



# FACULTY SENATE

## UNIVERSITY OF MICHIGAN

### *Faculty Senate Resolution on Umbrella Policy*

On October 15, 2019, the University of Michigan released a draft umbrella policy for addressing sexual and gender-based misconduct that would apply to students, faculty, staff and third parties on the Ann Arbor, Dearborn, and Flint campuses. The University of Michigan has solicited broad feedback on the draft policies and procedures through November 22, 2019.

The Faculty Senate at the University of Michigan affirms the University of Michigan's commitment to create and maintain a safe and non-discriminatory campus community that is free from sexual and gender-based misconduct, while providing a fair and impartial process for all parties.

WHEREAS in the interest of ensuring fairness for students, faculty and staff, all members of these groups must be afforded the same level of consideration and due process.

WHEREAS members of Faculty Senate agree that draft procedures applicable to students on all three campuses should also apply to faculty and staff, including, in particular, the following procedures:

- a. Consistent timelines for students, faculty and staff
- b. The opportunity to participate in a mediated resolution if possible
- c. The opportunity to have a fair and impartial hearing with a trained hearing officer and review panel composed of trained faculty members in the case of a faculty member hearing or trained staff members in the case of a staff member hearing
- d. The opportunity to have a neutral case manager
- e. The opportunity to challenge in writing Interim Measures prior to implementation
- f. Interim decision-making authority assigned to a relevant unit administrator for both faculty and staff to suspend a member of the faculty or staff
- g. Review of an immediate suspension, which must be based on the determination that the faculty or staff member poses an immediate danger to the university community, within 2 working days
- h. Notification of a hearing outcome at least 10 calendar days prior to implementation of sanctions
- i. The opportunity to provide a sanctioning input statement
- j. The opportunity to appeal findings
- k. The opportunity to appeal a hearing outcome
- l. The opportunity to appeal sanctions
- m. Appeal reviews that are conducted by an external reviewer chosen by a predetermined faculty panel for appeals by faculty members, or by an external reviewer chosen by a predetermined panel of staff for appeals by staff members