



Dorsey College – Madison Heights

2026 Campus Security Report

Includes the Drug-Free Campus/Workplace Policy

Published October 2026

**Includes Campus Crime Statistics for
2023, 2024, & 2025 Calendar Years**

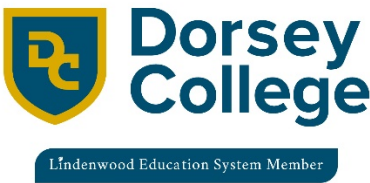


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If you are a victim of dating violence, domestic violence, sexual assault, or stalking, go to a safe place and call 911 or the Managing Director at the campus you attend. You may also contact the College’s Title IX Coordinator Ann Victoria Thomas at 248-585-9200 ext. 1128 or athomas@dorsey.edu.....15

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Introduction

This report is provided in compliance with the Jeanne Clery Campus Safety Act. It provides students and employees of Dorsey College ("College") and Dorsey School of Beauty, with information on: the College's security arrangements, policies and procedures; programs that provide education on such things as drug and alcohol abuse, awareness of various kinds of sex offenses, and the prevention of crime generally; and procedures the College will take to notify the campus community in the event of an emergency. Its purpose is to provide students and employees with information that will help them make informed decisions relating to their own safety and the safety of others.

Policy for Preparing the Annual Report

This report is prepared by the Associate Vice President of Fiscal Services in cooperation with local law enforcement authorities and includes information provided by them as well as by the College's campus security authorities and various other elements of the College. Each year an e-mail notification is made to all enrolled students and employees that provides the website link to access this report. Prospective students and employees are also notified of the report's availability. Hard copies of the report may also be obtained at no cost by contacting Tracey Bass - Managing Director, 31739 John R. Road Madison Heights, MI 48071, 248-588-9660. The College is committed to taking the actions necessary to provide a safe and secure working/learning environment for all students and staff. As a member of the campus community, you can feel safe and comfortable knowing that security procedures are in place that represent best practices in the field and are constantly tested and re-evaluated for their effectiveness.

General Safety and Security Policies

Campus Security Personnel & Relationship with Local Law Enforcement

The College utilizes [Eternal Security Services](#), info@essprotect.com, 586-202-9328. Primary office operations is from late afternoon until 10pm. Campus hours may vary depending on location.

While the College does not have any written agreements with local law enforcement agencies, it does maintain a close working relationship with local police.

Campus Security Authorities

The College has designated certain officials to serve as campus security authorities at each campus. Reports of criminal activity can be made to these officials. They in turn will ensure that the crimes are reported for collection as part of the College's annual report of crime statistics. The campus security authorities, to whom the College would prefer that crimes be reported are listed below.

- Travis Faulds - Dearborn Managing Director at 313-982-3730
- Tracey Bass - Madison Heights Managing Director at 248-588-9660
- Vyktoya Williams - Roseville Managing Director at 586-296-3225
- Shateisha Phillips - Saginaw Managing Director at 989-249-1926
- Danielle Fuquay - Taylor Managing Director at 313-291-2177
- Rufus Sims - Wayne Managing Director at 734-595-1540
- Amanda Glover - Woodhaven Senior Managing Director at 734-285-5400

Reporting a Crime or Emergency

The College encourages accurate and prompt reporting of all criminal actions, emergencies, or other incidents occurring on campus, on other property owned by the College, or on nearby public property to the appropriate administrator and appropriate police agencies. Such a report is encouraged when the victim of a crime elects to, or is unable to, make such a report.

All crimes occurring on or near college property should be reported immediately to the Campus Managing Director. If a crime is in progress or there is some other situation posing imminent danger, local law enforcement can be reached by dialing 911.

Students, staff, and visitors should also report situations to one of the campus security authorities identified above. Once reported, the individual may also be encouraged to report the situation to the appropriate police agency. If requested, a College staff member will assist in making the report to police.

Anonymous incident reports can also be made and information is available on our website.

We encourage anyone who witnessed or has been a victim of a crime to immediately report the incident by dialing 911; we have also provided the name and contact information specific for campus personnel and the police office specific to this campus location.

1. Students and employees should accurately and promptly report criminal acts to the Managing Director at the campus, the designated Campus Safety Officer, a member of the campus' management staff, and/or local police departments.
2. Reporting crimes is on a voluntary, confidential basis.
3. Campus management staff or the designated Campus Safety Officer must immediately notify the

- campus Managing Director of any instances reported.
4. The Managing Director is responsible to document any criminal acts, as well as reporting crimes to the local authorities as required by law.
 5. The institution is required to make timely warnings, to members of the campus community regarding the occurrence of crimes, those that are reported to campus safety officials and those considered by the institution to represent a threat to students and employees. The campus community includes all campus buildings and grounds and all adjacent public property.
 6. Timely warnings to the campus community will be issued via text and e-mail as well as posted on any notice boards within the campus.
 7. If there is an ongoing investigation of a crime that occurred in, at, or on any of the locations listed above that would be jeopardized, cause the suspect to flee, risk the safety of an individual, or result in the destruction of evidence, the campus may delay the timely warning until any adverse effect is no longer likely to occur.
 8. The statistics are collected centrally for each campus and reported to the Human Resources Department on a monthly basis. The Director of Compliance will report the information to the VP Student Finance, who is responsible for submitting annually to the U.S. Department of Education Campus Safety and Security.
 9. The annual report should also include the institution's response after a crime is reported (ex. Disciplinary action)

Confidential Reporting

The College will protect the confidentiality of victims. Only those with a need to know the identity for purposes of investigating the crime, assisting the victim or disciplining the perpetrator will know the victim's identity.

Pursuant to the College's sexual misconduct policy, when an employee who is not a confidential resource becomes aware of alleged misconduct under that policy (including, but not limited to, dating violence, domestic violence, sexual assault, and stalking), the employee is responsible for reporting that information, including the status of the parties if known, to the Title IX Coordinator. A victim of other types of crimes (e.g., aggravated assault, burglary, etc.) who does not want to pursue action within the College disciplinary system or the criminal justice system is nevertheless encouraged to make a confidential report to a campus security authority. Upon the victim's request, a report of the details of the incident can be filed with the College without revealing the victim's identity. Such a confidential report complies with the victim's wishes, but still helps the College take appropriate steps to ensure the future safety of the victim and others. With such information, the College can keep an accurate record of the number of incidents involving members of the campus community, determine where a pattern of crime may be developing and alert the community as to any potential danger. These confidential reports are counted and disclosed in the annual crime statistics for the College.

The College does not employ any pastoral or professional counselors and thus does not have procedures for these positions to inform the persons they are counseling of any procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

Security of and Access to Campus Facilities

All academic buildings are secured during the evenings and weekends. Access to the buildings is only allowed for faculty/staff members and students who are accompanied by faculty/staff members. Security officers secure the buildings and are performing random "walk-throughs" in the building. The security officers also perform vehicle patrols of parking lots and surrounding areas.

Students and employees are asked to be alert and to not circumvent practices and procedures that are meant to preserve their safety and that of others.

- Do not prop doors open or allow strangers into campus buildings that have been secured.
- Do not lend keys or access cards to non-students and do not leave them unattended.
- Do not give access codes to anyone who does not belong to the campus community.

Keys to the offices, laboratories, and classrooms on campus will be issued to employees only as needed and after receiving the proper authorization. Each department supervisor is responsible for assuring his/her area is secured and locked.

Employee and student identification cards may be used to verify the identity of persons suspected to be in campus facilities without permission.

Security Considerations in the Maintenance of Facilities

The Managing Directors works with the Vice President of Operations to identify maintenance issues on campus that may be safety hazards. Safety checks are completed to identify street or safety lights that are not functioning properly, or to determine if shrubs or other landscaping might need trimming. Maintenance personnel regularly check to ensure there is adequate lighting on pathways and that egress lighting is working in hallways and stairwells.

Educational Programs Related to Security Awareness and Prevention of Criminal Activity

The College seeks to enhance the security of its campus and the members of the campus community by periodically presenting educational programs to inform students and employees about campus security procedures and practices, to encourage students and employees to be responsible for their own security and the security of others and to inform them about the prevention of crimes.

The College provides information at the beginning of each academic term for students and employees regarding the College’s security procedures and practices. This information is in the form of a power point presentation during orientation. Information is provided on the following website available to students, staff and employees at: [www.dorsey.edu/polices -and-plans](http://www.dorsey.edu/polices-and-plans).

Among other things, it advises students and employees of the importance of reporting criminal activity, to whom crimes should be reported, being responsible for their own safety and the safety of others and practices regarding timely warnings and emergency notifications.

Crime prevention programs are also presented each academic start at least 8 times or more a year by Student Services and the campus Managing Director.

Monitoring Off Campus Locations of Recognized Student Organizations

The College does not have any officially recognized student organizations with off campus locations and therefore does not monitor or record criminal conduct occurring at such locations.

Disclosure of the Outcome of a Crime of Violence or Non-Forcible Sex Offense

Upon written request, the College will disclose to the alleged victim of a crime of violence (as that term is defined in section 16 of title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the College against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of the paragraph.

The previous paragraph does not apply to victims of dating violence, domestic violence, sexual assault, or stalking because under the Violence Against Women Act both the accused and accuser in these cases are given the results without the need to make a written request.

Drug and Alcohol Policy

Dorsey College is committed to creating and maintaining an environment that is free of alcohol abuse. Dorsey College prohibits the possession, use, and sale of alcohol beverage on campus or as any part of the College’s activities, unless it is done so in accordance with applicable College policies, and it also enforces the state's underage drinking laws.

Dorsey College also enforces federal and state drug laws. The possession, sale, manufacture or distribution of illegal drugs is prohibited on campus or as any part of the College’s activities. Violators of the College’s policies or federal and state laws regarding illegal drugs will be subject to disciplinary action and possibly criminal prosecution.

Federal Drug Laws (updated 08.03.2026)

Denial of Federal Benefits (21 U.S.C. § 862) A federal drug conviction may result in the loss of federal benefits, including loans, grants, scholarships, contracts, and licenses, although the Department of Education has said it will no longer disqualify students from Title IV aid for a federal or state conviction for possession or sale of a controlled substance.

Forfeiture of Personal Property and Real Estate (21 U.S.C. § 853) Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation. A warrant of seizure may be issued and property seized at the time an individual is arrested on charges that may result in forfeiture.

Federal Drug Trafficking Penalties (21 U.S.C. § 841) Penalties for federal drug trafficking convictions vary according to the type and quantity of the controlled substance involved in the transaction. Penalties for subsequent convictions are more severe. Federally-defined schedules of controlled substances are published at 21 U.S.C. § 812.

In the case of a controlled substance in schedule I or schedule II, GHB (or, “liquid ecstasy”), or flunitrazepam (or, “rohypnol”), a person shall be sentenced to a term of imprisonment of not more than 20 years. If death or serious bodily injury results from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces the possibility of a life sentence and fines ranging up to \$10 million.

In the case of a controlled substance in schedule III, a person shall be sentenced to a term of imprisonment of not more than 10 years, and if death or serious bodily injury results, shall be sentenced to a term of imprisonment of not more than 15 years or a fine not to exceed \$500,000, or both, for a first offense.

For less than 50 kilograms of marijuana, the term of imprisonment shall not be more than five years, and the fine shall not be more than \$250,000, or both, for a first offense.

In the case of a schedule IV substance, the term of imprisonment shall not be more than five years, and the fine shall not be more than \$250,000, or both, for a first offense.

Persons convicted on federal charges of drug trafficking within 1,000 feet of an elementary school, secondary school, college, or university **(21 U.S.C. § 860)** face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least one year, unless the offense involves five grams or less of marijuana.

Federal Drug Possession Penalties (21 U.S.C. § 844) Persons convicted on federal charges of possessing any controlled substance face penalties of up to one year in prison, a mandatory fine of no less than \$1,000, or both. Second convictions are punishable by not less than 15 days but not more than two years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than three years in prison and a minimum fine of \$5,000.

For the most recent and complete Federal Trafficking Penalties information, visit the website of the U.S. Drug Enforcement Administration at <https://www.campusdrugprevention.gov/content/drug-scheduling-and-penalties>.

Drug and Alcohol State Laws

Category	Summary (Michigan Compiled Laws)
Possession of Marijuana	Recreational use or possession of 2.5 ounces or less, or up to 10 ounces in the home, of marijuana is legal in Michigan for individuals 21 years of age or older. Mich. Comp. Laws § 333.27955. Possession of between 2.5 ounces and 5 ounces is a civil infraction with a fine of up to \$500 for the first offense and forfeiture of the marijuana, with increasing fines and punishments for subsequent offenses. Mich. Comp. Laws § 333.27965. If a person possesses, cultivates or delivers, to a person who is above 21 more than 5 ounces of marijuana, then the person is guilty of a misdemeanor, punishable by a maximum fine of \$500 but not punishable by imprisonment except under certain circumstances. Mich. Comp. Laws §§ 333.27965(4), 750.504. If a person is under the age of 18, a first violation of possession of marijuana is considered a civil infraction and subject to a fine of not more than \$100 or community

Category	Summary (Michigan Compiled Laws)
	service, forfeiture of the marijuana, and completion of 4 hours of drug education or counseling. Mich. Comp. Laws § 333.27965(3)(a). If the person is between the ages of 18 and 21, the fine is not more than \$100, along with forfeiture of the marijuana. <i>Id.</i> Subsequent violations result in increasing fines. <i>Id.</i> Medical use of marijuana is also permitted for qualifying, registered patients who may possess up to 2.5 ounces of usable marijuana and equivalents. Mich. Comp. Laws § 333.26424.
Controlled Substances	Michigan has a wide range of penalties for possessing, manufacturing, or distributing a controlled substance. Mich. Comp. Laws §§ 333.7401-333.7413. Depending on the amount and type of the controlled substance, penalties can range from two years in prison to life in prison, and from \$2,000 to \$1,000,000. <i>See</i> Mich. Comp. Laws § 333.7401. For instance, the possession of less than 25 grams of a Schedule 2 substance, such as cocaine, is punishable by up to four years imprisonment, a fine of up to \$25,000, or both. Mich. Comp. Laws §§ 333.7214, 333.7403. The delivery of less than 50 grams of cocaine is punishable by imprisonment for up to 20 years, a fine of not more than \$25,000, or both. Mich. Comp. Laws § 333.7401. Penalties can be enhanced based on the distribution of controlled substances to a minor or when controlled substances are possessed, distributed, or manufactured within 1000 feet of school property or a library. Mich. Comp. Laws § 333.7410.
Alcohol and Minors	It is illegal for anyone under the age of 21 to purchase or attempt to purchase alcohol, consume or attempt to consume alcohol, possess or attempt to possess alcohol, or have any bodily alcohol content. Mich. Comp. Laws § 436.1703(1). First violations are a state civil infraction, which may result in a fine of up to \$100 and may also result in participation in substance use disorder services, a substance abuse assessment, or community service. Mich. Comp. Laws § 436.1703(1)(a). A second offense is a misdemeanor punishable by imprisonment for not more than 30 days (under certain conditions), a fine of not more than \$200, or both. Mich. Comp. Laws § 436.1703(1)(b). Subsequent infractions are misdemeanors with increased penalties. Mich. Comp. Laws § 436.1703(1)(c). It is illegal for anyone to sell or furnish alcohol to a minor. Mich. Comp Laws § 436.1701(1). An individual other than a retail licensee, who knowingly sells or furnishes alcohol to a minor, or who fails to make a diligent inquiry as to whether the individual is a minor, is guilty of a misdemeanor punishable by a fine of up to \$1,000 and imprisonment for up to 60 days, with greater penalties for additional offenses. <i>Id.</i> A person who furnishes a fake ID to a minor, or a minor who uses fraudulent identification to purchase alcoholic liquor, is guilty of a misdemeanor punishable by imprisonment for not more than 93 days, a fine of not more than \$100, or both. Mich. Comp. Laws § 436.1703(2).
Driving Under the Influence (DUI)	A person shall not operate a vehicle under the influence of alcohol, a controlled substance, any other intoxicating substance, or any combination thereof. Mich. Comp. Laws § 257.625. It is illegal for a person to operate a vehicle with an alcohol content of 0.08 grams or more per 100 milliliters of blood, per 210 liters of breath, or per 67 milliliters of urine. <i>Id.</i> Doing so generally results in community service for up to 360 hours, imprisonment for up to 93 days, and a fine between \$100 and \$500. Mich. Comp. Laws § 257.625(9). Operating a vehicle while one’s ability to operate the vehicle is visibly impaired due to the consumption of alcoholic liquor, a controlled substance, or other intoxicating substance, or a combination of alcoholic liquor, a controlled substance, or other intoxicating substance is also illegal. Mich. Comp. Laws § 257.625(2)(c). Additionally, a person under 21 years of age may not operate a vehicle with any bodily alcohol content. Mich. Comp. Laws § 257.625(6). A first violation of this provision is punishable by a \$250 fine, community service for up to 360 hours, or both. Mich. Comp. Laws § 257.625(12). Penalties for driving under the influence may increase for subsequent offenses, higher blood alcohol content, and for certain other aggravating circumstances. <i>See</i> Mich. Comp. Laws § 257.625(4), (5).

Drug and Alcohol Abuse Prevention Program

The College has a drug and alcohol abuse and prevention program and conducts a biennial review of this program to evaluate its effectiveness. For more information, see below.

- Student alcohol/drug policy: <https://www.dorsey.edu/wp-content/uploads/2024/03/Drug-and-Alcohol-Abuse-Prevention-Policy-rev-06.2021.pdf>
- Employee alcohol/drug policy: <https://www.dorsey.edu/wp-content/uploads/2024/03/Drug-and-Alcohol-Abuse-Prevention-Policy-rev-06.2021.pdf>
- Alcohol/drug webpage: [Consumer Information | Career School | Dorsey College](#)
- Biennial review of the University’s drug and alcohol abuse prevention program: [Insert link or other cross-reference to where the report is located or where more information about the report can be obtained.](#)

The purpose of Dorsey College Drug and Alcohol Abuse Prevention Policy is to foster a safe and healthy campus where students, faculty, and staff can work and attend in an environment free of the detrimental effects associated with drug and alcohol abuse. Through the Drug and Alcohol Abuse Prevention Program Dorsey College can inform students, faculty, and staff about the health risks associated with substance abuse, the resources available to help cope with substance abuse, and the sanctions imposed by federal, state, and local authorities, as well as our standards with regard to the use or abuse of alcohol and/or controlled substances.

DORSEY COLLEGE SUBSTANCE ABUSE POLICY AND SANCTIONS

Unauthorized drugs or alcohol is strictly prohibited on school premises. For the safety of fellow students, administrators, clinic clients and prospective patients, students believed to be under the influence of drugs, alcohol, or other substances, which could impair judgment, behaviors, and/or activities, may be required to take a drug test. Dorsey College reserves the right to suspend or dismiss any student soliciting illegal drugs.

Dorsey College can provide employees and students with information on outside resources available to help with problems related to the misuse of alcohol and all forms of substance abuse for themselves or their family members. Contact the Managing Director for names of appropriate agencies, phone numbers, and additional information.

CONSUMPTION AND POSSESSION OF MARIJUANA

All students, employees, and visitors are on notice that the Michigan Medical Marijuana Act (“MMMA”) conflicts with federal criminal laws governing controlled substances, as well as federal laws requiring institutions receiving federal funds, by grant or contract, to maintain drug-free campuses and workplaces. Dorsey College participates in federal grant programs, which would be in jeopardy if those federal laws did not take precedence over state law. Thus, the use, possession, or cultivation of marijuana in any form and for any purpose on Dorsey College’ property or premises violates the Dorsey College’ “Drug Free Schools Policy Statement”. Dorsey College will not allow the use, possession, or cultivation of marijuana on its property or premises or in / on Dorsey College’ controlled environments, even if a student, employee, or visitor has been properly certified as a medical marijuana user. Students, employees, and visitors will be asked to dispose of or remove marijuana from Dorsey College’ property or premises immediately.

Further, as part of a student’s program at Dorsey College, an externship or clinical experience may be required. The MMMA states that employers are not required to accommodate employees who use medical marijuana; therefore, employers have the right to refuse employment to anyone who fails a drug test. Additionally, the State of Michigan prohibits a person from undertaking any task under the influence of marijuana, when doing so would constitute negligence or professional malpractice, as in many areas of the medical field. As a result, drug testing may be required at any time by a clinical site, externship site, or prospective employer consistent with the laws of the State of Michigan, the requirements of potential employers, and the requirements of any facility where the clinical experience and/or externship participation occurs. Students should be aware that participation in a clinical or externship experience and/or employment depends upon the results of these drug tests. If a drug test(s) prevents a student from obtaining and/or participating in a clinical or externship program, the student may be unable to complete the educational program requirements of Dorsey College.

Dorsey College prohibits the use of all illegal and illicit drugs by all students and employees while at school or at work. The campus and all associated campus and workplace areas are designated as “Drug-Free”. The possession, sale or the furnishing of alcohol or illegal or illicit drugs of any kind on campus is governed by the Student Code of Conduct found in the School Catalog for each Dorsey College campus location. Students and employees are not allowed to bring alcohol, illicit or illegal drugs of any kind onto school premises, or be under the influence of alcohol, illicit or illegal drugs while on school premises. The National Minimum Drinking Age Act of 1984 required all states to raise their minimum purchase and public possession of alcohol to age 21.

Any student or employee committing any of these violations is subject to disciplinary action imposed by the school. These sanctions may include:

- Mandated counseling with the managing director or employee’s supervisor

- Mandated attendance at a local treatment center
- Mandated completion of drug rehabilitation program
- Discharge from employment or expulsion from school

The possession, sale, manufacture of distribution of any controlled substance is illegal under both state and federal laws. In conjunction with the campus safety personnel, the campus utilizes this Drug and Alcohol Abuse Prevention Policy to determine the following:

- . The number of drug and alcohol-related violations and fatalities that occur on the campus or as part of any of the campus activities that must be reported to campus officials, and
- . The number and type of sanctions that are imposed by the campus as a result of drug and alcohol-related violations and fatalities on the campus or as part of any of the campus activities.

Note: Additional information is available within the Employee Handbook for all Dorsey College personnel.

The campus must provide a timely notice to each student who has lost eligibility for any Federal Student Aid grant or loan assistance as a result of penalties in a separate clean, and conspicuous written notice that notifies the student of the loss of eligibility and advises the student of the ways in which to regain eligibility. If the student successfully passes two unannounced drug tests conducted by a drug rehabilitation program that complies with criteria established by the US Department of Education, the student may be eligible to regain eligibility of Federal Student Aid funds.

Policies, Procedures, and Programs Related to Dating Violence, Domestic Violence, Sexual Assault, and Stalking

Consistent with applicable laws, the College prohibits dating violence, domestic violence, sexual assault, and stalking. The College's policy used to address complaints of this nature, as well as the procedures for filing, investigating and resolving complaints.

TITLE IX FAIR GRIEVANCE PROCESS

Dorsey College will investigate and adjudicate formal complaints of sexual harassment using a grievance process that incorporates due process principles, treats all parties fairly, and reaches reliable responsibility determinations. In response to any claim of sex discrimination under Title IX, Dorsey College is never required to deprive an individual of rights guaranteed under the U.S. Constitution. The Dorsey College grievance process, which will be followed before the imposition of any disciplinary sanctions or other actions (that are not supportive measures) against a respondent, includes the following:

- Giving both parties written notice of the allegations, an equal opportunity to select an advisor of the party's choice, and an equal opportunity to submit and review evidence throughout the investigation;
- Using trained Title IX personnel to objectively evaluate all relevant evidence without prejudgment of the facts at issue and free from conflicts of interest or bias for or against either party;
- Protecting parties' privacy by requiring a party's written consent before using the party's medical, psychological, or similar treatment records during a grievance process;
- Obtaining the parties' voluntary, written consent before using any kind of "informal resolution" process, such as mediation or restorative justice, and not use an informal process where an employee allegedly sexually harassed a student;
- Applying a presumption that the respondent is not responsible during the grievance process (often called a "presumption of innocence"), so that the school bears the burden of proof and the standard of evidence is applied correctly;
- Using either the preponderance of the evidence standard or the clear and convincing evidence standard (and use the same standard for formal complaints against students as for formal complaints against employees);
- Ensuring the decision-maker is not the same person as the investigator or the Title IX Coordinator (i.e., no "single investigator models");
- Holding a live hearing and allow cross-examination by party advisors (never by the parties personally)
- Protecting all complainants from inappropriately being asked about prior sexual history ("rape shield" protections);
- Sending both parties a written determination regarding responsibility explaining how and why the decision-maker reached conclusions;
- Effectively implementing remedies for a complainant if a respondent is found responsible for sexual harassment;
- Offering both parties an equal opportunity to appeal;
- Protecting any individual, including complainants, respondents, and witnesses, from retaliation for reporting sexual harassment or participating (or refusing to participate) in any Title IX grievance process;
- Making all materials used to train Title IX personnel publicly available on the school's website or, if the school does not maintain a website, make these materials available upon request for inspection by members of the public; and □

- Documenting and keeping records of all sexual harassment reports and investigations.

SUPPORTIVE MEASURES

After a report of Sexual Harassment, the Institution will offer reasonable and appropriate measures to facilitate a Complainant’s or a Respondent’s continued access to Institutions programs and employment. The supportive measures shall not unreasonably burden either party. The Institutions offer a wide range of supportive measures for students and employees, whether as Complainants or Respondents, to provide support and guidance throughout the Institutions response to a report of sexual misconduct. These measures are designed to restore and preserve equal access to the school’s education program or activities and protect the safety of all parties or the schools’ educational environment or deter sexual harassment. Supportive measures may be imposed on an interim basis or may be extended permanently.

PROTECTION FROM RETALIATION

The Institutions will not tolerate retaliation against any student, employee, or third party who makes a report of sexual misconduct, participates in an investigation related to a report of sexual misconduct, or participates in a hearing or appeal process relating to such a report. Any incidents of retaliation should be reported to the Title IX Coordinator or a designated reporting contact and may be subject to the same investigation, hearing, and appeal process set forth below. The Institutions will take prompt and corrective action against all acts of retaliation.

DORSEY COLLEGE POLICY SUMMARY

- Dorsey College has a strict no-tolerance policy of sexual harassment and/or sexual violence.
- Dorsey College will provide prompt and equitable resolution of any student, employee, or third-party victim of sexual harassment and/or sexual violence.
- Resolution of sexual harassment and/or sexual violence complaints will include at minimum, assurance of a thorough investigation, reasonable protection against retaliation and further attack. Dorsey College will provide written information regarding a victim’s rights and options, as requested, about existing counseling, health, mental health victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, in the community.
- Discipline of confirmed sexual harassment and/or sexual violence will follow the established Dorsey College policy for disciplinary procedure hearings and may include police notification or the filing of sexual violence charges as the situation dictates.
- The Title IX Coordinator has been designated to coordinate Dorsey College’s efforts to comply with and carry-out its responsibilities under Title IX.

The following sections of this report discuss the College's educational programs to promote the awareness of dating violence, domestic violence, sexual assault and stalking; provides information concerning procedures students and employees should follow and the services available in the event they do become a victim of one of these offenses, and advises students and employees of the disciplinary procedures that will be followed after an allegation that one of these offenses has occurred.

Primary Prevention and Awareness Program:

The College conducts a Primary Prevention and Awareness Program (PPAP) for all incoming students and new employees. The PPAP advises campus community members that the College prohibits the offenses of dating violence, domestic violence, sexual assault and stalking. They are also informed of the topics discussed below, including relevant definitions, risk reduction, and bystander intervention.

Crime Definitions

Crime Type (Michigan Compiled Laws)	Definitions
Dating Violence	The institution has determined, based on good-faith research, that Michigan law does not define the term dating violence, although the term “dating relationship” is defined in Michigan’s Domestic Violence Act. <i>See Mich. Comp. Laws § 400.1501 Sec. 1(b).</i>
Domestic Violence (Mich. Comp. Laws § 400.1501)	Michigan's Domestic Violence Act uses the following definitions: • “Domestic violence” means the occurrence of any of the following acts by an individual that is not an act of self-defense: (i) Causing or attempting to cause physical or mental harm to a family or household member; (ii) Placing a family or household member in fear of physical or mental harm; (iii) Causing or attempting to cause a family or household member to engage in involuntary sexual activity by force, threat of force, or duress; (iv) Engaging in activity toward a family or household member that would cause a reasonable individual to feel terrorized, frightened, intimidated, threatened, harassed, or molested. • “Family or household member” includes any of the following: (i) A spouse or former spouse; (ii) An individual with whom the person resides or has resided; (iii) An individual with whom the person has or has had a dating relationship; (iv) An individual with whom the person is or has engaged in a sexual relationship; (v) An individual to whom the person is related or was formerly related by marriage; (vi) An individual with whom the person has a child in common; (vii) The minor child of an individual described in subparagraphs (i) to (vi). • “Dating relationship” means frequent, intimate associations primarily characterized by the expectation of affectional involvement. Dating relationship does not include a

Crime Type (Michigan Compiled Laws)	Definitions
	casual relationship or an ordinary fraternization between 2 individuals in a business or social context.
Stalking (Mich. Comp. Laws § 750.411h)	“Stalking” means a willful course of conduct involving repeated or continuing harassment of another individual that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested and that actually causes the victim to feel terrorized, frightened, intimidated, threatened, harassed, or molested. - The following definitions also apply: “Course of conduct” means a pattern of conduct composed of a series of 2 or more separate noncontinuous acts evidencing a continuity of purpose. “Dating relationship” means frequent, intimate associations primarily characterized by the expectation of affectional involvement. This term does not include a casual relationship or an ordinary fraternization between 2 individuals in a business or social context. “Emotional distress” means significant mental suffering or distress that may, but does not necessarily, require medical or other professional treatment or counseling. “Harassment” means conduct directed toward a victim that includes, but is not limited to, repeated or continuing unconsented contact that would cause a reasonable individual to suffer emotional distress and that actually causes the victim to suffer emotional distress. Harassment does not include constitutionally protected activity or conduct that serves a legitimate purpose. “Unconsented contact” means any contact with another individual that is initiated or continued without that individual's consent or in disregard of that individual's expressed desire that the contact be avoided or discontinued. Unconsented contact includes, but is not limited to, any of the following: (i) Following or appearing within the sight of that individual; (ii) Approaching or confronting that individual in a public place or on private property; (iii) Appearing at that individual's workplace or residence; (iv) Entering onto or remaining on property owned, leased, or occupied by that individual; (v) Contacting that individual by telephone; (vi) Sending mail or electronic communications to that individual; (vii) Placing an object on, or delivering an object to, property owned, leased, or occupied by that individual. “Victim” means an individual who is the target of a willful course of conduct involving repeated or continuing harassment.
Sexual Assault	The institution has determined, based on good-faith research, that Michigan law does not define the term sexual assault, instead referring to sexual assault as “Criminal Sexual Conduct” prosecuted under Mich. Comp. Laws § 750.520b <i>et. seq.</i>
Rape, Fondling, Incest, Statutory Rape	For purposes of the Clery Act, the term “sexual assault” includes the offenses of rape, fondling, incest, and statutory rape. These definitions under Michigan law are as follows: - Rape: The institution has determined, based on good-faith research, that Michigan law does not define the term rape. Michigan generally prosecutes such offenses as “Criminal Sexual Conduct” under Mich. Comp. Laws § 750.520b <i>et. seq.</i> - Fondling: The institution has determined, based on good-faith research, that Michigan law does not define the term fondling. The Michigan Penal code defines “erotic fondling” as touching a person's clothed or unclothed genitals, pubic area, buttocks, or, if the person is female, breasts, or if the person is a child, the developing or undeveloped breast area, for the purpose of real or simulated overt sexual gratification or stimulation of 1 or more of the persons involved. Erotic fondling does not include physical contact, even if affectionate, that is not for the purpose of real or simulated overt sexual gratification or stimulation of 1 or more of the persons involved. Mich. Comp. Laws § 750.145c(1)(g). In reference to children, “Erotic fondling” means touching a person's clothed or unclothed genitals, pubic area, buttocks, or, if the person is female, breasts, for the purpose of sexual gratification or stimulation. Mich. Comp. Laws § 722.672(c). - Incest: The institution has determined, based on good-faith research, that Michigan law does not define the term incest. Michigan generally prosecutes such offenses as “Criminal Sexual Conduct” in the fourth degree (Mich. Comp. Laws § 750.520e(1)). - Statutory Rape: The institution has determined, based on good-faith research, that Michigan law does not define the term statutory rape. Michigan generally prosecutes such offenses as “Criminal Sexual Conduct” under Mich. Comp. Laws § 750.520b <i>et. seq.</i>

Crime Type (Michigan Compiled Laws)	Definitions
Other “sexual assault” crimes	Other crimes under Michigan law that may be classified as a “sexual assault” include the following: • Criminal sexual conduct in the first degree (Mich. Comp. Laws § 750.520b(1)): A person is guilty of criminal sexual conduct in the first degree if he or she engages in sexual penetration with another person and if any of the following circumstances exists: a. That other person is under 13 years of age. b. That other person is at least 13 but less than 16 years of age and any of the following: (i) The actor is a member of the same household as the victim; (ii) The actor is related to the victim by blood or affinity to the fourth degree; (iii) The actor is in a position of authority over the victim and used this authority to coerce the victim to submit. c. Sexual penetration occurs under circumstances involving the commission of any other felony. d. The actor is aided or abetted by 1 or more other persons and either of the following circumstances exists: (i) The actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless; (ii) The actor uses force or coercion to accomplish the sexual penetration. Force or coercion includes, but is not limited to, any of the circumstances listed in subdivision (f). e. The actor is armed with a weapon or any article used or fashioned in a manner to lead the victim to reasonably believe it to be a weapon. f. The actor causes personal injury to the victim and force or coercion is used to accomplish sexual penetration. Force or coercion includes, but is not limited to, any of the following circumstances: (i) When the actor overcomes the victim through the actual application of physical force or physical violence; (ii) When the actor coerces the victim to submit by threatening to use force or violence on the victim, and the victim believes that the actor has the present ability to execute these threats; (iii) When the actor coerces the victim to submit by threatening to retaliate in the future against the victim, or any other person, and the victim believes that the actor has the ability to execute this threat. As used in this subdivision, “to retaliate” includes threats of physical punishment, kidnapping, or extortion; (iv) When the actor engages in the medical treatment or examination of the victim in a manner or for purposes that are medically recognized as unethical or unacceptable; (v) When the actor, through concealment or by the element of surprise, is able to overcome the victim. g. The actor causes personal injury to the victim, and the actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless. h. That other person is mentally incapable, mentally disabled, mentally incapacitated, or physically helpless, and any of the following: (i) The actor is related to the victim by blood or affinity to the fourth degree; (ii) The actor is in a position of authority over the victim and used this authority to coerce the victim to submit. • Criminal sexual conduct in the second degree (Mich. Comp. Laws § 750.520c(1)): A person is guilty of criminal sexual conduct in the second degree if the person engages in sexual contact with another person and if any of the following circumstances exists: a. That other person is under 13 years of age. b. That other person is at least 13 but less than 16 years of age and any of the following: (i) The actor is a member of the same household as the victim; (ii) The actor is related by blood or affinity to the fourth degree to the victim; (iii) The actor is in a position of authority over the victim and the actor used this authority to coerce the victim to submit. c. Sexual contact occurs under circumstances involving the commission of any other felony. d. The actor is aided or abetted by 1 or more other persons and either of the following circumstances exists: (i) The actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless. (ii) The actor uses force or coercion to accomplish the sexual contact. Force or coercion includes, but is not limited to, any of the circumstances listed in section 520b(1)(f). e. The actor is armed with a weapon, or any article used or fashioned in a manner to lead a person to reasonably believe it to be a weapon.

Crime Type (Michigan Compiled Laws)	Definitions
	f. The actor causes personal injury to the victim and force or coercion is used to accomplish the sexual contact. Force or coercion includes, but is not limited to, any of the circumstances listed in section 520b(1)(f). g. The actor causes personal injury to the victim and the actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless. h. That other person is mentally incapable, mentally disabled, mentally incapacitated, or physically helpless, and any of the following: (i) The actor is related to the victim by blood or affinity to the fourth degree; (ii) The actor is in a position of authority over the victim and used this authority to coerce the victim to submit. - Criminal sexual conduct in the third degree (Mich. Comp. Laws § 750.520d(1)): A person is guilty of criminal sexual conduct in the third degree if the person engages in sexual penetration with another person and if any of the following circumstances exist: a. That other person is at least 13 years of age and under 16 years of age. b. Force or coercion is used to accomplish the sexual penetration. Force or coercion includes but is not limited to any of the circumstances listed in section 520b(1)(f)(i) to (v). c. The actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless. d. That other person is related to the actor by blood or affinity to the third degree and the sexual penetration occurs under circumstances not otherwise prohibited by this chapter. It is an affirmative defense to a prosecution under this subdivision that the other person was in a position of authority over the defendant and used this authority to coerce the defendant to violate this subdivision. The defendant has the burden of proving this defense by a preponderance of the evidence. This subdivision does not apply if both persons are lawfully married to each other at the time of the alleged violation. - Criminal sexual conduct in the fourth degree (Mich. Comp. Laws § 750.520e(1)): A person is guilty of criminal sexual conduct in the fourth degree if he or she engages in sexual contact with another person and if any of the following circumstances exist: a. That other person is at least 13 years of age but less than 16 years of age, and the actor is 5 or more years older than that other person. b. Force or coercion is used to accomplish the sexual contact. Force or coercion includes, but is not limited to, any of the following circumstances: (i) When the actor overcomes the victim through the actual application of physical force or physical violence; (ii) When the actor coerces the victim to submit by threatening to use force or violence on the victim, and the victim believes that the actor has the present ability to execute that threat; (iii) When the actor coerces the victim to submit by threatening to retaliate in the future against the victim, or any other person, and the victim believes that the actor has the ability to execute that threat. As used in this subparagraph, “to retaliate” includes threats of physical punishment, kidnapping, or extortion; (iv) When the actor engages in the medical treatment or examination of the victim in a manner or for purposes which are medically recognized as unethical or unacceptable; (v) When the actor achieves the sexual contact through concealment or by the element of surprise. c. The actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless. d. That other person is related to the actor by blood or affinity to the third degree and the sexual contact occurs under circumstances not otherwise prohibited by this chapter. It is an affirmative defense to a prosecution under this subdivision that the other person was in a position of authority over the defendant and used this authority to coerce the defendant to violate this subdivision. The defendant has the burden of proving this defense by a preponderance of the evidence. This subdivision does not apply if both persons are lawfully married to each other at the time of the alleged violation. - Assault with intent to commit criminal sexual conduct (Mich. Comp. Laws § 750.520g): Assault with intent to commit criminal sexual conduct involving sexual penetration shall be a felony punishable by imprisonment for not more than 10 years. Assault with intent to commit criminal sexual conduct in the second degree is a felony punishable by imprisonment for not more than 5 years.
Consent (as it relates to sexual activity)	The institution has determined, based on good-faith research, that Michigan law does not define the term consent (as it relates to sexual activity).

College Definition of Consent

The College uses the following definition of consent in its sexual misconduct policy for the purpose of determining whether sexual violence (including sexual assault) has occurred: 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. • Consent must be given freely, willingly, consciously, and knowingly by each participant to any desired sexual contact. Page 6 • Consent may be withdrawn by any consenting party at any time during the sexual activity.

RISK REDUCTION

Risk reduction options are designed to decrease perpetration and bystander inaction, and to increase empowerment for potential victims in order to promote safety and to help individuals and communities address conditions that facilitate violence. Personal safety and situational awareness of suspicious activity and unwarranted advances are the daily responsibility of every individual. Campus security is ultimately the responsibility of every Dorsey College employee and student.

If you find yourself in an uncomfortable sexual situation, these suggestions may help you reduce your risk:

- Make your limits known before going too far.
- You can withdraw consent to sexual activity at any time. Do not be afraid to tell a sexual aggressor “NO” clearly and loudly.
- Try to remove yourself from the physical presence of a sexual aggressor. Be direct as possible about wanting to leave the environment.
- Grab someone nearby and ask them for help.
- Be responsible about your alcohol and/or drug use. Alcohol and drugs can lower your sexual inhibitions and may make you vulnerable to someone who views an intoxicated/high person as a sexual opportunity.
- Attend large parties with friends you trust. Watch out for your friends and ask that they watch out for you.
- Be aware of someone trying to slip you an incapacitating “rape drug” like Rohypnol or GHB.

If you find yourself in the position of being the initiator of sexual behavior, these suggestions may help you to reduce your risk of being accused of sexual assault or another sexual crime:

- Remember that you owe sexual respect to the other person.
- Don’t make assumptions about the other person’s consent or about how far they are willing to go.
- Remember that consent to one form of sexual activity does not necessarily imply consent to another form of sexual behavior.
- If your partner expresses a withdrawal of consent, stop immediately.
- Clearly communicate your sexual intentions so that the other person has a chance to clearly tell you their intentions.
- Consider “mixed messages” a clear sign that the other person is uncomfortable with the situation and may not be ready to progress sexually.
- Don’t take advantage of someone who is really drunk or on drugs, even if they knowingly and intentionally put themselves in that state. Further, don’t be afraid to step in if you see someone else trying to take advantage of a nearly incapacitated person.
- Be aware of the signs of incapacitation, such as slurred speech, bloodshot eyes, vomiting, unusual behavior, passing out, staggering, etc.

It is also important to be aware of the warning signs of an abusive person. Some examples include: past abuse; threats of violence or abuse; breaking objects; using force during an argument; jealousy; controlling behavior; quick involvement; unrealistic expectations; isolation; blames others for problems; hypersensitivity; cruelty to animals or children; “playful” use of force during sex; Jekyll-and-Hyde personality.

Bystander Intervention

In addition to reporting incidents to appropriate authorities, below are some ways in which individuals can take safe and positive steps to prevent harm and intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking against another person.

- Look out for those around you.
- Realize that it is important to intervene to help others.
- Treat everyone respectfully. Do not be hostile or an antagonist.
- Be confident when intervening.
- Recruit help from others if necessary.
- Be honest and direct.
- Keep yourself safe.
- If things get out of hand, don’t hesitate to contact the police.

Other Information Covered by the PPAP

The PPAP also provides information on possible sanctions and protective measures that may be imposed following a determination that an offense of dating violence, domestic violence, sexual assault, or stalking has occurred, an explanation of the disciplinary procedures that will be followed when one of these offenses is alleged, the rights of the parties in such a proceeding, available resources, and other pertinent information. Much of this information is set forth in the upcoming sections of this security report.

Ongoing Prevention and Awareness Campaign:

The College also conducts an Ongoing Prevention and Awareness Campaign (OPAC) aimed at all students and employees. This campaign covers the same material as provided in the PPAP, but is intended to increase the understanding of students and employees on these topics and to improve their skills for addressing the offenses of dating violence, domestic violence, sexual assault and stalking.

PPAP and OPAC Programming Methods:

The PPAP and OPAC are carried out in a variety of ways, using a range of strategies, and, as appropriate, targeting specific audiences throughout Dorsey College & Dorsey School of Beauty. Methods include, but are not limited to: presentations, online training modules, distribution of written materials, periodic email blasts, and guest speakers. A summary of this programming is provided below.

- New students receive education on the prevention of dating violence, domestic violence, sexual assault, and stalking through a presentation by the Office of Student Services and the Managing Director during orientation. All new employees are required to complete an online training module on these topics upon hire and are required to retake the online training each year.
- As part of its ongoing campaign, the College uses a variety of strategies, such as in person presentations, portal announcements, etc.

Procedures to Follow if You are a Victim of Dating Violence, Domestic Violence,
Sexual Assault, or Stalking:

If you are a victim of dating violence, domestic violence, sexual assault, or stalking, go to a safe place and call 911 or the Managing Director at the campus you attend. . You may also contact the College’s Title IX Coordinator Ann Victoria Thomas at 248-585-9200 ext. 1128 or athomas@dorsey.edu.

PROCESS FOR FILING A COMPLAINT OF SEXUAL HARASSMENT AND/OR SEXUAL VIOLENCE

- Informal, confidential, and formal complaints should be communicated immediately to the individual’s instructor or supervisor, campus Managing Director, or to Dorsey College hotline (866-526-1053) to remain anonymous.
- Complaints must provide detailed factual information regarding the alleged event and include, at minimum, the campus/location, name of those involved, date(s) of occurrence, a written description of the complaint, and the resolution sought.
- Formal written complaints should be communicated to Dorsey College’s designated Title IX Coordinator as follows:

Ann Victoria Thomas, Title IX Coordinator, 31799 John R Road
Madison Heights, Michigan 48071, (248) 585-9200 ext. 11228, athomas@dorsey.edu

Dorsey College will investigate every formal complaint (which may be filed by a complainant or by a school’s Title IX Coordinator). If the alleged conduct does not fall under Title IX, Dorsey College reserves the right to address the allegations under the College’s

- own code of conduct and provide supportive measures. Dorsey College will balance Title IX enforcement with respect to free speech and academic freedom.

INSTITUTIONAL RESPONSE

Dorsey College will respond to a report of Title IX sexual harassment in a timely and effective manner when: (1) the school has actual knowledge of sexual harassment; (2) that occurred within the school’s education program or activity; (3) against a person in the United States. Upon receiving a report, Dorsey College will promptly contact the complainant confidentially to discuss the availability of supportive measures, consider the complainant’s wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint (unless not clearly unreasonable in light of the known circumstances), and explain to the complainant the process for filing a formal complaint.

PRIVACY AND CONFIDENTIALITY

Regardless of whether a party is designated as a confidential or private resource, Dorsey College will seek to respect the privacy of all parties involved. Dorsey College will treat information that it receives in a manner that respects

both the complainant and the respondent. Recognizing that sexual misconduct can include criminal acts that violate the entire campus community, there may, however, be instances where Dorsey College has a responsibility to investigate and/or disclose information regarding the circumstances related to a specific incident. Individual and community safety considerations will be balanced with the privacy interests of all involved, as well as the applicable legal requirements, when making decisions regarding such investigations and disclosures.

TITLE IX FAIR GRIEVANCE PROCESS

Dorsey College will investigate and adjudicate formal complaints of sexual harassment using a grievance process that incorporates due process principles, treats all parties fairly, and reaches reliable responsibility determinations. In response to any claim of sex discrimination under Title IX, Dorsey College is never required to deprive an individual of rights guaranteed under the U.S. Constitution. The Dorsey College grievance process, which will be followed before the imposition of any disciplinary sanctions or other actions (that are not supportive measures) against a respondent, includes the following:

- Giving both parties written notice of the allegations, an equal opportunity to select an advisor of the party’s choice, and an equal opportunity to submit and review evidence throughout the investigation;
- Using trained Title IX personnel to objectively evaluate all relevant evidence without prejudgment of the facts at issue and free from conflicts of interest or bias for or against either party;
- Protecting parties’ privacy by requiring a party’s written consent before using the party’s medical, psychological, or similar treatment records during a grievance process;
- Obtaining the parties’ voluntary, written consent before using any kind of “informal resolution” process, such as mediation or restorative justice, and not use an informal process where an employee allegedly sexually harassed a student;
- Applying a presumption that the respondent is not responsible during the grievance process (often called a “presumption of innocence”), so that the school bears the burden of proof and the standard of evidence is applied correctly;
- Using either the preponderance of the evidence standard or the clear and convincing evidence standard (and use the same standard for formal complaints against students as for formal complaints against employees);
- Ensuring the decision-maker is not the same person as the investigator or the Title IX Coordinator (i.e., no “single investigator models”);
- Holding a live hearing and allow cross-examination by party advisors (never by the parties personally)
- Protecting all complainants from inappropriately being asked about prior sexual history (“rape shield” protections);
- Sending both parties a written determination regarding responsibility explaining how and why the decision- maker reached conclusions;
- Effectively implementing remedies for a complainant if a respondent is found responsible for sexual harassment;
- Offering both parties an equal opportunity to appeal;
- Protecting any individual, including complainants, respondents, and witnesses, from retaliation for reporting sexual harassment or participating (or refusing to participate) in any Title IX grievance process;
- Making all materials used to train Title IX personnel publicly available on the school’s website or, if the school does not maintain a website, make these materials available upon request for inspection by members of the public; and □
- Documenting and keeping records of all sexual harassment reports and investigations.

SUPPORTIVE MEASURES

After a report of Sexual Harassment, the Institution will offer reasonable and appropriate measures to facilitate a Complainant’s or a Respondent’s continued access to Institutions programs and employment. The supportive measures shall not unreasonably burden either party. The Institutions offer a wide range of supportive measures for students and employees, whether as Complainants or Respondents, to provide support and guidance throughout the Institutions response to a report of sexual misconduct. These measures are designed to restore and preserve equal access to the school’s education program or activities and protect the safety of all parties or the schools’ educational environment or deter sexual harassment. Supportive measures may be imposed on an interim basis or may be extended permanently.

PROTECTION FROM RETALIATION

The Institutions will not tolerate retaliation against any student, employee, or third party who makes a report of sexual misconduct, participates in an investigation related to a report of sexual misconduct, or participates in a hearing or appeal process relating to such a report. Any incidents of retaliation should be reported to the Title IX Coordinator or a designated reporting contact and may be subject to the same investigation, hearing, and appeal process set forth below. The Institutions will take prompt and corrective action against all acts of retaliation.

- Dorsey College has a strict no-tolerance policy of sexual harassment and/or sexual violence.
- Dorsey College will provide prompt and equitable resolution of any student, employee, or third-party victim of sexual harassment and/or sexual violence.
- Resolution of sexual harassment and/or sexual violence complaints will include at minimum, assurance of a thorough investigation, reasonable protection against retaliation and further attack. Dorsey College will provide written information regarding a victim’s rights and options, as requested, about existing counseling, health, mental health victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, in the community.
- Discipline of confirmed sexual harassment and/or sexual violence will follow the established Dorsey College policy for disciplinary procedure hearings and may include police notification or the filing of sexual violence charges as the situation dictates.
- The Title IX Coordinator has been designated to coordinate Dorsey College’s efforts to comply with and carry-out its responsibilities under Title IX.

Victims will be notified in writing of the procedures to follow, including:

1. To whom and how the alleged offense should be reported (contact the Title IX Coordinator or refer to the other resources listed in this report).
2. The importance of preserving evidence that may be necessary to prove the offense in a criminal proceeding or disciplinary action or to obtain a protective order.
3. The victim’s options regarding notification to law enforcement, which are: (a) the option to notify either on-campus or local police; (b) the option to be assisted by campus security authorities in notifying law enforcement if the victim so chooses (the institution is obligated to comply with such a request if it is made); and (c) the option to decline to notify such authorities.
4. Where applicable, the rights of victims and the institution’s responsibilities regarding orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.

Preservation of Evidence & Forensic Examinations

Victims of physical assault are advised to not remove clothing items worn during or following an assault, as they frequently contain valuable fiber, hair, and fluid evidence. Don’t bathe or wash or otherwise clean the environment in which the assault occurred. You can obtain a forensic examination at the nearest hospital to your campus.

Campus	Nearest Hospital
Dorsey College - Dearborn, 18660 Ford Rd, Detroit, MI 48228	Corwell Health Dearborn Hospital, 18101 Oakwood Blvd., Dearborn, MI 48124
Dorsey College - Madison Heights, 31739 John R. Rd., Madison Heights, MI 48071	Corewell Health William Beaumont Troy Hospital, 44193 Dequindre Rd, Troy, MI 44193
Dorsey College - Roseville, 31522 Gratiot, Roseville, MI 48066	Corewell Health Beaumont, Grosse Pointe Hospital, 393 Notre Dame St., Gross Pointe, MI
Dorsey College - Saginaw, 4390 Bay Road, Saginaw, MI 48603	Select Specialty Hospital - Saginaw, 1447 N. Harrison St, Saginaw, MI 48602
Dorsey School of Beauty - Taylor, 23125 Ecorse Rd, Taylor, MI 48180	Corewell Health Deaborn Hospital, 18101 Oakwood Blvd, Dearborn, MI 48124
Dorsey College - Wayne, 35005 W. Michigan Ave., Wayne, MI 48184	Corewell Health Wayne Hospital, 33155 Annapolis St, Wayne, MI 48184
Dorsey College - Woodhaven, 19810 West Road, Woodhaven, MI 48183	Corewell Health Trenton Hospital, 5450 Fort St., Trenton, MI 48183
Dorsey College - Grand Rapids, 2620 Horizon Dr., Suite 200, Grand Rapids, MI 49546	Forest View Hospital, 1055 Medical Park Dr SE, Grand Rapids, MI 49546

Completing a forensic examination does not require you to file a police report, but having a forensic examination will help preserve evidence in case you decide at a later date to file a police report.

Victims are also advised to retain evidence in electronic formats (e.g., text messages, emails, photos, social media posts, screenshots, etc.). Such evidence is valuable in all situations, and it may be the only type of evidence available in instances of stalking.

Security/Law Enforcement & How to Make a Police Report

LOCAL EMERGENCY AND AGENCY PHONE NUMBERS			
POLICE / FIRE DEPARTMENT EMERGENCY NUMBER IN ALL AREAS –			
Location	Police	Fire	Animal Control
EMERGENCY	9-1-1	9-1-1	9-1-1
Madison Heights	(313) 943-2241	(313) 943-2242	(313) 791-3497
Grand Rapids	(616) 456-3400	(616) 456-3900	(616) 632-7300
Madison Heights	(248) 585-2100	(248) 588-3605	(248) 837-2784
Roseville	(916) 774-5000	(586) 778-1360	(916) 774-5090
Saginaw	(989) 759-1236	(989) 399-1311	(989) 797-4500
Wayne	(734) 721-1414	(734) 722-1111	(734) 721-1643
Woodhaven	(734) 676-7337	(734) 675-4918	(734) 675-4008
Michigan State	(866)-500-0017		
Oakland County	(248) 437-5600	Poison Control	(800) 222-1222
Macomb Co Sheriff	(586) 469-5151		
Kent County Sheriff	(616) 632-6100		
Wayne County Sheriff	(734) 721-2222	Amer Red Cross-SE Mich:	(313) 833-4440
Saginaw Co Sheriff	(989) 790-5456	Amer Red Cross-W Mich:	(616) 456-8661
FBI – Detroit Field Office	(313) 965-2323	Amer Red Cross-Saginaw:	(989) 754-8181

- To make a police report, a victim should contact the local police agency listed above either by phone or in-person. The victim should provide as much information as possible, including name, address, and when and what occurred, to the best of the victim’s ability.

Information about Legal Protection Orders

When a protection order is granted, it is enforceable statewide. If you have obtained a protection order and need it to be enforced in your area, you should contact the local police department.

The institution will also enforce any temporary restraining order or other no contact order against the alleged perpetrator from a criminal, civil, or tribal court. Any student or employee who has a protection order or no contact order should notify the Title IX Coordinator and provide a copy of the restraining order so that it may be kept on file with the institution and can be enforced on campus, if necessary. Upon learning of any orders, the institution will take all reasonable and legal action to implement the order.

The institution does not issue legal orders of protection. However, as a matter of institutional policy, the institution may impose a no-contact order between individuals in appropriate circumstances. The institution may also issue a “no trespass warning” if information available leads to a reasonable conclusion that an individual is likely to cause harm to any member of the campus community. A person found to be in violation of a No Trespass Warning may be arrested and criminally charged.

Available Victim Services:

Victims will be provided written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available to them, both within the College and in the surrounding community. Those services include:

College Resources

- Student Financial Aid – Sometimes a victim of a crime may feel the need to take a leave of absence from school. If a student is considering a leave of absence based on the circumstances of a complaint, he/she should understand there may be financial aid implications in taking such leave. This should be discussed with financial aid personnel, and the Title IX Coordinator can assist in facilitating this conversation if desired. The College’s financial aid website can be found at www.dorsey.edu.

National Resources

- National Domestic Violence Hotline: 1-800-799-7233
- National Sexual Assault Hotline: 1-800-656-4673
- Rape, Abuse and Incest National Network (RAINN): <https://www.rainn.org/>
- US Dept. of Justice Office on Violence Against Women: <https://www.justice.gov/ovw>
- National Coalition Against Domestic Violence: <http://www.ncadv.org/>
- National Sexual Violence Resource Center: <http://www.nsvrc.org/>
- U.S. Citizenship and Immigration Services: <https://www.uscis.gov/>
- Immigration Advocates Network: <https://www.immigrationadvocates.org/>

Accommodations and Protective Measures:

The College will provide written notification to victims about options for, and available assistance in, changing academic, living, transportation, and working situations or protective measures. If victims request these accommodations or protective measures and they are reasonably available the College is obligated to provide them, regardless of whether the victim chooses to report the crime to campus security or local law enforcement.

Requests for accommodations or protective measures should be made to the Title IX Coordinator, Ann Victoria Thomas at [-248-585-9200 ext. 1128](tel:-248-585-9200) or athomas@dorsey.edu, and the Title IX Coordinator is responsible for deciding what, if any, accommodations or protective measures will be implemented.

When determining the reasonableness of such a request, the College may consider, among other factors, the following:

- The specific need expressed by the complainant.
- The age of the students involved.
- The severity or pervasiveness of the allegations
- Any continuing effects on the complainant
- Whether the complainant and alleged perpetrator share the same class or job location.
- Whether other judicial measures have been taken to protect the complainant (e.g., civil protection orders).

The College will maintain as confidential any accommodations or protective measures provided a victim to the extent that maintaining confidentiality would not impair the College’s ability to provide them. However, there may be times when certain information must be disclosed to a third party in order to implement the accommodation or protective measure. Such decisions will be made by the College in light of the surrounding circumstances, and disclosures of this nature will be limited so that only the information necessary to implement the accommodation or protective measure is provided. In the event it is necessary to disclose information about a victim in order to provide an accommodation or protective order, the College will inform the victim of that necessity prior to the disclosure, including which information will be shared, with whom it will be shared and why.

Source	What it covers
MCL 600.2950 — Domestic relationship PPOs	Protection involving spouses, former spouses, dating relationships, individuals with a child in common, and current or former household members.
MCL 600.2950a — Nondomestic PPOs	Protection involving stalking and certain sexual assault circumstances outside qualifying domestic relationships.
Michigan Courts — Types of PPOs	An official explanation of the different types of protection orders.

The Michigan Legislature provides the statutory text; Michigan Courts provides supporting explanations. [Michigan Legislature](#)
The federal requirement is 34 CFR § 668.46(b)(11)(ii)(D). It requires the Annual Security Report to explain, where applicable, victims’ rights and the institution’s responsibilities concerning protection orders, restraining orders, and no-contact orders issued by courts or the institution. **Simply adding a link to the Michigan law would not fully address that requirement.** [ecfr.gov](https://www.ecfr.gov)

Protection Orders and No-Contact Directives

Dorsey College and Dorsey School of Beauty (“Dorsey”) support individuals seeking protection from dating violence, domestic violence, sexual assault, or stalking. Individuals may seek a court-issued personal protection order (PPO), restraining order, or other applicable protection order, regardless of whether they report the incident to Dorsey.

Michigan Personal Protection Orders

Michigan law provides for domestic relationship PPOs under [MCL 600.2950](#) and nondomestic PPOs involving stalking or certain sexual assault circumstances under [MCL 600.2950a](#). A PPO may prohibit specified conduct, such as contact, threats, stalking, or entry onto designated premises, depending on the terms ordered by the court.

Individuals may contact the family division of a Michigan circuit court for information about eligibility, petition forms, and filing procedures. The court determines whether to issue an order and what protections it provides. Dorsey does not issue court orders or provide legal representation.

Notifying Dorsey and Requesting Assistance

Students and employees who have a protection order affecting campus safety are encouraged to provide a copy to **your** campus managing director or the human resources department, as applicable, telephone number, and email address. This contact can also assist individuals with identifying court and victim-support resources and notifying law enforcement, if requested.

Upon receiving notice of an applicable order, Dorsey will review its terms with the protected individual, identify appropriate campus safety measures, and coordinate with law enforcement as needed. Dorsey will comply with applicable lawful orders and will not knowingly direct conduct that conflicts with their terms. Enforcement of court-issued orders rests with the courts and law enforcement.

Individuals may request reasonably available protective measures or changes to academic, working, or transportation arrangements through your campus managing director or the human resources department, as applicable. Such assistance is available regardless of whether the individual chooses to report the underlying incident to law enforcement. Information about protective measures will be kept confidential to the extent that confidentiality does not impair Dorsey’s ability to implement them.

Institutional No-Contact Directives

Dorsey may issue an institutional no-contact directive under its applicable policies. This directive is separate from a court-issued protection order and applies to individuals subject to Dorsey’s authority. Violations may result in institutional disciplinary action. An institutional directive does not replace a court order or prevent an individual from seeking one.

Reporting Violations

Call **911** for an emergency or immediate threat. Suspected violations of a court-issued protection order should be reported to local law enforcement. Conduct affecting the Dorsey community, including suspected violations of an institutional no-contact directive, should also be reported to the Managing Director at your campus location so Dorsey can assess safety concerns and take appropriate action under its policies.

Procedures for Disciplinary Action:

Allegations of domestic violence, dating violence, sexual assault, or stalking will be processed through the College's Title IX Policy, Sexual Misconduct Policy, or other relevant policy as appropriate to the allegations **specify**, i.e., staff handbook, etc. and the related complaint resolution procedures.

The complaint resolution procedures are invoked once a report is made to one of the following individuals:

Jasmine Young, MBA
Director of Human Resources
31799 John R Rd.
Madison Heights, MI 48071
Direct Line: (248) 574-9084
Fax: 248.585.1195
Email jyoung@dorsey.eud

Deputy Title IX Coordinator

Ann Victoria Thomas
Vice President of Regulatory Affairs
Title IX Coordinator
COE Compliance Liaison
31799 John R Rd.
Madison Heights, MI 48071
p. 248.585.9200 ext. 11228
Email: athomas@dorsey.edu

Reports may be made in-person, electronically, or by phone. An Anonymous Incident Report form is also available at www.dorsey.edu and can also be used to file a report.

Once a formal complaint is made, the Title IX Coordinator, or other College employee as appropriate, will provide notice to the parties of the investigation, including a description of the process to be utilized, the identities of the parties, the conduct at issue, and the date and location of the alleged incident.

During the investigation, the complainant and respondent will each have an equal opportunity to describe the situation and present witnesses, including both fact and expert witnesses, and other supporting evidence. The investigator(s) will review the statements and evidence presented and may, depending on the circumstances, interview others with relevant knowledge, review documentary materials, and take any other appropriate action to gather and consider information relevant to the complaint. Prior to the conclusion of the investigation, both parties

will be provided an opportunity to review the evidence gathered during the investigation that is directly related to the allegations raised in the formal complaint. Upon completion of the investigation, both parties will be given a copy of an investigation report.

In Title IX cases, a live hearing will be conducted to make a determination as to whether any allegations in the complaint were found to be substantiated by a preponderance of the evidence. During the hearing, each party’s advisor will be permitted to ask the other party and any witnesses all relevant questions and follow-up questions including those bearing on credibility. The decision maker(s) will issue a written determination of responsibility, a statement of any disciplinary sanctions and whether any remedies will be provided to the complainant, and a description of the procedures and permissible grounds for appeal. The parties will be notified of this determination in writing within three (3) days of it being made. The College strives to complete investigations of this nature within ninety (90) calendar days .

Both parties have an equal opportunity to appeal the determination by filing a written appeal with the Title IX Coordinator within five (5) days of being notified of the outcome of the investigation. The non-appealing party will be notified of the appeal and permitted to submit a written statement in response. The Title IX Coordinator will resolve the appeal within ten (10) days of receiving it, and may take any and all actions that he/she determines to be in the interest of a fair and just decision.

Rights of the Parties in an Institutional Proceeding:

During the course of the process described in the previous section, both the accuser and the individual accused of the offense are entitled to:

1. A prompt, fair and impartial process from the initial investigation to the final result.
 - o A prompt, fair and impartial process is one that is:
 - Completed within reasonably prompt timeframes designated by the institution’s policy, including a process that allows for the extension of timeframes for good cause, with written notice to the accuser and the accused of the delay and the reason for the delay.
 - Conducted in a manner that:
 - Is consistent with the institution’s policies and transparent to the accuser and the accused.
 - Includes timely notice of meetings at which the accuser or accused, or both, may be present; and
 - Provides timely access to the accuser, the accused and appropriate officials to any information that will be used during the informal and formal disciplinary meetings and hearings.
 - Conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused.
2. Proceedings conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
 - o Such training addresses topics such as the definition of sexual harassment; the scope of the College’s education programs and activities; how to conduct investigations, hearings, and appeals and informal resolutions (as applicable); relevant evidence and how it should be used during a proceeding; proper techniques for questioning witnesses; basic procedural rules for conducting a proceeding; and avoiding actual and perceived conflicts of interest.
3. The same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice. The institution may not limit the choice of advisor, but may establish limits regarding the extent to which that advisor may participate in the proceeding, as long as those limits apply equally to both parties.
4. Have the outcome determined using the preponderance of the evidence standard-.
5. Simultaneous, written notification of the results of the proceeding, any procedures for either party to appeal the result, any change to the result, and when the result becomes final. For this purpose, “result” means “any initial, interim and final decision by an official or entity authorized to resolve disciplinary matters” and must include the rationale for reaching the result and any sanctions imposed.

Possible Sanctions or Protective Measures that the College May Impose for Dating Violence, Domestic Violence, Sexual Assault or Stalking Offenses:

Following a final determination in the institution’s disciplinary proceeding that dating violence, domestic violence, sexual assault, or stalking has been committed, the institution may impose a sanction depending on the mitigating and aggravating circumstances involved. be required to meet with the Dean of Students (student) or Director of Human Resources (employee) to discuss re-entry and expectations going forward.

Publicly Available Recordkeeping:

The College will complete any publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifiable information about victims of dating violence, domestic violence, sexual assault, and stalking who make reports of such to the College to the extent permitted by law.

Victims to Receive Written Notification of Rights:

When a student or employee reports to the College that he or she has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the College will provide the student or employee a written explanation of his or her rights and options as described in the paragraphs above.

Sex Offender Registration Program:

The Campus Sex Crimes Prevention Act of 2000 requires institutions of higher education to advise members of the campus community where they can obtain information provided by the state concerning registered sex offenders. It also requires sex offenders to notify the state of each institution of higher education in the state at which they are employed or enrolled or carrying on a vocation. The state is then required to notify the College of any such information it receives. Anyone interested in determining whether such persons are on this campus may do so by contacting the State registry of sex offender information may be accessed at the following link: mspsor.com.

Timely Warnings & Emergency Response

Timely Warnings

In the event of criminal activity occurring either on campus or off campus that in the judgment of the [+](#) constitutes a serious or continuing threat to members of the campus community, a campus-wide “timely warning” will be issued. Examples of such situations may include a sexual assault or a series of motor vehicle thefts in the area that merit a warning because they present a continuing threat to the campus community. Warnings will be communicated to students and employees via one or more of the methods discussed later in this section. Updates to the warnings will be provided as appropriate.

Anyone with information warranting an emergency response must report the circumstances to the Managing Director.

The College has communicated with local law enforcement asking them to notify the College if it receives reports or information warranting a timely warning.

Emergency Response

The College has an emergency management plan designed to ensure there is a timely and effective response in the event of a significant emergency or dangerous situation occurring on campus involving an immediate threat to the health or safety of members of the campus community. Such situations include, but are not limited to: tornadoes, bomb threats, chemical spills, disease outbreaks, fires, active shooters, etc. The College has communicated with local police requesting their cooperation in informing the College about situations reported to them that may warrant an emergency response.

Students, staff and visitors are encouraged to notify the Managing Director at your campus location of any emergency or potentially dangerous situation.

Managing Director will access available sources of information from campus administrative staff and local authorities to confirm the existence of the danger and will be responsible for initiating the institution’s response and for marshaling the appropriate local emergency response authorities for assistance. Depending on the nature of the emergency, other College departments may be involved in the confirmation process.

Once the emergency is confirmed and based on its nature, the Managing Director will consult with other appropriate College officials to determine the appropriate segment or segments of the College community to be notified.

The Managing Director in collaboration with other appropriate personnel, will determine who should be notified, and will, without delay, and taking into account the safety of the community, determine the content of the notification and

initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency.

Depending on the segments of the campus the notification will target, the content of the notification may differ. When appropriate, the content of the notification will be determined in consultation with local authorities. Also, as appropriate, the notification will give guidance as to whether its recipients should shelter in place or evacuate their location.

The Managing Director will direct the issuance of emergency notifications, which will be accomplished using one or more of methods discussed later in this section, depending on the nature of the threat and the segment of the campus community being threatened.

At the direction of the Managing Director, the College’s will notify local law enforcement of the emergency if they are not already aware of it and local media outlets in order that the larger community outside the campus will be aware of the emergency.

Methods for Issuing Timely Warnings and Emergency Notifications

Testing & Documentation

The College tests its emergency response and evacuation procedures at least once a year. The tests may be announced or unannounced. Also, at various times the Emergency Management Team will meet to train and test and evaluate the College’s emergency response plan.

The College maintains a record of these tests and training exercises, including a description of them, the dates and times they were held and an indication of whether they were announced or unannounced. In connection with at least one such test, the College will distribute to its students and employees information to remind them of the College’s emergency response and evacuation procedures.

DORSEY COLLEGE ANTI HAZING POLICY

Stop Campus Hazing Policy and Programming

PURPOSE: Dorsey College is committed to providing a safe and respectful educational environment. Hazing is inconsistent with Dorsey's standards of conduct and is prohibited. This policy is intended to comply with the Jeanne Clery Campus Safety Act, as amended by the Stop Campus Hazing Act, and applicable Michigan law.

POLICY: Dorsey College prohibits hazing by students, employees, volunteers, and other persons acting individually or in concert in connection with a Dorsey student organization. Hazing is prohibited whether it occurs on or off Dorsey property and regardless of whether an individual agrees or consents to participate.

DEFINITION OF HAZING: For purposes of this policy and federal crime-statistics reporting, hazing means an intentional, knowing, or reckless act committed by a person, whether individually or in concert with other persons, against another person or persons, regardless of their willingness to participate, when the conduct:

1. is committed in the course of initiation into, affiliation with, or maintaining membership in a student organization; and
2. causes or creates a risk of physical or psychological injury above the reasonable risks encountered in the course of participation in Dorsey College or the student organization. Hazing may include, but is not limited to:
 - whipping, beating, striking, electronic shocking, placing a harmful substance on a person's body, or similar activity;
 - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or similar activity;
 - causing, coercing, or inducing a person to consume food, liquids, alcohol, drugs, or other substances; • causing, coercing, or otherwise inducing a person to perform sexual acts;
 - threatening or intimidating conduct that places another person in reasonable fear of bodily harm;
 - humiliating or degrading activities that create a risk of psychological harm; or
 - committing a criminal violation of local, state, Tribal, or federal law against another person; or inducing, causing, or requiring another person to perform a duty or task that involves such a criminal violation.
 - An activity may constitute hazing even when described as voluntary, traditional, team building, an initiation, or a condition of membership.
 - **STUDENT ORGANIZATIONS:** For purposes of federal hazing requirements, a student organization means an organization at Dorsey College in which two or more members are Dorsey students, regardless of whether the organization is formally established or recognized by the College.
 - As of this policy's effective date, Dorsey College's established or recognized student organization is the Student Ambassador program.

- All student organizations are subject to this policy, whether or not formally established or recognized by Dorsey. Regulatory Affairs will maintain a current inventory of organizations established or recognized by Dorsey for Campus Hazing Transparency Report purposes.

REPORTING HAZING: Students and other community members are encouraged to promptly report actual or suspected hazing. Employees who become aware of conduct that may reasonably constitute hazing must promptly report it. Reports may be made to:

- a Campus Managing Director or other campus administrator;
- grievance@dorsey.edu; or
- Dorsey's designated anonymous reporting process.

A report may be made anonymously. Anonymous reporting and requests for confidentiality may limit Dorsey's ability to investigate or respond, but Dorsey will review all information received.

If conduct presents an immediate threat to health or safety, individuals should call 911 or appropriate local emergency services.

Individuals may also report suspected criminal conduct directly to law enforcement. A report to law enforcement does not replace the obligation of an employee to report the information to Dorsey under this policy.

INVESTIGATION AND RESOLUTION: Dorsey College will promptly conduct an initial assessment of each report. If the reported facts, if true, could constitute hazing or another policy violation, Dorsey will initiate an investigation under the applicable student or employee conduct process. Investigations will be conducted by an impartial decision-maker and may include interviews and review of documents, communications, photographs, videos, electronic information, or other relevant evidence.

Individuals or organizations accused of hazing will receive notice of the allegations and a meaningful opportunity to respond. Dorsey will determine whether a violation occurred using the preponderance of the evidence standard, meaning that it is more likely than not that the prohibited conduct occurred, and will provide written notice of the outcome and any available review or appeal process under the applicable conduct policy.

Dorsey may implement appropriate interim measures when reasonably necessary to protect students, employees, or others while a matter is being reviewed.

DISCIPLINARY ACTION

A violation of this policy may result in disciplinary action consistent with applicable Dorsey policies.

For students, disciplinary action may include warning, probation, restriction from activities, suspension, or dismissal.

For employees, disciplinary action may include corrective action up to and including termination of employment.

A recognized student organization found responsible for hazing may be subject to restrictions, suspension of activities, loss of recognition, or other appropriate sanctions.

Conduct may also be referred to law enforcement when appropriate.

RETALIATION

Dorsey College prohibits retaliation against an individual for:

- reporting suspected hazing based on a good-faith or reasonable belief;
- assisting another person in making a report;
- participating in an investigation;
- providing information regarding possible hazing; or
- refusing to participate in hazing.

Retaliation may result in separate disciplinary action. Knowingly making a materially false statement is not protected activity; however, a report is protected even if it is not substantiated, provided it was not knowingly false.

Hazing Prevention and Awareness Program

Dorsey College will maintain research-informed, campus-wide hazing prevention and awareness programs designed to reach students, staff, and faculty and to stop hazing before it occurs.

Hazing State Laws

Sec. 411t.

1. Except as provided in subsection (4), a person who attends, is employed by, or is a volunteer of an educational institution shall not engage in or participate in the hazing of an individual.
2. A person who violates subsection (1) is guilty of a crime punishable as follows:
 - a. If the violation results in physical injury, the person is guilty of a misdemeanor punishable by imprisonment for not more than 93 days or a fine of not more than \$1,000.00, or both.
 - b. If the violation results in serious impairment of a body function, the person is guilty of a felony punishable by imprisonment for not more than 5 years or a fine of not more than \$2,500.00, or both.
 - c. If the violation results in death, the person is guilty of a felony punishable by imprisonment for not more than 15 years or a fine of not more than \$10,000.00, or both.
3. A criminal penalty provided for under this section may be imposed in addition to any penalty that may be imposed for any other criminal offense arising from the same conduct.
4. This section does not apply to an individual who is the subject of the hazing, regardless of whether the individual voluntarily allowed himself or herself to be hazed.
5. This section does not apply to an activity that is normal and customary in an athletic, physical education, military training, or similar program sanctioned by the educational institution.
6. It is not a defense to a prosecution for a crime under this section that the individual against whom the hazing was directed consented to or acquiesced in the hazing.
7. As used in this section:
 - a. “Educational institution” means a public or private school that is a middle school, junior high school, high school, vocational school, college, or university located in this state.
 - b. “Hazing” means an intentional, knowing, or reckless act by a person acting alone or acting with others that is directed against an individual and that the person knew or should have known endangers the physical health or safety of the individual, and that is done for the purpose of pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization. Subject to subsection (5), hazing includes any of the following that is done for such a purpose:
 - i. Physical brutality, such as whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity.
 - ii. Physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, or calisthenics, that subjects the other person to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual.
 - iii. Activity involving consumption of a food, liquid, alcoholic beverage, liquor, drug, or other substance that subjects the individual to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual.
 - iv. Activity that induces, causes, or requires an individual to perform a duty or task that involves the commission of a crime or an act of hazing.
 - c. “Organization” means a fraternity, sorority, association, corporation, order, society, corps, cooperative, club, service group, social group, athletic team, or similar group whose members are primarily students at an educational institution.
 - d. “Pledge” means an individual who has been accepted by, is considering an offer of membership from, or is in the process of qualifying for membership in any organization.
 - e. “Pledging” means any action or activity related to becoming a member of an organization.
 - f. “Serious impairment of a body function” means that term as defined in section 479a.1
8. This section shall be known and may be cited as “Garret's law”. Mich. Comp. Law. § 750.411t.

Hazing resulting in serious impairment of body function is a Class E felony; hazing resulting in death is a Class C felony. Mich. Comp. Law. § 777.16t.

2025 CAMPUS SAFETY AND SECURITY SURVEY – Madison Heights CAMPUS

The Campus Safety and Security Survey contains the criminal offenses, arrests, disciplinary actions, violence against women, etc. as reported to the campus or local law enforcement as occurring on campus or on public property within close proximity of the campus. The survey includes a category specific to hate crimes. Incidents recorded below are for the last three completed calendar years.

<u>CRIMINAL OFFENSES</u>	<u>ON CAMPUS</u>			<u>PUBLIC PROPERTY</u>		
	2023	2024	2025	2023	2024	2025
Murder and Non-negligent manslaughter	0	0	0	0	0	0
Negligent manslaughter	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0

<u>HATE CRIMES</u>	<u>ON CAMPUS</u>			<u>PUBLIC PROPERTY</u>		
	2023	2024	2025	2023	2024	2025
Murder and Non-negligent manslaughter	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0
Larceny-theft (1 occurred no hate crime)	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0

<u>VAWA OFFENSES</u>	<u>ON CAMPUS</u>			<u>PUBLIC PROPERTY</u>		
	2022	2023	2024	2022	2023	2024
Domestic violence	0	0	0	0	0	0
Dating violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0

<u>ARRESTS</u>	<u>ON CAMPUS</u>			<u>PUBLIC PROPERTY</u>		
	2023	2024	2025	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	0	0	0	0
Drug abuse violations	0	0	0	0	0	0
Liquor law violations	0	0	0	0	0	0

<u>DISCIPLINARY ACTIONS</u>	<u>ON CAMPUS</u>			<u>PUBLIC PROPERTY</u>		
	2023	2024	2025	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	0	0	0	0
Drug abuse violations	0	0	0	0	0	0
Liquor law violations	0	0	0	0	0	0

<u>UNFOUNDED CRIMES</u>	2023	2024	2025
Total unfounded crimes	0	0	0