Title IX

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity receiving Federal financial assistance.”

-Title IX of the Educational Amendments of 1972 to the 1964 Civil Rights Act

What is Title IX?

Title IX is a federal law that prohibits sex discrimination in all University programs and activities, including, but not limited to, admissions, recruiting, financial aid, academic programs, student services, counseling and guidance, discipline, class assignment, grading, recreation, and employment.

Sexual harassment and sexual assault are forms of sex discrimination prohibited by Title IX. Title IX also prohibits retaliation against individuals for making or participating in complaints of sex discrimination.

In addition to Title IX, Northeastern complies with related federal laws addressing sexual violence. The Campus Sexual Violence Elimination Act (Campus SaVE Act) was passed in March 2013 as part of the Violence Against Women Reauthorization Act (VAWA). The Campus SaVE Act amends the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), which requires higher education institutions to report crime statistics and disclose security-related information. Please see Northeastern’s 2014 Annual Security Report required by the Clery Act here.

Title IX Coordinator and Deputy Coordinator

Northeastern’s Title IX Coordinator is responsible for managing the University’s compliance with Title IX. If you have a complaint involving sex discrimination, sexual harassment, or sexual assault, or if you have questions about Northeastern’s policies, please contact:

Natalie Brouwer Potts
Title IX Coordinator and
Director of Equal Opportunity, Affirmative Action and Ethics Compliance
Northeastern Illinois University
5500 N. St. Louis Ave., C-628
Chicago, IL 60625
Phone: 773-442-5412
Email: eeo@neiu.edu

Joanna Snawder
Deputy Title IX Coordinator and
How to File a Title IX Complaint

Northeastern takes immediate and appropriate steps to investigate and resolve complaints alleging sex discrimination, sexual harassment and/or sexual assault.

Please see the University’s policies:

- Sexual Harassment policy and Sexual Harassment Complaint and Grievance Procedure
- Sexual Assault policy and Sexual Assault Complaint and Grievance Procedure
- Equal Opportunity and Nondiscrimination policy and Discrimination and/or Harassment Complaint and Grievance Procedure

These policies provide a comprehensive overview of the complaint process and options for resolution. An individual may pursue a criminal complaint simultaneously with a University complaint for sexual assault cases.

Reporting a Title IX Matter

Every employee at Northeastern, including all faculty and staff, has a duty to report sexual harassment or sexual assault involving members of the Northeastern community to the Title IX Coordinator. This reporting requirement applies to temporary, part-time or full-time employees, as well as student workers and graduate assistants.

It should be communicated to the person reporting a Title IX matter that the only confidential counselors on campus are the counselors in Northeastern’s Office of Student Health and Counseling Services and that a Title IX complaint may be filed with the Title IX Coordinator. The employee reporting the matter should let the Title IX Coordinator know all of the relevant facts, including date, time and location of the incident. For further guidance, please contact the Title IX Coordinator or Deputy Coordinator. In addition, see these resources:

- For reporting guidance: Title IX Response Chart
- For where to report: Title IX Reporting Chart

Confidentiality

Northeastern shall make every reasonable effort to preserve an individual’s privacy and protect the confidentiality of information related to sex discrimination, sexual harassment, or sexual assault as allowed under the law. The University may issue an N-Alert, an alert through the official emergency notification and warning system, to notify the community about the
occurrence of a serious crime or pattern of crimes that might put the public at risk. For more on N-Alert procedures, see http://www.neiu.edu/~police/n-alert.html.

The University is required by law to annually report sexual assault and other campus crime statistics to the public. These statistics and the list of entities to which a crime may be reported are listed at http://www.neiu.edu/~police/annual_security_report.html. Campus crime statistics do not contain specific victim-identifying information.

**Support Services and Resources for Sexual Assault Survivors**

The needs of an individual who has been sexually assaulted vary from person to person. Northeastern offers a diverse array of services and external resources, many of which may be accessed 24 hours a day, so that a person may choose what is most helpful. The University urges anyone who has been sexually assaulted to seek support as soon as possible to minimize and treat physical harm, assist with processing the unique and complex emotional aftermath, and help preserve and understand options for pressing charges. Even for someone who does not wish to report the event to law enforcement or pursue disciplinary action, seeking medical attention as soon as possible is important.

The University also urges survivors of sexual violence to understand that the University’s primary concern is everyone’s safety, and that use of alcohol or drugs *never* makes the survivor at fault for sexual assault.

Following are on campus and off campus services and resources:

**University Resources**

- Title IX Coordinator: 773-442-5412
- Behavioral Concerns Team: BCT@neiu.edu
- Office of Student Rights and Responsibilities: 773-442-4610
- Office of Student Health and Counseling Services*: 773-442-4650
- Pedroso Center: 773-442-5449
- Women’s Resource Center: 773-442-4524
- LGBTQ Resource Center: 773-442-5440
- University Police: emergency: 773-442-5511, non-emergency 773-442-4100

* A student or employee may choose to contact Northeastern’s Office of Student Health and Counseling Services. The counselors in this office are legally privileged to keep communications confidential. Because these communications are confidential, reporting an incident to a counselor in Northeastern’s Student Health and Counseling Services does not constitute the reporting of a sexual assault to the University. After discussing any concerns with a confidential counselor, the student or employee may choose to file a complaint of sexual assault with the Title IX Coordinator.

**Off Campus Resources**
Advocate Illinois Masonic Medical Center Crisis Line (24 hours):  773-296-5380
Apna Ghar (serving immigrants from Asia and Africa, 24 hour hotline, counseling, shelter, counseling):  773-883-4663
Center on Halsted (serving LGBTQA community, resource line, counseling, mental health services):  773-472-6469
Chicago Bar Association (legal services):  312-554-2000
Chicago Rape Crisis Hotline (24 hours, referrals, information, and counseling):  888-293-2080
Chicago Women's Health Center (gynecological care and counseling):  773-935-6126
Illinois Coalition Against Sexual Assault/Rape Victims Advocates (counseling, education and advocacy):  773-275-8340
KAN-WIN (serving Korean/Korean-American women, 24 hour hotline, legal advocacy):  773-583-0880
LGBT Crisis Hotline (24 hours, referrals, information, and counseling):  773-871-2273
Mayor's Office for Domestic Violence (24 hours, referrals, information):  877-863-6338
Mujeres Latinas en Acción (serving Latina women, 24 hours hotline):  312-738-5358
National Suicide Prevention Lifeline:  1-800-273-TALK (8255), en Español 1-888-628-9454
Rape Victim Advocates (counseling):  312-443-9603