



FREQUENTLY ASKED QUESTIONS

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How do I report an incident?

A student reporting an incident of Sexual Harassment should contact the Dorsey Title IX Coordinator at:

Ann Victoria Thomas, Title IX Coordinator
31799 John R Road, Madison Heights, MI 48071
Phone: 248.585.9200, ext. 11228
Email: athomas@Dorsey.edu

All Dorsey employees are required to report known instances of Sexual Harassment to the Title IX Coordinator.

If I report an incident who will contact me after I report?

The Title IX Coordinator will reach out to any person making a report of Sexual Harassment. They will obtain any available additional information about the report and reach out to the individual(s) affected by the Sexual Harassment.

If I have experienced sexual misconduct, what happens after I report it to Dorsey?

The institutions want to ensure anyone who has experienced Sexual Harassment feels safe. The Title IX Coordinator will reach out to the person affected by the Sexual Harassment and request a meeting to review the institution's policies and procedures and ensure they are aware of resources on and off campus that may be available to them.

What types of behavior are covered under Dorsey's Sexual Misconduct Policy?

Sexual Harassment includes quid pro quo sexual harassment, hostile environment sexual harassment, sexual assault, domestic violence, dating violence and stalking; all of which are

prohibited under the Policy. Please see pages 2-6 of the Policy for the definition of each type of prohibited conduct.

What is considered sexual assault?

Sexual assault includes the sex offenses of rape, sodomy, sexual assault with an object, fondling, incest and statutory rape.

Will Dorsey automatically contact the police if I make a report of sexual misconduct?

No. However, Dorsey will encourage the Complainant to report the incident to law enforcement.

Will Dorsey automatically contact my parents if I make a report of sexual misconduct?

No, unless there is an emergency exception (i.e., hospitalization) when the report is made, Dorsey will only disclose information to your parents at your request.

Do I have to go forward with an investigation if I speak with the Title IX Coordinator?

No. The Title IX Coordinator will determine if the institution will proceed forward with an investigation. They will consider the request of the Complainant and balance this with the individual and community safety considerations. Dorsey's ability to act to protect the interest of the Complainant and other students is limited by the information provided to it.

If there is an investigation, how long will it take?

Dorsey's main objective is to conduct a fair, thorough and impartial investigation. Dorsey attempts to conduct the investigation between 65-75 institutional business days, however if there is good cause for a delay beyond this time period, we will notify the parties of the delay to ensure the investigation is fair, thorough, impartial and complete.

If there is an investigation, will I remain anonymous?

No. In order to conduct a fair, thorough and impartial investigation, all parties must be aware of who is making the complaint.

What is consent?

Consent is an affirmative, knowing, and voluntary decision—clearly communicated through mutually understandable words (e.g., saying “yes”) and/or actions – to willingly engage in mutually acceptable sexual activity. Please see pages 6-8 of the Policy for the complete definition.

What if I am afraid of retaliation?

Dorsey prohibits any form of retaliation. If reported, the institution will take action to stop the behavior and prevent it from re-occurring.

If I was under the influence of alcohol or drugs or violating a campus policy at the time of the alleged sexual misconduct, will I get in trouble too?

No. Our policy has an amnesty provision to encourage reporting and participation in the process. If you or any witness is in good faith reporting an incident of sexual misconduct you will not be subject to disciplinary action by the institution for drinking or doing drugs, as long as the violations did not place the health or safety of any other person at risk.

Is there a statute of limitations on when I can report an incident?

No, Dorsey does not limit the time period for reporting. Dorsey encourages all institution members to promptly report all incidents of Sexual Harassment as soon as possible in order to maximize the institution’s ability to respond promptly and effectively.