

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

### **Sexual Misconduct By Third Parties**

Where the Respondent is a third party, defined as any Party who is not a current NMU employee. NMU's ability to take action may be limited.

NMU students participate in NMU academic programs (examples: student teaching, internships, clinical lab practicums, conferences, student trips, etc.) with people who are not NMU faculty or staff. If a student believes that they have been subject to relationship violence, sexual misconduct, and/or stalking in an NMU academic program by an individual who is not or is no longer a NMU employee or student, the student should report the alleged relationship violence, sexual misconduct, and/or stalking to his or her supervisor and to the Equal Opportunity Office. If reported to a supervisor, the supervisor will report to the Equal Opportunity Office.

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 sexual misconduct within the scope of their employment activities by an individual who is not a NMU employee or student, an NMU employee should report the alleged relationship violence, sexual misconduct, and/or stalking to his or her supervisor or to the Equal Opportunity Office.

Individuals who are not NMU employees are not subject to discipline under NMU's internal processes. Nonetheless, if NMU determines that a third party has perpetrated sexual misconduct, relationship violence, and/or stalking within the scope of her or his employment, NMU may take corrective action, which may include preventing the third party from working on NMU property, terminating a contract and encouraging Complainants to pursue criminal charges if appropriate to do so.