



See also the Act on the application of the California Employment Security Act, available at [Appendix A Act on the Application of the California Employment Security Act](#)

4. Dating violence means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Reporting Individual.

For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse, if involving individuals who are or have been dating as defined here, and violence means conduct that involves the use or threatened use of physical force against a person, or creates a fear,

substantial distress. For purposes of this definition

includes acts in which the stalker directly, indirectly, or through third parties, by any action, electronic device, or means, follows, monitors, observes, surveils, threatens, or communicates to or harasses a person, or interferes with a person's property.

Reasonable person means a reasonable person under similar circumstances and with similar characteristics to the Reporting Individual.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require professional treatment or counseling.

Determinations regarding whether a person is responsible for violating this Policy will be made by considering whether the person knew, or a reasonable, unimpaired person in their circumstances should have known, that the other person was incapable of consenting to the sexual conduct.]

25. Preponderance of the Evidence is an evidentiary standard (e.g., the level of evidence that is sufficient to persuade a decisionmaker that there was a policy violation) that means “more likely than not,” i.e., greater than 50%.

Please also see [Appendix B Applicable Definitions U.S. State and Federal Law where Michigan Operates Programs](#).

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