

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 assault and harassment in the workplace.

The report can be anonymous or the person who provides information about 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 help or provide direct services.

Individual interested in receiving resources to mitigate unwanted situations/behaviors...

Please provide all available information regarding the assault/harassment/threats. An individual may also choose to remain anonymous, which means an individual does not have to share name, address, phone number, or any other personal information:

Name: _____

Optional: Gender Female Male
 Non-Binary

Address: _____

Telephone number: _____

Email address: _____

If you are filling out this form on behalf of someone who experienced assault/harassment...

Does the person that has experienced assault/harassment wish to remain anonymous? Yes No

Please provide your information below:

Name: _____

Agency/Office: _____

Address: _____

Telephone number: _____

Email address: _____

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

Sexual Assault: refers to sexual contact or behavior that occurs without explicit consent of the victim. Some forms of sexual assault include:

- Attempted rape.
- Fondling or unwanted sexual touching.
- Forcing a victim to perform sexual acts, such as oral sex or penetrating the perpetrator's body.
- Penetration of the victim's body, also known as rape.

Harassment: An abuse or actions regarding a person's race, religion, skin color, age, or gender, these could also be considered harassment if they interfere with the employee's success or create a hostile working environment.

- Sexist, racist, and other negative comments can be considered harassment, as can rude gestures, drawings, or particular clothing.
- Sexual harassment is a form of discrimination that typically involves an individual experiencing unwelcome sexual advances, requests, or favors from another party in the workplace.
- Sexual harassment is a violation of US Title VII. Any unwanted sexual advances or requests, or other unsolicited physical or verbal conduct that is sexual in nature is considered sexual harassment. Title VII is a federal law, and it condemns [discrimination in the workplace](#) based on sex, color, race, [national origin](#), and religion. This act is applicable to employers who have 15 or more employees and that includes governments (federal, state, and local). Many people still experience sexual [harassment in the workplace](#), even with [Title VII](#)'s protection.

Threats of Violence: Perpetrators may frighten, control, and manipulate the survivor into compliance.

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 individual/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 in a safe/public location.

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 individual/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**



**RESOURCES FOR SURVIVORS OF SEXUAL
ASSAULT**

(Spanish language available)

Confidential and compassionate support of a trained staff members to help you find:

- Local health centers qualified to assist survivors of sexual assault and that offer services such forensic examinations.
- Local resources to help with their next steps towards recovery and healing.
- Local references of long-term support in your area.
- Basic information about the medical problems related to your situation.

RAINN (Rape, Abuse & Incest National Network)

Call: 1-800-656-4673

YWCA of Kalamazoo (Kalamazoo, MI)

(269) 345-5595

Crisis: (269) 385-3587

Domestic and Sexual Abuse Services

(Three Rivers, MI)

(269) 273-6977

Crisis 24-hour Hotline: (800) 828-2023

HAVEN (Pontiac, MI)

(248) 334-1284

Crisis: (877) 922-1274

Center for Women in Transition (Holland, MI)

(616) 392-2829

Crisis: (800) 848-5991

Spanish: (866) 728-2131

Avalon Healing Center (Detroit, MI)

(313) 964-9701

Crisis: (313) 474-SAFE

Van Buren County Domestic Violence Coalition

(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

CHOICES of Manistee (Manistee, MI)

(231) 723-6597

Crisis: (800) 723-7220

Michigan's Sexual Assault Hotline

Call: 1-855-864-2374

Text: 1-866-238-1454

Chat: www.Michigan.gov/Voices4

Michigan Division of Victim Services

Find services near you.

Visit: www.Michigan.gov/CrimeVictim

LEGAL SERVICES: Confidential and No Cost
(Spanish language available)

- Information about your legal rights and the laws that protect yourself and your children.
- 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.
- Local references of long-term support in your area.

Farmworker Legal Services and Michigan Immigrant Rights Center
(800) 968-4046 (Se habla español)

Migrant Legal Aid
(800) 418-3390 (Se habla español)

Counsel and Advocacy Law Line (CALL hotline)
(888) 783-8190 (Se habla español)

Lakeshore Legal Aid

[Free Civil Legal Services For Low Income & Seniors | Lakeshore Legal Aid](#)

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 form, please call or email the MDHHS Farmworker Outreach Services Division: MDHHS-Migrant-Affairs@michigan.gov or 1-833-SIAYUDA (1-833-742-9832)

INSTRUCTIONS: Information shared with Michigan's Sexual Assault Hotline (MSAH) included in the directory on the back of this form will remain **strictly confidential**. After you directly contact the service agency the MSAH referred, please send a copy of the referral form with a **date and county of the referral** for record tracking purposes only to Farmworker Outreach Services Division at the Michigan Department of Health and Human Services (MDHHS) at MDHHS-Migrant-Affairs@michigan.gov.