareness, domestic and dating violence, stalking, and self-defense/self-empowerment.

The University Risk Management Office conducted **seventeen** programs and presentations regarding fire safety.

The Department of Residence Life conducted **twenty-four** programs and presentations regarding personal safety, protecting property, drug & alcohol education, sexual assault awareness, and bystander intervention.

The Department of Counseling Services conducted **three** programs and presentations regarding sexual assault awareness, bystander intervention, and alcohol and drug awareness/education.

The Department of Student Health Services conducted **twenty** programs and presentations regarding alcohol & substance use & abuse, bystander intervention, and sexual health & safety.

Human Resources conducts new employee orientation twice a year. During these orientations new employees are presented with information regarding personal safety, bystander intervention, and emergency planning.

The University Police Department conducted **sixty-six** programs and presentations regarding drug & alcohol education, personal safety, crime prevention, sexual assault prevention and awareness, active shooter response, and emergency planning/operations. These presentations are typically requested by various community groups. Including students and employees of the University. Additionally, crime prevention and emergency planning information is available on the University Police website:

<https://www.uwplatt.edu/police/emergency-management>



# SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, & STALKING

The Sexual Violence and Sexual Harassment Policy at UW-Platteville states that the institution is committed to creating and maintaining a community environment that is free from sexual violence and harassment. UW-Platteville also prohibits domestic violence, dating violence and stalking. This information is communicated in prevention programming provided to students and staff in the UW-Platteville campus community.

For the legal definitions of sexual assault, domestic violence, dating violence, stalking and consent in UW-Platteville's jurisdiction, the State of Wisconsin, please see the section in this document entitled, "State of Wisconsin Crime Statutes and Definitions." This information is communicated in prevention programming provided to students and staff in the UW-Platteville campus community.

For the purposes of the Clery Act, sexual assault, domestic violence, dating violence and stalking are defined as the following:

## Sexual Assault

- *Sex offense*: any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.
- *Rape*: the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes both males and females.
- *Fondling*: the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- *Statutory Rape*: sexual intercourse with a person who is under the statutory age of consent.
- *Incest*: sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

## Domestic Violence

A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime occurred; by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime occurred. \*To categorize an incident as domestic violence, the relationship between the perpetrator and the victim must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship. (U.S. Department of Education, Office of Postsecondary Education, The Handbook for Campus Safety and Security Reporting, 2016 Edition, Washington D.C., 2016, pg. 3-38.)

## Dating Violence

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or threats of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

## Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or suffer substantial emotional distress. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device or means, follows, monitors, observes, surveils, threatens or communicates to or about a person, or interferes with a person's property. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.

## PREVENTION, AWARENESS, & BYSTANDER INTERVENTION

### PRIMARY PREVENTION & ONGOING AWARENESS PROGRAMS

UW-Platteville is dedicated to educational and prevention services. Primary prevention programs mean programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions. Primary prevention and ongoing educational/awareness efforts at UW-Platteville contain information about options available to victims, procedures for institutional disciplinary action, risk reduction, and bystander intervention.

*New Student Registration (NSR).* Every year during Student Registration, parents and first year students receive a presentation from the Dean of Students Office that discusses primary prevention efforts, including risk reduction strategies and information on UW-Platteville's policies regarding alcohol and sexual violence. The Dean of Students Office also hosts a table at the NSR resource fair where students and parents may speak with Dean of Students Office staff to get more information about campus and community resources, advocacy, and support options. Finally, both the Dean of Students Office and University Police provide a question and answer session to the parents of first year students, focused around campus safety, crime prevention, and safety features available to students on campus. The Dean of Students Office Q&A session is focused specifically on sexual violence and risk reduction.

*Undergraduate Online Prevention Program, "Student Empower Plus".* Incoming undergraduate first-year and transfer students are emailed an individualized link to an online violence prevention program, called Student Empower Plus. Approximately 2000 new students complete the program each year. At this time, Student Empower Plus is not a required course for students but the University is exploring this option. Student Empower Plus includes a statement that the institution prohibits the crimes of domestic violence, dating violence, sexual assault and stalking; definitions of sexual assault, domestic violence, dating violence, stalking and consent, in reference to sexual activity, in UW-

Platteville's jurisdiction; a description of safe and positive options for bystander intervention; and information on risk reduction.

*Student–Athletes and Athletics Staff.* In August 2017, the NCAA adopted a requirement that all student-athletes, coaches and staff be educated on sexual violence prevention, intervention and response. The Prevention & Education Coordinator in the Dean of Students Office collaborates with the Athletic Director and coaching staff to provide in-person education to all student-athletes and coaching staff on an annual basis to cover each of these topics.

*Employees.* UW-Platteville provides a mandatory online violence prevention program for all employees. The program, “Preventing Discrimination and Sexual Violence: Title IX VAWA and Clery Act for Faculty and Staff” is designed to reflect our institutional commitment to ensuring safe and equitable teaching, learning, and working environments for all members of our campus community. This online training module includes how to recognize, prevent, and respond to sexual assault and sexual violence in the workplace. Information about reporting options and campus and community resources to support individuals who have experienced sexual harassment or sexual violence are also provided.

*Introduction to College Life.* Every first-year student enrolled at UW-Platteville is required to take a First Year Experience class. This class provides an abundance of information related to assisting the student in being successful at UW-Platteville. The class also spends time discussing bystander intervention, personal safety and crime prevention tips, and alcohol/drug awareness. The course also offers outside presentations, entitled Student Academic Success Seminars. Two of these seminars speak directly to prevention: Halt the Hangover (alcohol and drug prevention techniques) and untitled presentation that serves to follow-up the online “Student Empower Plus” education provided to students.

*Greeks Step Up!.* Greeks Step Up is an annual fall workshop bringing together Greek Students, and University faculty, and staff to discuss current UW-Platteville topics, including alcohol, drugs, sexual assault, etc. The goals of the program are: educate students about topics, provide a forum for honest discussion, and create individual and community action plans to become strong leaders on campus.

## GENERAL TRAINING SERVICES

Faculty, staff, and students who wish to learn more about sexual assault, dating violence, domestic violence and/or stalking can visit the following webpage: <https://www.uwplatt.edu/titleix>. The Prevention & Education Coordinator from the Dean of Students Office and Title IX Coordinator are available to provide or coordinate training upon request. These staff provide training and technical assistance about prevention strategies, supporting a survivor, and resources available on campus and in the community.

The Title IX Coordinator and Dean of Students Office can provide training upon request about institutional reporting requirements and resources/rights for victims of sexual assault, dating violence, domestic violence, stalking, and/or sexual harassment. Additionally, the Prevention & Education Coordinator in the Dean of Students Office will provide focused trainings in areas where patterns or systemic problems arise. For more information, contact the Title IX Coordinator at [mulroy@uwplatt.edu](mailto:mulroy@uwplatt.edu).

Staff and faculty may also contact the Title IX Coordinator or the Dean of Students Office to get information about how to prevent and respond to sexual violence and sexual harassment.



## BYSTANDER INTERVENTION PROGRAMS AND RISK REDUCTION

### Bystander Intervention Programs

The University of Wisconsin-Platteville uses the Step Up! Bystander Intervention training which is a 5-step intervention process (as described below). This workshop is done with athletics, Greek Life, and in the UWP Study courses.

1. Notice what's happening.
2. Evaluate if it's a problem.
3. Take responsibility to intervene.
4. Know what and how to intervene.
5. Step up!

### Bystander Intervention Tips

Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene. Many people assume that sexual assault, domestic violence, dating violence and stalking only affects the crime victim, when in fact entire families, friend groups, and communities are hurt. If you see something, say something:

- Be active in supporting a safe and respectful community. If you see others engaging in disrespectful or inappropriate actions, speak up and get involved, or contact someone to assist.
- Say something when you hear someone say a rape joke, use sexist language, or other inappropriate comments.
- If you see someone who looks to be in immediate danger, call 911.
- If you're a bystander and see someone behaving in a way that seems suspicious, be direct and step in and do something about it, such as distracting their attention away from a potential victim. If you don't feel comfortable or safe confronting them, call 911.
- If you sense something is wrong, don't ignore it, you can help by getting involved. Check-in and ask, "Hey, do you know this person?" or, "Are you OK?" or, "Can I call a friend to walk you home?"
- It can feel awkward to step in and say something if you notice harmful behavior, but often all it takes is a brief introduction. Let the potential perpetrator know their actions are noticeable with a simple, "Hey, do I know you? Aren't you in Tuesday Chemistry section?"
- When you go out, consider going out as part of a group. People tend to step in and intervene in situations when they have friends who will back them up.
- You can intervene even after an assault by learning what options sexual assault victims have available to them on this campus. Ask them how you can help and be supportive of their choices.

### Protective Behaviors and Risk Reduction

Risk reduction means decreasing perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence. Here are some suggestions for what we can all do to prevent violence and protect each other:

- Have healthy, open and ongoing conversations with your partner(s) or potential partner(s) about sex and intimate behavior. Talk about your boundaries and what behaviors everyone is comfortable and uncomfortable engaging in.

- The next time you hear yourself talking about gender or sex in a derogatory way, stop. Speak up when you hear others talk this way—no matter their gender.
- Listen to or read the personal story of a survivor of violence. This can help you understand their experiences and how you can best support them.
- Make sure you have enthusiastic, affirmative and ongoing consent from your partner. Consent is a clear and freely given yes.
- Consent to one act does not mean consent to other acts. Consent to one act does not mean future consent for the same act. Communicate and be responsive. You must continually get consent for sexual activity. If someone doesn't seem okay with what's happening, it is your responsibility to check in.
- When you have sex be sure you understand your partner's limits, and communicate your own limits clearly. Don't engage in sexual activities without affirmative consent from your partner.
- Most commonly, sexual assault is perpetrated not by a stranger but by someone the victim knows, typically a date or acquaintance. This is why it is important to have these conversations with the people we are close to and care about.
- People who are incapacitated by alcohol or drugs (or other means) cannot give consent. Signs of incapacitation may include—but are not limited to—throwing up, slurring words, stumbling, or not being able to remember conversations.
- Do not pressure others to drink or use drugs. Be alert to people pressuring you or others to use.
- Alcohol and drugs are often used to create vulnerability to sexual assault. Studies of sexual assault incidents show a high correlation between sexual assault perpetration, victimization, and drug/alcohol use.
- Some sex offenders target people by using alcohol as a weapon. Get your own drinks; don't let someone continually fill your cup or leave your drink unattended.
- Use and encourage others to have a companion or a safe means of getting home, i.e., a trusted friend, taxi, or the University Safewalk. To request a Safewalk, contact University Police at (608) 342-1584.
- If an authority figure pressures you to engage in sexual activity tell someone.
- Understand crime victims are never responsible for the behavior of perpetrators.
- If you've been sexually assaulted or victimized, tell someone – there are resources available to help.

Signs of an abusive dating partner may include someone who:

- Calls you names, insults you or continually criticizes you.
- Does not trust you and acts possessive or jealous.
- Tries to isolate you from family or friends.
- Takes your possessions to punish you and refuses to return them.
- Monitors where you go, who you call, and who you spent time with.
- Controls finances or refuses to share money.
- Punishes you by withholding affection.
- Expects you to ask permission from them to do what you want to do.
- Threatens to hurt you, your family, your pets, or your belongings.
- Threatens and/or uses a weapon against you.
- Has ever forced, coerced, or manipulated you into having sex or performing sexual acts.
- Accuses you of cheating or is often jealous of your relationships with others.
- Traps you in your apartment or residence hall room and keeps you from leaving.
- Social media messages, Facebook messages, tweets, text messages, and/or calls you obsessively to find out where you are and what you are doing.

## REPORTING & RESOURCES

UW-Platteville has procedures in place for those who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of medical, counseling and support services, and additional remedies to prevent contact between a complainant and an accused party, such as housing, academic, transportation and working accommodations, if reasonably available.

UW-Platteville encourages victims of sexual assault, domestic violence, dating violence and/or stalking to report the incident immediately to UWPPD at 608.342.1584 or by calling 911. In addition to law enforcement, individuals may also report sexual assault, domestic violence, dating violence and stalking to the Dean of Students Office, the Title IX Coordinator, or Human Resources. Filing a report will generally involve an interview with law enforcement officer or an investigating officer from the Dean of Students Office (students) or Human Resources (faculty/staff) (or both, if you choose to report to both agencies). With UWPPD, you may request an officer with the gender you feel most comfortable with to take your statement.

Following a report of sexual assault, domestic violence, dating violence and/or stalking to a UW-Platteville responsible employee, students are provided with folders containing information specific to their situation. The University has developed resource folders for sexual assault, dating/domestic violence, and stalking. Responsible employees have been trained to immediately provide these resources to victims.

The sexual assault folder contains the following resources: Sexual Assault: Student Right & Resources brochure (encourages victims to preserve evidence and lists proper law enforcement authorities including off-campus jurisdictions), Counseling Services brochure, Patricia A. Doyle Center for Gender and Sexuality brochure, Grant County Court System & Services brochure (rights of victims & witnesses of a crime information), University Police brochure, Department of Veteran Affairs Counseling brochure, Student Health Services brochure, Student Violence Victim's Advocate flyer, After an Assault; Reporting to Law Enforcement flyer, Restraining Orders for Sexual Assault Victims flyer, What to Expect When Reporting to Law Enforcement flyer, campus adjudication process flyer, and various pieces of academic information.

The dating/domestic violence folder contains the following: Domestic Violence: Student Rights & Resources brochure (lists proper law enforcement authorities including off-campus jurisdictions), Dating Violence: Student Rights & Resources brochure, Counseling Services brochure (lists proper law enforcement authorities including off-campus jurisdictions), Patricia A. Doyle Center for Gender and Sexuality brochure, Grant County Court System & Services brochure (rights of victims & witnesses of a crime information), University Police brochure, Department of Veteran Affairs Counseling brochure, Student Health Services brochure, Student Violence Victim's Advocate flyer, After an Assault; Reporting to Law Enforcement flyer, Power & Control Wheel, campus adjudication process flyer, and various pieces of academic information.

The stalking folder contains the following: Stalking: Student Rights & Resources brochure (lists proper law enforcement authorities including off-campus jurisdictions), Counseling Services brochure, Patricia A. Doyle Center for Gender and Sexuality brochure, Grant County Court System & Services brochure (rights of victims & witnesses of a crime information), University Police brochure, Department of Veteran Affairs Counseling brochure, Student Health Services brochure, Student Violence Victim's Advocate flyer, Stalking Resource Center flyer, stalking incident log (encourages victims to preserve evidence of stalking), campus adjudication process flyer, and various pieces of academic information.

All victims and accused have the right to be accompanied by a person of their choosing, including an advocate, when they file a report and to any meetings related to institutional disciplinary proceedings.

A victim has the right and is encouraged to notify proper law enforcement authorities, including UWPPD and local police, to report sexual assault, domestic violence, dating violence and/or stalking. Victims have the right to be assisted by campus authorities in notifying law enforcement if the victim chooses. UW-Platteville will comply with a request for assistance in notifying law enforcement. Victims also have the right to decline to notify law enforcement. If the crime occurred on UW-Platteville property, UWPPD has jurisdiction. If the crime occurred off campus, the victim can notify the appropriate local law enforcement agency with jurisdiction at the location of the crime. UWPPD will assist the victim in identifying the correct law enforcement agency and will assist the victim in reporting it to that agency. Victims have the right to NOT notify law enforcement or report the crime if they so choose.

**The University of Wisconsin-Platteville encourages you to report any incident of sexual assault, domestic violence, dating violence, and stalking as soon as possible.**

**TO REPORT TO LAW ENFORCEMENT**

UW-Platteville Police Department  
134 Brigham Hall  
1 University Plaza  
Platteville, WI 53818  
(608) 342-1584 or 911

City of Platteville Police Department  
165 N. Fourth St. Platteville, WI 53818  
(608) 348-2313 or 911

Grant County Sheriff's Office  
1000 N. Adams St.  
Lancaster WI, 53813  
(608) 723-2157 or 911

Lafayette County Sheriff's Office  
138 W. Catherine St.  
Darlington, WI 53530  
(608) 776-4870



**TO REPORT TO UW-PLATTEVILLE**

**STUDENTS**  
Title IX Coordinator  
120 Royce Hall  
Platteville, WI 53818  
(608) 342-1845

Dean of Students Office  
2300 Markee Pioneer Student Center  
Platteville, WI 53818  
(608) 342-1854

**FACULTY AND STAFF**  
Title IX Coordinator  
120 Royce Hall  
Platteville, WI 53818  
(608) 342-1845

Human Resources  
2300 Ullsvik Hall  
Platteville, WI 53818  
(608) 342-1176

If you choose to report UW-Platteville will investigate for a hostile environment and, where applicable, pursue disciplinary action against the person alleged to have committed the offense. The Dean of Students Office, Human Resources, and the Title IX Coordinator are required to respond appropriately to all reports of sexual violence, and will do so when they receive notice of a possible hostile environment. UW-Platteville provides training and information to many staff members to respond to and support victims, however, many victims do not feel comfortable talking to law enforcement, campus administrators, professors, or advisors. Healing can look different for everyone. Additional services available to victims of crime occurring both on and off campus are listed in this chapter, including confidential options that will not result in criminal or university investigation.

## **PRESERVATION OF EVIDENCE**

The preservation of evidence may strengthen investigations, which may result in a better chance of holding the accused responsible or obtaining a restraining order. After an incident of sexual assault and domestic violence, the victim should consider seeking medical attention as soon as possible at the hospital emergency room at Southwest Health Center (SWHC) 1400 Eastside Rd, Platteville, WI 53818 (608) 348-2331. In Wisconsin, evidence may be collected even if you choose not to make a report to law enforcement.

Any patient that presents to the emergency room at Southwest Health Center (SWHC) must provide a name for treatment to the hospital. If the patient chooses to have the evidence collection kit completed, the Sexual Assault Nurse Examiner (SANE) will complete the examination. If the patient is agreeable to SWHC staff contacting law enforcement, SWHC staff will quickly inform Law enforcement of the situation and a SANE nurse will conduct the examination. A representative from Family Advocates will also be contacted, immediately, to provide support to the patient as well. If the patient chooses not to involve law enforcement, the SANE nurse will collect evidence from the SANE exam confidentially.

It is important a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so as much necessary evidence to the proof of criminal activity may be preserved. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease. Even if a victim has showered and changed clothes, a police report can still be filed and/or medical exam can still be obtained.

Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to University hearing boards/investigators or police. Although the university strongly encourages all members of its community to report violations of this policy to law enforcement, it is the victim's choice whether or not to make such a report and victims have the right to decline involvement with the police. Additional information about the University Police Department may be found online at: <http://www.uwplatt.edu/police>.

## **RESTRAINING ORDERS & NO CONTACT ORDERS**

The University of Wisconsin-Platteville complies with Wisconsin law in recognizing orders of protection (injunction/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. Restraining orders and other orders of protection are available through the Grant County Clerk of Courts Office, located at 130 W. Maple St. Lancaster, WI 53813, (608) 723-2752.

Any person who obtains an order of protection or restraining order from Wisconsin or any state should provide a copy to the University Police and the Title IX Coordinator. A complainant may then meet with University Police to develop a Safety Action Plan, which is a plan for the University police and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to: escorts, special parking arrangements, moving to a different residence hall, changing classroom location, or allowing a student to complete assignments from

home, etc. Protection from abuse orders may be available through the Grant County Clerk of Courts Office, located at 130 W. Maple St. Lancaster, WI 53813.

There are three types of restraining orders:

1. Domestic Abuse Restraining Order

There is no filing fee for Domestic Abuse Restraining Orders. The petitioner must show the respondent engaged in physical abuse, sexual assault, impairment of physical condition, criminal damage to property, or a threat to do one of these. The respondent must be:

- A current or former spouse, adult family member, or domestic partner.
- A person the petitioner has a child with.
- A person the petitioner has dated.
- A person who provides in-home or community care for the petitioner.
- A guardian of an incompetent petitioner; guardian fits above categories.

2. Harassment Restraining Order

The petitioner must show the respondent has been harassing, intimidating, subjecting the victim to physical contact, or has threatened to do so.

3. Child Abuse Restraining Order

The petitioner must be a child victim, parent, stepparent or legal guardian of the victim. The petitioner must show emotional, physical or sexual abuse of the child committed by the respondent.

## How to File for a Restraining Order

### File

Restraining Order paperwork is available at the Grant County Clerk of Courts Office, located at 130 W. Maple St. Lancaster, WI 53813. The process starts by requesting papers for a temporary restraining order (TRO). These papers are called the petition. The person completing the petition is called the petitioner. The person you file against is called the respondent. Once you file a TRO petition, the court decides whether or not to issue a TRO based on the information you write in the petition.

### Serving

The TRO must be served (officially delivered) to make it enforceable. It also must be served to let the respondent (alleged abuser) know about the court date for the injunction hearing. If the respondent contacts you after being served, call the police immediately. Keep a copy of your restraining order with you at all times.

### Hearing

If the court grants the TRO, the court will schedule a hearing for you to come back to court within 14 days. This hearing is called an injunction hearing. At that hearing you will ask the court to order a final order of protection, which is called an injunction. An injunction can be granted for up to 2 years for child abuse, and up to 4 years for domestic abuse, harassment, and individuals at risk. For more information on details on all types of restraining orders, including the forms, please visit the Wisconsin Department of Justice Website at: <https://www.doj.state.wi.us/ocvs/victim-rights/restraining-orders>



To the extent of the victim's cooperation and consent, university offices, including University Police, University Counseling Services, Residence Life, Dean of Students, Office of the Registrar, and the Title IX Coordinator will work cooperatively to ensure that the complainant's health, physical safety, work and academic status are protected, pending the outcome of a formal university investigation of the complaint. For example, if reasonably available, a complainant may be offered changes to academic, living, or working situations in addition to counseling, health services and assistance in notifying appropriate local law enforcement through the following offices: Residence Life, Financial Aid Office, Office of the Registrar, and the Dean of Students Office.

The following table provides a list of offices at UW-Platteville that may be able to assist a victim of Domestic Violence, Dating Violence, Sexual Assault, and Stalking.

<b>On-Campus</b> University Counseling Services	220 Royce Hall	608-342-1865
Student Health Services	216 Royce Hall	608-342-1891
Dean of Students Office	2300 Markee Pioneer Student Ctr.	608-342-1854
University Police	134 Brigham Hall	608-342-1584
Division of Diversity & Inclusion	131 Warner Hall	608-342-1555
Office of the Title IX Coordinator	120 Royce Hall	608-342-1845
The Doyle Center for Gender & Sexuality	136 Warner Hall	608-342-1173
University Financial Aid Office	204 Brigham Hall	608-342-1836
International Programs	101 Royce Hall	608-342-1726

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

<http://www.wcasa.org> - Wisconsin Coalition Against Sexual Assault

<http://endabusewi.org> - Wisconsin Coalition Against Domestic Violence

<http://www.rainn.org> – Rape, Abuse and Incest National Network

<http://www.doj.state.wi.us/ocvs/office-crime-victim-services> - Wisconsin Department of Justice (Victim Assistance)

<http://www.ovw.usdoj.gov/sexassault.htm> - Department of Justice

<http://www2.ed.gov/about/offices/list/ocr/index.html> - Department of Education, Office of Civil Rights

#### NO CONTACT ORDERS ISSUED BY UW-PLATTEVILLE

One tool the University of Wisconsin-Platteville uses to support a safe, respectful, and responsible educational and working environment, either as a proactive measure or in response to and prevention of additional incidents, is a No Contact Order.

A No Contact Order is a university-issued directive that prohibits the recipient from having contact with, in any form, the individual or individuals named in the directive. The No Contact Order is different than a restraining order/civil injunction issued by a court of law and may be issued independent of campus investigatory/disciplinary processes. A No Contact Order is issued when an authorized University employee determines that an individual should be prohibited from having contact with another person or persons.

The individuals listed in a No Contact Order can include, but might not be limited to: complainants, respondents and witnesses. No Contact Orders are often issued during the course of investigating cases which involve allegations of sexual assault, dating/domestic violence, and/or stalking. A No Contact Order may include the following language: "Be

advised that you are not to have contact with First Name, Last Name during the specified date, either via direct means or indirect means. This prohibition includes, but is not limited to, person to person, e-mail exchange, text messaging, contact through social networking sites, note or letter exchange, phone calls, or through a third party contact on behalf of either party. Please keep in mind a No Contact Order does not provide either student with a specific amount of distance between each party. Any attempt to contact this person might be considered harassment and could result in disciplinary action.”

#### No Contact Orders: Students

No Contact Orders can be issued by the Dean of Students Office, and by the Title IX Coordinator when there are allegations of sexual harassment or sexual violence. A No Contact Order is issued in writing via a student’s university email, and when possible, verbally. Recipients of the No Contact Order are informed that future contact with the individual or individuals named in the directive may be considered harassment and could result in a disciplinary investigation. If the individuals involved are in student organizations or classes together, the parameters of the no contact directive will be discussed and additional expectations for minimizing contact may be added to the written correspondence. Students will be provided with an opportunity to ask questions about the terms of the no contact directive issued to them. No contact directives issued by the Dean of Students will include a written notification of the right and process to appeal.

The no-contact directive can also be modified or terminated with the agreement of the parties. Any changes to a no-contact directive will be communicated to the parties in writing. Students who violate a no contact directive risk being charged and investigated through the nonacademic misconduct process for UWS 17.09 (4) UWS 17.09(11) False Statement or Refusal to Comply Regarding a University Matter. Information regarding the no contact directive is maintained in a student database and does not appear on an internal or external transcript.

#### No Contact Orders: Employees

Supervisors, in consultation with Human Resources staff, have the authority to regulate workplace behavior of Academic and University staff, and the Provost may regulate faculty, as long as there is a work-related reason for doing so. The Title IX Coordinator may also issue a No Contact Order for any employee. No Contact Orders are typically issued in a letter to the recipient. UW-Platteville may issue No Contact Order to employees when appropriate circumstances arise. Circumstances under which a No Contact Order may be issued include, but are not limited to, pending disciplinary investigations. A No Contact Order may limit an employee’s contact with another employee, a student, or other member of the University community or limit an employee’s contact with a work location for a length of time determined by the employee’s supervisor or the Provost. The following types of contact may be prohibited by a No Contact Order: face-to-face/in-person, telephone, e-mail, text message, social networking sites, written communication, video and other electronic communication, and contact through third parties. Violation of a No Contact Order issued by UW-Platteville may result in disciplinary action up to and including dismissal. Employees may have the ability to challenge a No Contact Order by using the grievance process for their employment category.

#### Requesting a No Contact Order

Requests for No Contact Orders will be reviewed on a case-by-case basis and will take into account factors such as safety, alleviating a hostile environment, and educational and employment needs. Victims may request a No Contact Order by contacting one of the following offices: The Dean of Students, the Title IX Coordinator, and the Office of Human Resources.

## CONFIDENTIALITY OF VICTIMS OF SEXUAL ASSAULT, DOMESTIC/DATING VIOLENCE, & STALKING

When a student or employee victim reports to a university office or official who is not explicitly designated as confidential, UW-Platteville takes every precaution to protect victim privacy and confidentiality by sharing information only with university officials who have a legitimate educational interest and/or those who need to know for the purposes of providing an institutional response. Students and employees may also request that directory information on file be removed from public sources by request at the Office of the Registrar, located at 101 Brigham Hall.

In an effort to protect victim safety and privacy, UW-Platteville maintains information about sexual violence in a secure manner. If the University has notice of an incident, UW-Platteville 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-Platteville 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, or stalking, confidentiality cannot be guaranteed unless that information is reported directly to one of the confidential resources listed. UW-Platteville will strive to maintain as confidential any accommodations or protective measures provided to the victim but keeping victim information confidential may limit UW-Platteville's ability to provide accommodations or protective measures.

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 the Deputy Title IX Coordinator, 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-Platteville 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-Platteville 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 Crime Log or in the ASFR. UW-Platteville will redact a victim's identifying information when responding to requests for information pursuant to the Wisconsin Public Records law. The University 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-Platteville 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.

### On-Campus Confidential Resources

There are confidential resources available such as medical and health providers at the University Counseling Services (220 Royce Hall, 608-342-1865) and University Health Services (200 Royce Hall, 608-342-1891). Other licensed healthcare providers, counselors and social workers employed by the University follow the confidentiality requirements of their profession when they are providing care to a patient or a client.

### Off-Campus Confidential Resources

Platteville also has a variety of confidential resources available to victims including: Southwest Health Center (1400 Eastside Rd., 608-342-4730) and Neighborhood Health Partners (5 West Mineral St., 608-348-9766) for medical resources. Family Advocates (200 N. Court St., 608-348-5995 and 24/7 Hotline 800-924-2624) and Riverview Center (2600 Dodge St, Dubuque, IA 52003, (563) 557-0310 Dubuque, IA, 888.557.0310

The Title IX Coordinator will determine whether interim interventions and protective measure should be implemented, and, if so, take steps to implement those protective measures as soon as possible and provide written notification regarding the protective measures implemented. Examples of interim protective measures include, but are not limited to, an order of no contact, residence hall relocation, adjustment of course schedules, a leave of absence, or reassignment to a different supervisor or position. These remedies may be applied to one, both, or multiple parties involved. Violations of the Title IX Coordinator's directives and/or protective measures will constitute related violations that may lead to additional disciplinary action. Protective measures imposed may be temporary pending the results of an investigation or may become permanent as determined by the University of Wisconsin-Platteville.

## **NOTICE OF ACCOMMODATIONS TO STUDENTS AND EMPLOYEES OF SEXUAL ASSAULT, DOMESTIC/DATING VIOLENCE, & STALKING**

All students and employees are notified of on and off-campus resources at the beginning of each academic year through an emailed letter from the Chancellor. The letter serves to inform the campus community of its collective obligation to prevent sexual assault, dating/domestic violence, stalking, and sexual harassment, as well as resources for those who have been effected. The letter links to the University's [sexual misconduct webpage](#) and points readers to the on and off-campus resources.

Students and employees who report sexual assault, domestic violence, dating violence and/or stalking to UW-Platteville will receive written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community. This information is also provided to all students and employees in this ASFR.

UW-Platteville will provide written notification to victims about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures. This will be provided whether the offense occurred on or off campus. UW-Platteville is obligated to comply with the above and will make such accommodations or provide such protective measures if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement. This information is also provided to all students and employees in this ASFR.

UW-Platteville will maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of UW-Platteville to provide accommodations or protective measures.

When determining what measures to grant, factors considered might include, but are not limited to: the specific need requested by the complainant, the age of the people involved, the severity or pervasiveness of the allegations, any continuing effects on the complainant, whether the complainant and alleged perpetrator share the same residence hall, dining hall, job location, classes, extra-curricular activities or whether judicial measures have already been taken to protect the complainant. The Title IX Coordinator, Office of Human Resources and/or Dean of Students Office makes determination as to whether to accommodation will be provided.

The following offices can provide information and assistance to those requesting accommodations and changes to academic, living, transportation, working situations and other protective measures:

<i>Office</i>	<i>Assistance Provided</i>
<b>University Police</b> <b>134 Brigham Hall</b> <b>608-342-1584</b>	You always have the option to report to law enforcement and UW-Platteville encourages you to report sexual assault, domestic violence, dating violence and/or stalking to UWPPD. An officer from UWPPD can meet you in your residence hall, apartment or anywhere else you feel safe UWPPD can also assist in obtaining restraining orders, assist in obtaining no contact orders, provide a SafeWalk escort 24/7, and assist in accessing on-campus and off-campus resources.
<b>Dean of Students Office</b> <b>2300 MPSC</b> <b>608-342-1854</b>	The Dean of Students Office provides assistance to student victims, including providing information about available academic accommodations, including class changes and deadline extensions. <i>Students who seek help from the Dean of Students Office should know staff in the Dean of Students Office are required to report all known incidents of sexual assault, domestic violence, dating violence and/or stalking to the Title IX Coordinator for potential investigation.</i>
<b>Residence Life</b> <b>120 Royce Hall</b> <b>608-342-1845</b>	Residence Life can offer different housing accommodations upon request when it is reasonable to do so. UW-Platteville is obligated to comply with a victim's request for a living situation change following an alleged sex offense if it is reasonably available, regardless of whether a victim chooses to report the crime to campus or local law enforcement. <i>Please be aware, Residence Life staff are required to report all known incidents of sexual assault, domestic violence, dating violence and/or stalking to the Title IX Coordinator for potential investigation.</i>
<b>Human Resources</b> <b>2300 Ullsvik Hall</b> <b>608-342-1176</b>	UW-Platteville will endeavor to comply with a request for a working situation change following an alleged incident of sexual assault, domestic violence, dating violence stalking, or sexual harassment, if it is reasonably available, regardless of whether you choose to report the crime to campus or local law enforcement.
<b>Title IX Coordinator</b> <b>120 Royce Hall</b> <b>608-342-1845</b>	The Title IX Coordinator will determine whether interim interventions and protective measure should be implemented, and, if so, take steps to implement those protective measures as soon as possible and provide written notification regarding the protective measures implemented. Examples of interim protective measures include, but are not limited to, an order of no contact, residence hall relocation, adjustment of course schedules, a leave of absence, or reassignment to a different supervisor or position. These remedies may be applied to one, both, or multiple parties involved.
<b>Academic Support Programs</b> <b>3<sup>rd</sup> Floor Brigham Hall</b> <b>608-342-1081</b>	The Academic Support Programs office provides innovative learning strategies and connections to campus resources.
<b>Doyle Center for Gender &amp; Sexuality</b> <b>136 Warner Hall</b> <b>608-342-1453</b>	The mission of the Patricia A. Doyle Center for Gender and Sexuality is to provide a supportive, equitable, and thriving environment for all persons on campus in relation to gender and sexuality. The Doyle Center offers resources, information, and programming on issues and challenges facing folks in relation to gender and/or sexuality.
<b>Financial Aid</b> <b>204 Brigham Hall</b> <b>608-342-1836</b>	The Office of Student Financial Aid can provide information regarding the availability of short-term emergency loans and general student financial aid.
<b>International Programs</b> <b>111 Royce Hall</b> <b>608-342-1726</b>	International Programs provides information and programs to international students about the campus and community and provides support and assistance concerning visa and related immigration issues.

# DISCIPLINARY PROCEDURES FOR SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, & STALKING

UW-Platteville prohibits sexual assault, domestic violence, dating violence and/or stalking. The University of Wisconsin System and UW-Platteville have policies and procedures to respond to behavior of students and employees that interfere with the University's educational and work environment.

UW-Platteville determines the type of disciplinary proceeding to use based on the status of the accused. Complaints against students for disciplinary code violations should be reported to the Dean of Students Office, or the Title IX Coordinator. Where the accused person is a student, the student disciplinary process will be utilized. Complaints can be submitted via email, phone, or in person. Complaints against employees should be reported to Human Resources or the Title IX Coordinator. Where the accused person is an employee, the appropriate employee disciplinary process will be used based on the employee's category.

**Dean of Students Office**  
2300 Markee Pioneer Student Center  
608.342.1854  
[www.uwplatt.edu/dean-students](http://www.uwplatt.edu/dean-students)

**Human Resources**  
2300 Ullsvik Hall  
608.342.1176  
[www.uwplatt.edu/human-resources](http://www.uwplatt.edu/human-resources)

**Title IX Coordinator**  
120 Royce Hall  
608.342.1845  
[mulroy@uwplatt.edu](mailto:mulroy@uwplatt.edu)

UW-Platteville works to ensure disciplinary investigations and procedures are prompt, fair, and impartial. Student disciplinary process timeframes are outlined by Chapter 17. Employee disciplinary processes will be completed as promptly as possible while maintaining the integrity of the process. While UW-Platteville works to avoid delays, circumstances that cause a delay may include, but are not limited to, a parallel criminal investigation, school breaks, availability of witnesses, reasonable requests by either party for an extension, the complexity of the investigation, and the severity of the alleged conduct. Such delays will be evaluated by UW-Platteville on a case-by-case basis, and both parties will receive updates throughout the process.

## POLICY RIGHTS OF VICTIMS OF SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE AND/OR STALKING

Victims of sexual assault, domestic violence, dating violence and/or stalking are entitled to the following rights:

- Disciplinary proceedings that provide a prompt, fair, and impartial from the initial investigation to the final result.
- Disciplinary proceedings that are conducted by investigators 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. The Title IX Coordinator and investigators are trained on an annual basis. Past trainings have included the Association of Student Conduct Administrators Sexual Misconduct Institute and the Association of Title IX Administrators certification. Content includes relevant case law, standards of evidence, investigation practices, and trauma-informed care. In addition, those involved in the student misconduct appeals process are also trained on an annual basis. Trainings are conducted by the Dean of Students Office, who are trained investigators.
- The same opportunity to have others present throughout disciplinary proceedings as the accused, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice. UW-Platteville will not limit the choice of advisor for either the victim or the accused in any meeting for disciplinary proceeding.
- Both parties shall be simultaneously informed, in writing, of the outcome of any disciplinary proceeding that arises from an allegation of sexual assault, domestic violence, dating violence and/or stalking; of the procedures for either party to appeal the outcome; 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.



- Victims have equitable rights to the accused to appeal the outcome of a disciplinary proceeding.
- Victims shall be informed of their options to notify law enforcement.
- Students and employees will be provided written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services available to victims, both within the institution and in the community.
- Victims shall be notified, in writing, of options for changing academic, transportation, work, living situations and protective measures.
- Victims can obtain a free forensic exam from a Forensic Nurse Examiner without filing a police report or involving the police in any way. If additional treatment is sought, other hospital charges may apply.
- For more information, visit: <https://www.uwplatt.edu/dean-students/victims-rights>.

In addition to the rights given by federal and state law, UW-Platteville is committed to ensuring that victims of violence also have the following rights:

- The right to a victim advocate of their choosing. (For additional information and resources about victim advocacy, services on campus, and in the community, see the <https://www.uwplatt.edu/doyle-center/sexual-violence-victims-advocate-0>).
- The right to access sexually transmitted infection (STI) testing and treatment, emergency contraception, and pregnancy testing.
- The right to be informed of and have access to their own medical, mental health, Forensic Nurse Examiner, campus disciplinary, and/or victim advocacy services.
- The right to not be punished for underage drinking if reporting a sexual assault or other crime per UW-Platteville's Amnesty Policy that states "Complainants, victims, and witnesses to incidents of sexual violence, including sexual assault, will not be issued citations or subject to disciplinary sanctions for violations of university policy at or near the time of the incident unless the institution determines that the violation was egregious, including actions that place the health or safety of any other person at risk.
- The right to have options for offering their testimony in a campus disciplinary hearing, including via phone or video conference.
- UW-Platteville will disclose to the victim of a crime of violence or sex-offense, the results of any disciplinary hearing conducted by UW-Platteville against a student who is an alleged perpetrator of such crime or offense. If the victim is deceased as a result of the crime or offense, UW-Platteville will provide the results of the disciplinary hearing to the next of kin of the victim if the victim is deceased as a result of the crime, if requested in writing.

## PROTECTIVE MEASURES

There are a range of protective measures UW-Platteville offers to victims who report sexual assault, domestic violence, dating violence and/or stalking. UW-Platteville will accommodate changes to academic, working, transportation, and living situations, if requested by the victim and reasonably available. UW-Platteville may also issue a directive ordering the alleged offender(s) and victim not to have contact with each other. Protective measures can be ongoing, are not necessarily tied to the outcome of a disciplinary action and will be developed on a case-by-case basis in response to the request and concerns of the victim. UWPPD can help victims develop a safety plan, if requested by the victim. University Counseling Services can assist students in developing a safety plan as well.

## NON-ACADEMIC MISCONDUCT DISCIPLINARY PROCEDURES (SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, & STALKING)

### UNIVERSITY OF WISCONSIN SYSTEM CHAPTER 17

UWS Chapter 17 is a part of the University of Wisconsin Administrative Code and was adopted by the Board of Regents as a set of disciplinary procedures for the University of Wisconsin System. It defines conduct by students that may result in University discipline and also describes the sanctions which may be imposed and the procedures for carrying out disciplinary actions. Due process for students accused of misconduct is an important part of these procedures. (Note: Academic misconduct is covered in UWS Chapter 14. UWS Chapters 17 and 18 apply to nonacademic student misconduct; faculty and academic staff are governed by UWS Chapters 4, 7, and 11.)

Nonacademic misconduct policies cover a broad spectrum of conduct involving students' behavior wherever it takes place. A student may be subject to discipline for conduct that is or already has been the subject of criminal action. This means any student ticketed or arrested by law enforcement may also be subject to misconduct proceedings.

#### UWS 17.09 CONDUCT SUBJECT TO DISCIPLINARY ACTION

UWS 17.09 Conduct subject to disciplinary action. In accordance with s. UWS 17.08, the university may discipline a student for engaging in, attempting to engage in, or assisting others to engage in any of the following types of nonacademic misconduct:

- (1) *Dangerous conduct.* Conduct that endangers or threatens the health or safety of oneself or another person.
- (2) *Sexual assault.* Conduct defined in s. 940.225, Stats. (See the State of Wisconsin Crime Statutes and Definitions section of this document.)
- (3) *Stalking.* Conduct defined in s. 940.32, Stats. (See the State of Wisconsin Crime Statutes and Definitions section of this document.)
- (4) *Harassment.* Conduct defined in s. 947.013, Stats. (5) *Hazing.* Conduct defined in s. 948.51, Stats. (See the State of Wisconsin Crime Statutes and Definitions section of this document.)
- (5) *Hazing.* Conduct defined in s. 948.51, Stats.
- (6) *Illegal use, possession, manufacture, or distribution of alcohol or controlled substances.* Use, possession, manufacture, or distribution of alcoholic beverages or of marijuana, narcotics, or other controlled substances, except as expressly permitted by law or university policy.
- (7) *Unauthorized use of or damage to property.* Unauthorized possession of, use of, moving of, tampering with, damage to, or destruction of university property or the property of others.
- (8) *Disruption of university-authorized activities.* Conduct that obstructs or impairs university-run or university-authorized activities, or that interferes with or impedes the ability of a person to participate in university-run or university-authorized activities.
- (9) *Forgery or falsification.* Unauthorized possession of or fraudulent creation, alteration, or misuse of any university or other governmental document, record, key, electronic device, or identification.
- (10) *Misuse of computing resources.* Conduct that involves any of the following:
  - a. Failure to comply with laws, license agreements, and contracts governing university computer network, software, and hardware use.
  - b. Use of university computing resources for unauthorized commercial purposes or personal gain.
  - c. Failure to protect a personal password or university-authorized account.
  - d. Breach of computer security, invasion of privacy, or unauthorized access to university computing resources.
- (11) *False statement or refusal to comply regarding a university matter.* Making a knowingly false oral or written statement to any university employee or agent of the university regarding a university matter, or refusal to comply with a reasonable request on a university matter.
- (12) *Violation of criminal law.* Conduct that constitutes a criminal offense as defined by state or federal law.

- (13) *Serious and repeated violations of municipal law.* Serious and repeated off-campus violations of municipal law.
- (14) *Violation of ch. UWS 18.* Conduct that violates ch. UWS 18, including, but not limited to, provisions regulating fire safety, theft, and dangerous weapons.
- (15) *Violation of university rules.* Conduct that violates any published university rules, regulations, or policies, including provisions contained in university contracts with students.
- (16) *Noncompliance with disciplinary sanctions.* Conduct that violates a sanction, requirement, or restriction imposed in connection with previous disciplinary action.
- (17) *Dating violence.* Violence committed by a student against another person with whom they are in a “dating relationship” as defined in s. 813.12(1)(ag) Stats. (See the State of Wisconsin Crime Statutes and Definitions section of this document.)
- (18) *Domestic violence.* Conduct defined as “domestic abuse” in ss. 813.12(1)(am) and 968.075 Stats. (See the State of Wisconsin Crime Statutes and Definitions section of this document.)
- (19) *Sexual Harassment.* Conduct defined in s. 111.32(13) Stats or as defined in Board of Regent Policy that addresses sexual harassment. (See the Sexual Harassment chapter of this document.)

## UWS 17.10 DISCIPLINARY SANCTIONS

- (1) The disciplinary sanctions that may be imposed for nonacademic misconduct, in accordance with the procedures of ss. UWS 17.11 to 17.13, are any of the following:
  - a) A written reprimand
  - b) Denial of specified university privileges
  - c) Payment of restitution
  - d) Educational or service sanctions, including community service
  - e) Disciplinary probation
  - f) Imposition of reasonable terms and conditions on continued student status
  - g) Removal from a course in progress
  - h) Enrollment restrictions on a course or program
  - i) Suspension
  - j) Expulsion

Notes on disciplinary sanctions: Suspension may be up to 2 years and is typically imposed in academic term increments (i.e. 1 summer term, 1 semester, 2 semesters or up to 2 years). Upon completion of a suspension period, a student who is academically eligible may re-enroll, provided all conditions from previous disciplinary sanctions have been met. Denial of specified university privileges may include such sanctions as restrictions on participation in extra-curricular activities, depending on the facts of the case, and the status of the parties. Educational or service sanctions including participation in prevention programming, a drug and alcohol abuse assessment and following up with mandatory counseling, a counseling assessment and follow up with mandatory counseling, or mandatory alcohol education. Such sanctions, if imposed, will be determined on a case-by-case basis.

## STUDENT DISCIPLINARY PROCESS

In addition to UWS Chapter 17, UW-Platteville has implemented supplemental disciplinary procedures for investigations and hearings involving sexual assault, domestic violence, dating violence and/or stalking, pursuant to federal law and UWS 17.03. Sexual assault, domestic violence, dating violence and/or stalking cases receive a prompt, fair, and impartial investigation and resolution. The process described below provides a summary of what can be expected from the student disciplinary process. After the summary, the relevant language from UWS Chapter 17 itself is provided for reference.

### Initial Report

Upon receipt of a report of sexual violence by a complainant or third party, and following an initial assessment to determine whether it falls within the scope of the Sexual Violence and Sexual Harassment Policy and rises to the level of

an allegation of sexual misconduct, the University will take immediate and appropriate steps to investigate the incident. The report will be assessed by the Title IX Coordinator and then forwarded to a staff member from the Dean of Students Office for action.

- a. Assigned staff member from Dean of Students Office will determine if interim measures are appropriate for the complainant. The nature of the interim measures will be determined based on the facts of the case.
- a. Assigned staff member from Dean of Students Office will provide complainant with written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, available both within the institution and in the community. Additionally, assigned staff members will provide written notification to victims about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures. Lastly, the University investigation process will be explained to the complainant.
- b. If the complainant requests confidentiality or asks that the complaint not be pursued, the University will take all reasonable steps to investigate and respond to the incident consistent with those requests, keeping in mind that the University must weigh such requests against its obligation to provide a safe, non-discriminatory environment for all students, including the complainant.

### Investigation

If sexual misconduct proceedings are initiated, the Investigator(s) will notify the complainant and the student alleged to have engaged in sexual misconduct (hereinafter referred to as "respondent"). The respondent will be provided a date by which an appointment must be made to discuss the matter. The respondent shall be informed of the allegations made against them and shall be provided the opportunity to respond.

- a. The investigation may include, but is not limited to, interviews with the complainant, the respondent, and other witnesses identified as having information relevant to the allegations made, as well as the examination of written statements by the parties, relevant documents, and other relevant information. Information for the investigation may be provided by complainants, respondents, witnesses identified by any party, law enforcement, the University, or others with relevant information. Any person believed to have information relevant to an investigation may be contacted and requested to make an appointment to discuss the matter. Investigators will coordinate with law enforcement, as appropriate.
- b. Following their investigation, the Investigator(s) will provide their Preliminary Investigation Report to the parties. At that time, the parties will be provided access to the casefile, to the extent permitted by law. The parties will be provided 10 calendar days to review the Preliminary Investigation Report and the casefile and provide any clarifying information to the Investigator. This period of 10 days will be the final opportunity for parties to submit any additional information to the Investigator.
- c. At that time, the Investigator(s) will determine a finding for the charges.

### Sanctioning

In instances where findings of responsible have been determined, the Case will be forwarded to the Deputy Title IX Coordinator for issuing of sanctions.

- a. The complainant and respondent may each submit an Impact Statement, which will be considered when determining sanction. The Final Investigation Report and past conduct history of the respondent (if applicable), will also be considered.
- b. The Deputy Title IX Coordinator will determine the sanction.
- c. Upon final determination of sanction, the Investigator(s) will simultaneously deliver the determination and sanction to both parties.

## Hearing

- a. A hearing examiner or committee's written decision shall be prepared within 14 days of the hearing, delivered simultaneously to the complainant and the respondent, and based on a preponderance of the evidence.
- b. Throughout the hearing, the parties will have equal opportunities to present relevant witnesses and other evidence, have an advisor present, and cross-examine witnesses. The University will prioritize the interests of all parties involved, in regard to fairness, dignity, privacy, and due process.
- c. The decision will be final within 14 days of the date of the written decision unless a party appeals.

## Appeals

- a. All appeals will follow the process outlined in Chapter UWS 17 whereby the complainant and the respondent may appeal to the chancellor within 14 days of the date of the written decision of the hearing examiner or committee.
- b. The chancellor has 30 days to respond and shall uphold the prior decision except in certain circumstances.
- c. The decision of the hearing examiner or committee (or chancellor in the case of an appeal) is the final institutional decision, except that any party may file a written request for review with the Board of Regents within 14 days of the final institutional decision.

## RELEVANT EXCERPTS FROM UWS CHAPTER 17

The process described above provides a summary of what people can expect from the student disciplinary process. Below you will find additional sections of UWS Chapter 17 upon which the process described above is based:

### UWS 17.11 DISCIPLINARY PROCEDURE

- (1) *Process.* The investigating officer may proceed in accordance with this section to impose, subject to hearing and appeal rights, one or more of the disciplinary sanctions listed in s. UWS 17.10 (1).
- (2) *Conference with respondent.* When the investigating officer concludes that proceedings under this section are warranted, the investigating officer shall promptly contact the respondent in person, by telephone, or by electronic mail to offer to discuss the matter, review the investigating officer's basis for believing that the respondent engaged in nonacademic misconduct, and to afford the respondent an opportunity to respond. If the respondent fails to respond to the investigating officer's offer to discuss the matter, the investigating officer may proceed to make a determination on the basis of the available information. A complainant shall have all the rights provided to the respondent in this subsection.
- (3) *Determination by the investigating officer that no disciplinary sanction is warranted.* If, as a result of a discussion under sub. (2) or review of available information, the investigating officer determines that nonacademic misconduct did not in fact occur, or that no disciplinary sanction is warranted under the circumstances, the matter will be considered resolved without the necessity for further action. The investigating officer shall simultaneously notify the respondent and the complainant of this outcome and offer to discuss it separately with either one. If the investigating officer determines that nonacademic misconduct did not occur or that no disciplinary sanction is warranted, the complainant may appeal this decision in accordance with s. UWS 17.13.
- (4) *Process following determination by the investigating officer that nonacademic misconduct occurred.*
  - a) If, as a result of a discussion under sub. (2) or review of available information, the investigating officer determines that nonacademic misconduct did occur and that one or more of the disciplinary sanctions listed under s. UWS 17.10 (1) should be recommended, the investigating officer shall prepare a written report which shall contain all of the following:
    1. A description of the alleged misconduct.
    2. A description of all information available to the university regarding the alleged misconduct. Such information shall be available to the complainant and the respondent, except as may be precluded by applicable state or federal law.

3. Specification of the sanction sought.
  4. Notice of the respondent's right to a hearing.
  5. A copy of this chapter and of the institutional procedures adopted to implement this section.
- b) The written report shall be delivered simultaneously to the respondent and complainant, excluding any information that may be precluded by applicable state or federal law.
  - c) A respondent who receives a written report under this section has the right to a hearing under s. UWS 17.12 to contest the determination that nonacademic misconduct occurred, the choice of disciplinary sanctions, or both.
    1. Where the disciplinary sanction sought is one of those listed in s. UWS 17.10 (1) (a) to (g), and if the respondent desires a hearing, the respondent shall file a written request with the student affairs officer within 10 days of the date the written report is delivered to the student. If the respondent does not request a hearing within this period, the determination of nonacademic misconduct shall be regarded as final, and the disciplinary sanction sought shall be imposed.
    2. Where the disciplinary sanction sought is one of those listed in s. UWS 17.10 (1) (h) to (j), the investigating officer shall forward a copy of the written report under par. (b) to the student affairs officer. The student affairs officer shall, upon receipt of the written report, proceed under s. UWS 17.12 to schedule a hearing on the matter. A hearing shall be conducted unless the respondent waives, in writing, the right to such a hearing.

## UWS 17.12 HEARING

- (1) A respondent who requests a hearing, or for whom a hearing is scheduled under s. UWS 17.11 (4) (c) 2., shall have the right to decide whether the matter will be heard by a hearing examiner or a hearing committee. In cases of sexual assault, dating violence, domestic violence, stalking or sexual harassment the university shall have the right to decide whether the matter will be heard by a hearing examiner or a hearing committee.
- (2) If a respondent requests a hearing under s. UWS 17.11 (4) (c) 1., or a hearing is required to be scheduled under s. UWS 17.11 (4) (c) 2., the student affairs officer shall take the necessary steps to convene the hearing and shall schedule it within 15 days of receipt of the request or written report. The hearing shall be conducted within 45 days of receipt of the request or written report, unless a different time period is mutually agreed upon by the respondent and investigating officer, or is ordered or permitted by the hearing examiner or committee.
- (3) No less than 5 days in advance of the hearing, the hearing examiner or committee shall obtain from the investigating officer, in writing, a full explanation of the facts upon which the determination of misconduct was based, and shall provide the respondent and complainant with access to or copies of the investigating officer's explanation, together with any other materials provided to the hearing examiner or committee by the investigating officer, including any additional available information of the type described in s. UWS 17.11 (4) (a) 2.
- (4) The hearing shall be conducted in accordance with the following guidance and requirements:
  - a) The hearing process shall further the educational purposes and reflect the university context of nonacademic misconduct proceedings. The process need not conform to state or federal rules of criminal or civil procedure, except as expressly provided in ch. UWS 17.
  - b) The respondent shall have the right to question adverse witnesses, the right to present information and witnesses, the right to be heard on his or her own behalf, and the right to be accompanied by an advisor of the respondent's choice. The advisor may be a lawyer. In cases where the recommended disciplinary sanction is identified in s. UWS 17.10 (1) (a) to (h), the advisor may counsel the respondent, but may not directly question adverse witnesses, present information or witnesses, or speak on behalf of the respondent except at the discretion of the hearing examiner or committee. In cases where the recommended disciplinary sanction is identified in s. UWS 17.10 (1) (i) or (j), or where the respondent has been charged with a crime in connection with the same conduct for which the disciplinary sanction is sought, the advisor may question adverse witnesses, present information and witnesses, and speak on behalf of the respondent. In accordance with the educational purposes of the hearing, the respondent is



expected to respond on his or her own behalf to questions asked of him or her during the hearing. The complainant shall have all the rights provided to the respondent in this subsection.

- c) The hearing examiner or committee:
  - 1. Shall admit information that has reasonable value in proving the facts, but may exclude immaterial, irrelevant, or unduly repetitious testimony.
  - 2. Shall observe recognized legal privileges.
  - 3. May take reasonable steps to maintain order, and to adopt procedures for the questioning of a witness appropriate to the circumstances of that witness's testimony, provided, however, whatever procedure is adopted, the respondent and complainant are allowed to effectively question the witness.
- d) The hearing examiner or committee shall make a record of the hearing. The record shall include a verbatim record of the testimony, which may be a sound recording, and a file of the exhibits offered at the hearing. The respondent and the complainant may access the record except as may be precluded by applicable state or federal law.
- e) The hearing examiner or committee shall prepare written findings of fact and a written statement of its decision based upon the record of the hearing.
- f) A hearing examiner's or committee's finding of nonacademic misconduct shall be based on one of the following:
  - 1. Clear and convincing evidence, when the sanction to be imposed is one of those listed in s. UWS 17.10 (1) (h) to (j).
  - 2. A preponderance of the evidence, when the sanction to be imposed is one of those listed in s. UWS 17.10 (1) (a) to (g).
  - 3. A preponderance of the evidence, regardless of the sanction to be imposed, in all cases of sexual harassment, sexual assault, dating violence, domestic violence or stalking.
- g) The hearing examiner or committee may impose one or more of the disciplinary sanctions listed in s. UWS 17.10 (1) (a) to (g) that differs from the recommendation of the investigating officer. Sanctions under s. UWS 17.10 (1) (h) to (j) may not be imposed unless previously recommended by the investigating officer.
- h) The hearing shall be conducted by the hearing examiner or committee, and the university's case against the respondent shall be presented by the investigating officer or his or her designee.
- i) The decision of the hearing examiner or committee shall be prepared within 14 days of the hearing, and delivered simultaneously to the respondent and the complainant, excluding information that may be precluded by state or federal law. The decision shall become final within 14 days of the date on the written decision, unless an appeal is taken under s. UWS 17.13.
- j) If a party fails to appear at a scheduled hearing and to proceed, the hearing examiner or committee may issue a decision based upon the information provided.
- k) Disciplinary hearings are subject to the Wisconsin open meetings law and may be closed if the respondent or complainant requests a closed hearing or if the hearing examiner or committee determines that it is necessary to hold a closed hearing, as permitted under the Wisconsin open meetings law. Deliberations of the committee shall be held in closed session, in accordance with s. 19.85, Stats. As such, proper notice and other applicable rules shall be followed.

#### UWS 17.13 APPEAL TO THE CHANCELLOR

- (1) Where the sanction prescribed by the hearing examiner or committee is one of those listed in s. UWS 17.10 (1) (h) to (j), the respondent may appeal to the chief administrative officer within 14 days of the date of the written decision to review the decision of the hearing examiner or committee, based upon the record. In cases involving sexual assault, dating violence, domestic violence, stalking or sexual harassment, the complainant shall be notified of the appeal.
- (2) In cases involving sexual assault, dating violence, domestic violence, stalking or sexual harassment, the following appeal rights shall be provided:

- a) The complainant may appeal in writing to the chief administrative officer within 14 days of the date of the decision of the investigating officer pursuant to s. UWS 17.11(3), the hearing committee, or examiner pursuant to s. UWS 17.12(i). The appeal shall be based upon the record. The respondent shall be notified of the appeal.
  - b) The respondent may appeal in writing to the chief administrative officer within 14 days of the date of the decision of the hearing committee, or examiner pursuant to s. UWS 17.12(i). The appeal shall be based upon the record. The complainant shall be notified of the appeal.
- (3) The chief administrative officer has 30 days from receipt of an appeal to respond and shall sustain the decision unless the chief administrative officer finds any of the following:
- a) The information in the record does not support the findings or decision.
  - b) Appropriate procedures were not followed which resulted in material prejudice to the respondent or complainant.
  - c) The decision was based on factors proscribed by state or federal law.
- (4) If the chief administrative officer makes a finding under sub. (3), the chancellor may return the matter for consideration, or may invoke an appropriate remedy of his or her own. The chief administrative officer's decision shall be communicated simultaneously to the respondent and the complainant.

#### UWS 17.14 DISCRETIONARY APPEAL TO THE BOARD OF REGENTS

Institutional decisions under ss. UWS 17.11 to 17.13 shall be final, except that the Board of Regents may, at its discretion, grant a review upon the record, upon written request submitted by any party within 14 days of the final institutional decision. In cases involving sexual assault, dating violence, domestic violence, stalking or sexual harassment, the non-appealing party shall receive notice of the appeal.

#### UWS 17.15 SETTLEMENT

The procedures set forth in this chapter allow the university and a respondent to enter into a settlement agreement regarding the alleged misconduct, after proper notice has been given. Any such agreement and its terms shall be in writing and signed by the respondent and the investigating officer or student affairs officer. The case is concluded when a copy of the signed agreement is delivered to the respondent. The investigating officer shall confer with the complainant regarding the proposed settlement and provide notice of the outcome.

\*Note: UWS Chapters 17 and 18 covers nonacademic student misconduct. Faculty and staff are subject to other university policies and procedures. The policies and procedures for student academic misconduct are contained in UWS Chapter 14. UWS Chapters 17 and 14 are available online at: [http://docs.legis.wisconsin.gov/code/admin\\_code/uws/14.pdf](http://docs.legis.wisconsin.gov/code/admin_code/uws/14.pdf) and [http://docs.legis.wisconsin.gov/code/admin\\_code/uws/17.pdf](http://docs.legis.wisconsin.gov/code/admin_code/uws/17.pdf)

### EMPLOYEE DISCIPLINARY PROCESS

UW-Platteville has three major categories of employees: Faculty, Academic Staff, and University Staff. Each of these categories of employees has distinct procedures for discipline and dismissal, which are provided below. In addition, UW-Platteville has various types of at-will employees, including limited appointees, project positions, and other employees-in-training, and student employment. All employees may subject to one or more of the following disciplinary responses: letter of expectations, written reprimand, unpaid suspension, dismissal, demotion, revocation of responsibilities, reassignment, and retraining.

On July 1, 2016, revisions to the administrative rules known as UWS Chapter 4, Wis. Admin. Code, "Procedures for Dismissal of Faculty," UWS Chapter 7, Wis. Admin. Code, "Dismissal of Faculty in Special Cases," and UWS Chapter 11, Wis. Admin. Code, "Dismissal of Academic Staff for Cause" went into effect. These rule revisions were initiated in 2014

to comply with the directives outlined in Title IX, the 2011 Dear Colleague Letter issued by the U.S. Department of Education Office for Civil Rights, and the Violence Against Women Act.

All University of Wisconsin system institutions develop individual procedures for discipline and dismissal based on the Wisconsin Administrative Code provisions mentioned above. The discipline and dismissal procedures for Faculty and Academic Staff members are developed through shared-governance processes. The discipline and dismissal procedures for University Staff employees are based upon standards developed under the State classified civil service requirements and currently remain in effect.

#### POLICY RIGHTS OF VICTIMS OF SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE AND/OR STALKING

UW-Platteville will ensure all employee disciplinary procedures are compliant with federal law. All employee disciplinary actions originating from a complaint of sexual assault, domestic violence, dating violence and/or stalking will include the following components:

- Proceedings will be prompt, fair and impartial from the initial investigation to the final result.
- Proceedings will be conducted by officials who receive, at minimum, annual training on issues related to sexual assault, domestic violence, dating violence and/or stalking, and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
- A hearing examiner's or committee's finding of misconduct will be based on a preponderance of the evidence standard.
- The complainant will have the same opportunity as the respondent to have others present during a disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the support person of their choice.
- Proceedings will be completed with reasonably prompt timeframes and will include a process that allows for extension of the frames for good cause with written notice to the complainant and respondent of the delay and reason for delay.
- The complainant and respondent will be provided timely notice of any meeting at which the respondent or complainant or both may be present.
- The complainant, respondent and appropriate officials will be provided timely and equal access to any information that will be used during informal and formal disciplinary meetings and hearings.
- Proceedings will be conducted by officials who do not have a conflict of interest or bias for or against the complainant or respondent.

UW-Platteville will not limit the choice of support person or presence of support person for either the respondent or the complainant in any meeting or institutional disciplinary proceeding; however UW-Platteville may establish restrictions regarding the extent to which the support person may participate in the proceedings that apply equally to both parties. The complainant and respondent will receive simultaneous notification of:

1. The result of any institutional disciplinary proceeding that arises from an allegation of sexual assault, domestic violence, dating violence and/or stalking.
2. UW-Platteville's procedures for the complainant and respondent to appeal the result, if available.
3. Any change to the result.
4. When the result becomes final.

If you would like more information on employee discipline, please contact the Office of Human Resources:

Office of Human Resources  
2300 Ullsvik Hall  
608-342-1176  
<https://www.uwplatt.edu/human-resources>

FACULTY DISCIPLINE PROCEDURES (UWS CHAPTER 4)  
[https://docs.legis.wisconsin.gov/code/admin\\_code/uws/4](https://docs.legis.wisconsin.gov/code/admin_code/uws/4)

#### UWS 4.01 DISMISSAL FOR CAUSE

- (1) Any faculty member having tenure may be dismissed only by the board and only for just cause and only after due notice and hearing. Any faculty member having a probationary appointment may be dismissed prior to the end of his/her term of appointment only by the board and only for just cause and only after due notice and hearing. A decision not to renew a probationary appointment or not to grant tenure does not constitute a dismissal.
- (2) A faculty member is entitled to enjoy and exercise all the rights and privileges of a United States citizen, and the rights and privileges of academic freedom as they are generally understood in the academic community. This policy shall be observed in determining whether or not just cause for dismissal exists. The burden of proof of the existence of just cause for a dismissal is on the administration.

#### UWS 4.02 RESPONSIBILITY FOR CHARGES

- (1) Whenever the chancellor of an institution within the University of Wisconsin system receives a complaint against a faculty member which he or she deems substantial and which, if true, might lead to dismissal under s. UWS 4.01, the chancellor, or designee, shall within a reasonable time initiate an investigation and shall, prior to reaching a decision on filing charges, offer to discuss the matter informally with the faculty member. For complaints of sexual harassment, sexual assault, dating violence, domestic violence, or stalking, the chancellor, or designee, shall appoint the Title IX Coordinator, or designee, to initiate an investigation in accordance with applicable policies. The chancellor, or designee, shall also offer to discuss the matter informally with the complainant, and provide information regarding rights under this chapter. Both the faculty member and the complainant shall have the right to be accompanied by an advisor of their choice at any meeting or proceeding that is part of the institutional disciplinary process. A faculty member may be dismissed only after receipt of a written statement of specific charges from the chancellor as the chief administrative officer of the institution and, if a hearing is requested by the faculty member, in accordance with the provisions of this chapter. If the faculty member does not request a hearing, action shall proceed along normal administrative lines but the provisions of ss. UWS 4.02, 4.09, and 4.10 shall still apply.
- (2) Any formal statement of specific charges for dismissal sent to a faculty member shall be accompanied by a statement of the appeal procedures available to the faculty member.
- (3) The statement of charges shall be served personally or by certified mail, return receipt requested. If such service cannot be made within 20 days, service shall be accomplished by first class mail and by publication as if the statement of charges were a summons and the provisions of s. 801.11 (1) (c), Stats., were applicable. Such service by mailing and publication shall be effective as of the first insertion of the notice of statement of charges in the newspaper. If the statement of charges includes sexual harassment, sexual assault, dating violence, domestic violence, or stalking, the statement shall be provided to the complainant upon request, except as may be precluded by applicable state or federal law.

#### UWS 4.03 STANDING FACULTY COMMITTEE

The faculty of each institution shall provide a standing committee charged with hearing dismissal cases and making recommendations under this chapter. This standing faculty committee shall operate as the hearing agent for the board pursuant to s. 227.46 (4), Stats., and conduct the hearing, make a verbatim record of the hearing, prepare a summary of the evidence and transmit such record and summary along with its recommended findings of law and decision to the board according to s. UWS 4.07.

#### UWS 4.04 HEARING

If the faculty member requests a hearing within 20 days of notice of the statement of charges (25 days if notice is by first class mail and publication), such a hearing shall be held not later than 20 days after the request except that this time limit may be enlarged by mutual written consent of the parties, or by order of the hearing committee. The request for a hearing shall be addressed in writing to the chairperson of the standing faculty committee created under s. UWS 4.03.

#### UWS 4.05 ADEQUATE DUE PROCESS

- (1) A fair hearing for a faculty member whose dismissal is sought under s. UWS 4.01 shall include the following:
  - a) Service of written notice of hearing on the specific charges at least 10 days prior to the hearing;
  - b) A right to the names of witnesses and of access to documentary evidence upon the basis of which dismissal is sought;
  - c) A right to be heard in his/her defense;
  - d) A right to an advisor, counsel, or other representatives, and to offer witnesses;
  - e) A right to confront and cross-examine adverse witnesses. If the complaint involves sexual harassment, sexual assault, dating violence, domestic violence, or stalking, the hearing committee may reasonably restrict the faculty member or the complainant from questioning each other;
  - f) A verbatim record of all hearings, which might be a sound recording, provided at no cost;
  - g) Written findings of fact and decision based on the hearing record;
  - h) Admissibility of evidence governed by s. 227.45 (1) to (4), Stats.
- (2) If the complaint involves sexual harassment, sexual assault, dating violence, domestic violence, or stalking, the complainant shall have all the rights provided to the faculty member in sub. (1) (a) to (h), except as may be precluded by applicable state or federal law.

#### UWS 4.06 PROCEDURAL GUARANTEES

- (1) Any hearing held shall comply with the requirements set forth in s. UWS 4.05. The following requirements shall also be observed:
  - a) The burden of proof of the existence of just cause is on the administration or its representatives;
  - am) For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, or stalking, the standard of proof shall be a preponderance of the evidence;
  - b) No faculty member who participated in the investigation of allegations leading to the filing of a statement of charges, or in the filing of a statement of charges, or who is a material witness shall be qualified to sit on the committee in that case;
  - c) The hearing shall be closed unless the faculty member under charges requests an open hearing, in which case it shall be open (see subch. V of ch. 19, Stats., Open Meeting Law); The faculty hearing committee may, on motion of either party, and, if the complaint involves sexual harassment, sexual assault, dating violence, domestic violence, or stalking, on the motion of the complainant, disqualify any one of its members for cause by a majority vote. If one or more of the faculty hearing committee members disqualify themselves or are disqualified, the remaining members may select a number of other members of the faculty equal to the number who have been disqualified to serve, except that

alternative methods of replacement may be specified in the rules and procedures adopted by the faculty establishing the standing committee under s. UWS 4.03;

#### UWS 4.07 RECOMMENDATIONS: TO THE CHANCELLOR: TO THE REGENTS

- (1) The faculty hearing committee shall send to the chancellor and to the faculty member concerned, as soon as practicable after conclusion of the hearing, a verbatim record of the testimony and a copy of its report, findings, and recommendations. The committee may determine that while adequate cause for discipline exists, some sanction less severe than dismissal is more appropriate. Within 20 days after receipt of this material the chancellor shall review it and afford the faculty member an opportunity to discuss it. The chancellor shall prepare a written recommendation within 20 days following the meeting with the faculty member, unless his/her proposed recommendation differs substantially from that of the committee. If the chancellor's proposed recommendations differ substantially from those of the faculty hearing committee, the chancellor shall promptly consult the faculty hearing committee and provide the committee with a reasonable opportunity for a written response prior to forwarding his/her recommendation. If the recommendation is for dismissal, the recommendation shall be submitted through the president of the system to the board. A copy of the faculty hearing committee's report and recommendations shall be forwarded through the president of the system to the board along with the chancellor's recommendation. A copy of the chancellor's recommendation shall also be sent to the faculty member concerned and to the faculty committee. For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, or stalking, the complainant shall have all rights provided to the faculty member in this paragraph, including the right to receive a copy of the chancellor's recommendation, except as may be precluded by applicable state or federal law.
- (2) Disciplinary action other than dismissal may be taken by the chancellor, after affording the faculty member an opportunity to be heard on the record, except that, upon written request by the faculty member, such action shall be submitted as a recommendation through the president to the board together with a copy of the faculty hearing committee's report and recommendation. For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, or stalking, the complainant shall have all the rights provided to the faculty member in this paragraph.

#### UWS 4.08 BOARD REVIEW

- (1) If the chancellor recommends dismissal, the board shall review the record before the faculty hearing committee and provide an opportunity for filing exceptions to the recommendations of the hearing committee or chancellor, and for oral arguments, unless the board decides to drop the charges against the faculty member without a hearing or the faculty member elects to waive a hearing. This hearing shall be closed unless the faculty member requests an open hearing (see subch. V of ch. 19, Stats., Open Meeting Law). For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, or stalking, the complainant shall have the same opportunity for filing exceptions to the recommendations of the hearing committee or chancellor, and for oral arguments, as the faculty member.
- (2) If, after the hearing, the board decides to take action different from the recommendation of the faculty hearing committee and/or the chancellor, then before taking final action the board shall consult with the faculty hearing committee and/or the chancellor, as appropriate.
- (3) If a faculty member whose dismissal is sought does not request a hearing pursuant to s. UWS 4.04 the board shall take appropriate action upon receipt of the statement of charges and the recommendation of the chancellor.
- (4) For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, or stalking, the faculty member and complainant shall be simultaneously notified of the board's final decision.



## UWS 4.09 SUSPENSION FROM DUTIES

Pending the final decision as to his/her dismissal, the faculty member shall not normally be relieved of duties; but if, after consultation with appropriate faculty committees the chancellor finds that substantial harm to the institution may result if the faculty member is continued in his/her position, the faculty member may be relieved immediately of his/her duties, but his/her pay shall continue until the board makes its decision as to dismissal, unless the chancellor also makes the determinations set forth in s. UWS 7.06 (1) in which case the suspension from duties may be without pay and the procedures set forth in s. UWS 7.06 shall apply.

### DISMISSAL OF FACULTY IN SPECIAL CASES (UWS 7)

[https://docs.legis.wisconsin.gov/code/admin\\_code/uws/7](https://docs.legis.wisconsin.gov/code/admin_code/uws/7)

## UWS 7.01 DECLARATION POLICY

University faculty members are responsible for advancing the university's missions of teaching, research and public service. The fulfillment of these missions requires public trust in the integrity of the institution and in all members of the university community. The university's effectiveness, credibility, and ability to maintain public trust are undermined by criminal activity that poses a substantial risk to the safety of others, that seriously impairs the university's ability to fulfill its missions, or that seriously impairs the faculty member's fitness or ability to fulfill his or her duties. Situations involving such serious criminal misconduct by faculty members must be addressed and resolved promptly to ensure that public trust is maintained and that the university is able to advance its missions. The Board of Regents therefore adopts the procedures in this chapter for identifying and responding to those instances in which a faculty member has engaged in serious criminal misconduct.

## UWS 7.02 SERIOUS CRIMINAL MISCONDUCT

- (1) In this chapter, "serious criminal misconduct" means:
  - a) Pleading guilty or no contest to, or being convicted of a felony, in state or federal court, where one or more of the conditions in par. (b), (c), (d) or (e) are present, and the felony involves any of the following:
    1. Causing serious physical injury to another person.
    2. Creating a serious danger to the personal safety of another person.
    3. Sexual assault.
    4. Theft, fraud or embezzlement.
    5. Criminal damage to property
    6. Stalking or harassment.
  - b) A substantial risk to the safety of members of the university community or others is posed.
  - c) The university's ability, or the ability of the faculty member's colleagues, to fulfill teaching, research or public service missions is seriously impaired.
  - d) The faculty member's fitness or ability to fulfill the duties of his or her position is seriously impaired.
  - e) The opportunity of students to learn, do research, or engage in public service is seriously impaired.
- (2) Conduct, expressions, or beliefs which are constitutionally protected, or protected by the principles of academic freedom, shall not constitute serious criminal misconduct.
- (3) Except as otherwise expressly provided, a faculty member who has engaged in serious criminal misconduct shall be subject to the procedures set forth in ss. UWS 7.03 to 7.06.
- (4) Any act required or permitted by ss. UWS 7.03 to 7.06 to be done by the chancellor may be delegated to the provost or another designee pursuant to institutional policies approved by the Board of Regents under s. UWS 2.02.

### UWS 7.03 DISMISSAL FOR CAUSE

- (1) Any faculty member having tenure may be dismissed only by the board and only for just cause and only after due notice and hearing. Any faculty member having a probationary appointment may be dismissed prior to the end of his or her term of appointment only by the board and only for just cause and only after due notice and hearing.
- (2) Just cause for dismissal includes, but is not limited to, serious criminal misconduct, as defined in s. UWS 7.02.

### UWS 7.04 REPORTING RESPONSIBILITY

Any faculty member who is charged with, pleads guilty or no contest to, or is convicted of a felony of a type listed in UWS 7.02 (1) (a), in state or federal court, shall immediately report that fact to the chancellor.

### UWS 7.05 EXPEDITED PROCESS

- (1) Whenever the chancellor of an institution within the University of Wisconsin System receives a report under s. UWS 7.04 or other credible information that a faculty member has pleaded guilty or no contest to, or has been convicted of a felony of a type listed in s. UWS 7.02 (1) in state or federal court, the chancellor shall:
  - a) Within 3 working days of receipt of the report or information, inform the faculty member of its receipt and, after consulting with appropriate institutional governance representatives, appoint an investigator to investigate the report or information and to advise the chancellor as to whether to proceed under this section or ch. UWS 4. In cases involving sexual assault, dating violence, domestic violence, or stalking, the complainant shall be notified by the chancellor of the receipt of the report or information at the same time as the faculty member.
  - b) Upon appointing an investigator and notifying the faculty member, afford the faculty member 3 working days in which to request that the investigator be disqualified on grounds of lack of impartiality or other cause. In the event that the chancellor determines that a request for disqualification should be granted, the chancellor shall, within 2 working days of the determination, appoint a different investigator. The faculty member shall have the opportunity to request that any second or subsequent investigators be disqualified on grounds of lack of impartiality or other cause. In cases involving sexual assault, dating violence, domestic violence, or stalking, the complainant shall have the disqualification rights that are afforded to the faculty member in this subsection.
- (2) The investigator shall complete and file a report with the chancellor not later than 10 working days following the investigator's appointment.
- (3) Within 3 working days of receipt of the investigator's report, the chancellor shall consult with appropriate institutional governance representatives and decide whether to seek dismissal of the faculty member pursuant to this chapter, to seek dismissal of the faculty member pursuant to ch. UWS 4, to seek an alternative disciplinary sanction, or to discontinue the proceedings. The charges shall be served on the faculty member in the manner specified in s. UWS 4.02 (3).
  - a) If the chancellor decides to seek dismissal of the faculty member pursuant to this chapter, the chancellor shall file charges within 2 working days of reaching the decision.
  - b) If the chancellor decides to seek dismissal of the faculty member pursuant to ch. UWS 4, the chancellor shall file charges and proceed in accordance with the provisions of that chapter and implementing institutional policies. If, during the course of such proceedings under ch. UWS 4, the chancellor receives a report under s. UWS 7.04 or other credible information that the faculty member has pleaded guilty or no contest to or has been convicted of a felony of a type listed in s. UWS 7.02 (1)(a), and one or more of the conditions listed in s. UWS 7.02 (1) (b) through (e) are present, the chancellor may, at that point, elect to follow the procedures for dismissal pursuant to this chapter.
  - c) If the chancellor decides to seek an alternative disciplinary sanction, the procedures under ch. UWS 6, and implementing institutional policies, shall be followed.

- (4) If charges seeking dismissal are filed under sub. (3) (a), the faculty member shall be afforded a hearing before the institutional standing committee charged with hearing dismissal cases and making recommendations under s. UWS 4.03. The hearing shall provide the procedural guarantees enumerated under ss. UWS 4.05 to 4.06, except that the hearing shall be concluded, and written findings and a recommendation to the chancellor shall be prepared, within 15 working days of the filing of charges.
- (5)
- a) Within 3 working days of receipt of the findings and recommendation of the committee under sub. (4), the chancellor shall prepare a written recommendation on the matter.
  - b) If the recommendation is for dismissal, the chancellor shall transmit it to the board for review
  - c) Disciplinary action other than dismissal may be taken by the chancellor, whose decision shall be final, unless the board at its option grants a review on the record at the request of the faculty member. The faculty member shall receive a copy of the chancellor's final decision. In cases involving sexual assault, dating violence, domestic violence, or stalking, the complainant shall receive a copy of the chancellor's final decision at the same time as the faculty member and shall have the same right to a review on the record as the faculty member.
- (6) Upon receipt of the chancellor's recommendation, the full board shall review the record before the institutional hearing committee, and shall offer an opportunity for filing exceptions to the recommendation, and for oral argument. In cases involving sexual assault, dating violence, domestic violence, or stalking, the complainant shall have all the rights provided to the faculty member in this paragraph. The full board shall issue its decision on the matter within 15 working days of receipt of the chancellor's recommendation.
- (7) If a faculty member whose dismissal is sought under sub. (3) (a) does not proceed with the hearing before the institutional hearing committee as provided in sub. (4), the board shall take appropriate action within 10 working days of receipt of the statement of charges and the recommendation of the chancellor.
- (8) The administration or its representatives shall have the burden of proof to show that just cause exists for dismissal under this chapter. The administration must demonstrate by clear and convincing evidence that the faculty member engaged in serious criminal misconduct, as defined in s. UWS 7.02, except in cases involving sexual assault, dating violence, domestic violence, or stalking, in which the evidentiary standard shall be by a preponderance of the evidence.
- (9) The chair of the faculty hearing body, subject to the approval of the chancellor, may extend the time limits set forth in this section if the parties are unable to obtain, in a timely manner, relevant and material testimony, physical evidence or records, or where due process otherwise requires.

#### UWS 7.06 TEMPORARY SUSPENSION WITHOUT PAY

- (1) The chancellor, after consulting with appropriate faculty governance representatives, may suspend a faculty member from duties without pay pending the final decision as to his or her dismissal where:
- a) The faculty member has been charged with a felony of a type listed in s. UWS 7.02 (1) (a) and the chancellor, after following the provisions of s. UWS 7.05 (1) through (3), finds, in addition, that there is a substantial likelihood
    - i. that one or more of the conditions listed in s. UWS 7.02 (1) (b) through (e) are present, and
    - ii. that the faculty member has engaged in the conduct as alleged; or
  - b) The faculty member is unable to report for work due to incarceration, conditions of bail or similar cause; or
  - c) The faculty member has pleaded guilty or no contest to or been convicted of a felony of a type listed in s. UWS 7.02 (1) (a) and one or more of the conditions listed in s. UWS 7.02 (1) (b) through (e) are present.
- (2) If the chancellor finds that the conditions in sub. (1) are present, he or she shall immediately notify the faculty member, in writing, of the intent to impose a suspension without pay, and shall, within 2 working days, provide the faculty member with an opportunity to be heard with regard to the matter. The faculty member may be represented by counsel or another at this meeting.

- (3) If, after affording the faculty member the opportunity to be heard, the chancellor determines to suspend without pay, the chancellor shall inform the faculty member of the suspension, in writing. The chancellor's decision to suspend without pay under this section shall be final, except that:
- a) If the chancellor later determines that the faculty member should not be dismissed, the chancellor may discontinue the proceedings, or may recommend a lesser penalty to the board, and, except as provided in par. (c), shall order the payment of back pay for any period of the suspension for which the faculty member was willing and able to report for work.
  - b) If the board later determines that the faculty member should not be dismissed, the board may order a lesser penalty and shall order the payment of back pay for any period of the suspension for which the faculty member was willing and able to report for work.
  - c) If the chancellor or board later determines, under par. (a) or (b), to recommend or impose as a lesser penalty the suspension of the faculty member without pay, then any period of suspension without pay so recommended or ordered shall be offset by the period of any suspension without pay actually served by the faculty member.
- (4) If, after affording the faculty member the opportunity to be heard, the chancellor determines that the conditions in sub. (1) are not present or that a suspension without pay is otherwise not warranted, the provisions of s. UWS 4.09 shall apply.

ACADEMIC STAFF DISCIPLINE PROCEDURES (UWS CHAPTER 11)

[https://docs.legis.wisconsin.gov/code/admin\\_code/uws/11](https://docs.legis.wisconsin.gov/code/admin_code/uws/11)

UWS 11.01 DISMISSAL FOR CAUSE-INDEFINITE ACADEMIC STAFF APPOINTMENTS

- (1) A member of the academic staff holding an indefinite appointment may be dismissed only for just cause under ss. UWS 11.02 through 11.106 or for reasons of budget or program under ch. UWS 12.
- (2) The board's policy is that members of the academic staff are entitled to enjoy and exercise all rights of United States citizens and to perform their duties in accordance with appropriate professional codes of ethics. This policy shall be observed in determining whether or not just cause for dismissal exists. The burden of proof of the existence of just cause for a dismissal is on the administration.
- (3) Just cause for dismissal includes, but is not limited to, serious criminal misconduct, as defined in s. UWS 11.102.

UWS 11.02 RESPONSIBILITY FOR CHARGES

- (1) Whenever the chancellor of an institution receives an allegation which concerns an academic staff member holding an indefinite appointment which appears to be substantial and which, if true, might lead to dismissal under s. UWS 11.01, the chancellor shall request within a reasonable time that the appropriate dean, director, or designee investigate the allegation. For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, or stalking, the chancellor shall direct the Title IX Coordinator, or designee, to initiate an investigation in accordance with applicable policies. The dean, director, or designee shall offer to discuss it informally with the academic staff member, and, if the allegation involves sexual harassment, sexual assault, dating violence, domestic violence, or stalking, with the complainant and provide information of rights under this chapter. Both the academic staff member and the complainant shall have the right to be accompanied by an advisor of their choice at any meeting or proceeding that is part of the institutional disciplinary process. If such an investigation and discussion does not result in a resolution of the allegation and if the allegation is deemed sufficiently serious to warrant dismissal, the dean, director, or designee shall prepare a written statement of specific charges. A member of the academic staff may be dismissed only after receipt of such a statement of specific charges and, if a hearing is requested by the academic staff member, after a hearing held in accordance with the provisions of this chapter and the subsequently adopted procedures of the institution. If the staff member does not request a hearing, dismissal action shall proceed along normal administrative lines but the provisions of ss. UWS 11.02, 11.08, and 11.09 shall apply. In those cases where the immediate supervisor of the academic staff member concerned is a dean or director, the chancellor shall, to

avoid potential prejudice, designate an appropriate administrative officer to act for the dean or director under this section.

- (2) Any formal statement of specific charges shall be served personally or by certified mail, return receipt requested. If such service cannot be made within 20 days, service shall be accomplished by first class mail and by publication as if the statement of charges were a summons and the provisions of s. 801.11 (1) (c), Stats., were applicable. Such service by mailing and publication shall be effective as of the first insertion of the notice of statement of charges in the newspaper. If the formal statement of specific charges involves sexual harassment, sexual assault, dating violence, domestic violence, or stalking, the formal statement shall be provided to the complainant upon request, except as may be precluded by applicable state or federal law.

#### UWS 11.03 HEARING BODY

- (1) The chancellor of each institution shall provide for a hearing body charged with hearing dismissal cases and making a report and recommendations under this chapter. Throughout this chapter, the term "hearing body" is used to indicate either a hearing committee or a hearing examiner as designated in the institutional procedures. This hearing body shall operate as the hearing agent for the chancellor pursuant to s. 227.46 (4), Stats., and conduct the hearing, make a verbatim record of the hearing, prepare a summary of the evidence and transmit such record and summary along with its recommended findings of fact and decision to the chancellor according to s. UWS 11.07.
- (2) With the concurrence of the faculty and the academic staff advisory committee of each institution, the chancellor may provide that dismissal for cause of a member of the academic staff having teaching responsibilities may be heard by the hearing body specified in s. UWS 4.03. If so provided, the hearing shall be held pursuant to the provisions of ch. UWS 11.

#### UWS 11.04 HEARING

If the staff member requests a hearing within 20 days from the service of the statement of charges (25 days if notice is by first class mail and publication), such hearing shall be held not later than 20 days after the request, except that this time limit may be extended by mutual consent of the parties or by order of the hearing body. The request for a hearing shall be addressed in writing to the hearing body established pursuant to s. UWS 11.03. Service of written notice of hearing on the specific charges shall be provided at least 10 days prior to the hearing.

#### UWS 11.05 ADEQUATE DUE PROCESS

- (1) Each institution shall develop policies and procedures to provide for a fair hearing upon request in the event of dismissal. A fair hearing for an academic staff member whose dismissal is sought under s. UWS 11.01 shall include the following:
  - a) A right to the names of witnesses and of access to documentary evidence upon the basis of which dismissal is sought;
  - b) A right to be heard in his or her defense;
  - c) A right to an advisor, counsel, or other representative, and to offer witnesses;
  - d) A right to confront and cross-examine adverse witnesses. For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, or stalking, the hearing committee may reasonably restrict the academic staff member and the complainant from questioning each other;
  - e) A verbatim record of all hearings, which might be a sound recording, provided at no cost;
  - f) Written findings of fact and decision based on the hearing record;
  - g) Admissibility of evidence governed by s. 227.45 (1) to (4), Stats.
- (2) For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, or stalking, the complainant shall have all the rights provided to the academic staff member in s. UWS 11.05 (1) (a) to (g), except as may be precluded by applicable state or federal law.

## UWS 11.06 PROCEDURAL GUARANTEES

- (1) The following requirements shall also be observed:
  - a) Any person who participated in the investigation of allegations leading to the filing of a statement of charges, or in the filing of a statement of charges, or who is a material witness shall not be qualified to participate as a member of the hearing body;
  - b) The hearing shall be closed unless the staff member under charges requests an open hearing, in which case it shall be open (see subch. V of ch. 19, Stats., Open Meeting Law);
  - c) The hearing body shall not be bound by common law or statutory rules of evidence and may admit evidence having reasonable probative value but shall exclude immaterial, irrelevant, or unduly repetitious testimony, and shall give effect to recognized legal privileges;
  - d) The burden of proof of the existence of just cause is on the administration or its representatives;
  - dm) For complaints of sexual harassment, sexual assault, dating violence, domestic violence, or stalking, the standard of proof shall be a preponderance of the evidence;
  - e) If a staff member whose dismissal is sought has requested a hearing, discontinuance of the proceeding by the institution is deemed a withdrawal of charges and a finding that the charges were without merit;
  - f) Nothing in this section shall prevent the settlement of cases by mutual agreement between the administration and the staff member, with the chancellor's approval, at any time prior to a final decision by the chancellor; or when appropriate, with the board's approval prior to a final decision by the board;
  - g) Adjournments shall be granted to enable either party to investigate evidence as to which a valid claim of surprise is made.
- (2) If the institutional policies and procedures provide that dismissal cases be heard by a hearing committee, the following requirements shall be observed:
  - a) The committee may, on motion of either party, and, if the complaint involves sexual harassment, sexual assault, dating violence, domestic violence, or stalking, on the motion of the complainant, disqualify any one of its members for cause by a majority vote. If one or more of the hearing committee members disqualify themselves or are disqualified, the remaining members may select a number of replacements equal to the number who have been disqualified to serve, except that alternative methods of replacement may be specified in the policies and procedures adopted by the institution;
  - b) If the hearing committee requests, the chancellor shall provide legal counsel after consulting with the committee concerning its wishes in this regard. The function of legal counsel shall be to advise the committee, consult with them on legal matters, and such other responsibilities as shall be determined by the committee within the provisions of the policies and procedures adopted by the institution.

## UWS 11.07 RECOMMENDATIONS TO THE CHANCELLOR

The hearing body shall send to the chancellor and to the academic staff member concerned, as soon as practicable after conclusion of a hearing, a verbatim record of the testimony and a copy of its report, findings, and recommendations. After reviewing the matter on record and considering arguments if submitted by the parties, the chancellor shall issue a decision. In that decision, the chancellor may order dismissal of the academic staff member, may impose a lesser disciplinary action, or may find in favor of the academic staff member. The academic staff member shall be notified of the chancellor's decision in writing. In cases involving sexual assault, dating violence, domestic violence, or stalking, the complainant shall be notified of the chancellor's decision at the same time as the academic staff member. This decision shall be deemed final unless the board, upon request of the academic staff member, grants review based on the record. For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, or stalking, the complainant shall have all rights provided to the academic staff member in this paragraph.



## UWS 11.08 SUSPENSION FROM DUTIES

Pending the final decision as to dismissal, the academic staff member with an indefinite appointment shall not be relieved of duties, except where, after consulting with the appropriate administrative officer, the chancellor finds that substantial harm may result if the staff member is continued in his or her position. Where such determination is made, the staff member may be relieved of his or her position immediately, or be assigned to another administrative unit, but his or her salary shall continue until the chancellor makes a decision as to dismissal, unless the chancellor also makes the determinations set forth in s. UWS 11.105 (1) in which case the suspension from duties may be without pay and the procedures set forth in s. UWS 11.105 shall apply.

## UWS 11.09 DATE OF DISMISSAL

A decision by the chancellor ordering dismissal shall specify the effective date of the dismissal.

## UWS 11.10 BOARD REVIEW

A member of the academic staff on indefinite appointment who has been dismissed for cause by the chancellor following a hearing may appeal this action to the board. Any appeal must be made within 30 days of the date of the decision of the chancellor to dismiss. Upon receiving an appeal the board shall review the case on the record. Following such review, the board may confirm the chancellor's decision, or direct a different decision, or approve a further hearing before the board with an opportunity for filing exceptions to the hearing body's recommendations or the chancellor's decision and for oral argument on the record. If further review with opportunity for oral argument on the record is provided, this review shall be closed unless the staff member requests an open hearing. (See subch. V of ch. 19, Stats., Open Meeting Law.) All decisions of the board, whether after review on the record or after oral argument, shall be expressed in writing and shall indicate the basis for such decision. For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, or stalking, the complainant shall have the same opportunity to appeal, file exceptions to the recommendations of the hearing committee or chancellor, and oral arguments, as provided to the academic staff member.

## UWS 11.101 DISMISSAL FOR CAUSE IN SPECIAL CASES-INDEFINITE ACADEMIC STAFF APPOINTMENTS

A member of the academic staff holding an indefinite appointment may be dismissed for serious criminal misconduct, as defined in s. UWS 11.102. History: CR 06-078: cr. Register May 2007 No. 617, eff. 6-1-07.

## UWS 11.102 SERIOUS CRIMINAL CONDUCT

(1) In this chapter, "serious criminal misconduct" means:

- a) Pleading guilty or no contest to, or being convicted of a felony, in state or federal court, where one or more of the conditions in par. (b), (c), (d), or (e) are present, and the felony involves any of the following:
  - 1. Causing serious physical injury to another person.
  - 2. Creating a serious danger to the personal safety of another person.
  - 3. Sexual assault.
  - 4. Theft, fraud or embezzlement.
  - 5. Criminal damage to property.
  - 6. Stalking or harassment.
- b) A substantial risk to the safety of members of the university community or others is posed.
- c) The university's ability, or the ability of the academic staff member's colleagues, to fulfill teaching, research or public service missions is seriously impaired.

- d) The academic staff member's fitness or ability to fulfill the duties of his or her position is seriously impaired.
- e) The opportunity of students to learn, do research, or engage in public service is seriously impaired.
- (2) Conduct, expressions, or beliefs which are constitutionally protected, or protected by the principles of academic freedom, shall not constitute serious criminal misconduct.
- (3) Except as otherwise expressly provided, an academic staff member who has engaged in serious criminal misconduct shall be subject to the procedures set forth in ss. UWS 11.103 to 11.106.
- (4) Any act required or permitted by ss. UWS 11.103 to 11.106 to be done by the chancellor may be delegated to the provost or another designee pursuant to institutional policies forwarded to the Board of Regents under s. UWS 9.02.

#### UWS 11.103 REPORTING RESPONSIBILITY

Any academic staff member who is charged with, pleads guilty or no contest to, or is convicted of a felony of a type listed in s. UWS 11.102 (1) (a), in state or federal court, shall immediately report that fact to the chancellor.

#### UWS 11.104 EXPEDITED PROCESS

- (1) Whenever the chancellor of an institution within the University of Wisconsin System receives a report under s. UWS 11.103 or other credible information that an academic staff member holding an indefinite appointment has pleaded guilty or no contest to, or has been convicted of a felony of a type listed in s. UWS 11.102 (1) (a), in state or federal court, the chancellor shall:
  - a) Within 3 working days of receipt of the report or information, inform the academic staff member of its receipt and, after consulting with appropriate institutional governance representatives, appoint an investigator to investigate the report or information and advise the chancellor as to whether to proceed under this section or ss. UWS 11.02 to 11.10. For cases involving sexual assault, dating violence, domestic violence, or stalking, the complainant shall be notified by the chancellor of the receipt of the report or information at the same time as the academic staff member.
  - b) Upon appointing an investigator and notifying the academic staff member, afford the academic staff member three working days in which to request that the investigator be disqualified on grounds of lack of impartiality or other cause. In the event that the chancellor determines that a request for disqualification should be granted, the chancellor shall, within 2 working days of the determination, appoint a different investigator. The academic staff member shall have the opportunity to request that any second or subsequent investigators be disqualified on grounds of lack of impartiality or other cause. For cases involving sexual assault, dating violence, domestic violence, or stalking, the complainant shall have the disqualification rights that are afforded to the academic staff member in this subsection..
- (2) The investigator shall be complete and file a report with the chancellor not later than 10 working days following the investigator's appointment.
- (3) Within 3 working days of receipt of the investigator's report, the chancellor shall consult with appropriate institutional governance representatives and decide whether to seek dismissal of the academic staff member pursuant to ss. UWS 11.101 to 11.106, to seek dismissal of the academic staff member pursuant to ss. UWS 11.02 to 11.10, to seek an alternative disciplinary sanction, or to discontinue the proceedings. The charges shall be served on the academic staff member in the manner specified in s. UWS 11.02 (2). If the chancellor decides to seek dismissal of the academic staff member pursuant to ss. UWS 11.101 to 11.106, the chancellor shall file charges within 2 working days of reaching the decision. If the chancellor decides to seek dismissal of the academic staff member pursuant to ss. UWS 11.02 to 11.10, the chancellor shall file charges and proceed in accordance with the provisions of those sections of this chapter and implementing institutional policies. If, during the course of proceedings under ss. UWS 11.02 to 11.10, the chancellor receives a report under s. UWS 11.103 or other credible information that the academic staff member has pleaded guilty or no contest to or has been convicted of a felony of a type listed in s. UWS 11.102 (1) (a), and one or more of the factors listed in s. UWS 11.102 (1) (b) through (e) are present, the chancellor may, at that point, elect to follow the procedures for

dismissal pursuant to this section. (c) If the chancellor decides to seek an alternative disciplinary sanction, the procedures under ch. UWS 3, and implementing institutional policies, shall be followed.

- (4) If charges seeking dismissal are filed under sub. (3) (a), the academic staff member shall be afforded a hearing before the institutional standing committee charged with hearing dismissal cases and making recommendations under s. UWS 11.03. The hearing shall provide the procedural guarantees enumerated under ss. UWS 11.05 to 11.06, except that the hearing must be concluded, and written findings and a recommendation to the chancellor must be prepared, within 15 working days of the filing of charges.
- (5) Within 3 working days of receipt of the findings and recommendation of the committee under sub. (4), the chancellor shall prepare a written decision on the matter. In the decision, the chancellor may order dismissal of the staff member, may impose a lesser disciplinary action, or may find in favor of the staff member. The staff member shall be notified of the chancellor's decision in writing. In cases involving sexual assault, dating violence, domestic violence, or stalking, the complainant shall be notified of the chancellor's decision at the same time as the staff member. This decision shall be deemed final unless the board, upon request of the academic staff member, grants a review based on the record. In cases involving sexual assault, dating violence, domestic violence, or stalking, the complainant shall have the same right to a review on the record as the academic staff member.
- (6) The administration or its representatives shall have the burden of proof to show that just cause exists for dismissal under this chapter. The administration must demonstrate by clear and convincing evidence that the academic staff member engaged in serious criminal misconduct, as defined in s. UWS 11.102, except in cases of sexual assault, dating violence, domestic violence, or stalking, in which the evidentiary standard shall be by a preponderance of the evidence.
- (7) The chair of the academic staff hearing body, subject to the approval of the chancellor, may extend the time limits set forth in this section if the parties are unable to obtain, in a timely manner, relevant and material testimony, physical evidence or records, or where due process otherwise requires.

#### UWS 11.105 TEMPORARY SUSPENSION OF DUTIES WITHOUT PAY

- (1) The chancellor, after consulting with appropriate academic staff governance representatives, may suspend an academic staff member holding an indefinite appointment from duties without pay pending the final decision as to his or her dismissal where:
  - a) The academic staff member has been charged with a felony of a type listed in s. UWS 11.102 (1) (a) and the chancellor, after following the provisions of s. UWS 11.104 (1) through (3), finds, in addition, that there is a substantial likelihood 1) that one or more of the conditions listed in s. UWS 11.102 (1) (b) through (e) are present, and 2) that the academic staff member has engaged in the conduct as alleged; or
  - b) The academic staff member is unable to report for work due to incarceration, conditions of bail or similar cause; or
  - c) The academic staff member has pleaded guilty or no contest to or been convicted of a felony of the type listed in s. UWS 11.102 (1) (a) and one or more of the conditions in s. UWS 11.102 (1) (b) through (e) are present.
- (2) If the chancellor finds that the conditions in sub. (1) are present, he or she shall immediately notify the academic staff member, in writing, of the intent to impose a suspension without pay, and shall, within 2 working days, provide the academic staff member with an opportunity to be heard with regard to the matter. The academic staff member may be represented by counsel or another at this meeting.
- (3)
  - a) If, after affording the academic staff member the opportunity to be heard, the chancellor determines to suspend without pay, the chancellor shall inform the academic staff member of the suspension, in writing. The chancellor's decision to suspend without pay under this section shall be final, except that:
  - b) If the chancellor later determines that the academic staff member should not be dismissed the chancellor may discontinue the proceedings, or may impose a lesser penalty, and except as provided in

par. (c), shall order the payment of back pay for any period of the suspension for which the academic staff member was willing and able to report for work;

- c) If the chancellor later determines, under par. (a) or (b), to recommend or impose as a lesser penalty the suspension of the academic staff member without pay, then any period of suspension without pay so recommended or ordered shall be offset by the period of any suspension without pay actually served by the academic staff member.

- (4) If, after affording the academic staff member the opportunity to be heard, the chancellor determines that the conditions in sub. (1) are not present or that a suspension without pay is otherwise not warranted, the provisions of s. UWS 11.08 shall apply.

#### UWS 11.106 BOARD REVIEW

A member of the academic staff on an indefinite appointment who has been dismissed for serious criminal misconduct may appeal this action to the board as provided in s. UWS 11.10.

#### UWS 11.11 DISMISSAL FOR CAUSE-FIXED TERM OR PROBATIONARY ACADEMIC STAFF APPOINTMENTS

A member of the academic staff holding a probationary appointment, or a member of the academic staff holding a fixed term appointment and having completed an initial specified period of time, may be dismissed prior to the end of the contract term only for just cause or for reasons of budget or program under ch. UWS 12. A nonrenewal of such an appointment is not a dismissal under this section. A dismissal shall not become effective until the individual concerned has received a written notification of specific charges and has been offered an opportunity for a hearing before the appropriate dean or director or his/her designee. If such hearing is requested, a determination of just cause and notification of dismissal shall be made by the dean or director or designee. If no hearing is requested the dismissal is effected by the specifications in the original notification of charges. The hearing before the dean, director, or designee shall provide the academic staff member with an opportunity to present evidence and argument concerning the allegations. Dismissal shall be effective immediately on receipt of written notification of the decision of the dean or director or designee unless a different dismissal date is specified by the dean or director. Dismissals for cause shall be appealable by filing an appeal with the hearing body established under s. UWS 11.03. The burden of proof as to the existence of just cause on appeal shall be on the administration or the authorized official. The provisions of s. UWS 11.04, procedural guarantees, contained in ss. UWS 11.05 and 11.06 and the review provisions of s. UWS 11.07, shall be applicable to the appeal proceeding. In no event, however, shall a decision favorable to the appellant extend the term of the original appointment. If a proceeding on appeal is not concluded before the appointment expiration date, the academic staff member concerned may elect that such proceeding be carried to a final decision. Unless such election is made in writing, the proceeding shall be discontinued at the expiration of the appointment. If the chancellor ultimately decides in favor of the appellant, salary lost during the interim period between the effective date of dismissal and the date of the chancellor's decision or the end of the contract period, whichever is earlier, shall be restored. In those cases where the immediate supervisor of the academic staff member concerned is a dean or director, the chancellor shall, to avoid potential prejudice, designate an appropriate administrative officer to act for the dean or director under this section. For complaints involving sexual harassment, sexual assault, dating violence, domestic violence, or stalking, the complainant shall have all procedural rights provided to the academic staff member in this section and the standard of proof shall be by a preponderance of the evidence.

#### UWS 11.12 DISMISSAL FOR CAUSE-TEACHING MEMBERS OF THE ACADEMIC STAFF

The policies and procedures of each institution may provide that dismissal for cause of a member of the academic staff having teaching responsibilities and holding a probationary appointment or a fixed term appointment may proceed under ss. UWS 11.02 to 11.10. If the institutional policies and procedures do not specifically make such provisions, dismissal for cause shall be made pursuant to s. UWS 11.11.

## UNIVERSITY STAFF DISCIPLINE (UW-PLATTEVILLE INTERNAL POLICY)

It is expected that managers and supervisors will use multiple strategies to establish a climate in which employees willingly follow established policies and procedures. Such strategies may include clear communication, feedback and leading by example. When such actions are not successful, additional strategies may be necessary. One such strategy is corrective progressive discipline. Corrective discipline principles, described below, apply to all permanent University Staff.

### Definition

Progressive discipline is a formal process to give employees opportunities to correct unacceptable behavior that violates the UW-Platteville work rules and policies. Progressive discipline is the application of increasingly serious consequences for repeated failure to change behavior that violates one of the work rules. University Staff may be disciplined for violations of work rules or policies if there is just cause. Contact Human Resources to conduct investigations, pre-disciplinary meetings and make the final decision to discipline. The rest of this section describes the steps of the procedure.

### Investigation

When the employer becomes aware a work rule or policy/procedure related to a work rule may have been violated, it is necessary to gather information. Pertinent written information, such as applicable policies, records and/or written communications, should be collected. Who was involved, when, where, and any extenuating circumstances, as well as any witnesses, should be identified. It may be necessary to conduct investigatory meetings with witnesses and the employee(s) who allegedly violated the rules to obtain information.

University Staff employees may have a representative of their own choosing present at an investigatory meeting. If the representative is a campus employee, they may attend the investigatory meeting without loss of pay if the meeting occurs during the representative's normally scheduled work hours. Investigatory meetings will be scheduled to accommodate the attendance of the personal representative, however, this will not involve the unreasonable delay of the meeting. Prior to the meeting, campus employees will be provided with a reasonable amount of time to meet with the representative in order to prepare for the meeting. Notes will be taken by Human Resources to record the information learned at any interviews and kept with other factual records that are being considered while Human Resources decides whether or not a work rule infraction occurred. It is recommended any witnesses date and sign any pertinent statements attesting the written information accurately reflects the information they have provided.

If, after review of the record which resulted from the investigation, it is tentatively determined that there is just cause for discipline, a pre-disciplinary meeting is scheduled to give the employee an opportunity to respond. University Staff employees may have a representative of their own choosing present at the pre-disciplinary meeting. If the representative is a campus employee, they may attend the pre-disciplinary meeting without loss of pay if the meeting occurs during the representative's normally scheduled work hours. Pre-disciplinary meetings will be scheduled to accommodate the attendance of the personal representative, however, this will not involve the unreasonable delay of the meeting. Prior to the meeting, campus employees will be provided with a reasonable amount of time to meet with the representative in order to prepare for the meeting.

Typically, at the pre-disciplinary meeting, Human Resources gives a verbal summary of the reasons management has tentatively decided to take disciplinary action. The employee and representative may then present additional information, refute the facts, explain mitigating circumstances, etc. Further investigation may be necessary before a final decision is made if new information is obtained. If no new information is obtained, Human Resources proceeds to self-check to see if there is just cause for the discipline. If the answer is yes, a letter of discipline is issued.

Prior to using these steps the employee must have received notice of possible consequences for improper conduct. This could be accomplished verbally, in writing or by receiving a copy of the University Staff employee work rules and policies.

# STATE OF WISCONSIN CRIME STATUTES AND DEFINITIONS

## SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, & STALKING

The Clery Act and the Violence Against Women Act mandate that UW-Platteville provide domestic violence, dating violence, sexual assault and stalking definitions applicable in its jurisdiction. Wisconsin statutes recognize sexual assault, domestic violence, dating violence, and stalking are serious criminal offenses. It is important for all members of the UW-Platteville community to understand how these offenses are defined in law and to be aware of the penalties. Excerpted below are the definitions and penalties of sexual assault, domestic/dating violence and stalking. Also included are the definitions of consent, sexual contact, and sexual intercourse.

For more information on Wisconsin state law, visit: <http://legis.wisconsin.gov/rsb/stats.html> or <http://docs.legis.wisconsin.gov/statutes/prefaces/toc>

Clery Act definitions of sexual assault, domestic violence, dating violence and stalking can be found at: <https://www.gpo.gov/fdsys/pkg/CFR-2015-title34-vol3/xml/CFR-2015-title34-vol3-sec668-46.xml>.

### SEXUAL ASSAULT - WIS. STAT. S. 940.225:

#### First Degree Sexual Assault

Whoever does any of the following is guilty of a Class B felony. A person who commits a Class B felony can be imprisoned for up to 60 years:

- Has sexual contact or sexual intercourse with another person without consent of that person and causes pregnancy or great bodily harm to that person.
- Has sexual contact or sexual intercourse with another person without consent of that person by use or threat of use of a dangerous weapon or any article used or fashioned in a manner to lead the victim to reasonably believe it to be a dangerous weapon.
- Is aided or abetted by one or more other persons and has sexual contact or sexual intercourse with another person without consent of that person by use or threat of force or violence.

#### Second Degree Sexual Assault

Whoever does any of the following is guilty of a Class C felony. A person who commits a Class C felony is subject to a fine of up to \$100,000 and/or imprisonment for up to 40 years:

- Has sexual contact or sexual intercourse with another person without consent of that person by use or threat of force or violence.
- Has sexual contact or sexual intercourse with another person without consent of that person and causes injury, illness, disease or impairment of a sexual or reproductive organ, or mental anguish requiring psychiatric care for the victim.
- Has sexual contact or sexual intercourse with a person who suffers from mental illness or deficiency which renders that person temporarily or permanently incapable of appraising the person's conduct, and the defendant knows of such condition.
- Has sexual contact or sexual intercourse with a person who is under the influence of an intoxicant to a degree which renders that person incapable of giving consent if the defendant has actual knowledge the person is incapable of giving consent and the defendant has the purpose to have sexual contact or sexual intercourse with the person while the person is incapable of giving consent.
- Has sexual contact or sexual intercourse with another person who the defendant knows is unconscious.



- Is aided or abetted by one or more other persons and has sexual contact or sexual intercourse with another person without consent of that person.
- Is an employee of a facility or program under s. 940.295 (2) (b)[an adult family home], (c)[a community based residential facility], (h)[an inpatient health care facility] or (k)[a state treatment facility] and has sexual contact or sexual intercourse with a person who is a patient or resident of the facility or program.
- Has sexual contact or sexual intercourse with an individual who is confined in a correctional institution if the actor is a correctional staff member. This paragraph does not apply if the individual with whom the actor has sexual contact or sexual intercourse is subject to prosecution for the sexual contact or sexual intercourse under this section.
- Has sexual contact or sexual intercourse with an individual who is on probation, parole, or extended supervision if the actor is a probation, parole, or extended supervision agent who supervises the individual, either directly or through a subordinate, in his or her capacity as a probation, parole, or extended supervision agent or who has influenced or has attempted to influence another probation, parole, or extended supervision agent's supervision of the individual. This paragraph does not apply if the individual with whom the actor has sexual contact or sexual intercourse is subject to prosecution for the sexual contact or sexual intercourse under this section.
- Is a licensee, employee, or nonclient resident of an entity, as defined in s. 48.685 (1) (b) [referring to child welfare agencies, guardians, care centers, custody, etc.] or 50.065 (1) (c) [agency providing direct care or treatment to clients such as a hospital, home health agency, etc.], and has sexual contact or sexual intercourse with a client of the entity.

### Third Degree Sexual Assault

Whoever does any of the following is guilty of a Class G felony. A person who commits a Class G felony is subject to a fine of up to \$25,000 and/or imprisonment for up to 10 years.

- Has sexual intercourse with a person without consent of that person.
- Has sexual contact in the manner described in sub. (5) (b) 2 [Intentional penile ejaculation of ejaculate or intentional emission of urine or feces by the defendant or, upon the defendant's instruction, by another person upon any part of the body clothed or unclothed of the complainant if that ejaculation or emission is either for the purpose of sexually degrading or sexually humiliating the complainant or for the purpose of sexually arousing or gratifying the defendant] or 3 [For the purpose of sexually degrading or humiliating the complainant or sexually arousing or gratifying the defendant, intentionally causing the complainant to ejaculate or emit urine or feces on any part of the defendant's body whether clothed or unclothed] with a person without the consent of that person.

### Fourth Degree Sexual Assault

Whoever has sexual contact with a person without the consent of that person is guilty of a Class A misdemeanor, except for sexual contact meeting the definition of Third Degree Sexual Assault. A person who commits a Class A misdemeanor can be fined up to \$10,000 and/or imprisoned for up to 9 months.

Notes on Sexual Assault: Marriage is not a defense to sexual assault. A person may be prosecuted for sexually assaulting their spouse. (Wis. Stat. 940.225 (6))

### CONSENT - WIS. STAT. 940.225(4)

"Consent" means words or overt actions by a person who is competent to give informed consent indicating a freely given agreement to have sexual intercourse or sexual contact. Consent is not an issue in alleged violations of 940.225 sub. (2)(c), (cm), (d), (g), (h), and (i) [relating to subsections of Second Degree Sexual Assault].

The following persons are presumed incapable of consent but the presumption may be rebutted by competent evidence:

- A person suffering from a mental illness or defect which impairs capacity to appraise personal conduct.

- A person who is unconscious or for any other reason is physically unable to communicate unwillingness to an act.

#### SEXUAL CONTACT - WIS. STAT. S. 940.225(5)(B)

“Sexual contact” means any of the following:

- (1) Any of the following types of intentional touching, whether direct or through clothing, if that intentional touching is either for the purpose of sexually degrading; or for the purpose of sexually humiliating the complainant or sexually arousing or gratifying the defendant or if the touching contains the elements of actual or attempted battery under 940.19(1):
  - a. Intentional touching by the defendant or, upon the defendant’s instruction, by another person, by the use of any body part or object, of the complainant’s intimate parts.
  - b. Intentional touching by the complainant, by the use of any body part or object, of the defendant’s intimate parts or, if done upon the defendant’s instructions, the intimate parts of another person.
- (2) Intentional penile ejaculation of ejaculate or intentional emission of urine or feces by the defendant or, upon the defendant’s instruction, by another person upon any part of the body clothed or unclothed of the complainant if that ejaculation or emission is either for the purpose of sexually degrading or sexually humiliating the complainant or for the purpose of sexually arousing or gratifying the defendant.
- (3) For the purpose of sexually degrading or humiliating the complainant or sexually arousing or gratifying the defendant, intentionally causing the complainant to ejaculate or emit urine or feces on any part of the defendant’s body, whether clothed or unclothed.

#### SEXUAL INTERCOURSE - WIS. STAT. S. 940.225(5)(C)

“Sexual intercourse” includes the meaning assigned under s. 939.22 (36) (requiring only vulvar penetration and not emission) as well as cunnilingus, fellatio or anal intercourse between persons or any other intrusion, however slight, of any part of a person’s body or of any object into the genital or anal opening either by the defendant or upon the defendant’s instruction. The emission of semen is not required.

#### INCEST - WIS. STAT. S. 944.06

Whoever marries or has non-marital sexual intercourse with a person he or she knows is a blood relative and such relative is in fact related in a degree within which the marriage of the parties is prohibited by the law of this state is guilty of a Class C felony. A person who commits a Class C felony can be fined up to \$100,000 and/or imprisoned for up to 40 years.

Notes on Incest: People who are nearer of kin than 2nd cousins may not marry, except that marriage may be contracted between first cousins where the female has attained the age of 55 years or where either party, at the time of the application for a marriage license, submits an affidavit signed by a physician stating that either party is permanently sterile. (Wis. Stat. s. 765.03)

#### SEXUAL ASSAULT OF A CHILD - WIS. STAT. S. 948.02

##### First Degree Sexual Assault

- Whoever has sexual contact or sexual intercourse with a person who has not attained the age of 13 years and causes great bodily harm to the person is guilty of a Class A felony. A person who commits a Class A felony can be imprisoned for life.
- Whoever has sexual intercourse with a person who has not attained the age of 12 years is guilty of a Class B felony. A person who commits a Class B felony can be imprisoned up to 60 years.

- Whoever has sexual contact or sexual intercourse with a person who has not attained the age of 13 years is guilty of a Class B felony. A person who commits a Class B felony can be imprisoned up to 60 years.

#### Second Degree Sexual Assault

- Whoever has sexual contact or sexual intercourse with a child who has not attained the age of 16 years is guilty of a Class C felony. A person who commits a Class C felony may be fined up to \$100,000 and/or imprisoned for up to 40 years.

#### SEXUAL INTERCOURSE WITH A CHILD AGE 16 OR OLDER - WIS. STAT. S. 948.09

Whoever has sexual intercourse with a child who is not the defendant's spouse and who has attained the age of 16 or older is guilty of a Class A misdemeanor. A person who commits a Class A misdemeanor may be fined up to \$10,000 and/or imprisoned for up to 9 months.

#### DOMESTIC ABUSE; DOMESTIC ABUSE RESTRAINING ORDERS AND INJUNCTIONS - WIS. STAT. S. 813.12(1)

"Domestic abuse" means any of the following engaged in by an adult family member or an adult household member against another adult family member or adult household member, by an adult caregiver against an adult who is under the caregiver's care, by an adult against his or her adult former spouse, by an adult with whom the individual has or had a dating relationship, or by an adult against an adult with whom the person has a child in common:

1. Intentional infliction of physical pain, physical injury or illness.
2. Intentional impairment of physical condition.
3. A violation of s. 940.225 (1), (2) or (3). [Sexual assault]
4. A violation of s. 940.32. [Stalking]
5. A violation of s. 943.01, involving property that belongs to the individual. [Damage to property]
6. A threat to engage in the conduct under subd. 1., 2., 3., 4., or 5. (See 1-5 above)

- "Family member" means a spouse, a parent, a child or a person related by blood or adoption to another person.
- "Household member" means a person currently or formerly residing in a place of abode with another person.
- "Caregiver" means an individual who is a provider of in-home or community care to an individual through regular and direct contact.
- "Dating relationship" means a romantic or intimate social relationship between 2 adult individuals but "dating relationship" does not include a causal relationship or an ordinary fraternization between 2 individuals in a business or social context. A court shall determine if a dating relationship existed by considering the length of the relationship, the type of the relationship, and the frequency of the interaction between the adult individuals involved in the relationship.

#### DOMESTIC ABUSE INCIDENTS; ARREST AND PROSECUTION - WIS. STAT. S. 968.075

"Domestic abuse" means any of the following engaged in by an adult person against his or her spouse or former spouse, against an adult with whom the person resides or formerly resided or against an adult with whom the person has a child in common:

1. Intentional infliction of physical pain, physical injury or illness.
1. Intentional impairment of physical condition.
2. A violation of s. 940.225 (1) [first degree sexual assault], (2) [second degree sexual assault] or (3) [third degree sexual assault].
3. A physical act that may cause the other person to fear imminent in the conduct described in 1, 2 or 3.

(1) In this section:

- a) "Course of conduct" means a series of 2 or more acts carried out over time, however short or long, that show a continuity of purpose, including any of the following:
  - 1. Maintaining a visual or physical proximity to the victim.
  - 2. Approaching or confronting the victim.
  - 3. Appearing at the victim's workplace or contacting the victim's employer or coworkers.
  - 4. Appearing at the victim's home or contacting the victim's neighbors.
  - 5. Entering property owned, leased, or occupied by the victim.
  - 6. Contacting the victim by telephone or causing the victim's telephone or any other person's telephone to ring repeatedly or continuously, regardless of whether a conversation ensues.
  - 6m. Photographing, videotaping, audiotaping, or, through any other electronic means, monitoring or recording the activities of the victim. This subdivision applies regardless of where the act occurs.
  - 7. Sending material by any means to the victim or, for the purpose of obtaining information about, disseminating information about, or communicating with the victim, to a member of the victim's family or household or an employer, coworker, or friend of the victim.
  - 8. Placing an object on or delivering an object to property owned, leased, or occupied by the victim.
  - 9. Delivering an object to a member of the victim's family or household or an employer, coworker, or friend of the victim or placing an object on, or delivering an object to, property owned, leased, or occupied by such a person with the intent that the object be delivered to the victim.
  - 10. Causing a person to engage in any of the acts described in subds. 1. to 9.

(2) Whoever meets all of the following criteria is guilty of a Class I felony:

- a. The actor intentionally engages in a course of conduct directed at a specific person that would cause a reasonable person under the same circumstances to suffer serious emotional distress or to fear bodily injury to or the death of himself or herself or a member of his or her family or household.
- b. The actor knows or should know that at least one of the acts that constitute the course of conduct will cause the specific person to suffer serious emotional distress or place the specific person in reasonable fear of bodily injury to or the death of himself or herself or a member of his or her family or household. The actor's acts cause the specific person to suffer serious emotional distress or induce fear in the specific person of bodily injury to or the death of himself or herself or a member of his or her family or household.

(2e) Whoever meets all of the following criteria is guilty of a Class I felony:

- a. After having been convicted of sexual assault under s. 940.225 [sexual assault], 948.02 [sexual assault of a child], 948.025 [repeated acts of sexual assault to the same child], or 948.085 [sexual assault of a child placed in substitute care] or a domestic abuse offense, the actor engages in any of the acts listed in sub. (1) (a) 1. To 10. [see above] if the act is directed at the victim of the sexual assault or the domestic abuse offense.
- b. The actor knows or should know that the act will cause the specific person to suffer serious emotional distress or place the specific person in reasonable fear of bodily injury to or the death of himself or herself or a member of his or her family or household.
- c. The actor's act causes the specific person to suffer serious emotional distress or induces fear in the specific person of bodily injury to or the death of himself or herself or a member of his or her family or household.

(2m) Whoever violates sub. (2) is guilty of a Class H felony if any of the following applies:

- a. The actor has a previous conviction for a violent crime as defined in s. 939.632(1)(e)1., or a previous conviction under this section or s. 947.013 (1r), (1t), (1v), or (1x) [harassment].
- b. The actor has a previous conviction for a crime, the victim of that crime is the victim of the present violation of sub. (2), and the present violation occurs within 7 years after the prior conviction.
- c. The actor intentionally gains access or causes another person to gain access to a record in electronic format that contains personally identifiable information regarding the victim in order to facilitate the violation.
- d. The person violates s. 968.31 (1) [interception and disclosure of wire, electronic or oral communications] or 968.34 (1) [use of pen register or trap and trace device] in order to facilitate the violation.

- e. The victim is under the age of 18 years at the time of the violation.
- (3) Whoever violates sub. (2) is guilty of a Class F felony if any of the following applies:
- a. The act results in bodily harm to the victim or a member of the victim's family or household.
  - b. The actor has a previous conviction for a violent crime defined in s. 939.632(1)(e)1., or a previous conviction under this section or s. 947.013 (1r), (1t), (1v) or (1x) [harassment], the victim of that crime is the victim of the present violation of sub. (2), and the present violation occurs within 7 years after the prior conviction.
  - c. The actor uses a dangerous weapon in carrying out any of the acts listed in sub. (1) (a) 1. to 9 [see above].
- (3m) A prosecutor need not show that a victim received or will receive treatment from a mental health professional in order to prove that the victim suffered serious emotional distress under sub. (2) (c) or (2e) (c).
- (4)
- a. This section does not apply to conduct that is or acts that are protected by the person's right to freedom of speech or to peaceably assemble with others under the state and U.S. constitutions, including, but not limited to, any of the following:
    - 1. Giving publicity to and obtaining or communicating information regarding any subject, whether by advertising, speaking or patrolling any public street or any place where any person or persons may lawfully be.
    - 2. Assembling peaceably.
    - 3. Peaceful picketing or patrolling.
- For the purposes of this statute, "member of a family" means a spouse, parent, child, sibling, or any other person who is related by blood or adoption to another.
  - For the purposes of this statute, "member of a household" means a person who regularly resides in the household of another or who within the previous 6 months regularly resided in the household of another.
  - Whoever commits a Class F felony is subject to a fine of up to \$25,000 and/or imprisonment up to 12 years and 6 months.
  - Whoever commits a Class H felony is subject to a fine of up to \$10,000 and/or imprisonment up to 6 years.
  - Whoever commits a Class I felony is subject to a fine of up to \$10,000 and/or imprisonment up to 3 years and 6 months.

## SEXUAL HARASSMENT

Sexual harassment is a form of sex discrimination prohibited under federal and state laws as well as UW-Platteville and UW System policy. Some acts may constitute both sexual assault and sexual harassment. Unsolicited and unwarranted sexually discriminatory remarks, sexually derogatory statements or gestures and/or verbal sexual advances; attempts to engage a nonconsenting person in sexual activities or physical contact of a sexual nature; and unsolicited and unwanted physical contact of a sexual nature constitute sexual harassment when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or educational experience;
- Submission to or rejection of such conduct by an individuals is used as the basis for employment or academic decisions affecting such individuals; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or learning environment. [Adapted from 29 C.F.R. s. 1604.11 [1980].]

Sexual harassment can occur in any setting: in the workplace, the learning environment or university programs. Each of us has a duty not to harass others and to act responsibly when confronted with the issue of sexual harassment. Principal investigators, supervisors, managers, department chairs, directors and deans have additional responsibilities: individuals in positions of authority must not engage in sexual harassment, must take reasonable measures to prevent sexual harassment and take immediate and appropriate action when they learn of allegations of sexual harassment, including contacting the Title IX coordinator.

Sexual harassment includes conduct directed by a person at another person of the same or opposite gender and also includes conduct directed at someone based on their gender identity or gender expression.

Unwelcome means the behavior was not requested or invited and that the person subjected to the behavior found the behavior undesirable or offensive. In determining whether behavior is unwelcome, it is important to take power differentials into account. When the person engaging in the behavior is in a position of power relative to the person being subjected to the behavior, it may be difficult for the person being subjected to the behavior to object to it. Therefore, in some cases, even acquiescence to the behavior will not be interpreted to mean the behavior was welcome.

#### Tangible Action or Quid Pro Quo (This for That) Sexual Harassment

Occurs when employment, academic or program-related decisions resulting in a significant change in status are based on a person's submission to or rejection of unwelcome verbal or physical conduct of a sexual nature.

#### Hostile Environment Sexual Harassment

Occurs when verbal, non-verbal and/or physical conduct is:

- a) Sexual in nature (including when based on gender)
- b) Unwelcome, and
- c) Substantially interferes with an individual's work or academic performance or their participation in a University program or activity or creates an intimidating, hostile or offensive working, learning or program-related environment.

A determination of sexual harassment is made on a case-by-case basis looking at the totality of the circumstances including the nature of the sexual conduct, the context in which the conduct occurred, the type, frequency, and duration of the conduct, the relationship between the parties, and the impact of the conduct on the affected individual(s). Some behaviors which may be acceptable in certain contexts are inappropriate in the workplace or classroom, particularly if an objection is expressed.

What can sexual harassment look like?

- Unwanted pressure for sexual favors.
- Unwanted deliberate touching, leaning over, cornering, or pinching.
- Unwanted letters, telephone calls, or material of a sexual nature.
- Unwanted sexual teasing, jokes, remarks, comments, questions, or "cat calls."
- Sexual comments about a person's clothing, anatomy, or looks.
- Touching an employee's clothing, hair, or body.
- Sexually suggestive signals, facial expressions, or gestures with hands or body movements.
- Telling lies or spreading rumors about a person's personal sex life.

Your Rights:

- You can choose whether or not to file a complaint with the appropriate university department or with law enforcement.
- You do not have to identify the alleged perpetrator, unless the information is necessary to respond to your request for a specific form of assistance.
- Before making a report to a university official, you can request information about university policies and procedures for releasing personally identifiable information about you.
- You can request assistance from a confidential advocate or the Title IX coordinator in filing a report with law enforcement.



- You can access confidential physical and mental health care at UW-Platteville's Student Health Services, University Counseling Services, Family Advocates, or a health care facility of your choice without consenting to an investigation.
- You can request a No Contact Order between you and the alleged perpetrator through the Dean of Students Office.
- You can request a change in your class schedule to avoid contact with the alleged perpetrator through the Dean of Students Office

If you've experienced sexual harassment:

- Know that it is not your fault.
- Document your experiences by noting the time/place, what was said and done, and who was involved or witnessed the event.
- If you'd like to immediately speak to someone confidentially, you can contact Family Advocates at 608.348.3838.
- Consider contacting resources listed below in order to receive additional support or to learn more about options you may choose, including reporting to the university and/or law enforcement

When sexual harassment occurs, it degrades the quality of work and education at UW-Platteville. It erodes the dignity and productivity of the individuals involved and diminishes the quality, effectiveness and stature of the institution. Any one of us may experience harassment, be accused of harassment, or be consulted by someone who thinks they have been harassed.

Confidential Resources	What They Provide
<b>University Counseling Services 608.342.1865</b>	Confidential counseling, support, and referrals for all UW-Platteville students; walk-in triage appointments are available during weekday business hours
<b>Student Health Services 608.342.1891</b>	Provides medical help including Sexually Transmitted Infection testing, pregnancy testing, and prevention; appointments available during weekday business hours
<b>Family Advocates 608.348.3838</b>	Provides 24-hour peer counseling by phone or in person, emergency temporary shelter, support groups, referrals and advocacy services
<b>Riverview Center 888.557.0310</b>	Provides free services including a 24-hour crisis hotline, legal and medical advocacy, long and short-term counseling, and transition assistance for domestic and sexual violence survivors
<b>Southwest Health 608.342.4730</b>	Provides medical help including but not limited to STI testing, pregnancy testing, sexual assault nurse examiner, and emergency services

Reporting Resources
<b>Dean of Students Office 608.342.1854</b>
<b>Title IX Coordinator 608.342.1845</b>
<b>University Police 608.342.1584</b>
<b>Platteville Police 608.348.2313</b>

# CONVICTED SEXUAL OFFENDER REGISTRATION LAWS

Wisconsin State Statutes require some sexual offenders to register with the University Police. These offenders must register with the University Police within five working days of commencing enrollment or employment with the University. Registrants are also required to notify the university police within five working days of ceasing to be enrolled or employed, or ceasing to carry on a vocation at the University.

## Wisconsin Sex Offender Information:

The State of Wisconsin, through its Department of Corrections, maintains an electronic directory of individuals registered as sex offenders in Wisconsin. The website for this directory is <http://offender.doc.state.wi.us/public/>

In the event that the Wisconsin Department of Corrections moves or removes the above link, UW-Platteville will notify the campus community via a campus wide email with the new web address and will update the information on the following year ASR.

Interested persons may search the directory in two modes:

1. Search by name (or alias) for information about individual registrants. This search requires a full or partial last name for the registrant.
2. Search by location for information about registrants who reside in a certain area. This search is done by zip code, by entering the first 3, 4, or 5 numbers of the selected zip code area. Note: the zip code for Platteville is 53818. (Wisconsin Sex Offender Registry WI ss 301.45)

Anyone requesting information about a sex offender may submit a Public Inquiry Request for Registry which must include the following information:

1. Offender's full and accurate spell of name
2. Offender's date of birth
3. Offender's social security number
4. Driver's license number (if available)

Note: Forms, addresses, and telephone numbers are available at the University or Platteville Police Departments.





# UW-PLATTEVILLE ALCOHOL AND DRUG RESOURCE INFORMATION, POLICY, & LAWS

## ALCOHOL AND DRUG ABUSE PROGRAMS AND INTERVENTIONS

UW-Platteville provides a variety of programs and interventions for drug and alcohol abuse. The University provides counseling and referral services for students dealing with alcohol and drug abuse concerns. The Office of Human Resources provides an Employee Assistance Program (EAP) entitled FEI Behavioral Health for faculty and staff. A variety of community and county resources are also available to assist individuals who need help in this area.

Students who have problems with alcohol or controlled substances are encouraged to voluntarily contact the Dean of Students Office or University Counseling Services for assistance and additional referral. Voluntary contacts with the Dean of Students Office personnel may remain confidential. The UW-Platteville Dean of Students Office is located in suite 2300 of the Markee Pioneer Student Center, and the telephone number is 608.342.1854.

Employees who have problems with alcohol or controlled substances are encouraged voluntarily to contact their Employee Assistance Program (EAP) for referral to counseling or treatment programs. The University of Wisconsin-Platteville in partnership with FEI Behavioral Health is committed to employee well-being through providing free and confidential services for employees experiencing personal or work-related problems. To determine if these services may be of help to you, please call: 866.274.4723 (24 hours a day, 7 days a week).

### University of Wisconsin-Platteville Campus Resources

- **Academic and Conduct Issues/Student Emergencies:** The [Dean of Students Office](#) provides support for a variety of student concerns, including illness, academic trouble, and other personal emergencies. 608.342.1854.
- **Medical Concerns:** The [Student Health Services](#) provides students with low cost outpatient medical services. 608.342.1891
- **Mental Health Issues/AODA Assessment:** [Counseling Services](#) provides group and individual counseling for students. 608.342.1865
- **Personal Safety:** The [University Police](#) provides law enforcement services to students, faculty, staff and visitors. 608.342.1584; 911 for emergencies.
- **Sexual Assault Support Services:** [Family Advocates](#) in Platteville provides a safe place for people to come and talk about any issues that they may have surrounding their sexual assault, or those of someone close to them. 800.924.2624

### Platteville Area Resources (Southwest Wisconsin area)

- **Family Resource Center**  
Services: professional counseling and psychotherapy services; psychological testing and evaluation.  
1155 W. Elm St.; Suite 120 Platteville, WI 608.348.4060
- **Uplands Counseling Services**  
Services: professional counseling and psychotherapy services; medication management; psychological evaluation and testing; substance abuse services.  
1118 Professional Drive Dodgeville, WI 608.935.2838

- **Unified Community Services**

Services: substance abuse evaluation and treatment; medication management; mental health counseling; community programming. AODA treatment in both Lancaster & Dodgeville

200 W Alona Ln. Lancaster, WI 53813      608.723.6357

- **Senior Behavioral Sciences**

Services: professional counseling and psychotherapy services; medication management; substance abuse

185 N. Elm St. Platteville, WI 53818      608.348.3656

#### Dubuque, IA Area Resources

- **Substance Abuse Services Center**

Services: substance abuse evaluation; outpatient program; group counseling; gambling addiction treatment.

Nesler Centre 799 Main St., Suite 110 Dubuque, Iowa 52001      563.582.3784

- **Mercy Turning Point Treatment Center**

Services: substance abuse evaluation; outpatient program; group counseling.

Mercy Medical Center 250 Mercy Drive, 2<sup>nd</sup> Floor Dubuque, Iowa 52001      563.589.8000 ext. 8928

- **Hillcrest Family Services Mental Health Center**

Services: professional counseling and psychotherapy; medication management; substance abuse services.

563.582.0145

#### Alcohol and Other Drug Comprehensive Programming

##### Strategies Targeting Individual Problem

- Judicial Educator, Alcohol 101, and Marijuana 101 – on-line programs that provide students with an assessment of behavior, indicators of risk, and norms clarification. *Residence Life utilizes for sanctions.*
- AODA Education Class – Three class sessions which incorporate cognitive-behavioral skills with norms clarification and motivational enhancement interventions. *Residence Life, Athletics, Dean of Students utilizes for sanctions.*
- Individual Counseling – providing support to students who are attempting change with regard to AOD use. Incorporates motivational interviewing and cognitive-behavioral approaches.

##### General Population Programming/Environmental Strategies

- Collaborative approach with local coalition (SAFE Grant County Coalition) tasked with addressing community culture that support excessive and underage alcohol and/or drug use. *(UW-Platteville AODA Coalition)*
- Consistent policy enforcement from on-campus entities, campus police, and local law enforcement agencies. *(Residence Life, Dean of Students, University Police)*
- Responsible beverage service policies implemented through Dining Services.

##### Programs with Evidence of Logical and Theoretical Promise

- Friday Classes.
- Alcohol-free, expanded late-night student activities including Friday Night Club, Late Night at the Markee, Dollar Movie Nights, Open Mic, Comedians, etc.
- Expanded hour availability of the Pioneer Athletic Center (PAC) and the library.
- University Police have required student organizations to hire additional security staff for campus-based events. Has resulted in reduction of alcohol misuse during events like Mudfest.
- Presentation made to parents during new student registration regarding risk of excessive alcohol use and illegal drug abuse specific to academic progress and emotional well-being.
- Consistent enforcement of strategies.

- Social norms campaign to increase awareness of students who choose not to use/abuse alcohol or illegal drugs.
- Presentations to faculty and staff with the intent to engage them in changing campus culture regarding excessive alcohol and illegal drug use.

#### Other

- Greeks Step Up! – Annual event aimed at Greek Life, used to educate, increase awareness of risk with excessive drinking and illegal drug use, and engage student leaders in considering changes to environment necessary to minimize AOD misuse.
- Recognition of National Collegiate Alcohol Awareness Week and Red Ribbon Week – Student focused presentation and activities aimed at increasing awareness to risk of excessive alcohol and/or illegal drug use.
- Welcome Weekend Event – Use of national programming specific to the risk of excessive alcohol use
- Student Health 101 – email newsletter managed by Student Health Services which includes information specific to students about the risk of excessive drinking and illegal drug use.
- Presentations to Residence Life by University Police regarding risks of alcohol and illegal drug misuse.
  - Residence Life utilizes passive-programming (bulletin boards) to call attention to related AODA issues. These could include informational bulletin boards, education fliers in student mailboxes, poster campaigns, mocktails programs, and guest speakers including but not limited to University Police, health Services, Counseling Services, and the Prevention & Education Coordinator from the Dean of Students Office.
- Bystander Intervention – Step Up! program

### **UW-PLATTEVILLE ALCOHOL AND OTHER DRUGS POLICY**

The University of Wisconsin System and University of Wisconsin-Platteville prohibit the unlawful possession, use, distribution, sale, manufacture or dispensing of illicit drugs and alcohol by students, employees, invitees, guests and contractor/vendors on university property or as part of university activities. UW-Platteville Police enforce state and federal laws regulating the possession, use and sale of illegal drugs and alcohol, including underage drinking. Further, the Office of Residence Life and/or the Dean of Students Office will take disciplinary action when such incidents are reported.

#### General Alcohol Policies:

1. Persons under the age of 21 are not permitted to possess or consume alcohol.
2. Official identification (a driver's license or a state issued identification card) is required to verify that a person has attained the legal age for possessing and consuming alcohol. Identification must include a picture of the owner.
3. No one may provide alcohol to underage persons. (Wisconsin State Chapter 125)
4. No one may serve alcohol to any person who is bordering upon intoxication or who is obviously already intoxicated.

The University of Wisconsin-Platteville recognizes alcohol and other drug abuse as a problem prevalent throughout society. This is a matter of concern at an academic institution because it interferes with the activities and education of students and the performance of faculty and staff. The University recognizes college students exercise personal discretion regarding alcohol and drug use. The University of Wisconsin-Platteville, consistent with its mission as a public institution of higher education, is committed to providing education about the effects of alcohol and other drugs in a wide variety of settings and formats; assisting individuals who have developed patterns of abuse to find more



constructive and healthy lives; and upholding the law. In those circumstances where individuals, as a result of patterns of abuse, endanger themselves or others, the University will assist in providing professional help, may require remediation, and may examine the appropriateness of continued enrollment and/or employment. This commitment is carried out in an environment which is educational and supportive in nature and designed to bring about positive changes in behavior and attitude.

The use, possession, or sale of alcoholic beverages is prohibited on University premises, except in faculty and staff housing, and as expressly permitted by the chief administrative officer or under institutional regulations, in accordance with s.UWS 18.09(1) (a), Wis. Adm. Code. Without exception, alcohol consumption is governed by Wisconsin statutory age restrictions under s.UWS 18.09(1) (a), Wis. Adm. Code.

The unlawful use or possession of illicit drugs ("controlled substances" as defined in Ch. 961, Wis. Stats.) on University lands is prohibited in accordance with s.UWS 18.15(1), Wis. Adm. Code. Selling or delivering a controlled substance, or possessing a controlled substance with intent to sell or deliver is prohibited under s.UWS17.09 (6), Wis. Adm. Code.

UW-Platteville has developed specific institutional regulations to permit the use and possession of alcohol beverages by individuals above the minimum legal drinking age. Students and employees who fail to comply with UW-Platteville regulations are subject to disciplinary action. This policy covers the possession or consumption of alcohol beverages in the following areas:

- a) In on-campus student housing units when and where specifically designated by the Director of Residence Life;
- b) Student Centers facilities when and where specifically designated by the Director of the Student Centers;
- c) Dining Services facilities when and where specifically designated by the Director of Dining Services; and
- d) In any campus building or on any university lands when and where specifically designated and where prior authorization has been granted in writing by the Vice Chancellor for Administrative Services.

#### UW-Platteville Buildings and Lands:

1. Open containers of alcohol are prohibited on the grounds of the campus, Memorial Park (a.k.a. picnic grounds or driving range), the "M", and the University Farm, except as permitted under UWS 18.09 (1) (a). At athletic events, the sale or provision of alcoholic beverages shall adhere to the institutional guidelines permitted under UWS 18.09 (1) (a). (WIAC Handbook on the Governance of Athletics - 27.5.1).
2. Dining Services shall be the sole administrative unit authorized to conduct the sale of alcohol within university buildings or on university lands.
3. When alcohol is served within university buildings or on university lands, the consumption of alcohol is restricted to the serving area. No carryout sales are permitted.
4. Whenever alcohol is to be served within university buildings or on university lands, a special identification procedure will be established if underage persons are to be in attendance at the event. This may not apply to events that are private and catered by the university staff, e.g. receptions, banquets, etc.
5. Additional alcohol policies and procedures pertaining to residence halls are published in the Residence Hall Handbook.
6. Additional alcohol policies and procedures pertaining to Student Centers facilities are published on the Markee Pioneer Student Center website.

## Students and Student Organizations:

1. Alcohol is not permitted as an incentive for participating in group activities, as prizes in contests of any sort, or as the primary focus of a gathering on the campus by any campus organization. Non-alcohol beverages and food items must be provided if alcohol is being served.
2. On-campus advertising for social events may not include specific reference to alcohol as a part of the event. References to alcohol are prohibited in either printed word or graphic image.
3. Social functions by student groups and organizations including residence hall groups, Greek organizations, clubs, and teams where alcohol is to be served must be in compliance with all city ordinances, state laws, and university policies.
4. Wrist bands are required for insuring that only persons of legal age are consuming alcohol. Arrangements must be made with Dining Services at least one (1) week prior to the event for an ID check point and wristbands. The sponsoring organization will be charged for staff labor needed to manage the ID and wrist banding process. Individuals, as well as groups, are subject to revocation or restriction of permission to possess and consume alcohol if behavior is determined to be in violation of the alcohol policies of the University. Other disciplinary action may be taken by the appropriate university officials.

University sponsored events may be terminated by university officials if the event becomes disruptive, if the safety and security of individuals is threatened or if the alcohol policies of the University are violated.

## Drugs

Unlawful use or possession of illicit drugs ("controlled substances" as defined in Ch. 961, Wis. Stats.) on University lands is prohibited in accordance with s.UWS 18.15(1), Wis. Adm. Code. Selling or delivering a controlled substance, or possessing a controlled substance with intent to sell or deliver is prohibited under s.UWS17.09 (6), Wis. Adm. Code.

Violation of either the alcohol or drugs provisions by a student may lead to the imposition of a disciplinary sanction, up to and including suspension or expulsion, under s.UWS 17.10(1), Wis. Adm. Code. University employees are also subject to disciplinary sanctions for violation of these provisions occurring on university property or the work site or during work time, up to and including termination from employment. Disciplinary sanctions are initiated and imposed in accordance with applicable procedural requirements and work rules, as set forth in Wisconsin Statutes, administrative rules, faculty and staff policies, and collective bargaining agreements. Referral for prosecution under criminal law is also possible. Further, violations may result in additional penalties as allowed under UWS 18, Wis. Adm. Code. The University may remove or ban an invitee, guest or contractors/vendors for violating this policy.

## **CAMPUS DISCIPLINE, UNIVERSITY OF WISCONSIN SYSTEM CODE, AND WISCONSIN STATE LAW**

### Consequences for Non-Compliance

Employees who violate this policy may be subject to disciplinary action up to and including discharge. In addition, employees may be personally liable for consequences resulting from alcohol service. Students who violate this policy may be subject to disciplinary action as specified in UWS Chapter 17 and 18 and may face student conduct sanctions. Individuals under the minimum legal drinking age who consume or possess alcohol beverages may be subject to arrest and civil citation.

Violation of alcohol and drugs laws or policies by a student may lead to the imposition of a disciplinary sanction, up to and including suspension or expulsion, under s. UWS 17.10, Wis. Adm. Code. Alcohol and drug education programs are utilized as a conduct sanction for alcohol policy violations committed by UW-Platteville students. For alcohol misuse, students may be referred to online programs that provide students with an assessment of behavior, indicators of risk, and norms clarification (Judicial Educator, Alcohol 101, and Marijuana 101), an AODA Education Class offered through University Counseling Services, or individual counseling. Student organizations or groups violating alcohol and drug policies or laws may also be subject to discipline by UW-Platteville, consistent with the Student Organization Code of Conduct. Violations of local, state or federal laws may result in civil forfeitures or criminal prosecution.

University employees are also subject to disciplinary sanctions for violation of UW-Platteville policies and of local, state and federal drug and alcohol laws occurring on university property or the worksite or during work time or in the course of their employment, up to and including termination from employment. Disciplinary sanctions are initiated and imposed in accordance with applicable procedural requirements and work rules, as set forth in Wisconsin statutes, administrative rules, faculty and academic staff policies, and university staff policies and procedures. Referral for prosecution under criminal law is also possible. In addition, violations of ss. UWS 18.06(13) and 18.10(1), Wis. Adm. Code may result in additional penalties as allowed under ch. UWS 18, Wis. Adm. Code.

#### UWS 18.09 ALCOHOL AND DRUG PROHIBITIONS

##### (1) ALCOHOL BEVERAGES.

- a) The use or possession of alcohol beverages is prohibited on all university premises, except in faculty and staff housing and as permitted by the chief administrative officer, subject to statutory age restrictions. The chief administrative officer may generally permit the use or possession of alcohol beverages by promulgating institutional regulations in consultation with appropriate staff and students, or in specific instances by written permission.
- b) No person may procure, sell, dispense or give away alcohol beverages to any person contrary to the provisions of ch. 125, Stats.
- c) In this subsection, "alcohol beverages" means fermented malt beverages and intoxicating liquors containing 0.5% or more of alcohol by volume.
- d) Notwithstanding s. UWS 18.14, institutional regulations developed pursuant to this subsection shall be reported to the president of the system for review and approval.

##### (2) POSSESSION OF DRUG PARAPHERNALIA.

- a) No person may use, or possess with the primary intent to use, drug paraphernalia to plant, propagate, cultivate, grow, harvest, manufacture, compound, convert, produce, process, prepare, test, analyze, pack, repack, store, contain, conceal, inject, ingest, inhale or otherwise introduce into the human body a controlled substance or controlled substance analog in violation of ch. 961, Stats.
- b) In this subsection, the term "drug paraphernalia" has the meaning specified in s. 961.571 (1), Stats.; the term "controlled substance" has the meaning specified in s. 961.01 (4), Stats.; and the term "controlled substance analog" has the meaning specified in s. 961.01 (4m), Stats.
- c) In determining whether an object is drug paraphernalia under this subsection, the factors listed in s. 961.572, Stats., and all other legally relevant factors, shall be considered.

### (3) POSSESSION OF MARIJUANA.

- a) No person may intentionally use or possess marijuana on university lands, except when such use or possession is authorized under ch. 961, Stats., or is permitted under s. 961.34, Stats.
- b) In this subsection, the term “marijuana” has the meaning specified in s. 961.01 (14), Stats.

### State of Wisconsin Legal Sanctions for Drug Violations

The laws of Wisconsin prohibit drug possession and delivery through the Uniform Controlled Substances Act, Wis. Stat. 961, and mandate penalties that include multiple years of prison and steep fines. The penalties vary according to the amount of drug confiscated, the type of drug found, the number of previous offenses by the individual, and whether the individual intended to manufacture the drug, sell the drug, or use the drug. See Wis. Stat. 961.41 through 961.69. In addition to the stringent penalties for possession or delivery, the sentences are enhanced when exacerbating factors are present, such as when a person distributes a controlled substance to a minor, Wis. Stat. 961.46. UW System also adopts Wis. Stat. 961.41(3g) Possession of Marijuana and 961.573(1) Possession of Drug Paraphernalia into its code under UWS 18.09(3) and UWS 18.09(2), respectively.

### UWS 18.15 ADDITIONAL STATUTORY PENALTY PROVISIONS REGULATING CONDUCT ON UNIVERSITY LANDS

- (1) Controlled substances. The use or possession of controlled substances as defined in s. 961.01 (4), Stats., is prohibited on all university property with the specific exemptions set forth in ch. 961, Stats., and as permitted under s. 961.34, Stats. The penalty provisions of ch. 961, Stats., and chs. UWS 17 and 18 may apply to violations occurring on university lands.

### State of Wisconsin Legal Sanctions for Alcohol Violations

Underage drinking by persons under the age of twenty-one is a civil law violation in the State of Wisconsin and is subject to the following sanctions under Wis. Stat. 125.07(4)

125.07 Underage and intoxicated persons; presence on licensed premises; possession; penalties.

- (1) Alcohol beverages; restrictions relating to underage persons.

#### (a) Restrictions

1. No person may procure for, sell, dispense or give away any alcohol beverages to any underage person not accompanied by his or her parent, guardian or spouse who has attained the legal drinking age.
2. No licensee or permittee may sell, vend, deal or traffic in alcohol beverages to or with any underage person not accompanied by his or her parent, guardian or spouse who has attained the legal drinking age.
3. No adult may knowingly permit or fail to take action to prevent the illegal consumption of alcohol beverages by an underage person on premises owned by the adult or under the adult's control. This subdivision does not apply to alcohol beverages used exclusively as part of a religious service.
4. No adult may intentionally encourage or contribute to a violation of sub. (4) (a) or (b).

#### (b) Penalties.

1. In this paragraph, “violation” means a violation of this subsection or of a local ordinance that strictly conforms to par. (a) if the violation results in an imposition of a forfeiture or a conviction. For purposes of determining previous violations under subd. 2., the 30-month period shall be

measured from the dates of violations that resulted in an imposition of a forfeiture or a conviction. For the purpose of determining whether or not a previous violation has occurred, if more than one violation occurs at the same time all those violations shall be counted as one violation.

2. A person who commits a violation may be:
  - a. Required to forfeit not more than \$500 if the person has not committed a previous violation within 30 months of the violation.
  - b. Fined not more than \$500 or imprisoned for not more than 30 days or both if the person has committed a previous violation within 30 months of the violation.
  - c. Fined not more than \$1,000 or imprisoned for not more than 90 days or both if the person has committed 2 previous violations within 30 months of the violation. Fined not more than \$10,000 or imprisoned for not more than 9 months or both if the person has committed 3 or more previous violations within 30 months of the violation.
3. A court shall suspend any license or permit issued under this chapter to a person for:
  - a. Not more than 3 days, if the court finds that the person committed a violation within 12 months after committing one previous violation;
  - b. Not less than 3 days nor more than 10 days, if the court finds that the person committed a violation within 12 months after committing 2 other violations; or Not less than 15 days nor more than 30 days, if the court finds that the person committed the violation within 12 months after committing 3 other violations.
4. The court shall promptly mail notice of a suspension under this paragraph to the department and to the clerk of each municipality which has issued a license or permit to the person.
5. A person who holds a Class "A" license, a Class "B" license or permit, a "Class A" license or a "Class B" license or permit who commits a violation is subject to subd. 3. but is not subject to subd. 2. Or s. 125.11.
6. Only one penalty may be imposed under this paragraph for each underage person who is provided alcohol beverages contrary to this section or a local ordinance in conformity with this section.

## (2) Underage Persons; Prohibitions; Penalties

- (a) Any underage person who does any of the following is guilty of a violation:
  1. Procures or attempts to procure alcohol beverages from a licensee or permittee.
  2. Unless accompanied by a parent, guardian or spouse who has attained the legal drinking age, possesses or consumes alcohol beverages on licensed premises.
  3. Enters, knowingly attempts to enter or is on licensed premises in violation of sub (3) (a).
  4. Falsely represents his or her age for the purpose of receiving alcohol beverages from a licensee or permittee.
- (b) Except as provided in par. (bm), any underage person not accompanied by his or her parent, guardian or spouse who has attained the legal drinking age who knowingly possesses or consumes alcohol beverages is guilty of a violation.
- (bg) Paragraphs (a) and (b) do not apply to an underage person employed by or assisting a law enforcement agency in carrying out enforcement activities to determine compliance with, or investigate potential violations of, the provisions of this section.
- (bm) An underage person may possess alcohol beverages in the course of employment during his or her working hours if employed by any of the following:

1. A brewer or brewpub.
2. A fermented malt beverages wholesaler.
3. A permittee other than a Class "B" or "Class B" permittee.
4. A facility for the production of alcohol fuel.
5. A retail licensee or permittee under the conditions specified in s. 125.32 (2) or 125.68 (2) or for delivery of unopened containers to the home or vehicle of a customer.
6. A campus, if the underage person is at least 18 years of age and is under the immediate supervision of a person who has attained the legal drinking age.

(bs) Any person violating par. (a) is subject to the following penalties:

1. For a first violation, a forfeiture of not less than \$250 nor more than \$500, suspension of the person's operating privilege as provided under s. 343.30 (6)(b) 1., participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties.
2. For a violation committed within 12 months of one previous violation, either a forfeiture of not less than \$300 nor more than \$500, participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties. In addition, the person's operating privilege may be suspended as provided under s. 343.30 (6) (b) 2., except that if the violation of par. (a) involved a motor vehicle the person's operating privilege shall be suspended as provided under s. 343.30 (6) (b) 2.
3. For a violation committed within 12 months of 2 previous violations, either a forfeiture of not less than \$500 nor more than \$750, participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties. In addition, the person's operating privilege may be suspended as provided under s. 343.30 (6) (b) 3., except that if the violation of par. (a) involved a motor vehicle the person's operating privilege shall be suspended as provided under s. 343.30 (6) (b) 3.
4. For a violation committed within 12 months of 3 or more previous violations, either a forfeiture of not less than \$750 nor more than \$1,000, participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties. In addition, the person's operating privilege may be suspended as provided under s. 343.30 (6) (b) 3., except that if the violation of par. (a) involved a motor vehicle the person's operating privilege shall be suspended as provided under s. 343.30 (6) (b) 3.

(c) Any person violating par. (b) is subject to the following penalties

1. For a first violation, a forfeiture of not less than \$100 nor more than \$200, suspension of the person's operating privilege as provided under s. 343.30 (6) (b) 1., participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties.
2. For a violation committed within 12 months of one previous violation, either a forfeiture of not less than \$200 nor more than \$300, participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties. In addition, the person's operating privilege may be suspended as provided under s. 343.30 (6) (b) 2., except that if the violation of par. (b) involved a motor vehicle the person's operating privilege shall be suspended as provided under s. 343.30 (6) (b) 2.
3. For a violation committed within 12 months of 2 previous violations, either a forfeiture of not less than \$300 nor more than \$500, participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties. In addition, the



person's operating privilege may be suspended as provided under s. 343.30 (6) (b) 3., except that if the violation of par. (b) involved a motor vehicle the person's operating privilege shall be suspended as provided under s. 343.30 (6) (b) 3.

4. For a violation committed within 12 months of 3 or more previous violations, either a forfeiture of not less than \$500 nor more than \$1,000, participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties. In addition, the person's operating privilege may be suspended as provided under s. 343.30 (6) (b) 3., except that if the violation of par. (b) involved a motor vehicle the person's operating privilege shall be suspended as provided under s. 343.30 (6) (b) 3. (cd) For purposes of par. (bs) or (c), all violations arising out of the same incident or occurrence shall be counted as a single violation.

### Amnesty for Underage Alcohol Penalties

The Amnesty for Underage Alcohol Penalties for Certain Persons, 2015 Wisconsin Act 279, states that:

An underage person may not be issued a citation for, or convicted of, a violation of Wis. Stat. s.125.07(4) (a) or (b) [see page 115 of this document] if all of the following apply:

- The underage person is a crime victim or bystander and either the crime victim or the bystander requested emergency assistance, by dialing the telephone number "911" or by other means, in connection with the alleged crime or the underage person encountered a law enforcement officer at a medical facility at which the crime victim received treatment in connection with the alleged crime.
- The underage person remains at the scene until emergency assistance arrives and thereafter cooperates with providers of emergency assistance, including furnishing any requested information, unless the underage person lacks capacity to cooperate when emergency medical assistance arrives. If the underage person encounters a law enforcement officer at a medical facility, the underage person cooperates with the officer and furnishes any requested information, unless the underage person lacks capacity to cooperate with the officer.
- If the underage person is a student at a UW-System school, the board or an institution or college campus may not impose any of the following disciplinary sanctions against a student for the student's violation of s. 125.07 (4) (a) or (b), if the student is exempt from issuance of a citation for, or conviction of, the violation under the amnesty law: removal of a course in progress, enrollment restrictions on a course or program, suspension or expulsion, exclusion from student housing.
- However, this amnesty does not apply to an underage person who requests emergency assistance, by dialing the telephone number "911" or by other means, with an intention to claim the protections and knowing that the situation that he or she reports does not exist.

### Federal Laws Pertaining to Drugs

The federal government has penalties against drug possession and trafficking through its Federal Sentencing Guidelines which reduce the discretion that federal judges may use in sentencing offenders of federal drug statutes. Under these guidelines, courts can sentence a person to years in prison for unlawful possession of a controlled substance, including the distribution of a small amount of marijuana. A sentence of life imprisonment can result from a conviction of possession of a controlled substance that results in death or bodily injury.

## DRUG-FREE SCHOOLS AND COMMUNITIES ACT

The U.S. Department of Education has adopted final regulations implementing the Drug Free Schools and Communities Act of 1990. This information is a requirement of those regulations to ensure continued federal financial assistance.

The Act requires that the University provide a description, to all students and employees, of the legal sanctions under federal law and Wisconsin law, University disciplinary sanctions that may be imposed, a description of health risks associated with the use of illicit drugs and alcohol, and a listing of the University's drug counseling and treatment programs.

The law is designed to make it clear that the Department of Education is serious about drug and alcohol prevention on college campuses. It is the intent of the University of Wisconsin-Platteville to follow the regulations and to support the letter and the spirit of the law.

Information about UW-Platteville's full compliance with the Drug Free Schools and Communities Act, including the descriptions of drug and alcohol abuse education and intervention programs, can be found in UW-Platteville's Drug-Free Schools and Campuses Regulations Biennial Review at: [Drug Free Schools Act Biennial Review 16-18.](#)

## SUMMARY OF THE HEALTH EFFECTS OF THE USE AND ABUSE OF DRUGS AND ALCOHOL

The following is a partial list of drugs, and the consequences of their use. The abuse of alcohol and the use of other drugs is detrimental to the health of the user. Further, the use of drugs and alcohol is not conducive to an academic atmosphere. Drugs impede the learning process and can cause disruption for other students and disturb their academic interests. The use of alcohol and drugs in the workplace may also impede the employee's ability to perform in a safe and effective manner, and may result in injuries to others. Early diagnosis and treatment of drug and alcohol abuse is in the best interests of the student, employee and the university. (For additional information concerning the health risks associated with substances covered by the Controlled Substances Act, refer to the chart on pages 24-25 of the U.S. Department of Justice publication, Drugs of Abuse, 1996 edition, or visit the [U.S. Drug Enforcement Administration.](#))

### Alcohol

Alcohol is the most frequently abused drug on campus and in society. Alcohol is chemically classified as a mind-altering drug because it contains ethanol and has the chemical power to depress the action of the central nervous system. This depression affects motor coordination, speech and vision. In great amounts, it can affect respiration and heart rate control. Death can result when the level of blood alcohol exceeds 0.40%. Prolonged abuse of alcohol can lead to alcoholism, malnutrition and cirrhosis.

### Anabolic Steroids

Concerns over a growing illicit market and prevalence of abuse combined with the possibility of long-term effects of steroid use, led Congress to place anabolic steroids into Schedule III of the Controlled Substances Act (CSA). Although the adverse effects of large doses of multiple anabolic steroids are not well established, there is increasing evidence of serious with the abuse of these agents, including cardiovascular damage, liver damage and damage to reproductive organs. Physical side effects include elevated blood pressure and cholesterol levels, severe acne, premature balding,

reduced sexual function and testicular atrophy. The CSA defines anabolic steroids as any drug or hormonal substance chemically and pharmacologically related to testosterone (other than estrogens, progestins, and corticosteroids), that promotes muscle growth. Those commonly encountered on the illicit market include: boldenone (Equipoise), ethylestrenol (Maxibolin), fluoxymesterone (Halotestin), methandriol, methandrostenolone (Dianabol), methyltestosterone, nandrolone (Durabolin, Deca-Durabolin), oxandrolone (Anavar), oxymetholone (Anadrol), stanozolol (Winstrol), testosterone and trenbolone (Finajet).

## Cannabis

Three drugs that come from cannabis— marijuana, hashish, and hashish oil—are currently distributed on the U.S. illicit market. These drugs are deleterious to the health and impair the short-term memory and comprehension of the user. When used, they alter the sense of time, and reduce the ability of the user to perform tasks requiring concentration and coordination. They also increase the heart rate and appetite. Motivation and cognition can be altered, making acquisition and retaining of new information difficult. Long-term users may develop psychological dependence that can produce paranoia and psychosis. Because cannabis products are usually inhaled as unfiltered smoke, they are damaging to the lungs and pulmonary system and have more cancer-causing agents than tobacco.

## Depressants

Depressants produce central nervous system depression. Depressants (i.e. barbiturates, benzodiazepines, glutethimide, methaqualone, and meprobamate) can cause physical and psychological dependence that can lead to respiratory depression, coma and death, especially when used in concert with alcohol. Withdrawal can lead to restlessness, insomnia, convulsions and even death. Chloral hydrate, a hypnotic depressant, and alcohol constitute “Mickey Finn.”

## Hallucinogens

LSD, PCP, mescaline and peyote are classified as hallucinogens. Hallucinogens interrupt the brain messages that control the intellect and keep instincts in check. Large doses can produce convulsions and coma, heart and lung failure. Chronic users complain of persistent memory problems and speech difficulties for up to a year after their use. Because the drug stops the brain’s pain sensors, drug experiences may result in severe self-inflicted injuries. Persistent memory problems and speech difficulties may linger.

## Narcotics

The term narcotic derives from the Greek word for stupor. Narcotic use is associated with a variety of unwanted effects including drowsiness, inability to concentrate, apathy, lessened physical activity, constriction of the pupils, dilation of the subcutaneous blood vessels causing flushing of the face and neck, constipation, nausea and vomiting and, most significantly, respiratory depression. With repeated use of narcotics, tolerance and dependence develop. Users of narcotics, such as heroin, codeine, morphine, and opium, are susceptible to overdose that can lead to convulsions, coma and death.

## Stimulants

Cocaine is the most potent stimulant of natural origin. “Crack” is the chunk form of cocaine that is a ready-to-use freebase. These drugs stimulate the central nervous system and are extremely addictive. They can cause psychological and physical dependency which can lead to dilated pupils, increased pulse rate, elevated blood pressure, insomnia, loss of appetite, paranoia, and seizures. They can also cause death by disrupting the brain’s control of the heart and respiration. The use of amphetamines and other stimulants can have the same effect as cocaine and cause increased heart rates and blood pressure that can result in a stroke or heart failure. Symptoms include dizziness, sleeplessness, and anxiety. They can also lead to hallucinations, paranoia, psychosis, and even a physical collapse.

Nicotine is a highly addictive stimulant, whether ingested by smoking or chewing. This drug hits the brain in six seconds, and damages the lungs, decreases heart strength, and is associated with many types of cancers. The withdrawal symptoms include anxiety, progressive restlessness, irritability, and sleep disturbance.

# UW-PLATTEVILLE 2018 ANNUAL FIRE SAFETY REPORT

## 2015-2017 FIRE STATISTICS

Residence Hall Facility Name & Address Last Three Years	Total # of Fires	Date of Fire	Time Occurred	Cause of Fire	# Injuries	# Fatalities	Value of Property Damage
<b>Bridgeway Commons 1200 Southwest Rd.</b>							
2015	0	N/A	N/A	N/A	N/A	N/A	N/A
2016	0	N/A	N/A	N/A	N/A	N/A	N/A
2017	1	11/18/17	4:06PM	Attended cooking fire due to burning oil	0	0	\$5,000
<b>Brockert Hall 1455 Circle Dr.</b>							
2015	0	N/A	N/A	N/A	N/A	N/A	N/A
2016	0	N/A	N/A	N/A	N/A	N/A	N/A
2017	0	N/A	N/A	N/A	N/A	N/A	N/A
<b>Dobson Hall 1200 Greenwood Ave.</b>							
2015	0	N/A	N/A	N/A	N/A	N/A	N/A
2016	0	N/A	N/A	N/A	N/A	N/A	N/A
2017	0	N/A	N/A	N/A	N/A	N/A	N/A
<b>Huginin Hall 1355 Circle Dr.</b>							
2015	0	N/A	N/A	N/A	N/A	N/A	N/A
2016	0	N/A	N/A	N/A	N/A	N/A	N/A
2017	0	N/A	N/A	N/A	N/A	N/A	N/A
<b>McGregor Hall 1000 Greenwood Ave.</b>							
2015	0	N/A	N/A	N/A	N/A	N/A	N/A
2016	0	N/A	N/A	N/A	N/A	N/A	N/A
2017	0	N/A	N/A	N/A	N/A	N/A	N/A
<b>Melcher Hall 50 S. College Dr.</b>							
2015	0	N/A	N/A	N/A	N/A	N/A	N/A
2016	0	N/A	N/A	N/A	N/A	N/A	N/A
2017	0	N/A	N/A	N/A	N/A	N/A	N/A
<b>Morrow Hall 1300 Greenwood Ave</b>							
2015	0	N/A	N/A	N/A	N/A	N/A	N/A
2016	0	N/A	N/A	N/A	N/A	N/A	N/A
2017	0	N/A	N/A	N/A	N/A	N/A	N/A
<b>Pickard Hall 1555 Circle Dr.</b>							
2015	0	N/A	N/A	N/A	N/A	N/A	N/A
2016	0	N/A	N/A	N/A	N/A	N/A	N/A
2017	0	N/A	N/A	N/A	N/A	N/A	N/A
<b>Porter Hall 60 S. College Dr.</b>							
2015	0	N/A	N/A	N/A	N/A	N/A	N/A
2016	0	N/A	N/A	N/A	N/A	N/A	N/A
2017	0	N/A	N/A	N/A	N/A	N/A	N/A
<b>Rountree Commons 800 S. Chestnut St</b>							
2015	0	N/A	N/A	N/A	N/A	N/A	N/A
2016	0	N/A	N/A	N/A	N/A	N/A	N/A
2017	0	N/A	N/A	N/A	N/A	N/A	N/A
<b>Southwest Hall 1100 Southwest Rd</b>							
2015	0	N/A	N/A	N/A	N/A	N/A	N/A
2016	0	N/A	N/A	N/A	N/A	N/A	N/A
2017	0	N/A	N/A	N/A	N/A	N/A	N/A
<b>Wilgus Hall 1100 Greenwood Ave.</b>							
2015	0	N/A	N/A	N/A	N/A	N/A	N/A
2016	0	N/A	N/A	N/A	N/A	N/A	N/A
2017	0	N/A	N/A	N/A	N/A	N/A	N/A

## RESIDENCE HALL CHARACTERISTIC INFORMATION

Residence Hall	Street Address	Year Built	Occupancy	Capacity	Type of Construction
<b>Bridgeway Commons</b>	1200 Southwest Rd	2013	Residence Hall	420	Structural Steel Stud
<b>Brockert Hall</b>	1455 Circle Dr.	1966	Residence Hall	268	Masonry
<b>Dobson Hall</b>	1200 Greenwood Ave	1964	Residence Hall	332	Masonry
<b>Huginin Hall</b>	1355 Circle Dr	1966	Residence Hall	262	Masonry
<b>McGregor Hall</b>	1000 Greenwood Ave	1961	Residence Hall	238	Masonry
<b>Melcher Hall</b>	50 S. College Dr	1965	Residence Hall	250	Masonry
<b>Morrow Hall</b>	1300 Greenwood Ave	1966	Residence Hall	268	Masonry
<b>Pickard Hall</b>	1555 Circle Dr.	1968	Residence Hall	282	Masonry
<b>Porter Hall</b>	60 S. College Dr	1965	Residence Hall	250	Masonry
<b>Rountree Commons</b>	800 S. Chestnut St	2012	Residence Hall	620	Structural Steel Stud
<b>Southwest Hall</b>	1100 Southwest Rd	2006	Residence Hall	380	Masonry
<b>Wilgus Hall</b>	1100 Greenwood Ave	1963	Residence Hall	238	Masonry

## REPORTING A FIRE

If a fire occurs in a UW-Platteville Residence Hall, community members should pull the fire alarm, use the nearest safe exit to evacuate and notify UWPPD and/or the City of Platteville Fire Department immediately by calling 911. If a community member finds evidence of a fire that has been extinguished, and the person is not sure whether UWPPD has already responded, the community member should immediately notify UWPPD at (608) 342-1584 to investigate and document the incident. For the purposes of including a fire in the statistics in the Annual Fire Safety Report, Residence Life, Risk Management and UWPPD should be notified of the fire. Residence Life can be reached at (608) 342-1845. The University Risk Management Office can be reached at (608) 342-1188.





## FIRE SAFETY SYSTEMS

Residence Hall	Address	Fire Alarm Panels	Fire Extinguishers	Sprinklers
<b>Bridgeway Commons</b>	1200 Southwest Rd	Edwards Model EST 3	Yes	Yes
<b>Brockert Hall</b>	1455 Circle Dr.	Edwards Model EST 3	Yes	No
<b>Dobson Hall</b>	1200 Greenwood Ave	Edwards Model EST 3	Yes	Yes
<b>Huginin Hall</b>	1355 Circle Dr	Edwards Model EST 3	Yes	No
<b>McGregor Hall</b>	1000 Greenwood Ave	Edwards Model EST 3	Yes	No
<b>Melcher Hall</b>	50 S. College Dr	Edwards Model EST 3	Yes	Yes
<b>Morrow Hall</b>	1300 Greenwood Ave	Edwards Model EST 3	Yes	No
<b>Pickard Hall</b>	1555 Circle Dr.	Edwards Model EST 3	Yes	No
<b>Porter Hall</b>	60 S. College Dr	Edwards Model EST 3	Yes	Yes
<b>Rountree Commons</b>	800 S. Chestnut St	Edwards Model EST 3	Yes	Yes
<b>Southwest Hall</b>	1100 Southwest Rd	Edwards Model EST 3	Yes	Yes
<b>Wilgus Hall</b>	1100 Greenwood Ave	Edwards Model EST 3	Yes	No

### Additional Information:

- Edwards Model EST 3 fire alarm panel:
  - The fire alarm system consists of manual pull stations, visual/audible alarm devices and integrated automatic detection devices, addressable smoke detector/sounder, and heat detectors located in individual sleeping rooms, corridors, common areas and mechanical spaces.
  - Testing and/or Inspection: Fire alarms are tested monthly and are tested and inspected annually by a certified fire alarm company in accordance with NFPA 72, National Fire Alarm Code.
- Portable Fire Suppression Equipment
  - All portable fire extinguishers are located in accordance with NFPA 10, Standard for Portable Fire Extinguishers.
  - Testing and/or Inspection: Fire extinguishers located in residence halls are inspected monthly. Annual inspection is conducted by a qualified vendor in accordance with NFPA 10, Standard for Portable Fire Extinguishers

## FIRE AND EVACUATION DRILLS

Residence Hall	Address	# Fire Alarm Testing in 2017	# Evacuation Drills in 2017
<b>Bridgeway Commons</b>	1200 Southwest Rd	12	1
<b>Brockert Hall</b>	1455 Circle Dr.	12	1
<b>Dobson Hall</b>	1200 Greenwood Ave	12	1
<b>Huginin Hall</b>	1355 Circle Dr	12	1
<b>McGregor Hall</b>	1000 Greenwood Ave	12	1
<b>Melcher Hall</b>	50 S. College Dr	12	1
<b>Morrow Hall</b>	1300 Greenwood Ave	12	1
<b>Pickard Hall</b>	1555 Circle Dr.	12	1
<b>Porter Hall</b>	60 S. College Dr	12	1
<b>Rountree Commons</b>	800 S. Chestnut St	12	1
<b>Southwest Hall</b>	1100 Southwest Rd	12	1
<b>Wilgus Hall</b>	1100 Greenwood Ave	12	1

### Additional Information:

- Fire alarms are tested and documented every month.
- An evacuation drill is done at least annually at each Residence Hall.

It is the responsibility of every resident to be familiar with these procedures; everyone must leave the residence hall whenever the fire alarm sounds. When an alarm sounds, follow these procedures:

- Close window and raise blinds
- Leave lights on
- Wear a coat or blanket and hard-soled shoes
- Carry a towel to place over your face in case of smoke
- Leave the room and close the door
- Go to the nearest exit
- Assemble outside the hall at a safe distance (at least 100 feet) from the building
- Do not return to the hall until the all clear signal is given by authorized personnel.

## **FIRE SAFETY EDUCATION**

- Each resident is given a written copy of the rules of the halls, which includes fire safety policies and procedures.
- Every year Residence Life staff, including Resident Directors, Resident Assistants, and Custodial Staff attend a mandatory annual fire prevention and fire extinguisher training.
- All other University Staff are also given the opportunity to attend a voluntary fire prevention and fire extinguisher training provided by the Risk Management Office.
- If a fire alarm sounds, each resident is expected to evacuate immediately (not using an elevator) and to remain 100 feet away from the building until they are given an all clear by an authorized authority.
- Residents are expected to report all fires to the University of Wisconsin-Platteville Police Department.

## **POLICY ON ELECTRICAL APPLIANCES, SMOKING, AND OPEN FLAMES**

- **Appliances**

The traditional residence halls on the UW-Platteville campus were built with the idea that meal plans would always be required. Therefore, the traditional residence halls, Bridgeway Commons, and Rountree Commons have limited facilities for cooking, with kitchens in the basement of all halls and floor kitchens in Bridgeway Commons, Rountree Commons, and McGregor and Wilgus halls. Limited cooking is allowed in student rooms. State, health, building, and fire codes all play a role in the existence of this regulation. The only electrical cooking appliances permitted in your room are coffee pots, popcorn poppers, bread machines, and microwaves provided they are used for the purpose for which they were intended. No appliances with open heating coils are permitted. The following appliances are not allowed in student rooms: toaster ovens, pizza ovens, and toasters.

\*\*It should be noted that Southwest Hall, due to its suite style setup, has its own policies related to appliances. See below:

Each suite is equipped with a microwave/convection oven, full-sized refrigerator, dishwasher, double sink, and garbage disposal. There is no stove/oven. Residents may bring other small kitchen appliances such as blenders, bread machines, microwave ovens, and coffeepots. Small kitchen appliances which have an open-coil type structure are prohibited in Southwest Hall for fire safety reasons. You may bring things such as George Foreman type grills, electric frying pans, and hotpots; however, these can only be used in the community room, as the suites do not have proper ventilation for the smoke produced by these items. Residents who add a personal refrigerator to the suite will pay a \$25 per academic year energy surcharge. Personal refrigerators or freezers may be no larger than 5.0 cubic feet. Residents may not have portable dishwashers or washers/dryers.

- **Smoking**  
State law prohibits smoking of any kind in the residence halls and in any location that is 25 feet or less from a residence hall. Residents choosing to smoke must do so outside the building, while remaining over 25 feet away from the building. Students found smoking within the prohibited area will receive one warning. Additional violations will result in a \$10 penalty. Residence hall staff will work in conjunction with University Police regarding reports of smoking violations and consequent citations.
- **Vapes**  
Recreational vapor products, including, but not limited to E-cigarettes, E-hookahs, vape pens (wax and herb), etc. are prohibited in the residence halls. Residents choosing to use a recreational vapor product must do so outside the building, while remaining 25 feet away from the building.
- **Open Flames**  
For reasons of health and fire safety, candles and wax warmers of any kind may not be present in the residence halls under any circumstances.
- **Other Fire Safety Restrictions**
  - The possession or use of any form of fireworks, explosives, gunpowder, flammable substances, or incendiary devices is strictly prohibited within residence halls and on any university property or grounds. Persons in violation of this regulation may expect disciplinary action and may also expect to be prosecuted under applicable ordinances and statutes.
  - The use of fog machines in the residence halls is prohibited due to fire safety.

## **EVACUATION AND EVACUATION PROCEDURES**

In the event the fire alarm sounds, leave the building immediately via the nearest exit. If possible, turn on the lights, open the drapes, close windows, and lock the door before you leave the room. Also, remember to wear shoes and carry a towel to place over your nose if smoke is present. If you should happen to be away from your room when the alarm sounds, do not return to your room, but leave the building via the nearest exit. Do not return until instructed to do so.

## **PLANS FOR FUTURE IMPROVEMENT IN FIRE SAFETY**

UW-Platteville recently improved three of its Traditional Residence Halls to include automatic fire sprinkler systems. There are no plans for future improvements at this time.

## UW-PLATTEVILLE CLERY COMPLIANCE COMMITTEE

DENISE LABUDDA

DIRECTOR OF COMPLIANCE

JASON WILLIAMS

SERGEANT UNIVERSITY POLICE/ CLERY COORDINATOR

KATE DEMERSE

INTERIM DEAN OF STUDENTS/DEPUTY TITLE IX COORDINATOR

LINDA MULROY-BOWDEN

DIRECTOR OF STUDENT LIFE AND DEVELOPMENT/ TITLE IX COORDINATOR

JEN ARTZ

ASSISTANT DIRECTOR OF RESIDENCE LIFE

SHANNON EALY

ATHLETIC DIRECTOR

