

University of Michigan Faculty Threats and Harassment Resources

U-M Statements, Policies, Guidelines, and Resources	Reporting Mechanisms	General Support	Specialized Support	Technology & Security Resources
<p>Statement of Support from the Provost: The provost has expressed strong support for faculty facing threats and harassment, emphasizing the commitment to academic freedom and the provision of necessary resources.</p> <p>Office of the Provost Website Responding to Threats and Harassment of Faculty: This resource provides guidance on managing harassment, including steps to take and available support services.</p> <p>Standard Practice Guide (SPG)</p> <p>SPG 201.89-1 Discrimination & Harassment Policy: U-M works to maintain an academic and work environment free of discrimination and harassment for all students, faculty, and staff. This policy outlines the procedures for handling such complaints.</p>	<p>Equity, Civil Rights, and Title IX Office (ECRT): ECRT is responsible for ensuring and monitoring the University's compliance with federal and state nondiscrimination laws. They handle complaints related to discrimination and harassment.</p> <p>U-M Human Resources (UHR): U-M is committed to maintaining an environment that is safe and free from violence, including threatening behavior.</p> <p>Academic Human Resources (AHR): Academic Human Resources administers and provides consultation related to programs, policies and procedures for Instructional and Primary faculty, as well as Graduate Student Instructors, Graduate Student Research Assistants and Graduate Student Staff Assistants. AHR is also responsible for union contract issues and processes for academic employees.</p>	<p>Faculty and Staff Counseling and Consultation Office (FASCCO): Provides short-term counseling, personalized coaching, and educational presentations for faculty and staff dealing with workplace concerns, including threats and harassment.</p> <p>U-M Human Resources (UHR): U-M is committed to maintaining an environment that is safe and free from violence, including threatening behavior. UHR recommends these resources, which assists others to resolve conflicts and strengthen relationships</p> <p>University Human Resources Behavioral Consultation Team (BCT) provides consultation, advice, and process review for addressing extreme or chronic conduct or behavior by faculty and staff.</p> <p>Academic Human Resources (AHR): Academic Human Resources administers and provides consultation related to programs, policies and procedures for Instructional and Primary faculty, as well as Graduate Student Instructors, Graduate Student Research Assistants and Graduate Student Staff Assistants. AHR is also responsible for union contract issues and processes for academic employees.</p> <p>The Prevention, Education, Assistance & Resources (PEAR) department, which is part of the ECRT office, provides sexual and gender-based misconduct prevention education for U-M employees, including faculty, staff, and graduate student employees. Customized training programs are available for units/schools/departments upon request.</p>	<p>Legal Support - Office of General Counsel (OGC): Provides legal support and advice, especially when the targeting is based on University responsibilities.</p> <p>Confidential Faculty Support - University and Unit Faculty Ombuds: A confidential, impartial, informal, and independent resource for information or conflict management for faculty.</p>	<p>Social Integrity (Partnership between the School of Information and the Office of the Vice President for Communications): This website provides links to training, original scholarship, and practical tips and strategies to safely manage online presence.</p>

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	<p>U-M Police Department (UMPD): For reporting any immediate threats or incidents of violence or intimidation on campus (workplace or classroom). Also includes information on workshops, seminars, or courses available for faculty to understand and handle harassment situations.</p> <p>Ethics, Integrity, & Compliance: A centralized portal for asking questions, finding a policy, and reporting any form of misconduct, including threats and harassment.</p>	<p>Michigan Medicine Office of Counseling and Workplace Resilience: Offers 24-hour, no-cost, confidential counseling, crisis intervention, and referrals for Michigan Medicine faculty, staff, and immediate family members.</p>	<p>Media Support:</p> <p>Office of Public Affairs: Assists with media relations, offers guidance, and provides support for individuals who want to speak to reporters (see, e.g., Media Tips)</p> <p>Guide for Managing Harassment: Offers tips and resources available to the U-M community in the event of experiencing harassment, threats, or intimidation.</p>	<p>Information & Technology Services (ITS): Provides guidance for maintaining digital security for computers, email, and websites, as well as protecting against online harassment.</p> <p>ITS Safe Computing Tips</p>
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