

## **THIRD PARTIES PROCEDURES - C (Appendix C)**

### **Prohibited Conduct By Third Parties**

Where the Respondent is a third party, defined as any Party who is not a Northern Michigan University (NMU) employee or student, NMU's ability to take action may be limited.

NMU students participate in NMU academic programs and activities (examples: student teaching, internships, clinical lab practicums, conferences, student trips, etc.) with people who are not NMU employees or students. If a student believes that they have been subject to Prohibited Conduct in an NMU academic program by an individual who is not or is no longer an NMU employee or student, the student should report the alleged Prohibited Conduct to their supervisor and to an Official With Authority. If reported to a supervisor, the supervisor is required to report to an Official With Authority. The Officials With Authority at NMU are the Title IX Coordinator and the Executive Director of Equal Opportunity and Title IX.

When performing their jobs, NMU faculty and staff interact with contractors, suppliers, or customers who are not NMU faculty, staff or students. If an NMU employee (including a student employee) believes that they have experienced Prohibited Conduct within the scope of their employment activities by an individual who is not an NMU employee or student, an NMU employee is required to report the alleged Prohibited Conduct to an Official With Authority.

Individuals who are not NMU students or employees are not subject to discipline under NMU's internal processes. Nonetheless, if NMU determines, after a formal investigation process as set forth in Procedures A or B based on the parties and reported conduct, that a third party has perpetrated Prohibited Conduct (relationship violence, sexual misconduct (sexual assault, sexual exploitation, sexual harassment or harassment on the basis of sex or pregnancy), and/or stalking) within the scope of their engagement with or participation in an NMU program or activity, NMU may take corrective action, which may include preventing the third party from working on NMU property, terminating a contract, instituting a no trespass directive and encouraging Complainants to pursue criminal charges if appropriate to do so.

### **Contact:**

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