MEDICAL COLLEGE OF WISCONSIN

Annual Campus Safety Report

2024-2025

MEDICAL COLLEGE OF WISCONSIN

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Introduction

The Medical College of Wisconsin (MCW) is committed to providing the safest possible working and learning environments and complying with applicable laws. In furtherance of this commitment, MCW provides information about campus safety to current, as well as prospective, students and employees.

This Annual Campus Safety Report, prepared in compliance with the Higher Education Act of 1965, otherwise known as the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* ("Clery Act"), outlines MCW's security policies and discloses campus crime statistics for the three most recent calendar years. In addition to the information contained in this Report, current MCW policies and procedures are published in the Staff Employee Handbook, Information for Faculty Handbook, Graduate Student Handbook, Medical Student Handbook, Pharmacy School Student Handbook and the Medical College of Wisconsin All Student Handbook.

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Overview of Public Safety

MCW Public Safety provides a variety of public safety programs and services to members of the MCW campus community. These activities often extend beyond campus to include those constituents whose education and workplace them in MCW controlled off-campus facilities (i.e., administrative offices, medical clinics, and research centers).

Public Safety has developed and maintains collaborative partnerships with area law enforcement agencies. For the MCW-Milwaukee campus this includes the City of Wauwatosa Police Department and various local field offices of state and federal law enforcement agencies. For the MCW-Green Bay campus, Public Safety works in partnership with the St. Norbert College Campus Safety department and area law enforcement agencies to fulfill its commitment of providing public safety programs and services. For the MCW-Central Wisconsin campus, Public Safety works in partnership with area law enforcement agencies to fulfill its commitment of providing public safety programs and services.

Public Safety is fully committed to ensuring a safe and secure campus environment. For comments, questions, and/or suggestions regarding programs or services, visit the Public Safety Center on the MCW-Milwaukee campus, located near the lobby of the Health Research Center, room H1820, or contact the Public Safety Central Administration Office at 414.955.8424. Students and employees may also wish to visit the PS Intranet site at http://infoscope.mcw.edu/publicsafetyinfoscope.htm, which includes more detailed information. Similar information can be viewed on MCW's public website at https://www.mcw.edu/departments/public-safety .

Public Safety Mission Statement

Promote public safety through dedicated service and partnership with the Medical College of Wisconsin community.

Values

Honesty We are, first and foremost, honest and truthful. We conduct ourselves in a straightforward manner being sincere, truthful, trustworthy, honorable, fair and genuine. Integrity We possess the highest degree of integrity. We hold true to our principles, act honorably and are sound in our morals. Respect We respect human dignity and privacy. We are courteous and helpful to those we serve without passing judgment. Accountability We accept responsibility for the decisions we make whether it involve action or inaction. Professionalism We value the ideals of professionalism including commitment, perspective, and direction. This is developed by working in an environment that encourages teamwork, innovation and constant evaluation of ourselves and the community we serve.

Preparing the Report – Gathering Campus Crime Statistics

MCW – Milwaukee

Public Safety produces the annual disclosure of campus crime statistics. Information is compiled from the contents of the MCW Daily Crime Log, a thorough review of all incident reports for the calendar year at MCW and information provided by the Wauwatosa Police Department.

Statistics include reports made to Campus Security Authorities such as, but not limited to, the Senior Associate Dean for Education, the Associate Dean for Student Affairs, the Program Coordinator for Student Support Services, the Dean of the Graduate School, the Director of Enrollment and Student Services, the Title IX Coordinator, and the Office of Human Resources.

MCW – Green Bay

Public Safety produces the annual disclosure of campus crime statistics. Information is compiled from the contents of the MCW Daily Crime Log, a thorough review of all incident reports for the calendar year at MCW and information provided by the De Pere Police Department.

Statistics include reports made to Campus Security Authorities such as but not limited to the Senior Associate Dean for Education, the Associate Dean for Student Affairs, the Program Coordinator for Student Support Services, the Title IX Coordinator, and the Office of Human Resources.

MCW – Central Wisconsin

Public Safety produces the annual disclosure of campus crime statistics. Information is compiled from the contents of the MCW Daily Crime Log, a thorough review of all incident reports for the calendar year at MCW and information provided by the Wausau Police Department.

Statistics include reports made to Campus Security Authorities such as but not limited to the Senior Associate Dean for Education, the Associate Dean for Student Affairs, the Program Coordinator for Student Support Services, the Title IX Coordinator, and the Office of Human Resources.

Campus Environment

MCW – Milwaukee

Crime statistics in this report reflect incidents that have occurred on the MCW – Milwaukee campus. The MCW – Milwaukee campus includes the buildings and property owned and/or controlled by MCW, as well as facilities used in direct support of, or in relation to, its educational purposes and any public property running through or immediately adjacent to the main campus. The Milwaukee campus is MCW's main campus and is located at the Milwaukee Regional Medical Center (MRMC).

Within the MCW – Milwaukee controlled campus are the administrative, academic, and research buildings of MCW, including the Basic Science Building, Children's Research Institute, Health Research Center, Hub for Collaborative Medicine, MACC Fund Research Center, Medical Education Building, and the Translational and Biomedical Research Center.

MCW does not maintain residential facilities of any type, either on or at non-campus locations. No officially recognized MCW student organization maintains any on or non-campus housing facility.

As it relates to MCW's educational mission, Public Safety's jurisdiction includes the aforementioned academic, administrative, and research areas. MCW also owns or controls other non-campus properties in the Milwaukee metropolitan area, which are primarily used for non-educational purposes.

MCW – Green Bay

Crime statistics in this report reflect incidents that have occurred in MCW owned and leased spaces inside the Gehl-Mulva Science Center and on the St. Norbert College campus in whole, as MCW students have access to various facilities across the campus. This does not however, include the St. Norbert College residence halls as MCW does not maintain residential facilities of any type, either on or at non-campus locations, nor do any MCW students reside within St. Norbert College facilities. No officially recognized MCW student organization maintains any on or non-campus housing facility.

MCW – Central Wisconsin

Crime statistics in this report reflect incidents that have occurred on the MCW – Central Wisconsin campus. The MCW – Central Wisconsin campus includes property owned at 1900 Westwood Drive, Wausau, WI 54401MCW does not maintain residential facilities of any type, either on or at non-campus

locations. No officially recognized MCW student organization maintains any on or non-campus housing facility.

Relationship with the Community

Public Safety's relationship with its constituency is vital to achieving and preserving a safe and secure campus environment. Community members can expect to interact with Public Safety personnel that are fully engaged in delivering professional community-oriented programs and services. The quality of these initiatives is, in part, dependent on feedback from the community served.

Authority of Public Safety and Relationship with Law Enforcement Agencies

MCW – Milwaukee

The MCW – Milwaukee campus is under the jurisdiction of both Public Safety and the Wauwatosa Police Department (WPD). WPD possesses law enforcement jurisdiction over all MRMC grounds, including MCW property. The WPD station is located near the MRMC grounds at 1700 N. 116th Street.

Public Safety personnel have the authority to enforce MCW policy and rules, but are not certified law enforcement officers, and therefore do not have the power of arrest. WPD has full law enforcement authority, including the powers to arrest and detain.

Public Safety collaborates with law enforcement organizations on matters concerning MCW and is the designated lead agency on all internal security and public safety matters. Reports requiring law enforcement response are promptly forwarded to the appropriate law enforcement agency. There is no written memorandum of understanding between MCW and WPD addressing the investigation of criminal incidents or any other matters.

MCW – Green Bay

The MCW – Green Bay campus is under the jurisdiction of MCW Public Safety, St. Norbert College Campus Safety and the De Pere Police Department.

St. Norbert College Campus Safety staff have the authority to enforce campus rules and regulations, but are not certified law enforcement officers, and therefore do not have the power of arrest. A memorandum of understanding designates the De Pere Police Department as the law enforcement agency responsible for the response to, and investigation of, criminal activity on the St. Norbert College campus. Reports requiring law enforcement response are promptly forwarded to the appropriate law enforcement agency.

MCW – Central Wisconsin

The MCW – Central Wisconsin campus is under the jurisdiction of MCW Public Safety and the Wausau Police Department.

The Wausau Police Department is the law enforcement agency responsible for the response to, and investigation of, criminal activity on the Aspirus Wausau Hospital campus. Reports requiring law enforcement response are promptly forwarded to the appropriate law enforcement agency.

Building Access and Security

MCW – Milwaukee

MCW - Milwaukee has a secured perimeter 24 hours per day, seven (7) days per week. .

Entry into MCW buildings is restricted to those individuals possessing the appropriate authorization. All employees and students are issued an ID/access card which enables them to access MCW's buildings. Access to various spaces within MCW facilities is dictated by individual business need. Employees and students are required to openly display their badges at all times while on MCW property.

Guests of MCW employees or students are permitted to enter an MCW facility if they are accompanied by a host who is a current member of the student body or an employee. Visitors to MCW are only permitted in MCW's publicly accessible areas, including the Todd Wehr Library, during business hours or when attending an MCW event. All Guests and Visitors must be registered with MCW Public Safety and display a visitor badge for the duration of their visit.

After-hours access is granted to employees and students with a valid MCW ID through designated exterior doors of the Health Research Center, the Hub for Collaborative Medicine, the MACC Fund Research Center, and the Medical Education Building. See Overview of Public Safety for more information about security provided by Public Safety.

Public Safety Officers regularly patrol MCW owned and/or leased properties, including interior and exterior areas of the campus, core campus parking facilities, and adjacent public areas. Off-campus response by Public Safety is provided on a case-by-case basis. In all situations, Public Safety collaborates with local authorities to ensure the safety and security of MCW affiliated personnel. Emergencies may necessitate changes or alterations to building schedules.

MCW – Green Bay

During business hours, MCW – Green Bay and St. Norbert College's administrative and academic buildings are open to members of the campus community, guests and visitors. All employees and students are issued an ID/access card which enables them to access the facility after hours. Employees and students are required to openly display their badges at all times while on MCW property.

Academic and administrative building hours vary depending on use. Access to campus facilities is dictated by individual business need. Emergencies may necessitate changes or alterations to building schedules.

MCW – Central Wisconsin

During business hours, MCW – Central Wisconsin buildings are open to members of the campus community, guests and visitors. All MCW employees and students are issued an ID/access card which enables them to access the facility after hours. MCW employees and students are required to openly display their badges at all times while on MCW property.

Administrative, academic and medical care building hours vary depending on use. Access to campus facilities is dictated by individual business need. Emergencies may necessitate changes or alterations to building schedules.

Maintenance of Campus Facilities

Public Safety's Physical Risk group will conduct risk assessments of campus facilities determined to be problematic at either the MCW – Milwaukee, MCW – Green Bay or MCW – Central Wisconsin campuses. The survey will look at landscaping, locks, alarms, lighting and communications. On the MCW – Milwaukee campus, Public Safety Officers regularly patrol campus facilities to assess any security issues that may need to be addressed. Recommendations are forwarded to the appropriate parties on the applicable campus.

Comments regarding Public Safety are encouraged and may be shared with the Director and/or his/her designee by contacting Public Safety by phone at 414.955.8295 or 414.955.8424 or via e-mail at pubsafety@mcw.edu or parking@mcw.edu.

Reporting a Crime or Emergency

MCW – Milwaukee

Students and employees are encouraged to accurately and promptly report any criminal offense or suspected criminal activity directly to Public Safety. In some instances, you may wish to remain anonymous. Refer to the Voluntary Confidential Reporting section on page 11 for more information on this process.

Public Safety can assist in coordinating with local law enforcement and emergency services. If the victim of a crime is unable to make such a report, their supervisor, co-worker, friend or family member may do so on their behalf.

Assistance for emergencies requiring police, fire, and emergency medical services can be reached by dialing 9-911 from any campus phone. However, immediately after calling 9-911, Public Safety must be notified at 414.955.8299. For non-emergency calls to Public Safety, dial 414.955.8295.

Prompt reporting of emergency, criminal or suspicious activities will allow campus authorities to determine if a timely warning or emergency notification is appropriate and ensure the crime is included in annual crime statistics.

In response to reported incidents, Public Safety works closely with the full range of City and County emergency resources to assure a complete and timely response to calls. Priority response is given to crimes against persons and personal injuries. Special services include a timely investigative response, as well as the availability of local, state, and federal law enforcement agencies in providing support and assistance. When appropriate, notification will be made to the Medical School, Graduate School, Pharmacy School, or Human Resources/Title IX Coordinator for review of potential judicial or disciplinary action.

MCW – Green Bay

Students and employees are encouraged to accurately and promptly report any criminal offense or suspected criminal activity directly to Public Safety. In some instances, you may wish to remain anonymous. Refer to the Voluntary Confidential Reporting section on page 11 for more information on this process.

Emergencies, criminal or suspicious activities in progress should be reported to St. Norbert College Campus Safety, located in room 120 of the Pennings Activity Center or by calling 920.403.3260. St. Norbert College Campus Safety can serve as a liaison with the De Pere Police Department.

Prompt reporting of emergency, criminal or suspicious activities will allow campus authorities to determine if a timely warning or emergency notification is appropriate and ensure the crime is included in annual crime statistics.

In response to reported incidents, Public Safety works closely with the full range of City and County emergency resources to assure a complete and timely response to calls. Priority response is given to crimes against persons and personal injuries. Special services include a timely investigative response, as well as the availability of local, state, and federal law enforcement agencies in providing support and assistance. When appropriate, notification will be made to the Medical School or Human Resources/Title IX Coordinator for review of potential judicial or disciplinary action.

MCW – Central Wisconsin

MCW students and employees are encouraged to accurately and promptly report any criminal offense or suspected criminal activity directly to Public Safety. In some instances, anonymity may be desired. Refer to the Voluntary Confidential Reporting section page 11 for more information on this process.

Emergencies, criminal or suspicious activities in progress should be reported to the Wausau Police Department.

Prompt reporting of emergency, criminal or suspicious activities will allow campus authorities to determine if a timely warning or emergency notification is appropriate and ensure the crime is included in annual crime statistics.

In response to reported incidents, Public Safety works closely with the full range of City and County emergency resources to assure a complete and timely response to calls. Priority response is given to crimes against persons and personal injuries. Special services include a timely investigative response, as well as the availability of local, state, and federal law enforcement agencies in providing support and assistance. When appropriate, notification will be made to the Medical School or Human Resources/Title IX Coordinator for review of potential judicial or disciplinary action.

Voluntary Confidential Reporting

If you are the victim of a crime but do not want to pursue action according to MCW's policies and procedures or the criminal justice system, you may still want to consider making a confidential report to Public Safety for information only. With your permission, Public Safety can file an MCW Incident Report without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential while allowing Public Safety awareness and consideration of information in its safety planning.

With such information, MCW can keep an accurate record of the number of incidents involving students and employees, determine if there is a pattern of crime for a particular location, method, or assailant and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution.

Confidential reports may also be made by contacting the MCW Compliance Reporting Hotline, hosted by third party provider EthicsPoint, by calling (844) 703-8171 or visiting the MCW Compliance Reporting Hotline website.

Campus Counselors

As a result of the 1998 amendments to 20 U.S.C Section 1092 (f), clarification was given to those considered to be campus security authorities. Campus "Pastoral Counselors" and Campus "Professional Counselors," when acting as such are not considered to be a campus security authority and are not required to report crimes for inclusion in the annual disclosure of crime statistics.

A Professional Counselor is defined as an employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community and who is functioning within the scope of his or her license or certification.

Staff in MCW's Department of Psychiatry and Behavioral Medicine serve as Professional Counselors for the student population and are encouraged, if they deem it appropriate, to inform persons being counseled of the procedures to report crimes to Public Safety on a voluntary basis for inclusion into the annual crime statistics. Students may also access counseling services through MCW's Student Assistance Program (SAP), ComPsych. Counseling resources for MCW students are also provided by MCW's Student Behavioral Health & Resource Navigator, a full-time licensed professional counselor on staff within MCW's Academic Affairs.

MCW employees may also utilize MCW's Employee Assistance Program (EAP) for counseling services. The EAP may refer employees to MCW's Department of Psychiatry and Behavioral Medicine for assistance. MCW has no pastoral counselors.

Student Housing

The Medical College of Wisconsin campus does not include housing facilities on any of its campuses (Milwaukee, Green Bay or Central Wisconsin). MCW does not maintain residential facilities of any type, either on or at non-campus locations. No officially recognized MCW student organization maintains any on or non-campus housing facility.

Fire Safety Disclosures

The Higher Education Act requires institutions with on-campus student housing facilities to maintain a fire log and publish an annual Fire Safety Report. As stated previously, neither MCW campus includes housing facilities of any type nor therefore are these requirements not applicable.

Missing Students Policy

The Higher Education Act requires institutions with on-campus student housing to comply with missing student notification regulations. As stated previously in this Report, MCW does not maintain on-campus housing facilities of any kind and therefore is not required, nor is there a functional reason, to comply with these regulations.

Weapons Policy

MCW – Milwaukee

As indicated in MCW Public Safety Corporate Policy CO.PS.040 entitled Workplace Violence Prevention "For health, safety, and security reasons, firearms, explosives, flammables, or other dangerous weapons of any kind are not allowed on MCW property. Possession of firearms, explosives, flammables, and/or other dangerous weapons on MCW property is cause for disciplinary action up to and including termination from employment."

MCW – Green Bay

St. Norbert College prohibits firearms and other dangerous weapons on their campus. In addition, the aforementioned MCW Public Safety Corporate Policy CO.PS.040 entitled Workplace Violence Prevention, prohibits the carrying, possession, or use of any dangerous weapon on owned or leased MCW property, in an MCW building or facility, or at an MCW-sponsored event, regardless of location.

MCW – Central Wisconsin

The aforementioned MCW Public Safety Corporate Policy CO.PS.040 entitled Workplace Violence Prevention, prohibits the carrying, possession, or use of any dangerous weapon on owned or leased MCW property, in an MCW building or facility, or at an MCW-sponsored event, regardless of location.

Crime Statistics Mandated by the Clery Act

MCW – Milwaukee

Criminal Offenses and VAWA Offenses

Offense	On Campus	Non-Campus	Public Property	Total	Unfounded
Murder/Non-Negligent Manslaughter					
2021	0	0	0	0	0
2022	0	0	0	0	0
2023	0	0	0	0	0
Manslaughter by Negligence					
2021	0	0	0	0	0
2022	0	0	0	0	0
2023	0	0	0	0	0
Rape					
2021	0	0	0	0	0
2022	0	0	0	0	0
2023	0	0	0	0	0
Fondling					
2021	0	0	0	0	0
2022	0	0	0	0	0
2023	0	0	0	0	0
Incest					
2021	0	0	0	0	0
2022	0	0	0	0	0
2023	0	0	0	0	0
Statutory Rape					
2021	0	0	0	0	0
2022	0	0	0	0	0
2023	0	0	0	0	0
Robbery					
2021	0	0	0	0	0
2022	0	0	0	0	0
2023	0	0	0	0	0
Aggravated Assault					
2021	0	0	0	0	0
2022	0	0	0	0	0
2023	0	3	0	3	0

Offense	On Campus	Non-Campus	Public Property	Total	Unfounded
Burglary					
2021	0	0	0	0	0
2022	0	0	0	0	0
2023	1	0	0	1	0
Motor Vehicle Theft					
2021	1	1	0	2	0
2022	0	0	0	0	0
2023	0	0	0	0	0
Arson					
2021	1	0	0	1	0
2022	0	0	0	0	0
2023	0	0	0	0	0
Dating Violence					
2021	0	0	0	0	0
2022	0	0	0	0	0
2023	0	0	0	0	0
Domestic Violence					
2021	0	0	0	0	0
2022	0	0	0	0	0
2023	0	0	0	0	0
Stalking					
2021	0	0	0	0	0
2022	1	0	0	1	0
2023	2	0	0	2	0

The Medical College of Wisconsin campus does not maintain residential facilities of any type, either on or off campus.

Arrests and Disciplinary Referrals for Violations of Weapons, Drug Abuse and Liquor Laws				
Offense	On Campus	Non-Campus	Public Property	Total
Weapons Law Arrests				
2021	0	0	0	0
2022	0	0	0	0
2023	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action				
2021	0	0	0	0
2022	0	0	0	0
2023	0	0	0	0
Drug Law Arrests				
2021	0	4	0	4
2022	0	0	0	0
2023	0	0	0	0
Drug Law Violations Referred for Disciplinary Action				
2021	0	0	0	0
2022	0	0	0	0
2023	0	0	0	0
Liquor Law Arrests				
2021	0	4	0	4
2022	0	0	0	0
2023	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action				
2021	0	0	0	0
2022	0	0	0	0
2023	0	0	0	0

The Medical College of Wisconsin campus does not maintain residential facilities of any type, either on or off campus.

Hate Crimes

2021: No reported Hate Crimes
2022: No reported Hate Crimes
2023: No reported Hate Crimes

MCW – Green Bay

Criminal Offenses and VAWA Offenses

Offense	On Campus			Non-Campus	Public Property	Total	Unfounded
	MCW Proper	SNC[1]	Sub-Total				
Murder/Non-Negligent Manslaughter							
2021	0	0	0	0	0	0	0
2022	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0
Manslaughter by Negligence							
2021	0	0	0	0	0	0	0
2022	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0
Rape							
2021	0	1	1	0	0	1	0
2022	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0
Fondling							
2021	0	0	0	0	0	0	0
2022	0	0	0	0	0	0	0
2023	0	1	1	0	0	1	0
Incest							
2021	0	0	0	0	0	0	0
2022	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0
Statutory Rape							
2021	0	0	0	0	0	0	0
2022	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0
Robbery							
2021	0	0	0	0	0	0	0
2022	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0
Aggravated Assault							
2021	0	0	0	0	0	0	0
2022	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0
Burglary							
2021	0	0	0	0	0	0	0
2022	0	1	1	0	0	1	0
2023	0	0	0	0	0	0	0

Offense	On Campus			Non-Campus	Public Property	Total	Unfounded
	MCW Proper	SNC[1]	Sub-Total				
Motor Vehicle Theft							
2021	0	0	0	0	0	0	0
2022	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0
Arson							
2021	0	0	0	0	0	0	0
2022	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0
Dating Violence							
2021	0	0	0	0	0	0	0
2022	0	0	0	0	0	0	0
2023	0	1	1	0	0	1	0
Domestic Violence							
2021	0	0	0	0	0	0	0
2022	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0
Stalking							
2021	0	0	0	0	0	0	0
2022	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0

[1] Crime statistics in this report reflect incidents that have occurred in MCW owned and leased spaces inside the Gehl-Mulva Science Center and on the St. Norbert College (SNC) campus in whole, as MCW students have access to various facilities across the campus. The statistics do not however, include the St. Norbert College residence halls as MCW does not maintain residential facilities of any type, either on or at non-campus locations.

Arrests and Disciplinary Referrals for Violations of Weapons, Drug Abuse and Liquor Laws						
Offense	On Campus			Non-Campus	Public Property	Total
	MCW Proper	SNC[2]	Sub-Total			
Weapons Law Arrests						
2021	0	0	0	0	0	0
2022	0	0	0	0	0	0
2023	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action						
2021	0	0	0	0	0	0
2022	0	0	0	0	0	0
2023	0	0	0	0	0	0
Drug Law Arrests						
2021	0	0	0	0	0	0
2022	0	0	0	0	0	0
2023	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action						
2021	0	0	0	0	0	0
2022	0	0	0	0	0	0
2023	0	0	0	0	0	0
Liquor Law Arrests						
2021	0	0	0	0	0	0
2022	0	0	0	0	0	0
2023	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action						
2021	0	0	0	0	0	0
2022	0	0	0	0	0	0
2023	0	0	0	0	0	0

[2] Crime statistics in this report reflect incidents that have occurred in the MCW owned and leased spaces inside the Gehl-Mulva Science Center and on the St. Norbert College (SNC) campus in whole, as MCW students have access to various facilities across the campus. The statistics do not however, include the St. Norbert College residence halls as MCW does not maintain residential facilities of any type, either on or at non-campus locations.

Hate Crimes

MCW spaces: There were no reported Hate Crimes in 2021, 2022 or 2023.

SNC: There were no reported Hate Crimes in 2021, 2022 or 2023.

MCW – Central Wisconsin

Criminal Offenses and VAWA Offenses

Offense	On Campus			Non-Campus	Public Property	Total	Unfounded
	MCW Proper	Aspirus[3]	Sub-Total				
Murder/Non-Negligent Manslaughter							
2021	0			0	0	0	0
2022	0			0	0	0	0
2023	0			0	0	0	0
Manslaughter by Negligence							
2021	0			0	0	0	0
2022	0			0	0	0	0
2023	0			0	0	0	0
Rape							
2021	0			0	0	0	0
2022	0			0	0	0	0
2023	0			0	0	0	0
Fondling							
2021	0			0	0	0	0
2022	0			0	0	0	0
2023	0			0	0	0	0
Incest							
2021	0			0	0	0	0
2022	0			0	0	0	0
2023	0			0	0	0	0
Statutory Rape							
2021	0			0	0	0	0
2022	0			0	0	0	0
2023	0			0	0	0	0
Robbery							
2021	0			0	0	1	0
2022	0			0	0	0	0
2023	0			0	0	0	0
Aggravated Assault							
2021	0			0	0	0	0
2022	0			0	0	0	0
2023	0			0	0	0	0
Burglary							
2021	0			0	0	0	0
2022	0			0	0	0	0
2023	0			0	0	0	0

Motor Vehicle Theft						
2021	0		0	0	0	0
2022	0		0	0	0	0
2023	0		0	0	0	0
Arson						
2021	0		0	0	0	0
2022	0		0	0	0	0
2023	0		0	0	0	0
Dating Violence						
2021	0		0	0	0	0
2022	0		0	0	0	0
2023	0		0	0	0	0
Domestic Violence						
2021	0		0	0	0	0
2022	0		0	0	0	0
2023	0		0	0	0	0
Stalking						
2021	0		0	0	0	0
2022	0		0	0	0	0
2023	0		0	0	0	0

[3] Crime statistics in this report reflect incidents that have occurred in MCW owned and leased spaces and on the Aspirus Wausau Hospital campus in whole, as MCW students have access to various facilities across the campus.

Note: As of 3/31/2020, MCW – Central Wisconsin no longer owned or leased spaces on the Aspirus Wausau Hospital Campus.

Arrests and Disciplinary Referrals for Violations of Weapons, Drug Abuse and Liquor Laws

Offense	On Campus			Non-Campus	Public Property	Total
	MCW Proper	Aspirus[4]	Sub-Total			
Weapons Law Arrests						
2021	0	[redacted]		0	0	0
2022	0			0	0	0
2023	0			0	0	0
Weapons Law Violations Referred for Disciplinary Action						
2021	0	[redacted]		0	0	0
2022	0			0	0	0
2023	0			0	0	0
Drug Law Arrests						
2021	0	[redacted]		0	0	0
2022	0			0	0	0
2023	0			0	0	0
Drug Law Violations Referred for Disciplinary Action						
2021	0	[redacted]		0	0	0
2022	0			0	0	0
2023	0			0	0	0
Liquor Law Arrests						
2021	0	[redacted]		0	0	0
2022	0			0	0	0
2023	0			0	0	0
Liquor Law Violations Referred for Disciplinary Action						
2021	0	[redacted]		0	0	0
2022	0			0	0	0
2023	0			0	0	0

[4] Crime statistics in this report reflect incidents that have occurred in MCW owned and leased spaces and on the Aspirus Wausau Hospital campus in whole, as MCW students have access to various facilities across the campus.

Hate Crimes

There were no reported Hate Crimes in 2021, 2022 or 2023.

Timely Warnings

MCW – Milwaukee

When Public Safety is notified that a serious campus crime has occurred that presents a serious or continuing threat to the campus community, a Timely Warning will be issued. Notices and instructions will be communicated to students and employees in an attempt to prevent similar crimes. Timely Warnings are usually distributed for the following Uniformed Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) classifications: major incidents of arson, murder/non-negligent manslaughter and robbery. Cases of aggravated assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case and the information known by Public Safety. For example, if an assault occurs between two students who have a disagreement, there may be no on-going threat to other MCW community members, and a Timely Warning would not be distributed.

In cases involving sexual assault, they are often reported to MCW long after the incident occurred, thus there is no ability to distribute a "timely" warning notice to the community. Sex offenses will be considered on a case-by-case basis depending on when and where the incident occurred, when it was reported, and the amount of information known by Public Safety. Cases involving property crimes will be assessed on a case-by-case basis and alerts will typically be sent if there is a discernible pattern of crime. The Director of Public Safety, or designee, reviews all reports to determine if there is an on-going threat to the community and if the distribution of a Timely Warning is warranted. Timely Warnings may also be posted for other crime classifications and locations, as deemed necessary.

The Director of Public Safety, or designee, reviews all reports to determine if there is an on-going threat to the community and if the distribution of a Timely Warning Notice is warranted. Timely Warning Notices are typically written by the Director of Public Safety, or designee, and distributed by Public Safety. Timely Warning Notices may also be posted for other crime classifications, as deemed necessary. Timely Warning Notices will be provided to students and employees in a manner that is timely, that withholds the names of victims as confidential, and that will aid in the prevention of similar occurrences.

Warnings may be distributed through several different mechanisms including:

- Mass notification system messaging
- Postings on the MCW Intranet ("Infoscope") and Public Safety website
- Via MCW's e-mail system
- Dedicated emergency voicemail box
- Strategic placement of public notices and/or warnings
- Social media such as Facebook and Twitter

In addition to timely warnings, the Daily Crime Log is updated each business day and provides information on all criminal and suspicious activity reported to Public Safety. The report is posted online at https://infoscope.mcw.edu/Public-Safety-Intranet/Annual-Campus-Safety-Report/Daily-Crime-Log.htm or can be viewed upon request in Public Safety.

Timely Warning Distribution Systems	Primary Message Creator	Backup Message Creator	Authority for approving & sending messages	Primary Message Sender	Backup Message Sender
Mass Notification	Director, Public Safety	Manager, Public Safety: Protective Services	Director, Public Safety	Director, Public Safety	Manager, Public Safety: Protective Services
Infoscope	Director, Public Safety	Manager, Public Safety: Protective Services	Director, Public Safety	Director, Internal Communications	Manager, Public Safety: Protective Services
Email	Director, Public Safety	Manager, Public Safety: Protective Services	Director, Public Safety	Director, Internal Communications	Manager, Public Safety: Protective Services
Social Media	Director, Public Safety	Manager, Public Safety: Protective Services	Director, Public Safety	Director, Public Safety	Manager, Public Safety: Protective Services

MCW – Green Bay

All timely warning information distributed on the MCW – Milwaukee campus would also be available for review by those on the MCW – Green Bay campus via postings on the MCW Intranet ("Infoscope") and Public Safety website. Social media postings would also be available to the MCW – Green Bay campus. Depending on the specific circumstances of an incident, the MCW – Green Bay campus may or may not be notified directly as the situation may not be relevant to the campus.

If an incident originates on the MCW – Milwaukee campus but impacts or has the potential to impact the MCW – Green Bay campus, Public Safety will utilize the same communication strategies as it does for the MCW – Milwaukee campus. These strategies and their responsible parties are outlined in the table below.

Timely Warning Distribution Systems	Primary Message Creator	Backup Message Creator	Authority for approving & sending messages	Primary Message Sender	Backup Message Sender
Mass Notification	Director, Public Safety	Manager, Public Safety: Protective Services	Director, Public Safety	Director, Public Safety	Manager, Public Safety: Protective Services
Infoscope	Director, Public Safety	Manager, Public Safety: Protective Services	Director, Public Safety	Director, Internal Communications	Communications Consultant, Sr,
Email	Director, Public Safety	Manager, Public Safety: Protective Services	Director, Public Safety	Director, Internal Communications	Communications Consultant, Sr.
Social Media	Director, Public Safety	Manager, Public Safety: Protective Services	Director, Public Safety	Director, Public Safety	Manager, Public Safety: Protective Services

If an incident occurs on St. Norbert College's campus, the Senior Director of Campus Safety works with the offices of student affairs and communications to alert the St. Norbert College community of certain crimes that are deemed an existing threat to the welfare of the campus community. Warnings will be

sent in a manner that is timely and will aid in the prevention of similar crimes. Information is distributed to all members of the campus community primarily via email, but also by other means including posters placed in academic and other college facilities.

MCW – Central Wisconsin

All timely warning information distributed on the MCW – Milwaukee campus would also be available for review by those on the MCW – Central Wisconsin campus via postings on the MCW Intranet ("Infoscope") and Public Safety website. Social media postings would also be available to the MCW – Central Wisconsin campus. Depending on the specific circumstances of an incident, the MCW – Central Wisconsin campus may or may not be notified directly as the situation may not be relevant to the campus.

If an incident originates on the MCW – Milwaukee campus but impacts or has the potential to impact the MCW – Central Wisconsin campus, Public Safety will utilize the same communication strategies as it does for the MCW – Milwaukee campus. These strategies and their responsible parties are outlined in the table below.

Timely Warning Distribution Systems	Primary Message Creator	Backup Message Creator	Authority for approving & sending messages	Primary Message Sender	Backup Message Sender
Mass Notification	Director, Public Safety	Manager, Public Safety: Protective Services	Director, Public Safety	Director, Public Safety	Manager, Public Safety: Protective Services
Infoscope	Director, Public Safety	Manager, Public Safety: Protective Services	Director, Public Safety	Director, Internal Communications	Communications Consultant, Sr.
Email	Director, Public Safety	Manager, Public Safety: Protective Services	Director, Public Safety	Director, Internal Communications	Communications Consultant, Sr.
Social Media	Director, Public Safety	Manager, Public Safety: Protective Services	Director, Public Safety	Director, Public Safety	Manager, Public Safety: Protective Services

If an incident occurs on the Aspirus Wausau Hospital campus in general, Public Safety would work with MCW – Central Wisconsin and hospital leadership to distribute appropriate information that is timely and will aid in the prevention of similar crimes.

Emergency Planning

MCW – Milwaukee

Public Safety is responsible for developing the Emergency Organization Plan and its appendices and annexes for use by the MCW community in responding to and recovering from any type of emergency situation that may present itself. Those affiliated with MCW may go to Public Safety's Emergency Planning webpages (http://infoscope.mcw.edu/publicsafetyinfoscope/EmergencyPlanning.htm) to reference these resources. Those not affiliated may contact MCW Public Safety, 414.955.8295, for assistance.

Members of the MCW community are educated on a continuous basis that they are required to notify Public Safety of any situation or incident on campus that involves a significant emergency or dangerous

situation that may involve an immediate or ongoing threat to the health and safety of students and/or employees on campus.

Public Safety has the responsibility for responding to, and summoning the necessary resources to mitigate, investigate, and document any situation that may cause a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff occurring on the campus. In addition, Public Safety has a responsibility to respond to such incidents to determine if the situation does in fact, pose a threat to the community. If that is the case, MCW will immediately notify the campus community or the appropriate segments of the community that may be affected by the situation, upon confirming that an immediate threat exists, in accordance with federal law.

In the event of a serious incident that poses an immediate threat to the health and safety of the MCW community, MCW has various systems in place for communicating information quickly to faculty, staff, and students. The Director of Public Safety, or designee, reviews all reports to determine if there is an immediate or on-going threat to the community and if the distribution of an emergency message is warranted. The Vice President, Marketing and Communications, or designee, will assist with dissemination of any emergency messages.

Public Safety has the ability to post periodic updates during a critical incident to MCW's Intranet website and to utilize a text based notification system to distribute alerts to enrolled users. Individuals can also call a dedicated emergency voicemail box, 414.955.4545, to hear updates. In addition, network e-mails and building alarm system notifications may be used along with social media such as Facebook and Twitter. Face to face communication may be used, if deemed appropriate or necessary. Some or all of these methods of communication may be activated in the event of an immediate threat to the MCW campus community. Public Safety will determine the appropriate segment or segments of the campus community to receive notification.

Warnings may be distributed through several different mechanisms including:

- Mass notification system messaging
- Postings on the MCW Intranet ("Infoscope") and Public Safety website
- Via MCW's e-mail system
- Strategic placement of public notices and/or warnings
- Social media such as Facebook and X (formerly Twitter)

MCW uses the mass notification system, AlertSense, to send alerts to the on and off campus population via e-mail and text messaging. This mass notification system is only used for critical, timely emergency notifications, to include weather related campus closings and other significant events.

All students, staff, faculty, residents, fellows, and contracted employees will receive emergency notifications to their official MCW email address, as well as mobile phone. The MCW community is expected to provide a valid mobile phone number by way of their Oracle profile (employees) or MCWConnect account (students).

In the case of a significant emergency or dangerous situation, Public Safety will notify various campus partners such as Campus Operations and the Office of Communications as determined necessary. If an emergency or dangerous situation is confirmed by the Director of Public Safety, or designee, (with the assistance of campus administrators, local first responders and/or the National Weather Service), and that situation presents an immediate threat to the health and/or safety of some or all members of the MCW community, the Director of Public Safety, or designee, will determine the content of the emergency notifications used to communicate the threat to the campus. Information will be disseminated in the most timely and appropriate manner.

These notifications will be sent without delay, taking into account the safety of the community, unless issuing a notification will, in the judgment of the first responders (MCW Public Safety, Wauwatosa Police Department, Wauwatosa Fire Department, etc.), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

MCW will post follow up information during a critical incident on MCW's Intranet website, as well as using some or all of the methods described previously (i.e., mass notification system messaging, MCW's e-mail system, social media, and/or strategic placement of public notices/warning).

Annual Tests (Drills and Exercises)

Annual tests of these emergency notification systems are conducted in conjunction with an evacuation drill and a severe weather/tornado drill. These tests, including the date, time, and whether the drill was announced or unannounced, are documented by Public Safety. MCW will publish, on MCW's Intranet site and Public Safety webpage, a summary of its emergency response and evacuation procedures in conjunction with at least one drill or exercise each calendar year. MCW's emergency response and evacuation procedures are reviewed on an annual basis and publicized to the MCW community. This information is also available on the Emergency Planning section of Public Safety's Intranet site (http://infoscope.mcw.edu/publicsafetyinfoscope/EmergencyPlanning.htm).

General Evacuation Procedures

At the sound of an evacuation alarm (fire or evacuation) or if you are otherwise instructed to evacuate the building, leave your work area immediately, travel to the nearest exit, proceed to ground level and exit the building.

If you discover a fire or smoke, use the following acronym: RACE

1. **Remove yourself and anyone in immediate danger.**
2. **Alarm.** Pull the nearest Manual Pull Station. This signal will alert others in the building.
3. **Confine the fire, if safe to do so,** by closing doors and windows. In all cases, removing yourself from danger and providing notification take precedence over confining the fire. If the fire is believed to be controllable, you may attempt to contain it using a portable fire extinguisher from a nearby area. Be familiar with the location and proper use of portable fire extinguishers. Always maintain a safe exit path between yourself and the fire.
4. **Evacuate the building.** As required, go to your designated Evacuation Assembly Area. Await further instructions from Public Safety, the fire department or your supervisor.

Emergency Messaging Systems available to MCW students, faculty and staff

Emergency Messaging Systems	Primary Message Creator	Backup Message Creator	Authority for approving & sending messages	Primary Message Sender	Backup Message Sender
Mass Notification System	Director, Public Safety	Manager, Public Safety: Protective Services	Director, Public Safety	Director, Public Safety	Manager, Public Safety: Protective Services
Infoscope	Director, Public Safety	Manager, Public Safety: Protective Services	Director, Public Safety	Director, Internal Communications	Communications Consultant, Sr.
Email	Director, Public Safety	Manager, Public Safety: Protective Services	Director, Public Safety	Director, Internal Communications	Communications Consultant, Sr.
Social Media	Director, Public Safety	Manager, Public Safety: Protective Services	Director, Public Safety	Director, Public Safety	Manager, Public Safety: Protective Services
Face to Face Communications	Director, Public Safety	Manager, Public Safety: Protective Services	Director, Public Safety	Director, Public Safety	Manager, Public Safety: Protective Services

Emergency Messaging Systems available to the Community at Large

Emergency Messaging Systems	Primary Message Creator	Backup Message Creator	Authority for approving & sending messages	Primary Message Sender	Backup Message Sender
Mass Notification System	Director, Public Safety	Manager, Public Safety: Protective Services	Director, Public Safety	Director, Public Safety	Manager, Public Safety: Protective Services
Social Media	Director, Public Safety	Manager, Public Safety: Protective Services	Director, Public Safety	Director, Public Safety	Manager, Public Safety: Protective Services

MCW – Green Bay

The following information was taken directly from St. Norbert College's Security and Fire Safety Annual Report.

Every potential emergency requires a unique response. The St. Norbert College campus safety department is available 24 hours a day, seven days a week. In addition to the Campus Safety Department, St. Norbert College works closely with the De Pere Police Department and the De Pere Fire Department for their assistance in the event of an emergency. St. Norbert College also has

partnerships with the City of De Pere Health Department, the Brown County Health Department and other organizations whose assistance will help mitigate an emergency.

Fire drills are conducted in every residence hall twice a year, one each semester. These drills require a complete evacuation of the building and will test and evaluate the response to a fire alarm. Tests of the Campus Emergency Notification System are conducted twice a year, once each semester.
Tabletop exercises and emergency response drills are performed annually with targeted groups in order to assess emergency plans and capabilities. Before each test of the emergency notification system or an emergency drill, an email announcement is sent to inform the SNC community. These include emergency response information as well as evacuation procedures.

Response to emergencies can generally be grouped into two categories. The first is “Evacuation” and the second is “Shelter in Place.” In the event of an emergency, the institution will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the emergency notification system: the exception being, 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 an emergency. In the event of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, staff or visitors to campus, the SNC community will be given instructions on the safest response to the emergency.

Methods of notification include, but are not limited to:

- Verbal in person
- Verbal using loudspeakers
- Building speakers, where applicable
- Fire alarms
- CENS message (Campus Emergency Notification System)
    - Telephone
    - Email
    - Cell phone
    - Text via cell phone
    - Computer interrupt system
    - Television monitors

The Senior Director of Campus Safety or designee will immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff occurring on the campus. The senior director of Campus Safety or designee will determine the content of the notification, whom to notify and who will initiate the notification. As the event unfolds or when the threat is mitigated, Campus Safety will send further instruction messages or an “All Clear” message.

MCW – Central Wisconsin

The MCW – Central Wisconsin campus is under the jurisdiction of MCW Public Safety and the Wausau Police Department.

Those affiliated with MCW may go to Public Safety’s Emergency Planning webpages (http://infoscope.mcw.edu/publicsafetyinfoscope/EmergencyPlanning.htm) to reference these resources. Those not affiliated may contact MCW Public Safety, 414.955.8295, for assistance.

Mass Notification System

Registration for current students, faculty and staff

If a student, faculty or staff member has an MCW e-mail address, they have an existing mass notification system profile. If a faculty or staff member would like to add cell phone contact information to their existing mass notification system profile, they should go to MyOracle through Infoscope, https://myoracle.orawa.mcw.edu/OA_HTML/AppsLocalLogin.jsp. Once logged in, hover over 'Your MCW Information' and select 'My Personal Info.' Click the 'Update' button in the Phone Numbers section and edit existing entries and/or click on 'Add Another Row' to enter additional numbers. If a student would like to add a cell phone contact information, they should log into the **MCWconnect** system at sis.mcw.edu and update your information in the Self-Service section.

MCW – Green Bay students are also enrolled in the emergency notification system used by St. Norbert College. This system is multi-tiered and allows St. Norbert College administrators to contact the college community via voice, email, text messaging, loudspeakers, emergency beacons, computer interrupt system and television monitors.

Registration for the Community at Large

If a member of the community at large would like to enroll in MCW's mass notification system, they may do so by emailing MCW Public Safety at pubsafety@mcw.edu. A member of the Public Safety Department will contact the community member, gather their contact information, and add the appropriate information into AlertSense.

Crime Prevention and Security Awareness Programs

Public Safety is committed to delivering community-oriented programs and services and offers educational opportunities and training to MCW students and employees. Some of these programs and services include:

Safety Escort Services

Safety escorts are available 24 hours per day to MCW faculty, staff, students, and visitors on the MCW-Milwaukee campus. Upon request, a Public Safety Officer will escort an individual to and from their on-campus destination. Arrangements for escorts can be made by calling 414.955.8295, stopping by the Public Safety Center, or approaching a Public Safety Officer on patrol.

Presentations

Public Safety personnel present free programs on general crime prevention and security awareness topics on a quarterly basis (and upon request) at the MCW-Milwaukee campus. Upon request, Public Safety would present any of its programs on the MCW-Green Bay or MCW-Central Wisconsin campuses. Subjects include Workplace Violence Prevention, Citizen Response to an Active Shooter, Dealing with Disorderly Subjects and Personal Safety. Check Public Safety's website for a schedule of upcoming classes.

Publications

Crime prevention and safety brochures are available at no cost from Public Safety. There are a wide variety of topics and some examples include: Economic Crimes, Harassing Phone Calls, Personal Safety, and Sexual Assault.

Public Safety is an active participant in MCW's various employee and student orientation programs providing public safety information to new members of the community. Public Safety offers an average of three educational programs per quarter. These programs address topics such as personal safety, alcohol and drug abuse awareness and sexual assault prevention.

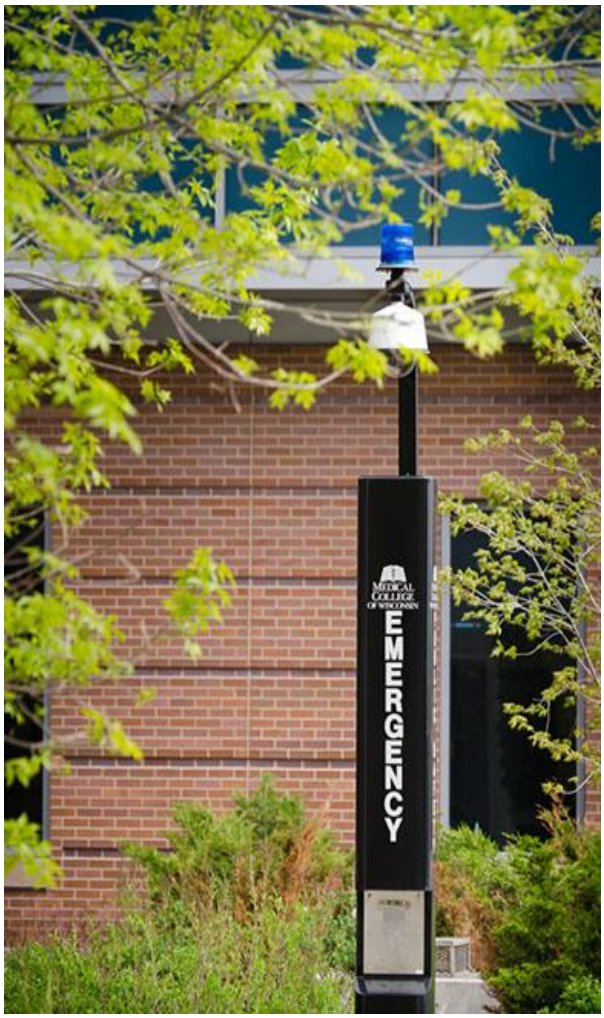
A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own safety and the safety of others.

Automated External Defibrillator (AED) and Emergency Phones (MCW – Milwaukee)

AED units are placed strategically throughout non-clinical MCW facilities to assist trained responders with cardiac emergencies. Public Safety personnel are certified in the use of these units as well as First Aid and Cardiopulmonary Resuscitation (CPR).

Each AED is stored in a publicly accessible cabinet and marked with a sign indicating its purpose. When the AED cabinet is opened or the two-way intercom is activated, a strobe light flashes marking the general location of the emergency. In addition, integrated closed circuit television cameras respond to the alarm input, allowing a Public Safety dispatcher to evaluate the emergency and communicate to responding officers.

Emergency telephones are located in select MCW parking and office areas. Those phones located in the parking lots are attached to a black tower topped with a blue strobe light and are clearly marked with "Public Safety" and the Medical College of Wisconsin logo. The phone is linked directly to the Public Safety Center to allow for rapid emergency and non-emergency response. In addition, the emergency phones are integrated with nearby surveillance cameras that permit remote visual monitoring of the phone and surrounding parking areas.



Bicycle and Vehicle Patrol Program (MCW – Milwaukee)

Public Safety is committed to establishing and maintaining a comprehensive Community-Oriented Policing and Problem-Solving model. In support of this effort, the department has implemented community-centered bicycle and vehicle patrol programs. These programs serve to complement an ongoing commitment to increase the uniformed presence throughout campus, mobility in responding to incidents, improved incident response times, and flexibility in providing a broad-spectrum of general services to the MCW community.

Alcoholic Beverages

The Medical College of Wisconsin is committed to maintaining a drug-free work and campus environment in compliance with The Drug-Free Workplace Act of 1988 and The Drug-Free Schools and Communities Act Amendment (DFSCA) of 1989. The DFSCA Amendments can be reviewed at the following website: https://www.congress.gov/bill/101st-congress/house-bill/3614.

Very few students enroll at MCW before attaining the legal Wisconsin drinking age of 21 years, making underage consumption of alcohol an infrequent problem. However, all employees and students are encouraged to use alcohol only in a lawful and responsible manner.

Alcohol is the most frequently abused drug in society. Alcohol is chemically classified as a mind-altering drug because it contains ethanol and depresses the function 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.

Wisconsin has formidable legal sanctions that restrict the use of alcohol in various situations. It is illegal to procure for, sell, dispense or give away alcohol to anyone who has not reached the legal drinking age of 21 years (Wis. Stat. 125.07(1)(a)(1)). Every adult has a legal obligation to prevent the illegal consumption of alcohol on premises owned by the adult or under the adult's control (Wis. Stat. 125.07(1)(a)(3)). A first-time violator of either of the above subsections can be fined up to $500.

It is against the law for an underage person to procure or attempt to procure an alcoholic beverage, to falsely represent his or her age for the purpose of obtaining alcohol, to enter premises licensed to sell alcohol, or to consume or possess alcohol on licensed premises (Wis. Stat. 125.07(4)(a)). A first-time underage violator of Wis. Stat. 125.07(4)(bs) can be fined up to $500, ordered to participate in a supervised work program, and have their driver's license suspended.

Medical College of Wisconsin policies and procedures, including the enforcement practices of Public Safety, are consistent with applicable local, state, and federal laws regarding the possession, use, and/or sale of alcoholic beverages.

MCW – Milwaukee

Public Safety personnel have the authority to enforce MCW policy and rules but are not certified law enforcement officers. The Wauwatosa Police Department has full law enforcement authority, including the powers to arrest and detain.

Alcoholic beverages may only be served on MCW premises at functions sponsored by MCW and/or its departments, and then only in accordance with Wisconsin law. The unlawful manufacture, distribution, dispensing, possession or use of illicit drugs and alcohol by employees on MCW property or as part of MCW activities is prohibited.

Violation of this policy by MCW employees may result in appropriate actions up to and including separation from employment. MCW students who violate this policy may face disciplinary action up to and including expulsion from MCW. In the event of a violation, completion of an appropriate rehabilitation program may be required.

MCW – Green Bay

St. Norbert College prohibits the unauthorized use of alcohol on college property or as part of college activities.

Individuals of legal age who decide to consume alcoholic beverages must:

- Do so in a responsible, mature fashion.
- Respect and abide by State of Wisconsin alcohol law as it relates to minors drinking.
- Respect those who decide not to use alcoholic beverages.
- Be proactive role models regarding the proper use of alcoholic beverages.

Violation of this policy by MCW employees may result in appropriate actions up to and including separation from employment. MCW students who violate this policy may face disciplinary action up to and including expulsion from MCW. In the event of a violation, completion of an appropriate rehabilitation program may be required.

MCW – Central Wisconsin

Individuals of legal age who decide to consume alcoholic beverages must:

- Do so in a responsible, mature fashion.
- Respect and abide by State of Wisconsin alcohol law as it relates to minors drinking.
- Respect those who decide not to use alcoholic beverages.
- Be proactive role models regarding the proper use of alcoholic beverages.

Violation of this policy by MCW employees may result in appropriate actions up to and including separation from employment. MCW students who violate this policy may face disciplinary action up to and including expulsion from MCW. In the event of a violation, completion of an appropriate rehabilitation program may be required.

Illegal Drugs

The Medical College of Wisconsin is committed to maintaining a drug-free work and campus environment in compliance with The Drug-Free Workplace Act of 1988 and The Drug-Free Schools and Communities Act Amendment (DFSCA) of 1989. The DFSCA Amendments can be reviewed at the following website: https://www.congress.gov/bill/101st-congress/house-bill/3614.

MCW's Corporate Policy No. HR.ER.070 entitled Drug Free Workplace and Reasonable Suspicion Policy can be found here: https://infoscope.mcw.edu/Corporate-Policies/Reasonable-Suspicion-Drug-Testing-Conditions-Continued-Employment.htm. MCW's Corporate Policy No. ED.GS.020 entitled Graduate School Handbook can be found here: https://infoscope.mcw.edu/Corporate-Policies/Graduate-School-Biomedical-Sciences/Graduate-School-Handbook.htm. MCW's Corporate Policy No. ED.MS.010 entitled Medical Student Handbook can be found here: https://infoscope.mcw.edu/Corporate-Policies/Medical-Student-Handbook.htm. MCW's Corporate Policy No. ED.SP.010 entitled School of Pharmacy Handbook can be found here: https://infoscope.mcw.edu/Corporate-Policies/School-of-Pharmacy-Handbook.htm.

Medical College of Wisconsin policies and procedures, including the enforcement practices of Public Safety, are consistent with applicable local, state, and federal laws regarding the possession, use, and/or sale of illegal drugs.

State of Wisconsin Legal Sanctions

The Uniform Controlled Substances Act, Chapter 961 of the Wisconsin State Statutes, regulates controlled substances and outlines specific penalties for the violation of the regulations. A first-time conviction for possession of a controlled substance can result in a sentence of up to one year in prison and a fine of up to $5,000 (Wis. Stat. 961.41(3g)). A person convicted of manufacturing a controlled

substance, delivering a controlled substance, or possessing a controlled substance with intent to manufacture or deliver, can be imprisoned for up to 40 years and fined up to $100,000 (Wis. Stats. 961.41(1) and (1m)). Penalties vary according to the type of drug involved, the amount of drug confiscated, the number of previous convictions, and the presence of any aggravating factors.

The distribution of a controlled substance to a minor may result in the increase of the applicable maximum term of imprisonment for that offense by not more than five years (Wis. Stat.961.46).

Federal Legal Sanctions

Pursuant to federal law, the United States Sentencing Guidelines establish mandatory minimum penalties for categories of drug offenses and provide for penalty enhancements in specific cases. Under these federal guidelines, courts can sentence a person for up to 6 years for unlawful possession of a controlled substance, including the distribution of a small amount (less than 250 grams) 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; and possession of more than 5 grams of cocaine can trigger an intent to distribute penalty of 10-16 years in prison.

Following are the federal penalties and sanctions for illegal possession of controlled substances:

21 U.S.C. 844(a)
1st conviction: Up to 1 year imprisonment and fined at least $1,000 but not more than $100,000, or both.
After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and find at least $2,500 but not more than $250,000, or both.
After 2 or more prior drug convictions: At least 90 days in prison, but not to exceed 3 years and fined at least $5,000 but not more than $250,000, or both.

21 U.S.C. 853(a)(2) and 881(a)(7)
Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment. (See special sentencing provisions re: cocaine, above).

21 U.S.C. 881(a)(4)
Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 844a
Civil fine of up to $10,000.

21 U.S.C. 862
Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

18 U.S.C. 922(g)
Ineligible to purchase, receive or transport a firearm. Miscellaneous Revocation of certain Federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies.

Note: These are only Federal penalties and sanctions. Additional State penalties and sanctions may apply.

Health Effects of Alcohol & Other Drugs: Summary

The following is a partial list of drugs and the consequences of their use. The abuse of alcohol and the use of other drugs are 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 or 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 employees, students, and MCW itself.

For additional information concerning the health risks associated with substances covered by the Controlled Substances Act, refer to the fact sheets available through the U.S. Department of Justice, Drug Enforcement Administration's website: https://www.dea.gov/factsheets.

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 health problems associated 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 coricosteroids), that promotes muscle growth. Those commonly encountered on the illicit market include: boldenone (Equipoise), ethylestrenol Maxibolin), fluoxymesterone (Halotestin), methandriol, methandrostenolone (Dianabol), methytestosterone, 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 detrimental 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 retention 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 contain more cancer-causing agents than tobacco.

Depressants

Depressants produce central nervous system depression. Depressants (i.e., barbiturates, benzodiazepines, glutethimide, methqualone, and meprobamate) can cause physical and psychological dependence that can lead to respiratory depression, coma, and death, especially when used simultaneously with alcohol. Withdrawal can lead to restlessness, insomnia, convulsions, and even death. Chloral hydrate, a hypnotic depressant, and alcohol constitute the infamous date rape drug or "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, and 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 smokeable free-base form of cocaine. These drugs stimulate the central nervous system and are extremely addictive. They can cause psychological and physical dependency. Stimulants 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 an increase in heart rate and blood pressure that can result in a stroke or heart failure. Side effects 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 affects the brain in six seconds and damages the lungs, decreases heart strength, and is associated with many types of cancers when ingested by smoking.

The withdrawal symptoms include anxiety, irritability, and sleep disturbances. MCW encourages employees and students who have substance abuse problems or concerns to seek confidential counseling and/or referral services. Students may contact Student Health Services at 414.805.6644 or Student Mental Health Services at 414.955.8933. Employees may contact the Employee and Family Assistance Program at 866.379.0237. IMPACT Alcohol and Other Drug Abuse Services, Inc. can also provide referrals to students and employees by calling 414.256.4808. MCW's Corporate Policy No. HR.ER.070 entitled Drug Free Workplace and Reasonable Suspicion Policy can be found here: https://infoscope.mcw.edu/Corporate-Policies/Reasonable-Suspicion-Drug-Testing-Conditions-Continued-Employment.htm.

MCW – Milwaukee

Public Safety personnel have the authority to enforce MCW policy and rules but are not certified law enforcement officers. The Wauwatosa Police Department has full law enforcement authority, including the powers to arrest and detain.

Violation of MCW Corporate Policies by MCW employees will result in appropriate actions up to and including separation from employment. MCW students who violate MCW policy or applicable school policy may face disciplinary action up to and including dismissal from MCW. In the event of a violation, completion of an appropriate rehabilitation program may be required.

MCW – Green Bay

St. Norbert College prohibits the unlawful manufacture, distribution, dispensing, possession or use of illicit drugs on college property or as part of college activities.

Violation of MCW Corporate Policies by MCW employees may result in appropriate actions up to and including separation from employment. MCW students who violate MCW policy or medical school policy may face disciplinary action up to and including dismissal from MCW. In the event of a violation, completion of an appropriate rehabilitation program may be required.

MCW – Central Wisconsin

The Wausau Police Department has full law enforcement authority, including the power to arrest and detain.

Violation of MCW Corporate Policies by MCW employees may result in appropriate actions up to and including separation from employment. MCW students who violate MCW policy or medical school policy may face disciplinary action up to and including dismissal from MCW. In the event of a violation, completion of an appropriate rehabilitation program may be required.

Preventing and Responding to Sex Discrimination and Sex-Based Harassment

MCW does not discriminate in its educational programs or employment practices. Sexual harassment and sexual violence are types of sex discrimination. Other acts can also be forms of sex-based discrimination and are also prohibited, whether sexually based or not and include dating violence, domestic violence, and stalking.

MCW has a comprehensive policy addressing sexual misconduct within its educational programs, and procedures that address offenses of sexual assault, domestic violence, dating violence, stalking. MCW annually reaffirms its commitment to maintain a campus environment emphasizing the dignity and worth of all members of the campus community through mandatory Respect training, including training on Title IX and Violence Against Women Act offenses.

MCW prohibits the offenses of domestic violence, dating violence, sexual assault and stalking, as defined by the Clery Act, and emphasizes its commitment to maintaining a safe campus and working environment, where the dignity and worth of all members of the MCW community are recognized and valued. Please see the following policies for further information:

Prohibiting Sex Discrimination and Sex-Based Harassment Policy (AD.CC.080) | Medical College of Wisconsin (mcw.edu)

In accordance with Title IX, MCW prohibits all forms of sex discrimination and provides supportive services for students and employees experiencing pregnancy or related conditions, including reasonable modifications or accommodations of pregnancy and related conditions. MCW's Title IX Coordinator is responsible to coordinate such services. For further information, please refer to MCW policy:

Accommodation of Pregnancy, Parenting and Related Conditions Policy (AD.CC.090) | Medical College of Wisconsin (mcw.edu)

Definitions

Sex Discrimination

Adverse treatment of a person on the basis of the person's Sex. Conduct which limits or excludes a person from participating in an MCW Education Program or Activity or denies or limits the benefits thereof because of Sex. Prohibited Sex Discrimination includes programmatic discrimination and individualized discrimination where a particular decision or action is taken that adversely impacts the Complainant by limiting, excluding from participation, or denying or limiting benefits of a program or activity. Programmatic discrimination occurs in a systemic way due to an institutional policy or practice, and disparately impacts persons as a group or category and is typically not attributed to an individual Respondent. Sex Discrimination includes sex separation that results in more than de minimis harm.

Sex-Based Harassment

Conduct on the basis of sex that satisfies one or more of the following:

1. Quid Pro Quo: An employee, agent or other person authorized by MCW conditioning the provision of an aid, benefit, or service of MCW upon an individual's participation in unwelcome sexual conduct; or
2. Hostile Environment harassment is unwelcome, sex-based conduct that, based upon the

totality of circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from MCW's Education Program or Activity (i.e., creates a hostile environment).

Federal Clery Act Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

The Clery Act defines the crimes of domestic violence, dating violence, sexual assault and stalking as follows:

Domestic Violence

i. A Felony or misdemeanor crime of violence committed—
   A) By a current or former spouse or intimate partner of the victim;
   B) By a person with whom the victim shares a child in common;
   C) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
   D) 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 of violence occurred; or
   E) 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 of violence occurred.

ii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

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.

i. The existence of such a relationship shall be 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.
ii. For the purposes of this definition—
   A) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
   B) Dating violence does not include acts covered under the definition of domestic violence.
iii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Sexual Assault

An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."

- Rape is defined as 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.

- Fondling is defined as the touching of the private parts of another person for the purposes 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.
- Incest is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

- Statutory Rape is defined as sexual intercourse with a person who is under the statutory age of consent.

Stalking

i. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
   A) Fear for the person's safety or the safety of others; or
   B) Suffer substantial emotional distress.

ii. For the purposes of this definition—
   A) *Course of conduct* means two or more acts, including, but not limited to, acts 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.
   B) *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim.
   C) *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

iii. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Jurisdictional Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

The Clery Act defines the crimes of domestic violence, dating violence, sexual assault and stalking as follows:

Domestic Violence

The state of Wisconsin does not have a definition of domestic violence.

Dating Violence

The state of Wisconsin does not have a definition of dating violence.

Sexual Assault

The state of Wisconsin defines sexual assault as follows:

940.225 (1) First degree sexual assault. Whoever does any of the following is guilty of a Class B felony:

(a) Has sexual contact or sexual intercourse with another person without consent of that person and causes pregnancy or great bodily harm to that person.

(b) 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 reasonably to believe it to be a dangerous weapon.

(c) 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.

940.225 (2) Second degree sexual assault. Whoever does any of the following is guilty of a Class C felony:

(a) Has sexual contact or sexual intercourse with another person without consent of that person by use or threat of force or violence.

(b) 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.

(c) Has sexual contact or sexual intercourse with a person who suffers from a 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.

(cm) 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 that 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.

(d) Has sexual contact or sexual intercourse with a person who the defendant knows is unconscious.

(f) Is aided or abetted by one or more other persons and has sexual contact or sexual intercourse with another person without the consent of that person.

(g) Is an employee of a facility or program under s. 940.295 (2) (b), (c), (h) or (k) and has sexual contact or sexual intercourse with a person who is a patient or resident of the facility or program.

(h) 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.

(i) 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.

(j) Is a licensee, employee, or nonclient resident of an entity, as defined in s. 48.685 (1) (b) or 50.065 (1) (c), and has sexual contact or sexual intercourse with a client of the entity.

940.225(3) Third degree sexual assault. Whoever has sexual intercourse with a person without the consent of that person is guilty of a Class G felony. Whoever has sexual contact in the manner described in sub. (5) (b) 2. or 3. with a person without the consent of that person is guilty of a Class G felony.

(3m) Fourth degree sexual assault. Except as provided in sub. (3), whoever has sexual contact with a person without the consent of that person is guilty of a Class A misdemeanor.

940.225(4) Consent. "Consent", as used in this section, 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 sub. (2) (c), (cm), (d), (g), (h), and (i). The following persons are presumed incapable of consent but the presumption may be rebutted by competent evidence, subject to the provisions of s. 972.11 (2):

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

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

940.225(5) Definitions.

(ai) Intoxicant: any alcohol beverage, hazardous inhalant, controlled substance, controlled substance analog, or other drug, or any combination thereof.

(b) Sexual contact: 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 s. 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.

(c) Sexual intercourse: includes the meaning assigned under s. 939.22 (36) 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.

944.06 Incest. Whoever marries or has non-marital sexual intercourse, as defined in s. 948.01 (6), 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 F felony.

948.06 Incest with a child. Whoever does any of the following is guilty of a Class C felony:

(1) Marries or has sexual intercourse or sexual contact with a child he or she knows is related, either by blood or adoption, and the child is related in a degree of kinship closer than 2nd cousin.

(1m) Has sexual contact or sexual intercourse with a child if the actor is the child's stepparent.

(2) Is a person responsible for the child's welfare and:

(a) Has knowledge that another person who is related to the child by blood or adoption in a degree of kinship closer than 2nd cousin or who is a child's stepparent has had or intends to have sexual intercourse or sexual contact with the child;

(b) Is physically and emotionally capable of taking action that will prevent the intercourse or contact from occurring or being repeated;

(c) Fails to take that action; and

(d) The failure to act exposes the child to an unreasonable risk that intercourse or contact may occur between the child and the other person or facilitates the intercourse or contact that does occur between the child and the other person.

948.02 Sexual assault of a child.

(1) First degree sexual assault.

(am) 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.

(b) Whoever has sexual intercourse with a person who has not attained the age of 12 years is guilty of a Class B felony.

(c) Whoever has sexual intercourse with a person who has not attained the age of 16 years by use or threat of force or violence is guilty of a Class B felony.

(d) Whoever has sexual contact with a person who has not attained the age of 16 years by use or threat of force or violence is guilty of a Class B felony if the actor is at least 18 years of age when the sexual contact occurs.

(e) 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.

(2) Second degree sexual assault. Whoever has sexual contact or sexual intercourse with a person who has not attained the age of 16 years is guilty of a Class C felony.

(3) Failure to act. A person responsible for the welfare of a child who has not attained the age of 16 years is guilty of a Class F felony if that person has knowledge that another person intends to have, is having or has had sexual intercourse or sexual contact with the child, is physically and emotionally capable of taking action which will prevent the intercourse or contact from taking place or being repeated, fails to take that action and the failure to act exposes the child to an unreasonable risk that intercourse or contact may occur between the child and the other person or facilitates the intercourse or contact that does occur between the child and the other person.

(4) Marriage not a bar to prosecution. A defendant shall not be presumed to be incapable of violating this section because of marriage to the complainant.

(5) Death of victim. This section applies whether a victim is dead or alive at the time of the sexual contact or sexual intercourse.

Stalking

The state of Wisconsin defines stalking as follows:

940.32 Stalking.

(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.

    (am) "Domestic abuse" has the meaning given in s. 813.12 (1) (am).

    (ap) "Domestic abuse offense" means an act of domestic abuse that constitutes a crime.

    (c) "Labor dispute" includes any controversy concerning terms, tenure or conditions of employment, or concerning the association or representation of persons in negotiating, fixing, maintaining, changing or seeking to arrange terms or conditions of employment, regardless of whether the disputants stand in the proximate relation of employer and employee.

    (cb) "Member of a family" means a spouse, parent, child, sibling, or any other person who is related by blood or adoption to another.

    (cd) "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.

    (cg) "Personally identifiable information" has the meaning given in s. 19.62 (5).

    (cr) "Record" has the meaning given in s. 19.32 (2).

    (d) "Suffer serious emotional distress" means to feel terrified, intimidated, threatened, harassed, or tormented.

(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.

(c) 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, 948.02, 948.025, or 948.085 or a domestic abuse offense, the actor engages in any of the acts listed in sub. (1) (a) 1. to 10., 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).

(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) or 968.34 (1) 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, 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), 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.

(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.

(b)Paragraph (a) does not limit the activities that may be considered to serve a legitimate purpose under this section.

(5) This section does not apply to conduct arising out of or in connection with a labor dispute.

(6) The provisions of this statute are severable. If any provision of this statute is invalid or if any application thereof is invalid, such invalidity shall not affect other provisions or applications which can be given effect without the invalid provision or application.

Consent

The state of Wisconsin defines consent, in relation to sexual activity, as follows:

940.225 (4) Consent. "Consent", as used in this section, 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 sub. (2) (c), (cm), (d), (g), (h), and (i). The following persons are presumed incapable of consent but the presumption may be rebutted by competent evidence, subject to the provisions of s. 972.11 (2):

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

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

MCW Corporate Policy definition of consent: Words or overt actions by a person who is competent to give informed consent indicating a freely given agreement to have sexual intercourse, sexual contact or engage in other activities sexual in nature. Wis. Stat. 940.225(4) Prior Consent to intimate conduct does not constitute Consent for similar or identical conduct in the future. A person is presumed incapable of Consent if they are suffering from a mental illness or defect which impairs capacity to appraise personal conduct or is unconscious or for any other reason is physically unable to communicate unwillingness to an act.

For a complete copy of MCW's policy governing sexual misconduct, refer to MCW's Corporate Policy No. AD.CC.080 Prohibiting Sex Discrimination and Sex Based Harassment .

Education and Prevention Programs

MCW seeks to prevent, address, and end sex discrimination and VAWA crimes by engaging in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns that:

1. Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
2. Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

MCW has developed and implemented educational programming, consisting of primary prevention and awareness programs for all incoming students and new employees, and ongoing awareness and prevention campaigns for students and employees. These programs and campaigns:

1. Identify and define sex discrimination and examples thereof.

2. Identify sexual assault, dating violence, domestic violence, and stalking as conduct prohibited by MCW.

3. Define using definitions provided both by the Department of Education as well as state law as to what behavior that constitutes sex discrimination, dating violence, domestic violence, sexual assault and stalking.

4. Define what behavior and actions constitute consent to sexual activity in the State of Wisconsin.

5. Provide a description of safe and positive options for bystander intervention.

6. Provide Information on risk reduction. Risk reduction means options designed to decrease 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.

For additional information on MCW's campus educational programs concerning sex discrimination, sexual assault, domestic violence, dating violence, and stalking, contact the Title IX Coordinator, the Office of Human Resources, Academic Affairs, the Graduate School and/or Public Safety.

Primary Prevention and Awareness Programs

Public Safety, Human Resources, the Title IX Coordinator, the Medical School, the School of Pharmacy and the Graduate School offer primary prevention and awareness programs to all incoming students and new employees. These programs include both active and passive offerings and include, but are not limited to educational brochures, participation in new student orientation, participation in new employee orientation, community outreach and awareness programming on topics such as personal safety and rape aggression defense. The MCW policy which prohibits the offenses of sex discrimination, sexual assault, domestic violence, dating violence, and stalking is also reviewed.

Ongoing Prevention and Awareness Campaigns

Public Safety, Human Resources, the Title IX Coordinator, the Medical School, the Pharmacy School and the Graduate School offer ongoing prevention and awareness programs to all current students and employees. These programs include both active and passive offerings and include, but are not limited to educational brochures, and community outreach and awareness programming on topics such as workplace violence prevention, personal safety and rape aggression defense.

MCW offered the following ongoing awareness and prevention programs for the MCW community in 2023:

Name of Program	Dates Held
Citizen Response to an Active Shooter	January 31, 2023 May 8, 2023 June 8, 2023 July 26, 2023 September 6, 2023
Workplace Violence Prevention	February 3, 2023 May 12, 2023
Stalking Awareness Month	January 2023
Sexual Assault Awareness Month	April 2023
Domestic Violence Awareness Month	October 2023

Reporting Procedures

A guiding principle in the reporting of sex discrimination, sexual harassment, dating violence, domestic violence, sexual assault and stalking is to avoid possible re-victimizing of the complainant by mandating a specific course of action. After an incident, it is recommended a person consider each of the following:

1. If possible, get to a safe place. Ideally, find a secure place where you are not alone, such as the home of nearby friend/family member.

2. In matters involving sexual assault or violence, seek medical attention as soon as possible. Post-assault medical care can be performed at a local hospital emergency department. Many hospitals have specialized examiners who can complete an exam for victims of sexual violence. Such an exam can help the victim receive appropriate medical treatment and preserve evidence for possible future action. In the State of Wisconsin evidence may be collected even if you choose not to make a report to law enforcement.[1] 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 infections.

3. Preserve any physical evidence. It is important not to bathe, douche, smoke, change clothing or clean the bed/linen/area where you were assaulted (if the assault occurred within the past 96 hours). Place items in a paper bag for possible future action. Also, keep copies of voicemail messages, text messages, instant messages, social networking pages, pictures, e-mails and any other documents.

   As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from

[1] Under the Violence Against Women and Department of Justice Reauthorization Act of 2005, starting in 2009, states must certify that they do not "require a victim of sexual assault to participate in the criminal justice system or cooperate with law enforcement in order to be provided with a forensic medical exam, reimbursement for charges incurred on account of such an exam, or both."

abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with Public Safety or law enforcement to preserve evidence in the event that the victim decides to report the incident to law enforcement or MCW Public Safety at a later date to assist in proving that the alleged criminal offense occurred or that may be helpful in obtaining a protection order.

4. Pursue counseling services with the appropriate agencies. Victims of sexual assault, domestic violence, or other abuse can access both campus and community crisis, shelter, and counseling resources.

5. For emergent situation, call 911. Emergencies on the MCW – Milwaukee campus may also be reported to MCW Public Safety at 414.955.8299. Victims can contact law enforcement agencies directly at:

MCW - Milwaukee
Wauwatosa Police Department
(414) 271-8430
1700 N. 116th St
Wauwatosa, WI 53226

MCW - Green Bay
De Pere Police Department
(920) 339-4078
325 S. Broadway
De Pere, WI 54115

MCW - Green Bay
St. Norbert College Campus Safety
(920) 403-3299
Penning Activity Center, Room 120
290 Reid St
De Pere, WI 54115

MCW - Green Bay
Green Bay Police Department
(920) 391-7450
307 S Adams St
Green Bay, WI 54301

MCW – Central Wisconsin
Wausau Police Department
(715) 261-7800
515 Grand Avenue
Wausau, WI 54403

MCW – Central Wisconsin
Tomah Police Department
(608) 374-7400
805 Superior Avenue
Tomah, WI 54660

MCW – Central Wisconsin
Marshfield Police Department
(715) 384-3113
110 West 1st Street
Marshfield, WI 54449

6. Reporting Options:
Anyone can report an incident to MCW using the following options.

- MCW's Title IX Coordinator or to the Office of Equal Access. MCW's Title IX Coordinator is Katie Kassulke, Administrative Director of Faculty Relations/Title IX Coordinator, located in the Human Resources offices at the Research Park Center, Suite 140. Reports can be made verbally in person, via telephone by calling:
Title IX Coordinator: 414-955-8668 or email TitleIXCoordinator@mcw.edu
Office of Equal Access: 414-955-4858 or EEOaccess@mcw.edu and/or in writing using email or mail at any time, including during non-business hours.

- MCW employees or students may report complaints electronically using the Grievance Form for Discrimination/ Harassment available within Infoscope: Office of Equal Access (mcw.edu)

- Report using MCW's EthicsPoint
  Hotline: https://secure.ethicspoint.com/domain/media/en/gui/61161/index.html

  To provide a report via mail, a party may use the following mailing address for the Title IX Coordinator or the Office of Equal Access. For further information, use this link to visit the MCW Title IX Webpage: https://www.mcw.edu/about-mcw/sexual-misconduct

  Medical College of Wisconsin
  Title IX Office/Equal Access
  8701 Watertown Plank Road
  Milwaukee, WI 53226

A Complainant may also report the incident to:

- Local law enforcement
- Employees may make reports of Prohibited Offenses to the Equal Employment Opportunity Commission (EEOC). Go to https://www.eeoc.gov/field-office for information about the office closest to you. You may also call 800-669-4000 to discuss your situation.
- The Office of Civil Rights of the Department of Education (OCR) enforces Title IX. In addition to the resources above, inquiries and complaints under Title IX may be directed to:

  Office for Civil Rights (OCR)
  U.S. Department of Education
  400 Maryland Avenue, SW
  Washington, D.C. 20202-1100
  Customer Service Hotline #: (800) 421-3481
  Facsimile: (202) 453-6012
  TDD#: (877) 521-2172
  Email: OCR@ed.gov
  Web: http://www.ed.gov/ocr

Assistance for Complainants: Rights & Options

Regardless of whether a Complainant elects to pursue a criminal complaint, MCW will assist Complainants of sex discrimination, sexual harassment, sexual assault, domestic violence, dating violence, and stalking and will provide each individual with a written explanation of their rights and options. Such written information will include:

1. The procedures complainants should follow if a crime of sex discrimination, sexual harassment, dating violence, domestic violence, sexual assault or stalking has occurred; (refer to pages 45 & 46 of this report for information on reporting procedures and to MCW policy AD.CC.080 Prohibiting Sex Discrimination and Sex-Based Harassment policy found here: Prohibiting Sex Discrimination and Sex-Based Harassment Policy (AD.CC.080) | Medical College of Wisconsin (mcw.edu)
2. Information about how the institution will protect the privacy of all parties;
3. A statement that the institution will provide written notification to students and employees about services available within the institution and in the community;
4. A statement regarding the institution's supportive measures and provisions about options for, available assistance in, and how to request accommodations and protective measures; and

5. An explanation of the procedures for institutional disciplinary action.

Rights of Complainants and the Institution's Responsibilities for Orders of Protection, "No Contact" Orders, Restraining Orders, or Similar Lawful Orders Issued by a Criminal, Civil, or Tribal Court or by the Institution

The Medical College of Wisconsin complies with Wisconsin law in recognizing temporary restraining orders and no contact orders. Any person who obtains a temporary restraining order or no contact order from the State of Wisconsin, or any other state, should provide a copy to MCW Public Safety and the Office of the Title IX Coordinator. If a person has a valid Wisconsin no contact order that meets federal standards, it can be enforced in another state. The Violence Against Women Act, which is a federal law, states that all valid Domestic Abuse Restraining Orders granted in the United States receive "full faith and credit" in all state and tribal courts within the US, including US territories.

A complainant may then meet with MCW Public Safety to develop a Safety Action Plan, which is a plan for MCW Public Safety and the Complainant 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, changing classroom and/or location or allowing an individual to work or study from home, etc. MCW cannot apply for a no contact order or temporary restraining order for a Complainant from the applicable jurisdiction(s).

The Complainant is required to apply directly for these services in the county with applicable jurisdiction. MCW Public Safety can provide guidance to individuals seeking information on how to apply for a temporary restraining order and/or injunctions.

CHART DEMONSTRATING TYPES OF ORDERS AVAILABLE IN JURISDICTION

Type of Order:	Who Can File For One:	Court:
Domestic Abuse Restraining Orders/Injunctions – up to 4 years, can be extended	Family or household members including: • Current or former spouse • Parent • Adult Child • A person related by blood or adoption • A person currently or formerly lived with • Anyone with whom you have had a child, even if never married • Someone you are dating or have dated • An adult caregiver	Clerk of County Courthouse: where victim lives, where abuser lives or has a business, or where incident(s) occurred
Harassment Restraining Order (covers stalking behavior) - up to 4 years, can be renewed	• Anyone who is being physically or sexually abused, stalked, threatened, and/or harassed or intimidated repeatedly with no legitimate (valid) purpose by another person. • A parent, guardian, or attorney may file on behalf of a child who was abused in one of these ways.	Clerk of County Courthouse - where victim lives

Same Sex Restraining Orders/Injunctions - up to 4 years, can be extended	• Someone you are or have lived with • Someone you are or have had a dating relationship with • A current or former spouse • An adult related to you by blood or marriage • An adult with whom you share a child with • An adult caregiver	Clerk of County Courthouse – where victim lives
Child Abuse Restraining Order – up to two years or until the age of 18	Victim of abuse by a person who is under age 18, or the victim's parent, stepparent or legal guardian.	Clerk of County Courthouse – where victim lives

The Medical College of Wisconsin may issue an institutional no contact order if deemed appropriate or at the request of the Complainant or Respondent. If MCW receives a report that such an institutional no contact order has been violated, MCW will initiate disciplinary proceedings appropriate to the status of the accused (student, employee, etc.) and will impose sanctions if the accused is found responsible for violating the no contact order.

Accommodations and Protective Measures Available for Complainants

Upon receipt of a report of sex-based harassment, domestic violence, dating violence, sexual assault, stalking, or discrimination based on sex including but not limited to pregnancy and related conditions, or retaliation, the Medical College of Wisconsin will provide written notification to students and employees about accommodations available to them, including academic, transportation and working situations. The written notification will include information regarding the accommodation options, available assistance in requesting accommodations, and how to request accommodations and protective measures.

At the Complainant's request, and to the extent of the Complainant's cooperation and consent, MCW will work cooperatively to assist the complainant in obtaining accommodations. If reasonably available, a Complainant may be offered changes to academic, working or transportation situations regardless of whether the Complainant chooses to report the crime to MCW Public Safety or local law enforcement.

Examples of options for a potential change to the academic situation may be to have a student attend class remotely, transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Students who are pregnant or are experiencing related conditions are entitled to reasonable modifications to prevent sex discrimination and ensure equal access to the MCW's education programs and activities. Any student seeking reasonable modifications must contact the MCW title IX Coordinator to discuss appropriate and available reasonable modifications based upon their individual needs. Possible changes to work situations may include changing working hours and/or location. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc.

To request changes to academic, transportation and/or working situations or protective measures, or to receive assistance in requesting these accommodations, a Complainant should contact:

MCW Public Safety Health Research Center, H1820	414.955.8295
and/or	
MCW's Title IX Coordinator, Katie Kassulke Research Park Center, Suite 140	414.955.8668

These accommodations, and assistance with these accommodations, are available to Complainants regardless of whether the Complainant chooses to report the crime to local law enforcement.

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

- National Sexual Assault Hotline: 1.800.656.HOPE (4673)
- Rape, Abuse and Incest National Network: http://www.rainn.org
- Department of Justice, Office of Violence Against Women: https://www.justice.gov/ovw
- Department of Education, Office of Civil Rights: https://www2.ed.gov/about/offices/list/ocr/index.html?src=oc
- MCW Concern Navigation website: https://infoscope.mcw.edu/MCW-Leadership/Concern-Navigation.htm
- MCW Title IX Webpage: https://www.mcw.edu/about-mcw/sexual-misconduct

There may be consequences to waiting to file a police report. As time passes, evidence may dissipate or become lost or unavailable, thereby making investigations, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a Complainant chooses not to make a complaint regarding an incident, he or she should still consider speaking with MCW Public Safety, or law enforcement, to preserve evidence in the event the Complainant changes his/her mind.

All reports of dating violence, domestic violence, sexual assaults or stalking made to MCW Public Safety will automatically be referred to the Title IX Coordinator for investigation regardless of if the complainant chooses to pursue criminal charges. The Title IX process includes a prompt, fair, and impartial investigation and resolution process transparent to the accuser and the accused. MCW will make all efforts to complete an investigation in a prompt manner. Refer to MCW Corporate Policy No. AD.CC.080 entitled Prohibiting Sex Discrimination and Sex-Based Harassment Prohibiting Sex Discrimination and Sex-Based Harassment Policy (AD.CC.080) | Medical College of Wisconsin (mcw.edu)

Services for Complainants

Regardless of whether the Complainant chooses to report the incident to the local police department or whether the incident is alleged to have occurred on MCW campus, MCW will assist the Complainant by providing him/her with information on resources for victims of sexual assault, domestic violence, dating violence, and stalking; contact information for resources on campus; contact information for local police/sheriff departments; counseling and support resources (including for health and mental health) for MCW students and employees (faculty and staff) and community resources.

MCW will make every effort to accommodate the needs of a Complainant of sexual assault. When requested by the Complainant and when reasonably available, changes in an employee's work location or a student's academic situation may be made. The Administrative Director of Faculty Relations/Title

IX Coordinator and/or the Dean responsible for the school (or designee) will coordinate these changes.

Services and Accommodations for Respondents

Respondents will be treated with respect before, during and after any process is conducted. MCW will assist the Respondent by providing him/her with information on resources, options for changes in academic schedule, interim measures (as appropriate, except measures such as but not limited to specifics of a parking re-assignment for the Complainant), counseling and support resources (including for health and mental health) and community resources.

Examples of accommodations include a potential change to the academic situation may be to have a student attend class remotely, transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Possible changes to work situations may include changing working hours and/or location. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc.

To request changes to academic, transportation and/or working situations or protective measures, or to receive assistance in requesting these accommodations, a Respondent should contact:

MCW Public Safety Health Research Center, H1820	414.955.8295
and/or	
MCW's Title IX Coordinator, Katie Kassulke Research Park Center, Suite 140	414.955.8668

Other resources available to persons who have had a report of sexual assault, domestic violence, dating violence, or stalking of another individual include:

- 1in6 Online Support for Men – https://supportgroup.1in6.org/
- Department of Education, Office of Civil Rights: https://www2.ed.gov/about/offices/list/ocr/index.html?src=oc
- Employee Assistance Program services
- MCW Concern Navigation website: https://infoscope.mcw.edu/MCW-Leadership/Concern-Navigation.htm
- MCW Title IX Webpage: https://www.mcw.edu/about-mcw/sexual-misconduct

MCW will implement Supportive Measures to both Parties in a way that does not unreasonably burden the other Party. Supportive Measures are designed to protect the safety of all Parties and the MCW environment, and/or to deter the occurrence of a Prohibited Offense(s) and/or Retaliation. MCW will maintain the privacy of the Supportive Measures, provided that privacy does not impair MCW's ability to provide the Supportive Measure. MCW will act to ensure as minimal an academic/occupational impact on the Parties as possible.

Confidentiality

Complainants who are students may request that directory information on file with MCW be withheld by request through the Office of Academic Affairs, 414.955.8279. Complainants who are faculty or

staff members may request that directory information on file with MCW be withheld by request through the Office of Human Resources, 414.955.8374.

Regardless of whether a Complainant has opted-out of allowing MCW to share "directory information," personally identifiable information about the Complainant and other necessary parties will be treated as confidential and only shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the Complainant, including accommodations and protective measures. By only sharing personally identifiable information with individuals on a need-to-know basis, the institution will maintain as confidential, any accommodations or protective measures provided to the Complainant to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

MCW does not publish the name of crime victims or other identifiable information regarding Complainants in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act*. Furthermore, if a Timely Warning Notice is issued on the basis of a report of domestic violence, dating violence, sexual assault or stalking, the name of the Complainant and other personally identifiable information about the Complainant will be withheld.

Dating violence, domestic violence, sexual assault and stalking are criminal acts which may also subject the perpetrator to criminal and civil penalties under federal and state law. MCW will protect the identity of persons who report having been victims of dating violence, domestic violence, sexual assault or stalking to the fullest extent of the law and as previously mentioned in this document.

Disclosures and Investigative Process

MCW Corporate Policy No. AD.CC.080 entitled Prohibiting Sex Discrimination and Sex-Based Harassment applies to all employees (faculty, staff, and post-doctoral fellows), students and volunteers. This policy provides the procedures that MCW will follow in response to receiving a report of sex discrimination, sexual harassment, sexual assault, domestic violence, dating violence, stalking, pregnancy and related conditions and retaliation, by/of an MCW faculty, staff member, student or volunteer and applies to reports of violations by an MCW student, employee, volunteer or third party.

In the event MCW receives a report that a member of the MCW faculty, staff, volunteer or student body is alleged to have committed a prohibited offense, and regardless of the complainant's or respondent's sex, gender, sexual orientation, or gender identity, MCW will promptly investigate the allegation in accordance with the MCW Prohibiting Sex Discrimination and Sex-Based Harassment policy (AD.CC.080). The Anti-Harassment and Non-Discrimination Policy (AD.CC.050) may be used if the reported discrimination is made by an employee regarding other types of discrimination. For Pregnancy and Related conditions, see Accommodation of Pregnancy, Parenting and Related Conditions policy (AD.CC.090).

All individuals who believe they have been subjected to or accused of sex discrimination, sex-based harassment and other related misconduct are encouraged to and have a right to seek support, utilize available resources, and report their concerns or complaint.

Policy

MCW is committed to providing an educational and employment environment that is free from unlawful discrimination based upon Sex, Sex-Based Harassment and Retaliation. MCW values and upholds the dignity of all members of the MCW community and strives to balance the rights of individuals in the resolution processes within its Title IX program. In furtherance of this commitment and as more fully described below, MCW strictly prohibits sex discrimination, sexual harassment,

domestic violence, dating violence, sexual assault and stalking (collectively "Prohibited Offenses") as stated in the Title IX Education Amendments of 1972 and the Violence Against Women Act (VAWA).

MCW does not discriminate in its education program or activity against any applicant for admission, student, applicant for employment, or employee on the basis of current, potential, or past pregnancy or related conditions as mandated by Title IX of the Education Amendments of 1972 (Title IX). MCW prohibits members of the MCW community from adopting or implementing any policy, practice, or procedure which treats an applicant for admission, student, applicant for employment, or employee differently on the basis of current, potential, or past Parental Status, Familial Status, or Marital Status regardless of gender identity or expression.

MCW policy, Prohibiting Sex Discrimination and Sex-Based Harassment (AD.CC.080) outlines reporting, investigation and resolution procedures used in cases where an MCW faculty member, staff member or student, or a Third Party, is alleged to have committed, or has been the victim of, a Prohibited Offense; and describes available resources for Complainants of a Prohibited Offense, as well as for Respondents.

Complainants of Prohibited Offenses have the right to report Prohibited Offenses, seek support, and utilize available resources in connection with the Offense. While victims are not required to report a Prohibited Offense, MCW strongly encourages these individuals, as well as others with knowledge of a violation of MCW Corporate Policy No. AD.CC.080 entitled Prohibiting Sex Discrmination and Sex-Based Harassment , to do so as soon as possible after the violation occurs.

MCW expects truthfulness and cooperation from all individuals involved in procedures and activities conducted under the policy. Any false information provided, or obstruction of the investigation process, by any party will be viewed as a serious violation of the policy and may subject the non-compliant individual(s) to discipline in accordance with the applicable institutional policy/ies (including any found in the relevant Handbook(s)).

Procedure

Reporting resources are listed in our Concern Navigation tool on MCW's InfoScope using this link: https://infoscope.mcw.edu/MCW-Leadership/Concern-Navigation.htm

Allegations of Prohibited Offenses may be reported to:

- MCW Title IX Coordinator or to the Office of Equal Access, all of whom are listed on the MCW Sexual Misconduct/Title IX website (http://www.mcw.edu/sexual-misconduct.htm). MCW's Title IX Coordinator is Katie Kassulke, Administrative Director of Faculty Relations/Title IX Coordinator and can be contacted via (414) 955-8668 or TitleIXCoordinator@mcw.edu. The Office of Equal Access can be reached by calling (414)955-4858 or eeoaccess@mcw.edu
- Faculty and staff members may report to the Office of Human Resources and Faculty Affairs or to the employee's immediate supervisor, manager, Department Administrator, Division Chief, or Department Chair;
- MCW Compliance Line – 1-844-703-8171 (reports may be provided anonymously); and/or
- The Office of Civil Rights of the Department of Education ("OCR") enforces Title IX. In addition to the resources above, inquiries and complaints under Title IX may be directed to ocr@edu.gov, or to the local OCR office (call 1-800-421-3481 for local office information).

An MCW employee or student may also report any allegation of dating violence, domestic violence, sexual assault or stalking to:

- Police in the case of emergencies by calling 911.
- Local law enforcement as listed on the MCW Sexual Misconduct/Title IX website (http://www.mcw.edu/sexual-misconduct.htm).

- MCW Public Safety (414) 955-8299. MCW Public Safety will assist in emergent and non-emergent cases.

Confidential Resources
People and organizations that are not required to notify the Title IX Coordinator after receiving a report of a Prohibited Offense from an MCW student, employee or Third Party. Appropriate Confidential Resources will submit anonymous statistical information for Clery Act purposes unless they believe it would be harmful to the individual or are prevented from doing so by law, rule or regulation. The following MCW Confidential Resources will not engage the Title IX Coordinator with identifiable information unless the reporting party grants permission for the same, and/or the Confidential Resource determines a danger to other(s) is reasonably believed to exist:

- The Employee Assistance Program (available to employees and students);

- Health care providers, including mental health providers, in their capacities of providing clinical care, including mental health care,to students and employees;
- MCW student navigators (Licensed Professional Counselor);
- Faculty conducting MCW IRB-approved human subject research that involves identifiable data or information about a Prohibited Offense that would otherwise be reportable;

- The MCW Ombuds Office, when the Ombuds person is serving in that capacity; note that the Ombuds Office only provides services to employees, and also accepts anonymous reports from employees; and

- The MCW Compliance Hotline, which accepts reports from anonymous and identified individuals.

The following Confidential Resources external to MCW have no obligation to engage MCW (this list is not exhaustive):

- Community Rape Crisis Center;
- Community Domestic Violence resources; and
- Community members of the clergy.

Information for Allegations Involving Third Parties
MCW's ability to take action against a person who is not a faculty member, staff member or student (i.e., a "Third Party") who is alleged to have violated an MCW Corporate Policy will depend in part on the nature of the relationship of the Third Party to MCW. MCW will determine the appropriate manner of resolution of allegations against Third Parties based upon MCW's commitment to a prompt and equitable process consistent with law, to maintaining a safe working and learning environment.

Confidentiality
MCW makes every effort to preserve the privacy of Complainants and Respondents and those involved in reporting or other witnesses. Privacy means that information related to a complaint will be shared with the minimum necessary number of MCW employees who need to know in order to assist in the provision of Supportive Measures, assessment, investigation, safety and risk analysis, and resolution of the report. Information is maintained separately from all employee personnel files and student academic files. Confidentiality is not guaranteed. MCW may disclose information to fulfill the purposes of applicable laws and regulations (Title IX), or as otherwise required by law.

All participants (including the Complainant and Respondent, witnesses, advisors, and investigators) in any part of the processes set forth in this policy are expected to respect the sensitivity of the

proceedings and circumstances giving rise to the report. Failure to do so (or allegations of the same on the part of any individual) will be evaluated in the context of the specific facts and circumstances and may be deemed retaliatory in nature.

Advisors
Complainants and Respondents are each permitted the involvement of an advisor as described in MCW policy AD.CC.080 Prohibiting SexDiscrimination and Sex-Based Harassment policy.
Supportive Measures
Supportive measures instituted under this MCW policy AD.CC.080 Prohibiting Sex Discrimination and Sex-Based Harassment are non-disciplinary, non-punitive measures provided by MCW to restore or preserve equal access to MCW's education programs and activities during an investigation. These measures are designed to preserve the safety of the MCW working and learning environment, as well as the MCW community, and minimize the burden on the Parties.

At any time after the receipt of a formal report made under MCW policy AD.CC.080, MCW may impose interim measures regardless of whether requested to do so, including but not limited to, restrictions on contact between the Complainant and the Respondent, a leave of absence, changes to parking areas, availability of campus escorts, exclusion from areas of campus, interim suspensions and/or academic schedule modifications. Complainants and Respondents may request changes to academic, parking and/or working situations and will be informed separately of accommodations reasonably available to each.

Supportive Resources
MCW encourages Complainants and Respondents to seek counseling and support available through resources listed on the MCW Sexual Misconduct/Title IX webpage (http://www.mcw.edu/sexual-misconduct.htm) and on pages 61-63 of this Report.

Information for Complainant
Complainants will be treated with respect before, during, and after any process conducted under this policy. Complainants will be provided with information in MCW Corporate Policy No. AD.CC.080 entitled Prohibiting Sex Discrimination and Sex-Based Harassment , the MCW Title IX / Sexual Misconduct webpage (http://www.mcw.edu/sexual-misconduct.htm), interim measures, and possible outcomes. MCW will communicate to the Complainant regarding the MCW's response to the report as MCW deems appropriate, but in all instances will keep the Complainant reasonably updated.

The alleged policy violation may be criminal in nature, and the Complainant has the right to file a criminal complaint with the local police department and any other appropriate law enforcement agency. Upon request, MCW Public Safety may assist the Complainant in filing such a report. A criminal report, or lack thereof, will not impact MCW's action under MCW Corporate Policy No. AD.CC.080 entitled Prohibiting Sex Discrimination and Sex-Based Harassment. Regardless of whether a Complainant pursues a criminal complaint and/or the options available under this policy, MCW may choose to investigate and/or take mitigating steps with respect to the reported policy violation, and will take appropriate action to uphold the integrity of its ongoing commitments as provided for herein and in MCW Corporate Policy No. AD.CC.080.

Remedies available to the Complainant hereunder include, but are not limited to, reasonable academic accommodations, parking re-assignments, and the request for a no contact order. MCW may take disciplinary action against the Respondent if determined they are responsible for violating MCW Corporate Policy No. AD.CC.080 following the completion of the formal grievance and hearing process as well as any other action MCW deems appropriate and in compliance with institutional policies and the law.

Information for Respondent

Respondents will be treated with respect before, during and after any process conducted under the policy. Respondents will be informed of MCW's processes under MCW Corporate Policy No. AD.CC.080 entitled Prohibiting Sex Discrimination and Sex-Based Harassment , interim measures (as appropriate, except measures such as but not limited to specifics of a parking re-assignment for the Complainant), as well as possible outcomes. MCW will communicate to the Respondent regarding MCW's response to the report as MCW deems appropriate, but in all instances will keep the Respondent reasonably updated.

The alleged policy violation may also be criminal in nature, and the Respondent may be subject to a criminal investigation by the appropriate law enforcement agency concurrently with an investigation by MCW under MCW Corporate Policy No. AD.CC.080. The Respondent can expect a presumption of innocence throughout any process conducted hereunder unless and until they are found responsible for a violation of MCW Corporate Policy No. AD.CC.080

MCW may take disciplinary action against the Respondent if it is determined they are responsible for violating MCW Corporate Policy No. AD.CC.080 as well as any other action MCW deems appropriate and in compliance with institutional policies and the law.

All individuals who believe they have been subjected to or accused of sex discrimination and other related misconduct are encouraged to and have a right to seek support, utilize available resources, and report their concerns or complaint. All investigations will be conducted in a fair, impartial manner. The Complainant and Respondent will be promptly, concurrently and separately informed of the outcome of the initial evaluation, including whether a facilitated resolution will be pursued or investigation conducted.

Report Resolution

Informal Resolution

Informal Resolution strategies are made available to Parties following the filing of a Complaint that can be used in place of a Formal Grievance and hearing process if: 1) both parties agree; or 2) when the Respondent accepts responsibility for the alleged Prohibited Offense; or 3) when the Title IX Coordinator can effectively administer remedial measures which resolve the situation.

Investigation

Any person making a report of a Prohibited Offense(s), including a Complainant, has discretion to make a Complaint based upon the information reported. No individual is obligated to file a Complaint at any time. Once MCW is made aware of a report of prohibited conduct (either through the Title IX Coordinator or a mandatory reporter), the Title IX Coordinator will provide the complainant with information about the process and offer supportive measures.

The Title IX Coordinator's intake process will typically take one (1) to five (5) business days and can include a discussion with the Complainant to determine if the Complainant wishes to request an investigation under the Formal Grievance and Hearing Process, use of the Informal Resolution Process, the offer of Supportive Measures, the right to have an Advisor, and answer any questions. During this time, an individualized safety and risk analysis may be done to determine if an immediate threat to the physical health or safety of any student or other individual justifies Emergency Removal. The Title IX Coordinator will collaborate with institutional officials trained to conduct such threat assessment measures as needed.

If a Complainant does not wish to file a Complaint and does not want a Formal Grievance process to take place or does not want an investigative resolution to be pursued, they should communicate that request to the Title IX Coordinator or designee, who will evaluate the request in light of the duty to ensure safety of the community and to comply with federal law and institutional policies. MCW will adhere to the Complainant's wishes on whether to file a Complaint when possible. However, in rare

circumstances if information shared with the Title IX Coordinator indicates that failure to pursue investigation and remediation may harm the safety and wellbeing of the MCW community, the Title IX Coordinator may independently file a Complaint despite the Complainant's wishes and may file supplemental or amended complaints as needed. MCW is required to immediately inform the parents/legal guardian and contact law enforcement if a report of an occurrence(s) of a Prohibited Offense of a minor is submitted.

MCW will respond in a fair and equitable manner to all reports of Prohibited Offenses under this policy.

MCW's Title IX Coordinator is responsible to perform an initial assessment of any Complaint, offer Supportive Measures to each Party and determine next steps. The Title IX Coordinator will assess the facts alleged in the Complaint to determine if the Complaint is actionable under this policy, or if the Complaint is subject to a Dismissal.

In the event a complaint is submitted, and the Complainant requests the Formal Grievance and Hearing process, an investigation is initiated. The investigation and resolution will be tailored to the specific facts of the case, and will be prompt, fair and impartial.

A. Time Frames
   MCW will make all efforts to complete an investigation as soon as possible. Instances of complex cases delays due to semester or holiday breaks, inclement weather, or other circumstances may impact the timeframe. The timeframe will be promptly and concurrently communicated to the Complainant and Respondent in separate notifications.

B. Investigation
   An investigation will follow the Title IX Formal Grievance Process Guide included in the MCW policy AD.CC.080 Prohibiting Sex Discrimination and Sex-Based Harassment,

C. Investigation Procedures
   The Title IX Coordinator will vet and appoint an investigator(s). The Title IX Coordinator may serve in this role as well. All investigations are thorough, reliable, impartial, prompt, and fair. Investigations involve interviews with all relevant Parties and witnesses; obtaining available, relevant evidence; and identifying sources of expert information, as necessary. The investigator(s) typically take(s) the following steps, if not already completed (not necessarily in this order):

   - Determine the identity and contact information of the Complainant.
   - In coordination with campus partners (e.g., the Title IX Coordinator), initiate or assist with any necessary Supportive Measures.
   - Identify all policies implicated by the alleged misconduct and notify the Complainant and Respondent of all of the specific policies implicated.
   - Assist the Title IX Coordinator with conducting a prompt initial assessment to determine if the allegations indicate a potential policy violation.
   - Commence a thorough, reliable, and impartial investigation by identifying issues and developing a strategic investigation plan, including a witness list, evidence list, intended investigation timeframe, and order of interviews for all witnesses and the Parties.
   - Meet with the Complainant to finalize their interview/statement, if necessary.
   - Prepare the initial Notice of Investigation and Allegation (NOIA). The NOIA may be amended with any additional or dismissed allegations. The Notice should inform the Parties of their right to have the assistance of an Advisor, of their choosing or appointed by MCW (upon request) present for all meetings attended by the Party.

- Provide each interviewed Party and witness an opportunity to review and verify the investigator's summary notes (or transcript) of the relevant evidence/testimony from their respective interviews and meetings.
- When participation of a Party is expected, provide that Party with written notice of the date, time, and location of the meeting, as well as the expected participants and purpose.
- Interview all available, relevant witnesses and conduct follow-up interviews as necessary.
- Allow each Party the opportunity to suggest witnesses and questions they wish the investigator(s) to ask of the other Party and witnesses, and document in the report which questions were asked, with a rationale for any changes or omissions.
- Complete the investigation promptly and without unreasonable deviation from the intended timeline.
- Provide regular updates to the Parties throughout the investigation if delays are occurring.
- Prior to the conclusion of the investigation, provide the Parties and their respective Advisors (if so desired by the Parties) with a list of witnesses whose information will be used to render a finding.
- Write a comprehensive investigation report fully summarizing the investigation, all witness interviews, and addressing all relevant evidence. Appendices including relevant physical or documentary evidence will be included.
- The investigator(s) gathers, assesses, and synthesizes evidence, but makes no conclusions, engages in no policy analysis, and renders no recommendations as part of their report.
- Prior to the conclusion of the investigation, provides the Parties and their respective Advisors (if so desired by the Parties) a secured electronic copy of the draft investigation report as well as an opportunity to inspect and review all of the evidence obtained as part of the investigation that is directly related to the reported misconduct, including evidence upon which MCW does not intend to rely in reaching a determination, for a ten (10) calendar day review and comment period so that each Party may meaningfully respond to the evidence. The Parties may elect to waive the full ten (10) days.
- The investigator(s) may elect to respond in writing in the investigation report to the Parties' submitted responses and/or to share the responses between the Parties for additional responses.
- The investigator(s) may incorporate relevant elements of the Parties' written responses into the final investigation report, include any additional relevant evidence, make any necessary revisions, and finalize the report. The investigator(s) should document all rationale for any changes made after the review and comment period.
- The investigator(s) shares the report with the Title IX Coordinator and/or legal counsel for their review and feedback
- The investigator will incorporate any relevant feedback, and the final report is then shared with all Parties and their Advisors through secure electronic transmission or hard copy at least ten (10) calendar days prior to a hearing.

Hearings

- Provided that the complaint is not resolved through Informal Resolution, once the final investigation report is shared with the Parties, the Title IX Coordinator will refer the matter for a hearing. The final investigation report and evidence is provided to the hearing decision-maker(s) prior to the hearing. Please see MCW policy

AD.CC.080 to view the Title IX Formal Grievance Process Guide for the full hearing procedure.

Hearing Decision-Makers

- MCW will designate a single hearing officer or a hearing panel at the discretion of the Title IX Coordinator. The hearing officer will also Chair the hearing. With a panel, one of the three members will be appointed as Chair by the Title IX Coordinator.
- The decision-maker(s) will not have had any previous involvement with the investigation. Those who have served as investigators will be witnesses in the hearing and therefore may not serve as decision-makers. Those who are serving as Advisors for any Party may not serve as decision-makers in that matter.
- The Title IX Coordinator may not serve as a hearing officer or Chair in the matter but may serve as an administrative facilitator of the hearing if their previous role(s) in the matter do not create a conflict of interest. Otherwise, a designee may fulfill this role. The hearing will convene at a time determined by the Chair or designee.

Evidence Considerations for the Hearing

- Any evidence that the decision-maker(s) determine(s) is relevant and credible may be considered. The hearing does not consider: 1) incidents not directly related to the possible violation, unless they evidence a pattern; 2) the character of the Parties; or 3) questions and evidence about the Complainant's sexual predisposition or prior sexual behavior, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with the Respondent and are offered to prove consent.
- Previous disciplinary action of any kind involving the Respondent may be considered in determining an appropriate sanction upon a determination of responsibility. This information is only considered at the sanction stage of the process and is not shared until then.
- The parties may each submit a written impact statement prior to the hearing for the consideration of the decision-maker(s) at the sanction stage of the process when a determination of responsibility is reached.
  The hearing officer or Chair will not rely upon information protected by legal privilege unless a waiver is obtained. The Chair may accept the statement of a Party or witness who does not submit to cross-examination and shall utilize discretion in determining the weight to give such evicence. The Chair must not draw any inferences based upon a Party's failure to appear or submit to cross-examination.

Standard of Evidence

- After post-hearing deliberation, the decision-maker(s) renders a determination based on the Preponderance of the Evidence; whether it is more likely than not that the Respondent violated the Policy as alleged.

D. Possible Hearing outcomes include:
The Chair will prepare a Notice of Outcome and the Title IX Coordinator will share the Notice, including the Final Determination, and any applicable sanction(s) with the Parties.
Considerations by the Chair for possible hearing outcomes include:
   1. Interim or permanent measures designed to (among other things) address any hostile environment and preserve the safety of the MCW working and learning environment, and community;

2. Recommended counseling (EAP, student mental health services), recommended education and training, and/or other administrative actions deemed appropriate by MCW;
3. Sanctions of an appropriate nature for a finding of responsibility on the part of the Respondent, which are found in the institutional policies and Handbooks applicable to the individuals, taking into consideration the nature, severity and circumstances surrounding the violation, the Respondent's disciplinary history, previous substantiated similar conduct, and other information deemed relevant by the Chair and which include but are not limited to:
    a. Students: administrative leave of absence, disciplinary actions including probation pursuant to the applicable student handbook, drug / alcohol testing, recommended counseling, behavioral contract,restricted access, parking re-assignment, monitoring, no contact order(s), suspension, temporary withdrawal, and/or other educational sanctions including but not limited to expulsion.
    b. Faculty: administrative leave of absence, notice of non-renewal of their faculty appoitment, salary reduction, restricted access, change in duties/responsibilites, monitoring, no contact orders, drug/alcohol testing, recommended counseling, parking re-assignment, monitoring, no contact order(s), and/or other sanctions as determined appropriate by MCW and in accordance with applicable institutional policies, up to and including discipline, suspension or termination for cause.
    c. Staff: administrative leave of absence, recommended counseling, restricted access, change in duties/responsibilities, monitoring, no contact order(s), drug/alcohol testing, parking re-assignment, and/or other sanctions as determined appropriate by MCW and in accordance with permitted actions under institutional guidelines, such as discipline, suspension or termination.
    d. Third Party who is not an MCW faculty member, staff member or student: sanctions include but are not limited to, being reported to law enforcement and being banned from MCW premises and activities.
    e. In all instances, MCW reserves the right to broaden or lessen any range of recommended sanction(s) in the event of serious mitigating circumstances or egregiously offensive behavior.

E. Appeal
1. The Complainant and Respondent may each submit an appeal to the Title IX Coordinator via email at TitleIXCoordinator@mcw.edu within seven (7) calendar days of MCW's provision of the hearing report that includes the outcome and sanctions (if any) to the parties. In computing the seven-day period, the day on which MCW provides the outcome and sanction(s) (if any) shall not be included, and the last day of the seven-day period shall be included.
2. The appeal process is not a hearing or a review of the entire matter; rather, it is a review of the record and process only. Appeal decisions shall be deferential to the original findings, remanding or modifying only for a clear and compelling reason. Further, any sanction(s) shall be modified only for a clear and compelling reason. Grounds for appeals are limited to:
    a. Procedural irregularity that affected the outcome of the matter:
    b. Discovery of new evidence unknown or reasonably unavailable during the investigation that could substantially impact the original finding and/or sanction(s).
    c. The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

3. The appealing party/ies may submit a statement setting forth the reason(s) for appeal. The appealing party/ies must submit their statement(s) to the Title IX Coordinator along with the notice of decision to appeal. Untimely appeal notifications, and/or any statements or portions thereof that do not comply with this section, will not be considered.
   The non-appealing party shall promptly be notified of the appealing party's appeal, and will receive a copy of the appealing party's statement (if any). If both parties appeal, each may review the other's statement.
4. MCW shall make every effort to conclude the appeal process in a prompt manner.
5. An appeal adjudicator will be vetted and appointed to ensure no known conflict of interest exists.
6. The other Party(ies) and their Advisors, the Title IX Coordinator, and, when appropriate, the investigators and/or the original decision-maker(s) will be provided a copy of the request with the approved grounds and the Parties are then given ten (10) calendar days to submit a response to the portion of the appeal that was approved and involves them. All responses will be forwarded by the Chair to all Parties for review and comment.
7. The appeal adjudicator will do a review limited to the specific grounds for appeal. The adjudicator will review the appeal documents submitted, the hearing records, or other evidence needed to review the appeal.
8. The appeal adjudicator will make one of the possible determinations:
   a) deny the appeal as having no merit and uphold the original hearing finding(s) and any sanction(s);
   b) grant the appeal, vacate the decision and remand to the investigator and/or hearing Chair for further action.
9. The appeal adjudicator shall provide a written copy of their finding(s) and rationale to the Title IX Coordinator. The Title IX Coordinator shall review and consult with legal counsel if necessary.

A Notice of Appeal Outcome will be sent to the Parties simultaneously including the decision on each approved ground and rationale for each decision. The Notice of Appeal Outcome will specify the finding on each ground for appeal, any specific instructions for remand or reconsideration, any sanctions that may result which MCW is permitted to share according to state or federal law, and the rationale supporting the essential findings to the extent MCW is permitted to share under state or federal law.

The appeal outcome, including any sanction(s), is final.

Training

Individuals serving as investigators, Title IX Coordinator, Hearing chairs and panels, and shall receive appropriate training on the issues of sex discrimination, sexual assault, domestic violence, dating violence, and stalking, how to conduct an investigation and hearing process and appeal review that protects the safety of the MCW working and learning environments, the MCW community, and in a way that promotes accountability. The Title IX Coordinator name and contact information are provided on the MCW Sexual Misconduct/Title IX website (http://www.mcw.edu/sexual-misconduct.htm). MCW may select faculty or other MCW employees or individuals to serve as an investigator(s) as needed and in MCW's sole discretion. The Complainant and Respondent will be informed separately of the identities of the investigator(s).

Retaliation Prohibited

Intimidation, threats, coercion, or discrimination against any person by a student, or an MCW employee or agent of MCW, for purposes of interfering with any right or privilege secured by Title IX, or because the person has reported information, made a complaint, testified, assisted, participated or refused to

participate in any manner in an investigation, proceeding or hearing is prohibited. Reports of retaliation should be made immediately to the Title IX Coordinator.

How to be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. Bystanders are defined as individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it. MCW promotes a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm.

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.

If you or someone else is in immediate danger on campus, call MCW Public Safety (414.955.8299) or 9-911. Below is a list of some ways to be an active bystander:

- Watch out for your friends and fellow students/employees. If you see someone who looks like they are in trouble, ask if they are ok.
- Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
- Speak up when someone discusses plans to take advantage of another person.
- Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

Risk Reduction Strategies

With no intent to victim blame and recognizing that only perpetrators are responsible for sexual violence, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)

- **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- Try to **avoid isolated areas.** It is more difficult to get help if no one is around.
- **Walk with purpose.** Even if you don't know where you are going, act like you do.
- **Trust your instincts.** If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
- **Don't allow yourself to be isolated** with someone you don't trust or someone you don't know.
- **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.
- **When you go to a social gathering, go with a group of friends.** Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- **Don't leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.

- **Don't accept drinks from people you don't know or trust.** If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
- **Watch out for your friends, and vice versa.** If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
- **Make sure your cell phone** is with you and charged and that you have cab money.
- **If you and/or the other person have been drinking,** you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

Resources

MCW – Milwaukee

MCW Public Safety

Public Safety Center
Health Research Center, Room H1820

Emergency: 414.955.8299
Non-Emergency: 414.955.8295

Websites:

Intranet: https://infoscope.mcw.edu/Public-Safety-Intranet.htm
Internet: https://www.mcw.edu/departments/public-safety

E-mail Addresses:
pubsafety@mcw.edu or parking@mcw.edu

Title IX

Title IX Coordinator, Katie Kassulke
Human Resources Offices, Research Park Center, Suite 140
Phone #: 414.955.8668
TitleIXcoordinator@mcw.edu

Additional information on MCW's Title IX program, including reporting procedures, and resources can be found at the following website:

https://www.mcw.edu/about-mcw/sexual-misconduct

Office of Equal Access

414-955-4858 or eeoaccess@mcw.edu
Submit information regarding your concern utilizing this Grievence Form.

Community Shelters, Crisis and Counseling Resources

- Milwaukee Women's Center: (414) 671-6140
- Sojourner Truth House 24-Hour Hotline: (414) 933-2722
- Sexual Assault Treatment Centers: (414) 219-5555
- Women's Center Inc. 24-Hour Crisis Line: (262) 542-3828 or (888) 542-3828 (located in Waukesha)
- U.S. Department of Education, Office of Civil Rights: (800) 421-3481

MCW – Green Bay Resources

Law Enforcement / Public Safety

St. Norbert College Campus Safety
(920) 403-3299
http://www.snc.edu/campussafety/

De Pere Police Department
(920) 339-4078
http://www.de-pere.org/department/?fDD=17-0

Green Bay Police Department
(920) 391-7450
http://www.gbpolice.org/

Title IX

Title IX Coordinator, Katie Kassulke
Phone #: 414.955.8668
TitleIXcoordinator@mcw.edu

Additional information on MCW's Title IX program, including reporting procedures, and resources can be found at the following website: https://www.mcw.edu/about-mcw/sexual-misconduct

Office of Equal Access

414-955-4858 or eeoaccess@mcw.edu
Submit information regarding your concern utilizing this Grievence Form.

Community Shelters, Crisis and Counseling Resources

- Family Services Sexual Assault Center 24-hour Hotline: (920) 436-8899
- Sexual Assault Crisis Center - Fox Cities, Inc. 24-hour Hotline: (920) 733-8119 or (800) 722-7797
- Safe Haven 24-hour Hotline: (888) 303-3421 or (715) 526-3421
- U.S. Department of Education, Office of Civil Rights: (800) 421-3481

MCW – Central Wisconsin Resources

Law Enforcement / Public Safety

Wausau Police Department
(715) 261-7800
http://www.ci.wausau.wi.us/Departments/Police.aspx

Tomah Police Department
(608) 374-7400
http://www.tomahpolice.com/

Marshfield Police Department
(715) 384-3113
http://www.ci.marshfield.wi.us/departments/police/

Title IX

Title IX Coordinator, Katie Kassulke
Phone #: 414.955.8668
TitleIXcoordinator@mcw.edu

Additional information on MCW's Title IX program, including reporting procedures, and resources can be found at the following website: https://www.mcw.edu/about-mcw/sexual-misconduct

Office of Equal Access

414-955-4858 or eeoaccess@mcw.edu
Submit information regarding your concern utilizing this Grievence Form.

Community Shelters, Crisis and Counseling Resources

- The Women's Community, Inc. 24-Hour Hotline: (715) 842-7323
- Personal Development Center, Inc.: (715) 384-2971 or (715) 384-5555 for after-hours assistance
- AVAIL, Inc. 24-hour Hotline: (715) 632-5767
- U.S. Department of Education, Office of Civil Rights: (800) 421-3481

Sex Offender Registry

The federal Campus Sex Crimes Prevention Act of 2000 requires institutions of higher education to issue a statement advising the campus community on how to obtain information provided by the State concerning registered sex offenders. It also required sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, volunteers services or is a student.

The Wisconsin Department of Corrections maintains a Sex Offender Registry at http://offender.doc.state.wi.us/public. The site contains detailed program information and an offender search capability by offender name or specific location.

Report Availability

A paper copy of this document may be obtained by contacting Medical College of Wisconsin Public Safety, 8701 Watertown Plank Road, Milwaukee, WI 53226 or by calling 414.955.8295.

The report is available electronically at:

Internet: https://www.mcw.edu/departments/public-safety
Intranet: https://infoscope.mcw.edu/Public-Safety-Intranet/Annual-Campus-Safety-Report.htm

Crime Prevention Tips

Personal Safety

- Walk or jog with a friend, not alone.
- Avoid isolated areas.
- Use safety escort services.
- Know your limits on dates and communicate them to your partner.
- Know your limits with alcohol and do not accept drinks from others.
- Carry a whistle or noise maker. Do not be afraid to scream if you need help.
- Tell a friend where you are going and when you will return.

Protection from Date Rape Drugs

- Never leave your drink unattended. Date rape drugs can be slipped into any type of beverage.
- Do not accept drinks from anyone but a bartender or server.
- Try to attend bars/parties with friends, arranging beforehand to watch each other's drinks.
- If you think your drink has been tampered with, seek medical attention immediately and request the hospital conduct toxicology testing.

Residential Safety

- Lock your residence whenever you leave and when you are sleeping.
- Call the police to report someone who does not belong in your building.
- Do not allow strangers to follow you into the building.

Workplace Safety

- Keep personal items (purses, book bags) locked up.
- Secure your work area when you are not there.
- Do not prop card reader doors open or otherwise attempt to bypass security devices.
- Report suspicious people or activity to Public Safety.

Protecting Your Property

- Record the serial numbers of your valuables.
- Engrave valuables with your license number or other identifying information.
- Secure bicycles with a U-Lock device.
- Keep your vehicle locked when it is parked and when you drive.
- Consider installing anti-theft or alarm devices on your vehicle.
- Do not leave textbooks, purses, or book bags unattended.
- Do not leave laptop computers or PDAs unattended.

Access Cards

- Lost or stolen cards should be reported to Public Safety at 955.8471.
- Carry your access card with you at all times and display the card for identification.
- Do not loan your card to anyone and do not allow others to "tailgate" behind you when entering secure areas.

Appendix A - Definitions

Geographic Area Definitions

On-Campus

A. 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;

B. Any building or property that is within or reasonably contiguous to the area identified in paragraph (A), that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or retail vendor).

Non-Campus Building or Property

A. Any building or property owned or controlled by a student organization that is officially recognized by the institution;

B. 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.

MCW has no off-campus housing or student organization facilities. All medical and graduate students live off campus. MCW does have a variety of satellite facilities located away from the MRMC campus. These facilities are used primarily for non-educational purposes.

Public Property

All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Crime Definitions

The Clery Act requires institutions to disclose four general categories of crime statistics:

- Criminal Offenses
- VAWA Offenses
- Arrests and Referrals for Disciplinary Action for Liquor, Drug & Weapon Law Offenses
- Hate Crimes

Under the Clery Act, definitions for criminal offenses, hate crimes and arrest and referral statistics are required to be taken from the Federal Bureau of Investigation's (FBI's) Uniform Crime Reporting (UCR) Program. Definitions for the VAWA offenses are taken from the *Violence Against Women Act of 1994* as specified by the Clery Act.

Criminal Offenses

Murder and Non-negligent Manslaughter

The willful (non-negligent) killing of one human being by another.

Manslaughter by Negligence

The killing of another person through gross negligence.

Rape

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 the rape of both males and females.

Fondling
The touching of the private body parts of another person for the purposes 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.

Incest
Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape
Sexual intercourse with a person who is under the statutory age of consent.

Robbery
The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Aggravated Assault
An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Burglary
The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or a felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts at these offenses.

Motor Vehicle Theft
The theft or attempted theft of a motor vehicle. Included in this classification are all cases where automobiles are taken by persons not having lawful access even if the vehicles are later abandoned. Joyriding is included in this classification.

Arson
Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

VAWA Offenses
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.

For the purposes of this definition dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse but does not include acts covered under the definition of domestic violence.

Domestic Violence
A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; a person with whom the victim shares a child in common; a person who is

cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or 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 of violence occurred.

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.

For the purposes of this definition 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.

Arrests and Disciplinary Referrals for Violation of Weapons, Drug Abuse & Liquor Laws

Weapons Law Violations

The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature. Included in this classification is the manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; using, manufacturing, etc., of silencers; furnishing deadly weapons to minors; aliens possessing deadly weapons; and attempts to commit any of the above.

Drug Abuse Violations

The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances, and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics – manufactured narcotics that can cause true addiction (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Liquor Law Violations

The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

Included in this classification is the manufacture, sale, transporting, furnishing, possessing, etc., of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; underage possession; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned.

Hate Crimes

A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Under the Clery Act, the following eight categories are reported:

Race

A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair; facial features, etc., generally transmitted by descent and heredity which distinguish them as a distinct division of humankind, e.g., Asians, blacks or African Americans, whites.

Religion

A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being, e.g., Catholics, Jews, Protestants, atheists.

Sexual Orientation

A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation, e.g., lesbian, gay, bisexual, heterosexuals.

Gender

A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.

Gender Identity

A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals.

Ethnicity

A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.

National Origin

A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

Disability

A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

For Clery Act purposes, Hate Crimes include any of the reportable criminal offenses and incidents of larceny-theft, simple assault, intimidation and destruction/damage/vandalism of property if they are Hate Crimes.

Larceny – Theft

Unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another.

Simple Assault

Unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss

of teeth, possible internal injury, severe laceration, or loss of consciousness.

Intimidation

To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property

To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

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Public Safety Contact Information

Offices:

Public Safety Center
Health Research Center, Room H1820

Emergency: 414.955.8299
Non-Emergency: 414.955.8295

Access and Parking Service Center
Health Research Center, Room H1860
414.955.8471

Central Administration
Medical Education Building, Room M0740
414.955.8424

Websites:

Intranet: https://infoscope.mcw.edu/Public-Safety-Intranet.htm

Internet: https://www.mcw.edu/departments/public-safety

E-mail Addresses:

pubsafety@mcw.edu or parking@mcw.edu

Fax Numbers:

Central Administration 414.955.6557

MCW Public Safety

@MCWPubSafety

Scan this QR code with your smartphone to add Public Safety to your contact list.

Quick Reference Telephone Directory

Medical College of Wisconsin

Emergency (Police, Fire or Ambulance): 9-911
Public Safety
Emergency: 414.955.8299
Non-Emergency: 414.955.8295

Title IX Coordinator: 414.955.8668
Office of Equal Access: 414.955.4858
MCW Student Behavioral Health and Resource Navigator: 414.955.4219
Office of Academic Affairs: 414.955.8279
Office of Student Support Services: 414.955.8933
Office of Student Inclusion & Academic Enrichment: 414.955.8734
Office of Academic Support & Enrichment: 414.955.8731
Office of Student Affairs: 414.955.8256
Ombuds Office: 414.266.8776
Employee Assistance Program: 866.379.0237
Student Assistance Program: 833.927.1860
MCW's Compliance Reporting Line: 844.703.8171

Community

Milwaukee County Behavioral Health Division: 414.257.7222
Milwaukee Women's Center Crisis Hotline: 414.671.6140
Sojourner Family Peace Center 24-Hour Hotline: 414.933.2722
Sexual Assault Treatment Centers: 414.219.5555
U.S. Dept. of Ed, Office of Civil Rights: 800.421.3481
Wauwatosa Police Department: 414.471.8430
Women's Center Inc. 24-Hour Crisis Line: 262.542.3828

National

National Sexual Assault Hotline: 800.656.HOPE (4673)
Rape, Abuse and Incest National Network: https://rainn.org/get-help/national-sexual-assault-hotline
National Dating Abuse Helpline: 866.331.9474