

# REFERRAL FORM FOR INCIDENTS OF WORKPLACE SEXUAL HARASSMENT AND SEXUAL ASSAULT OF FARMWORKERS

The mission of the Interagency Migrant Services Committee (IMSC) is to improve the quality of life of farmworkers, employed in Michigan's agricultural industry, and their family members. The purpose of this form is to provide these agricultural workers the opportunity to report incidents of sexual discrimination, sexual harassment and sexual assault in the workplace.

The report can be anonymous or the person who provides information of the incident (the victim or any other person) may choose to be referred to an organization listed in the directory on the back of this form that may provide assistance or advice.

**INSTRUCTIONS:** Information shared with the organizations included in the directory on the back of this form will remain **strictly confidential**. After you directly contact the chosen service agency, please send a copy of the referral form with a **date and county of the referral** for record tracking purposes only to Audra Fuentes, Departmental Analyst of the Office of Migrant Affairs at the Michigan Department of Health and Human Services: [fuentesa@michigan.gov](mailto:fuentesa@michigan.gov).

(Please provide all available information for the informant/victim)

Name: \_\_\_\_\_

Sex:  Female  Male

Sexual Orientation: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone number: \_\_\_\_\_

Email address: \_\_\_\_\_

(Please provide information about the person completing the referral)

Name: \_\_\_\_\_

Agency/Office: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone number: \_\_\_\_\_

Email address: \_\_\_\_\_

PROBLEM(S): (Mark all that apply):

Sexual Violence: Any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to traffic, or otherwise directed, against a person's sexuality using coercion, by any person regardless of their relationship to the victim, in any setting, including but not limited to home and work.

- Sexual violence includes a wide range of acts, from sexual harassment to forced sexual penetration or a variety of acts of coercion that can include social pressure and threats of use physical violence.

Sexual Assault: any sexual contact that occurs without the express consent of the recipient. Whether the recipient is physically forced, or coerced to participate, or has refused or is unable to give consent, sexual assault is a serious crime.

- As a violent crime, sexual assault includes acts of rape, forced kissing or fondling, other non-consensual sexual acts, and child sexual abuse. To explore this concept, consider the following sexual assault definition.

Harassment: the repetitive unwanted attention of a sexual nature or recurring unwanted attention based on sex. Sexual harassment can be spoken, bodily, or visual. It can happen to women, men, transgender, and nongender-conforming people, and it is not constrained by sexual orientation.

- Examples of sexual harassment include any unwelcome comments, demeanor, or actions regarding sex, gender, or sexual orientation. Sexual harassment in the workplace is a type of discrimination.

Threats

Prefer Not to Say

Keeping in mind the privacy and safety of the victim, please check the preferred method of referral contact. Check all that apply.

The informant/victim prefers to be contacted by:

- Telephone / Text Message
  - With a message from someone that says the call is from an agency/office that can offer help
  - With a message from someone who only leaves their name and telephone number
  - Only a phone call with no voicemail or text message
- Email
- Have an agency/office that can offer help visit the victim
- The person that completed this form, or someone that the victim trusts and can be a safe contact:
  - Name of support person: \_\_\_\_\_
  - Address: \_\_\_\_\_
  - \_\_\_\_\_
  - Telephone number: \_\_\_\_\_
  - Email: \_\_\_\_\_

- The informant/victim prefers to receive no contact and only wants to make an anonymous tip

COMMENTS (Provide a general description of the issues involved):

**DIRECTORY OF ORGANIZATIONS THAT OFFER ASSISTANCE TO  
SURVIVORS OF SEXUAL ASSAULT AND HARASSMENT**



<p><b>CENTERS FOR SURVIVORS OF SEXUAL ASSAULT AND HARASSMENT</b> (Spanish language available)</p> <p>Confidential and compassionate support of a trained staff members to help you find:</p> <ul style="list-style-type: none"> <li>▪ Local health centers qualified to assist survivors of sexual assault and that offer services such forensic examinations</li> <li>▪ Local resources to help with their next steps towards recovery and healing</li> <li>▪ Local references of long-term support in your area</li> <li>▪ Basic information about the medical problems related to your situation</li> </ul>	<p><b>RAINN</b> (Rape, Abuse &amp; Incest National Network) (800) 656-4673</p> <p><b>YWCA of Kalamazoo</b> (Kalamazoo, MI) (269) 345-5595 Crisis: (269) 385-3587</p> <p><b>Domestic and Sexual Abuse Services</b> (Three Rivers, MI) (269) 273-6977 Crisis 24 hour Hotline: (800) 828-2023</p> <p><b>HAVEN</b> (Pontiac, MI) (248) 334-1284 Crisis: (877) 922-1274</p> <p><b>Center for Women in Transition</b> (Holland, MI) (616) 392-2829 Crisis: (800) 848-5991 Spanish: (866) 728-2131</p> <p><b>Avalon Healing Center</b> (Detroit, MI) (313) 964-9701 Crisis: (313) 474-SAFE</p> <p><b>Van Buren County Domestic Violence Coalition</b> (Paw Paw, MI) Office: 269-655-9008 Crisis Hotline: 888-655-9008 Spanish: 886-416-8556 Note: temporarily limited bilingual staff due to COVID restrictions</p> <p><b>CHOICES of Manistee</b> (Manistee, MI) (231) 723-6597 Crisis: (800) 723-7220</p>
<p><b>LEGAL SERVICES – Confidential and No Cost</b> (Spanish language available)</p> <ul style="list-style-type: none"> <li>▪ Information about your legal rights and the laws that protect yourself and your children</li> <li>▪ Help finding a local health center that is capable of attending to survivors of sexual assault and offering services such as forensic examinations in cases of sexual assault</li> <li>▪ Local references of long-term support in your area</li> </ul>	<p><b>Farmworker Legal Services and Michigan Immigrant Rights Center</b> (800) 968-4046 (Se habla español)</p> <p><b>Migrant Legal Aid</b> (800) 418-3390 (Se habla español)</p> <p><b>Counsel and Advocacy Law Line (CALL hotline)</b> (888) 783-8190 (Se habla español)</p>

**OTHER RESOURCES No COST**

(Spanish language available)

- Information about your legal rights based on sex and other protected classes
- Help finding a local health center that is capable of attending to survivors of sexual assault and offering services such as forensic examinations in cases of sexual assault

**U.S. Equal Employment Opportunity Commission**

(Detroit)

(800) 669-4000

**Michigan Department of Civil Rights**

(800) 482-3604 (Se habla español)

MDCRServiceCenter@michigan.gov

**National Human Trafficking Hotline**

(888) 373-7888 (Se habla español)

**To contact the Interagency Migrant Services Committee regarding this referral form, please call or email Audra Fuentes, Departmental Analyst at the Office of Migrant Affairs: (269) 615-6308 – [fuentesa@michigan.gov](mailto:fuentesa@michigan.gov)**