

2010

The college philosophy is to prevent crimes rather than react to them after the fact.



## [2010 SAFETY & SECURITY INFORMATION]

This information is being provided to you as part of Delta College's commitment to your safety and security, and its compliance to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Act.

## DELTA COLLEGE SAFETY & SECURITY

Delta College's main campus is located on 640 acres in Bay County at University Center, Michigan. This campus is almost midway between the counties' major cities of Saginaw, Midland, and Bay City. Delta College also has off-campus sites in Midland County at the Midland Center, 1025 E. Wheeler Street, Midland; in Saginaw County at the Ricker Center, 1925 South Outer Drive, Buena Vista; and in Bay County at the Delta College Planetarium and Learning Center, 100 W. Center Avenue, Bay City. Maps of the main campus and the three off campus centers can be found at <http://www.delta.edu/aboutdelta/campus-locations.aspx>. No students reside on campus; the college does not have dormitories.

Delta's Fall 2010 headcount enrollment was 11,529; Winter headcount enrollment was 11,766. Fall 2010 full time employees numbered 536, part time 485, for a total of 1,021.

The Delta College Department of Public Safety (DCDPS) is primarily responsible for providing safety and security services, enforcing traffic and parking regulations and conducting criminal and accident investigations. Its jurisdiction includes all property owned or leased by Delta College in Michigan, and extends to the public right-of-way traversing or contiguous to that property, according to the Michigan Community College Act at MCL Section 389.129. Its eight certified, commissioned police officers have full law enforcement authority.

The DCDPS is located on the Main Campus Building, Room N-102, across from the East Main Entrance. The Department of Public Safety can be contacted by calling: ext. 9111 or (989) 686-9111 (for EMERGENCIES), or ext. 9112 or 9113, during normal hours of business, excluding holidays. Officers of the department may be dispatched through Bay County Central Dispatch, for emergencies only. DCDPS has excellent working relationships with the police departments in Bay, Midland and Saginaw Counties, including the Saginaw Valley State University police department, the Michigan State Police, and federal law enforcement authorities. Local police departments assist in providing safety and security services to the three off campus centers.



## **REPORTING OF CRIMINAL ACTIVITIES OR EMERGENCIES**

To report a crime or an emergency, members of the campus community should call the DCDPS at 989-686-9111, or for Intra-Collegiate calls dial ext. 9111. A crime or emergency which occurs off-campus should be reported to the police department having jurisdiction for that area or by calling 9-1-1. Individuals who wish to remain anonymous may report through the College's "Silent Witness" program at <http://www.delta.edu/publicsafety/howto/silentwitness.aspx>.

There are Intra-Collegiate telephones located strategically throughout the Main campus including all classrooms, and by dialing "9111" you will be put in contact with the DCDPS. These telephones can be used to report a criminal incident, a fire, any other type of emergency or request for help from the DCDPS.

The DCDPS is part of the Bay County 9-1-1 emergency dispatch system, whereby assistance and support at the main campus can be obtained from the Bay County Sheriff Department, the Michigan State Police, Saginaw Valley State University Police Department, the Frankenlust Township Fire Department, and the Bay Medical Ambulance.

## **ACCESS TO CAMPUS FACILITIES**

Most campus buildings and facilities are accessible to members of the campus community, students, faculty/staff, and guests/visitors during normal hours of business, Monday-Friday and for limited designated hours on Saturdays and Sundays, during periods of time when the College is in normal operation. This excludes most holidays. The exterior doors to campus buildings are generally open and allow access Monday-Friday between 7:00 a.m. and 10:00 p.m. This access is coordinated between DCDPS and Facilities Management Department (FMD).

## **MAINTENANCE AND SECURITY OF CAMPUS FACILITIES**

Delta College maintains a very strong commitment to campus safety and security, directing our efforts to ensure that the campus facilities, buildings, and grounds are maintained in such a manner as to promote safety and reduce criminal opportunity.

Exterior lighting is a very important part of this commitment. The college attempts to maintain adequate exterior lighting in the parking lots, as well as on the pedestrian walkways. Members of the college community on all campuses are encouraged to report any exterior lighting deficiencies to the DCDPS or the FMD. Surveys of exterior lighting are taken by the officers of the Public Safety Department or by Facilities Management employees, on a regular basis.

On the main campus, exterior doors on campus buildings are locked and secured each evening by personnel of the DCDPS. Facilities Management personnel are responsible for the unlocking of these exterior doors each morning. On the three satellite campuses, doors are unlocked in the morning by Center staff, and locked in the evening by the contracted facilities maintenance service. Door and security hardware operating deficiencies are also reported by these personnel on a daily basis. Employees and students who notice any deficiencies in exterior door locking mechanisms should report them to the DCDPS or FMD.

Shrubbery, trees, and other vegetation on campus are trimmed on a regular basis.

Parking lots on the main campus are actively patrolled by officers and student officers of the DCDPS. DCDPS has working agreements with local police who check the buildings and parking lots of the off campus centers, and centers staff also check the parking lots.

DCDPS also has a variety of alarms (including fire, intrusion, hold-up and trouble) to assist the officers in monitoring the campus.

### **LAW ENFORCEMENT AUTHORITY AND INTERAGENCY RELATIONSHIPS**

The DCDPS officers are vested with police authority on the main campus as well as at the three off-campus centers by statute and by the Delta College Board of Trustees, and are commissioned by the Michigan Commission on Law Enforcement Standards (MCOLES) with full law enforcement authority. The DCDPS employs eight certified, commissioned police officers along with six non-sworn support staff.

DCDPS officers have the authority to apprehend and arrest anyone involved in illegal acts within their jurisdiction. If the offense is committed by a Delta College student, officers may refer the individual to the Student Judicial System, or to the criminal justice system.

DCDPS officers conduct foot, bike, and vehicular patrols of the main campus and are on-duty during normal operating hours of the college. DCDPS office is closed from 11:00 p.m. – 7:00 a.m. and at other times that the college is closed. When the college is closed the FMD employees monitor the college's fire alarm systems and buildings.

Crimes at the three off-campus centers are investigated by DCDPS officers during business hours. After hour response is handled by the local agency having jurisdiction. DCDPS has developed strong working relationships with Federal, State, County, and other local law enforcement agencies and all appropriate elements of the criminal justice system, and they provide details of their investigations at these sites so timely warnings can be distributed if needed; and so that if applicable, the statistics can be included in the College's Annual Clery Report.

Officers receive continuous up-date training to remain current in law enforcement skills and issues, as well as in basic first aid and personal safety.

### **EMERGENCY RESPONSE**

The College has developed an Emergency Response Manual (ERM) that can be used as a guide for responding to potential (or developing) emergencies in a timely, appropriate and methodical manner. The ERM is not intended to be an all-inclusive, comprehensive manual, but rather an organized series of guidelines that may be used in a variety of crisis situations. For more detailed information on suggested response to specific crisis, click on the following link: <http://www.delta.edu/publicsafety/emergencyprocedures.aspx> located on the DCDPS web page.

## Declaration of Emergency

If an unexpected, time-sensitive emergency occurs at the Main Campus (e.g., fire, hostile intruder), the event should be reported immediately to the DCDPS (ext. 9111 or 989-686-9111) if during college operating hour. These incidents that occur after college operating hours or at any of the three off-campus centers should be reported by contacting 9-1-1.

In potential (or developing) emergencies (e.g. tornado, chemical spill), DCDPS should be contacted. The College President or designee will be briefed by DCDPS staff. They will assess the situation and determine if the College's Crisis Management Team (CMT) should be assembled.

An emergency will be declared and the college community notified immediately when:

- College community members may be in danger
- A potentially threatening situation is developing

## Communications

In the event of an emergency on campus or at any of the three off-campus centers, the college will communicate through the college's telephone speaker system of the nature of emergency. This message will include suggestions for actions that are recommended based on the nature of the emergency. The main campus also has a PA announcement system that can also be used to notify the community of the emergency situation. These systems can also be used to sound an "all clear" when it is safe to return to the building.

Other methods of communicating emergencies to the campus community are; e-mails, the college's television station (Channel 19) and radio station (FM 90.1), the college's home page at: [www.delta.edu](http://www.delta.edu), the DCDPS website at: [www.delta.edu/publicsafety](http://www.delta.edu/publicsafety).

## Safety Ambassadors

A group of college employees (Safety Ambassadors) chosen by their strategic work location within the college and their willingness to assist in the event of various crisis situations, have been trained to assist the college community depending on the nature of the emergency. The Safety Ambassadors assist with building evacuation, shelter-in-place, and directing subjects to designated "safe" areas. The Safety Ambassadors have also been trained in basic first aid and receive annual training up-dates by DCPS staff.

## SECURITY AWARENESS and CRIME PREVENTION PROGRAMS

It is the philosophy of Delta College to focus on preventing crimes rather than simply reacting to them after the fact. Delta College's crime prevention program is based upon the dual concepts of eliminating or minimizing criminal opportunities, wherever and whenever possible, and encouraging students and employees to be responsible for their own safety and security, as well as the safety and security of others. This program is accomplished in the following manner:

1. **New Student Orientation** – Information regarding the services provided by DCPDS is given to students that participate in either the on-line or on-campus orientations.

2. **New Employee (Fall) Orientation** - Public Safety Officers present programs on Personal Safety, Hostile Intruder and First Aid during Fall Learning Days.
3. **Crime Awareness/Prevention Presentations** - Delta College seeks to protect the public health of the college community by promoting a drug-free environment. Delta College prohibits the possession, use or distribution of alcohol or illegal drugs on the property of the main campus or the three off campus centers. Use of alcohol by underage students or abuse of alcohol by any student at any of these college properties are sanctionable offenses. Underage drinking is a violation of state law. Violation of these policies will result in disciplinary action that could result in sanctions up to and including expulsion. Offenders could also be charged criminally for their offenses. Violations by faculty and staff may be grounds for discipline up to and including immediate dismissal.

Students who express the need for help in dealing with drugs or alcohol dependencies are encouraged to speak to counselors in the Counseling Center, who have training and experience in these areas. In addition, off-campus agencies and self-help organizations can be contacted through the Counseling Center.

Whenever feasible, Delta College will assist employees in overcoming drug and alcohol abuse. Staff and faculty needing assistance can contact Ceridian LifeWorks, an employee assistance program offered by the college. Employees can also contact the Director of Human Resources for confidential assistance.

Crime prevention and Drug/Alcohol Awareness presentations are made at least annually to various campus groups. For more information about drug and alcohol policies and programs at Delta College, refer to the College Rules and Regulations, online at Section VI of the College Catalog.

4. **Escort Service** – DCDPS officers provide an Escort Service for the students and employees of the college on request. Students, faculty, and staff are encouraged, for their own safety, to walk in groups and not to accept escorts from strangers.
5. **Printed Crime Prevention Materials** - Crime Prevention brochures are distributed and displayed, along with posters related to crime awareness/prevention measures that the college community is encouraged to use to their advantage.
6. **Security and Facilities Surveys** - Surveys are conducted of the exterior lighting, exterior doors and grounds by personnel from the Delta College Department of Public Safety/Facilities Management to promote and enhance the safety and security to the college community.
7. **Crime Prevention Publicity** - Crime prevention articles and material are routinely published in the student newspaper, "The Delta Collegiate," also in the "Student Bulletin" and the daily "Delta Difference Newsflash," which pops up on PCs upon login. Materials

are also on display in the display showcase located in the hallway outside the DCDPS office. DCDPS also publishes crime prevention information on its website at <http://www.delta.edu/publicsafety.aspx>.

8. **“Campus Update”** - A listing of criminal activities and statistics on campus, for the past three years, is provided on the DCDPS web site.
9. **Timely Warnings - (CAMPUS CRIME ALERTS)** The DCDPS may issue a Campus Crime Alert whenever there is a report of a violent crime against a person or a substantial crime against property on campus that represents a serious ongoing threat to the safety of students, faculty, and staff. These alerts will provide details of the crime, a description of the suspect if known, information on whom to contact with information relating to the crime, as well as safety tips to prevent becoming the victim of a similar crime. Whenever the local area law enforcement agencies issue a news release about an off-campus crime that could represent a serious or ongoing threat to the safety of students, faculty, and staff, an alert may be issued. These alerts will be distributed as reasonably and timely as possible. Methods of delivery include e-mail to current students, faculty, and staff, the college’s television station (Channel 19) and radio station (FM 90.1), posting on college listservs and on college bulletin boards, and postings on the college’s home page at: [www.delta.edu](http://www.delta.edu) or on the DCDPS website at: [www.delta.edu/publicsafety](http://www.delta.edu/publicsafety). Anyone with information warranting a timely warning should report the circumstances to the Department of Public Safety, by phone, 989- 686-9113, or in person at the dispatch center within Public Safety located off the East Main Entrance in room N-102.
10. **Patrols** - Officers of the DCDPS perform routine patrols of the campus both on foot and in the car. The officers also patrol on bicycles, which allows for a more personal and individualized contact with the public by officers of the department. Officers of local police departments perform routine checks at the three off campus centers.
11. **Motorist Assistance** – The DCDPS provides motorist assistance for students, faculty, staff, and guests. These include charging dead batteries, retrieving keys locked inside vehicles, and calling for wrecker services when needed.
12. **Behavioral Intervention Review Board** – The Behavioral Intervention Review Board (BIRB) is designed to provide preventative measures on campus to reduce the risk of student incident. Anyone can bring forth a concern that will be reviewed by the team. Members intake and assess information, take action when necessary and track details about behavioral concerns noted on campus. The primary goal of the Behavioral Intervention Review Board is the safety and security of the campus community, and to provide a consistent college-wide approach for at-risk behavior.
13. **Sexual Offense Awareness/Prevention Education Programs**- Crime prevention and awareness bulletins are available in the DCDPS lobby. Members of the public safety department are available to present a variety of topics at orientation or any other time as

needed, to inform prospective students and their parents of available police services and Community resource programs. Safety talks are also provided upon request, for any office, organization or classroom as needed on campus.

**Rape Aggression Defense (RAD)** - Available at Delta College since 2007, Rape Aggression Defense (RAD) is a self-defense program designed primarily for women. This 7-week comprehensive college 1 credit course equips participants with realistic self-defense tactics and techniques. Classes are offered twice each in the Fall and Winter semesters and are taught by Department of Public Safety police officers who are certified RAD instructors. Non-academic classes are also offered to employee groups at the college at no cost.

**Recommended action to be taken following a sexual assault** - If you are the victim of a sexual assault, you are encouraged to do the following:

- Get to a safe place.
- Make notification to the police agency having jurisdiction of the location where the crime occurred.
- Seek medical attention regardless of your intention to notify police. A medical examination is important to check for sexually transmitted diseases, other infections, injuries, and pregnancy.
- Preserve evidence; physical evidence is paramount in the prosecution of assailants. Generally evidence should be collected immediately after the assault and only by a certified medical facility upon the request of a law enforcement agency.

To preserve evidence after an attack, you should not change your clothes, bathe, shower, or take any other personal hygiene action before contacting police. If it becomes absolutely necessary that you change your clothes, each item should be packaged separately in a paper bag. If oral contact took place, do not brush your teeth or use mouthwash or smoke. Do not straighten up or clean the area where the assault took place.

### Reporting the Sexual Assault

The Delta College Department of Public Safety is committed to ensuring that students, employees, and other persons who have been sexually assaulted are provided treatment, medical assistance, counseling assistance, information, and that they are treated with sensitivity, dignity, and confidentiality. Every effort is made to ensure our campus environment promotes and assists in prompt reporting of sexual assaults. Sexual assault includes but is not limited to acts or attempted acts of rape, forced sodomy, forced oral copulation, rape by foreign object, sexual battery and acquaintance/date rape. Sexual assaults that occur at any of the Delta College Centers may be reported to any of the following agencies:

- Delta College Department of Public Safety ext. 9111 or (989) 686-9111
- Other Police Departments 911
- Delta College Counseling/Advising Office (989) 686-9330
- Rape Crisis Line (Sexual Assault) (916) 920-2952

Reports may be made anonymously. A victim may request academic counseling to change their course schedule after a sexual attack, if the changes are reasonably available. Contact a college counselor or advisor to request an academic change.

### **Criminal Prosecution**

Notification to a police agency begins the criminal prosecution process. Trained police officers will facilitate medical and counseling services, referrals, and the collection of evidence and information. You will be interviewed at a location of your choice and will be allowed or offered an advocate to accompany you during all aspects of the investigation. The protection of the victim's name and any identifying information will be of the highest priority. Your decision to prosecute does not necessarily have to be made during initial contact with officers and your decision influences the officers' subsequent investigation protocol. Officers have legal authority to arrest as appropriate and to forward the case to the Prosecutor's Office for criminal prosecution.

### **Civil Prosecution**

Victims may consult an attorney about initiating a civil suit for damages against the assailant for compensation of wrong doing. Civil action may be sought irrespective of the decision to pursue criminal prosecution.

### **Campus Disciplinary Procedure**

If the assailant is a student, in addition to criminal and civil action, internal judicial action may be initiated. A student charged with sexual assault may be sanctioned by the Judicial Officer. Sanctions may include, but are not limited to: counseling, probation, suspension, and/or expulsion. If the assailant is a faculty or staff member, they may be subject to disciplinary action up to and including discharge under applicable personnel policies in addition to criminal and/or civil actions.

Report suspected student or employee misconduct to the DCDPS. Delta College is committed to providing disciplinary proceedings that are supportive, sensitive, expedient, and respectful to each individual's rights. Both the accuser and the accused are entitled to the same opportunities to have others present during a disciplinary proceeding, and both must be informed of the outcome of any institutional disciplinary proceeding brought alleging a sex offense.



## CRIME STATISTICS

Delta College believes that an informed public is a safety-conscious public. The following statistics, provided in compliance with the “Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act” are for your information. The College has made a written request for crime statistics involving our three off campus centers; Ricker Center located in Buena Vista Township, Midland Center located in the City of Midland, and the Planetarium located in the City of Bay City, to the police agency having jurisdiction. Reportable crime statistics provided to us have been included in this report.

| <b>MAIN CAMPUS REPORTS</b>         | <b>2008</b> | <b>2009</b> | <b>2010</b> |
|------------------------------------|-------------|-------------|-------------|
| Murder                             | 0           | 0           | 0           |
| Manslaughter                       | 0           | 0           | 0           |
| Arson                              | 0           | 0           | 0           |
| Forcible Sex Offenses              | 0           | 0           | 0           |
| Non-forcible Sex Offenses          | 0           | 0           | 0           |
| Robbery                            | 0           | 0           | 0           |
| Aggravated Assault                 | 0           | 0           | 0           |
| Breaking & Entering (B&E)          | 0           | 3           | 3           |
| Motor Vehicle Theft                | 0           | 0           | 0           |
| <b>ARRESTS/DISCIPLINARY ACTION</b> | <b>2008</b> | <b>2009</b> | <b>2010</b> |
| Liquor                             | 1           | 1           | 0           |
| Drugs                              | 6           | 2           | 1           |
| Weapons                            | 0           | 0           | 0           |

| <b>RICKER CENTER REPORTS</b>       | <b>2008</b> | <b>2009</b> | <b>2010</b> |
|------------------------------------|-------------|-------------|-------------|
| Murder                             | 0           | 0           | 0           |
| Manslaughter                       | 0           | 0           | 0           |
| Arson                              | 0           | 0           | 0           |
| Forcible Sex Offenses              | 0           | 0           | 0           |
| Non-forcible Sex Offenses          | 0           | 0           | 0           |
| Robbery                            | 0           | 0           | 0           |
| Aggravated Assault                 | 0           | 0           | 0           |
| Breaking & Entering (B&E)          | 1           | 0           | 0           |
| Motor Vehicle Theft                | 0           | 0           | 0           |
| <b>ARRESTS/DISCIPLINARY ACTION</b> | <b>2008</b> | <b>2009</b> | <b>2010</b> |
| Liquor                             | 0           | 0           | 0           |
| Drugs                              | 0           | 0           | 0           |
| Weapons                            | 0           | 0           | 0           |

| <b>MIDLAND CENTER REPORTS</b>      | <b>2008</b> | <b>2009</b> | <b>2010</b> |
|------------------------------------|-------------|-------------|-------------|
| Murder                             | 0           | 0           | 0           |
| Manslaughter                       | 0           | 0           | 0           |
| Arson                              | 0           | 0           | 0           |
| Forcible Sex Offenses              | 0           | 0           | 0           |
| Non-forcible Sex Offenses          | 0           | 0           | 0           |
| Robbery                            | 0           | 0           | 0           |
| Aggravated Assault                 | 0           | 0           | 0           |
| Breaking & Entering (B&E)          | 0           | 0           | 0           |
| Motor Vehicle Theft                | 0           | 0           | 0           |
| <b>ARRESTS/DISCIPLINARY ACTION</b> | <b>2008</b> | <b>2009</b> | <b>2010</b> |
| Liquor                             | 0           | 0           | 0           |
| Drugs                              | 0           | 0           | 0           |
| Weapons                            | 0           | 0           | 0           |

| <b>PLANETARIUM REPORTS</b>         | <b>2008</b> | <b>2009</b> | <b>2010</b> |
|------------------------------------|-------------|-------------|-------------|
| Murder                             | 0           | 0           | 0           |
| Manslaughter                       | 0           | 0           | 0           |
| Arson                              | 0           | 0           | 0           |
| Forcible Sex Offenses              | 0           | 0           | 0           |
| Non-forcible Sex Offenses          | 0           | 0           | 0           |
| Robbery                            | 0           | 0           | 0           |
| Aggravated Assault                 | 0           | 0           | 0           |
| Breaking & Entering (B&E)          | 0           | 0           | 0           |
| Motor Vehicle Theft                | 0           | 0           | 0           |
| <b>ARRESTS/DISCIPLINARY ACTION</b> | <b>2008</b> | <b>2009</b> | <b>2010</b> |
| Liquor                             | 0           | 0           | 0           |
| Drugs                              | 0           | 0           | 0           |
| Weapons                            | 0           | 0           | 0           |

*\*There were no reportable hate biased crimes to report on the main campus or at the three off-campus centers during these reporting years.*

### Registered Sex Offenders Information

In accordance with the Jacob Wetterling Act, Megan’s Law, and the Campus Sex Crimes Prevention Act of 2000, it is mandatory that all registered sex offenders who attend, are employed, or volunteer at an institution of higher learning report this information, as well as their residency information, to the local law enforcement agency having jurisdiction where the sex offender resides. (An institution of higher learning is defined as “a public or private community college, university, public or trade school, vocational school, and/or occupational school.”) This law enforcement information concerning registered sex offenders is available through the Michigan Public Sex Offenders Registry. This registry is located online at: [www.mipso.state.mi.us](http://www.mipso.state.mi.us).

## DRUG and ALCOHOL POLICIES

Delta College subscribes to the national goal of a drug-free society. Delta College believes that drug and alcohol abuse education and prevention programs are essential components of a comprehensive strategy to deal with illicit drug use and alcohol abuse. Such abuse of drugs and alcohol by students and employees constitutes a grave threat to their physical and mental well-being and significantly impedes the learning process. Delta College has adopted and implemented such a program in compliance with the Drug Free School and Communities Act Amendments of 1989, Public Law 101-226. This program is published in the "Delta College Catalog" and the current booklet "Delta College Schedule of Academic Classes" under the title, "Drug and Alcohol Resources Guidelines."

The College's Rules and Regulations provide that:

**Alcoholic Beverages** - No member of the College Community shall sell, be under the influence of, possess or consume beer, wine or other alcoholic beverages on College property, or any property which is under the direct control or responsibility of the College. This regulation shall not apply to the President's home. This rule may be suspended from time to time by authorization of the President.

**Drugs** - No member of the College Community will possess, sell, distribute, be under the influence of or use any prohibited drug in either the refined or crude form, except (1) control substances for personal usage, and these must be under the current prescription of a licensed physician, (2) those specifically authorized to Delta College by Federal or State authorizing agencies for educational purposes. Nor shall any member of the College Community possess property which is used, or intended for use, as a container for any controlled substance, except as prescribed or authorized as provided in this paragraph.

***For further information about these programs or individual assistance, call the:***

**Counseling Center** (989) 686-9330

**Human Resources Office** (989) 686-9107

**The Drug Abuse Hotline** is also available at 1-800-662-HELP

The "Delta College Catalog" has additional information under the title, "Students Rights and Responsibilities."

### Delta College Board of Trustees

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It is the policy of Delta College not to discriminate in employment, education, public accommodation or public service on the basis of religion, race, color, national origin, age, sex, marital status, sexual orientation, gender identity, height, weight, arrest record, veteran status, disability, or other classifications as required by applicable U.S. federal, state or local law. Direct inquiries to the Equity/Compliance Officer, Delta College, 1961 Delta Road, Office J101, University Center, MI 48710, telephone 989-686-9547, or email: [equityoffice@delta.edu](mailto:equityoffice@delta.edu)