



# 2021 Safety and Security Information Report

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This information is being provided to you as part of Northeastern Illinois University’s commitment to safety and security on campus and is in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. § 1092(f). This report is prepared in cooperation with local law enforcement agencies surrounding our main campus, satellite sites and the Dean of Students. Each year, an e-mail notification is made to all students, staff and faculty which provide the web address where this report can be accessed online. Copies of this report may also be obtained by visiting the University Police Department located in the Parking Facility on the 1<sup>st</sup> floor or by calling 773-442-4100.

Northeastern Illinois University is a state-supported institution of higher education under the authority of the Board of Trustees of Northeastern Illinois University. The University’s main campus is located at Bryn Mawr and St. Louis Avenue on the northwest side of Chicago. The 67-acre campus is the center for most of the University’s schools and colleges. Satellite locations El Centro, the Jacob Carruthers Center for Inner City Studies and the Center for College Access and Success (formerly CTC) enhance the University’s ability to serve the entire metropolitan area. Approximately 8,000 students are enrolled in the University and approximately 1,700 faculty and staff are employed by Northeastern.

Due to the Covid 19 Pandemic Northeastern Illinois University switched to remote learning in March 2020 and remained remote through the remainder of 2020. Most administrative employees worked remotely while only necessary staff remained on campus. A Covid Task force was created to determine and advise safety protocols for the University. The University Police Department remained open and fully staffed throughout the entire year. Officers continued to patrol all facilities and properties as part of their commitment to campus safety.

## **Reporting of Crimes or Emergencies**

The University Police Department is responsible for law enforcement, security, and emergency response at Northeastern. The University Police Department is located on the first floor, north side of the parking structure (located west of the Library). The office is open 24 hours a day, every day of the year. The department is staffed by trained police personnel.

All persons are encouraged to immediately report all crimes to the University Police. Prompt and accurate reporting is essential for the apprehension of perpetrators and the protection of the community members and resources. The University Police can be contacted on the main campus by dialing ext. 4100 from any house phone. In an emergency, dial ext. 5511. The free on-campus telephones are located in the lobbies of many buildings and can also be found in common areas and throughout the buildings. Code Blue phones located along walkways and in parking lots on campus may also be used to report emergencies. To call University Police from off campus or by cell phone, dial (773) 442-4100. The University Police office at CCICS is located in the first floor lobby and the phone number is (773) 268-7500 ext. 175. University students and staff at the Center for College Access and Success (formerly CTC) and El Centro Campus should dial 911 for emergency assistance. All persons are also encouraged to use the Campus Shield Smartphone App which allows direct access to University Police dispatch.

If you are a victim of a crime and do not want to pursue action within the University's judicial process or through the criminal justice system, you may still want to consider making a confidential report. With your permission, the Chief of Police or his/her designee can file a report detailing the incident without revealing your identity. The purpose of a confidential report is to comply with your desire to keep the matter confidential, while taking steps to ensure the safety of yourself and others in future situations. With this information, the University can keep an accurate number of incidents involving students, staff and faculty, to determine if there are patterns of crime with regard to a particular location, method or assailant. This assists University Police in alerting the campus community regarding potentially dangerous situations. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution.

Pastoral and Professional Counselors, when acting as such, are not considered to be a campus security authority and are not required to report crimes for inclusion into the annual disclosure of crime statistics. As a matter of policy, however, they are encouraged to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics.

## **Law Enforcement Authority and Interagency Relationships**

The law enforcement officers of the University Police Department receive their police authority via the provisions of state law, specifically 110 ILCS 680/25-45(11). Police Officers have full law enforcement authority including the power to make arrests on view or on warrants of state statutes, University rules and regulations, and city or county ordinances on all property owned or controlled by the University, and anywhere in the counties wherein the property is located, when

such is required for the protection of the University property and interests, and its students and personnel, and otherwise when requested by other state or local law enforcement officials.

Officers of the University Police are academy trained and certified in the same manner as all other public law enforcement officers in the state of Illinois. They receive a minimum of 12 weeks formal basic training plus additional classroom and in-service training each year. Northeastern Illinois University Police Department (NEIUPD) is one of only 21 police agencies in the State of Illinois to have earned accreditation status from the Illinois Law Enforcement Accreditation Program. Northeastern Illinois University is one of three universities / colleges to have earned that distinction.

University Police maintains a close working relationship with the Chicago Police Department, State Police, and other local and federal law enforcement agencies. In addition, the University Police maintains direct telephone and/or radio contact with the Chicago Police and Fire Departments, and assistance from these departments can be obtained immediately. The Department also maintains a close working relationship with the Cook County State's Attorney's office and the Clerk of the Court. Crime related reports and statistics are routinely exchanged. The University Police also have an agreement with the Cook County State's Attorney's office and the Chicago Police Department regarding the investigation of certain crimes.

The University Police Department monitors crime patterns off campus through various joint law enforcement computer systems. The Police department also maintains computer and radio communication with other state agencies. University Police maintain emergency radios provided by the Federal Government as part of the National Incident Management System. These radios are used for inter-agency communication up to a statewide level in the event of man-made or natural disasters. Special Alerts are issued in a timely manner by the University when crimes have been reported that are considered a threat to other students and employees, with intent to aid in the prevention of similar occurrences.

When a Northeastern Illinois University student is involved in an off-campus offense, University Police officers may assist with the investigation in cooperation with local, state, or federal law enforcement. The Chicago Police Department routinely works with and/or communicates with University Police officers on incidents occurring on-campus or in the immediate neighborhood and business areas surrounding campus. Northeastern Illinois University operates no off-campus housing or off campus student organization facilities. However, many graduate students and undergraduate students live in the neighborhoods surrounding Northeastern Illinois University. While the Chicago Police Department has primary jurisdiction in all areas off campus, University Police officers can and do respond to student-related incidents that occur in close proximity to campus.

## **Emergency Response and Evacuation**

It is the policy of Northeastern Illinois University to immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff occurring on any campus. If the University Police Department or the Emergency Management Team confirms that such an emergency exists, both will collaborate to identify the affected communities and determine the content of the notification message. The University will relay the message using any or all of the following notification methods:

The University has installed a two-tiered emergency notification system. The first tier includes both a public address system and message boards that are wireless and contain battery back-up. The audio system will reach all areas of the Main Campus, CCICS location, El Centro location and the Center for College Access and Success (formerly CTC) with audio messaging capabilities. Message boards are strategically placed for delivering detailed information in critical situations. The second tier is an email and text message system for notification to University Community users. Registration for this system is available through [www.neiu.edu/n-safe](http://www.neiu.edu/n-safe). All students, staff, faculty and parents are encouraged to register. Incentive and encouragement programs have been developed. Without delay and taking into account the safety of the community, the University will determine the content of all notifications and initiate the notification system unless issuing a notification will, in the professional judgment of University authorities, compromise efforts to assist a victim or to contain, respond or to otherwise mitigate the emergency.

In addition to the N-safe program, the University utilizes the Campus Shield Smartphone App which is a free safety application for smartphones. This app links any user directly to the University Police. The safety app allows users make reports, request an escort service, report suspicious events/persons, take part in the friend watch, or directly contact the University Police in the case of an emergency. This app also relays text messages which are sent via the N-safe program. All new students and employees are assisted in downloading this free safety app at their initial orientations.

Northeastern Illinois University Police officers and supervisors have received training in Incident Command and response to critical incidents on campus. When a serious incident occurs on campus that causes an immediate threat, the first responders to the scene are usually University Police officers along with the Chicago Police Department and/or the Chicago Fire Department and they typically work together to manage the incident. Depending upon the nature of the incident, the Emergency Management Team or other local and federal agencies could also be involved in responding to the incident.

The University has installed building evacuation route maps in all buildings, with additional information on shelter-in-place and protected areas included. The University is actively engaged in obtaining and maintaining Federal National Incident Management System certification compliance. Building action plans have been developed for every building on campus. Regular testing and drills are conducted on aspects of these plans for individual buildings. Students, staff and faculty learn the locations of emergency exits in the buildings and are provided guidance

about the directions they should travel when exiting each facility for a short-term building evacuation.

The University Emergency Management Team has developed an Emergency Response Guide for publication to the entire community. This guide is a flipchart of actions to be taken in specific emergency situations, including notification information. These flipcharts are posted in every classroom, as well as available on the University's *NEIUport* website. They have also been distributed to all University departments. Flipcharts for each satellite campus with site-specific information have also been developed and distributed. Training on these flipcharts is ongoing.

The University has been certified as Storm Ready by the National Weather Service and National Oceanic and Atmospheric Administration. This program provides training in recognizing the potential for severe weather and an advanced warning system to alert the University community of approaching extreme or dangerous weather conditions.

The University maintains a Behavioral Concerns Team composed of staff from Student Affairs, Academic Affairs and Administrative areas that meet regularly to discuss potential behavioral issues. The Behavioral Concerns Team evaluates and takes specific action as necessary to mediate any potential behavioral threats. The interdisciplinary composition of this committee fosters communication from diverse areas to provide for analyzing all facets of individual behaviors. All members of the community are encouraged to report any behavioral concerns to this committee.

### **Timely Notification Warnings**

Timely Notification Warnings are provided to heighten safety awareness by giving students, faculty and staff notification of crimes that occur on campus property, non-campus property, or on public property immediately adjacent to and accessible from campus and are considered by Northeastern Illinois University to present a serious or continuing threat to students, staff and faculty. University Police and the Emergency Management Team are responsible for preparing a timely notification warning when a crime is reported to or brought to the attention of the University Police Department and that crime represents an ongoing threat to the safety of students and employees. While every attempt will be made to distribute the alert as soon as possible after an incident or series of incidents is reported, the release will occur after a determination is made that the crime(s) represents a continuing threat to students, staff and faculty and as soon as pertinent information is available.

Information about criminal incidents is reviewed on a case-by-case basis to determine whether those incidents represent a serious or continuing threat to students and employees. Incidents will be reviewed based on the nature of the crime, the facts of the case and the information known to the University Police Department. The timely notification warning may include:

1. A description or summary of the incident
2. Possible connection to previous incidents, if applicable
3. Physical description of any suspects, if available

4. Photo or composite drawing of the suspect, if available
5. Date and time the bulletin was released
6. Other relevant and important information about the crime(s)
7. Actions taken by public safety officials in response to the crime(s)
8. Information on crime prevention, personal safety or other community safety resources

The University Police Department may not include some known information in a timely notification warning if providing that information could risk compromising law enforcement efforts. Additionally, timely notification warnings may be updated if new or more accurate information becomes available to the University Police Department.

Timely notification warnings are distributed by e-mails sent to all students, faculty, and staff. These e-mails are drafted by the University Police Department in conjunction with the Emergency Management Team and are distributed by the University Police Department or Chief Communications Officer. Notifications are also sent in the form of text messages through the N-Safe program as well as through the Campus Shield Smartphone App. In some circumstances, University Police may post fliers in affected areas or distribute fliers to appropriate University departments. University Police and the Emergency Management Team may also contact the media directly to distribute information about criminal incidents in some situations.

Please note that timely notification warnings are a separate and distinct process from the emergency notification email and text messaging system.

### **Security Awareness and Crime Prevention Program**

The University's crime prevention program is based upon the dual concepts of minimizing criminal opportunities whenever possible, and encouraging faculty, staff, and students to take an active role in their own security and the security of others. The University Police Department has officers trained in various crime prevention techniques. These officers perform crime prevention presentations for the campus community when possible and upon request. The following is a listing of some activities of the crime prevention program:

1. Escort assistance - Police officers provide escort assistance, particularly during hours of darkness, for persons walking on campus to the parking lots or adjacent city streets. Escort requests can be made in person, via phone or via the mobile safety app.
2. School Year Kick-off Presentations - A crime prevention presentation accompanied by brochures and other printed material is made available to students during a special presentation at the beginning of the school year.
3. Closed-Circuit television cameras monitor parking lots and other areas on campus. These cameras are recorded in the University Police Department.
4. Crime Prevention Presentations - Numerous crime prevention presentations are made annually to such campus groups as the Day Care Center staff and children, students with disabilities, international students, and other student or staff organizations upon request. Crime prevention is discussed at all new student and new employee orientations.

5. Printed Crime Prevention Materials - Printed crime prevention brochures, posters, and bookmarks related to personal security and our escort service are distributed at various locations on campus.
6. Computerized Alarm System - A computerized alarm monitoring system located in the University Police Department monitors a comprehensive network of intrusion, detection, and duress alarms.
7. Security Surveys - Comprehensive physical security surveys are made of campus facilities upon request.
8. Crime Prevention News - Crime prevention articles and materials are published in the student newspaper.
9. Sexual Violence Awareness, Education, and Prevention - In cooperation with several departments on campus, sexual violence awareness, education, and prevention presentations are made available to members of the campus community.
10. Code Blue Emergency Phones - The University has emergency direct dial phones located on campus walkways and throughout the parking facility and lots. The phones are readily recognizable by the blue light on top of the column that houses the emergency phone. These phones dial the University Police Department directly by the push of a button.

Northeastern Illinois University's Main Campus is located in Chicago's 17th District on Beat 1712. Further information regarding crime alerts and community policing issues around the campus can be found on the 17th District webpage at <http://home.chicagopolice.org/community/districts/17th-district-albany-park/>.

### **Maintenance and Security of Campus Facilities**

The University maintains a very strong commitment to campus safety and security. Exterior lighting is an important part of this commitment. Parking lots, pedestrian walkways, and building exteriors are well lighted. Formal surveys of exterior lighting on campus are conducted by Facilities Management. In addition, any malfunctions of specific lights are reported immediately to Facilities Management. Members of the campus community are encouraged to report any exterior lighting deficiencies to Facilities Management or the University Police.

The locksmith (from the Facilities Management Department) and officers inspect the exterior doors on campus to ensure they are working properly. The locksmith performs regular preventive maintenance on all exterior doors to ensure the locking mechanisms are working properly.

Exterior doors on University buildings are locked and secured each evening by employees of University Police. The issuance of keys on campus is controlled by the University Police Department. All keys are issued on a demonstrated need basis and require the approval of the department head of the requesting department.

The parking lots at the University are surveyed by closed-circuit television cameras that are monitored in the University Police Department. While the monitors for these cameras are not constantly watched, the cameras automatically scan the lots and retain a time lapse video.

The Main Campus is partly enclosed by fencing to enhance security. The Main Campus, including parking lots and adjacent city streets are patrolled by marked police cars and police bike patrols of the University Police Department. Foot patrols are utilized inside the buildings and on pedestrian walkways. The University Police offer an escort service to the parking lots and adjacent streets of the campus.

### **Access to University Facilities**

University buildings and facilities are accessible to members of the Northeastern community and visitors during normal hours of business, 8 a.m. to 5 p.m., Monday to Friday and until 5 p.m. on Saturdays. The Library has extended hours of operation during the weekend. Entrance to University facilities outside of normal hours of operation is restricted to faculty and staff. Faculty and staff must sign in at the University Police office and show a photo ID; they will then be admitted into the building. In the event a student requires admittance during closed periods, the appropriate Departmental Chairperson, Director, or Dean must provide University Police with a written request and approval for such access. Students are required to follow the same sign-in procedure as faculty and staff. All persons working in the buildings during closed hours must sign in and out at the University Police office. Any event scheduled beyond normal business hours requires the approval of the appropriate Vice President.

### **Drug and Alcohol Policy**

Persons under 21 years of age may not consume alcoholic beverages on University property or at University events. Members of the University community may not serve or sell alcoholic beverages to persons less than 21 years of age on University property or at University sponsored activities. Alcoholic beverages may not be sold but may be consumed in designated areas at functions, which are approved by the President or appropriate Vice President and which are attended by specific invitees of the President, Vice President or designee. It is the responsibility of the person sponsoring the function to ensure that appropriate measures will be taken to avoid violation of University policy and Illinois State statutes. The possession or consumption of alcoholic beverages by students on University property or at University sponsored events is prohibited, except in accordance with the University Alcohol Policy.

In compliance with the requirements of the Drug Free Schools and Communities Act (DFSCA), it is the policy of the University that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance by employees in the workplace is prohibited. The University Student Conduct Code also prohibits the manufacture, delivery, sale, use, possession, or distribution of narcotic or dangerous drugs. State and Federal laws regarding underage drinking and possession, use and sale of illegal substances will be enforced. Cases will always be referred to the appropriate Dean or Vice President.

Substance abuse prevention, education and counseling are offered to students through the Dean of Students office. The University also has an Employee Assistance Program available for faculty and staff that is offered through Human Resources that may be reached at 866-659-3848.

## **Missing Students**

Northeastern Illinois University is very concerned about students who are reported missing. Any missing student report that is brought to the attention of the University Police will be immediately investigated thoroughly by the NEIUPD. Any student reported missing will also be referred to the Chicago Police Department for additional investigations and resources.

### **Missing Student Notification Policy and Procedures**

This policy is established by Northeastern Illinois University in compliance with the Higher Education Opportunity Act of 2010 and applies to residential students at the University. For purposes of this policy, a student may be considered to be a “missing person” if the person’s absence from campus is contrary to his/her usual pattern of behavior and unusual circumstances may have caused the absence. Such circumstances could include, but are not limited to, a report or suspicion that a residential student has been reported as absentee; and communication cannot be established and the student cannot be located within 24 hours. For a non-residential (commuter or “resimuter”) student that has been reported as absentee and communication cannot be established and the student cannot be located within 72 hours. Any student is reported to be an absentee under particularly suspicious circumstances (e.g. witnessed kidnapping, absence accompanied by concerning communication/suicide note, etc.) Or if the person may be a victim of foul play, has expressed suicidal thoughts, is drug dependent, is in a life threatening situation, has been with persons who may endanger the student’s welfare, or is overdue to return campus and is unheard from after giving a specific return time to friends or family.

### **Designation of Missing Person Contact Information**

#### *a. Students age 18 and above and emancipated minors*

Students will be given an annual opportunity to designate an individual to be contacted by the University no more than 24 hours after the time the student is determined to be missing for 24 hours. The designation will remain in effect until changed or revoked by the student. This information will be kept confidential and will only be available to specific staff members and law enforcement and that it may not be disclosed outside of a Missing person investigation.

#### *b. Students under the age of 18*

If a student under the age of 18 is determined to be missing, the University is required to notify a custodial parent or guardian no more than 24 hours after the time that the student is determined to be missing, in addition to notifying any additional contact person designated by the student.

#### *c. All residential students (both a and b above)*

If a student is determined to be missing, the University will notify the appropriate law enforcement agency no later than 24 hours after the determination had been made, unless the

local law enforcement agency was the entity that made the determination that the student is missing.

### **Missing Student Procedure**

a. Any individual on campus who has information that a residential student may be a missing person must notify the University Police immediately at 773-442-4100. The Dean of Students Office will notify the University Police regarding students who are upgraded from “absentee” to “missing” per their directives.

b. The University Police will gather all essential information about the missing student from the reporting person, from the student’s acquaintances and from university personnel and official university information sources. Such information will include a physical description, cellular phone number, social media information, clothes last worn, where the student might be, who the student might be with, vehicle description, information about the physical and emotional well-being of the student, an up-to-date photograph, a class schedule, last attended class, last use of their student ID etc.

c. Appropriate campus staff including the University Police on duty Watch Commander and Residence Life Staff will be notified to aid in the search and location of the student. Contact with the student should be attempted using text messaging, cellular phone calls, e-mail and social media.

d. If search efforts are unsuccessful in locating the student in a reasonable amount of time OR it is apparent immediately that the student is a missing person (e.g. witnessed abduction), OR it has been determined that the student has been missing for more than 24 hours, the University Police will contact the Chicago Police Department (or appropriate law enforcement agency) to report the student as a missing person. The Chicago Police Department will take charge of the investigation with assistance from university officials.

e. No later than 24 hours after determining that a residential student is missing, the Dean of Students or Assistant Dean of Students will notify the emergency contact previously identified by the student (for students 18 and over) or the custodial parent/guardian (for students under the age of 18) and advise that the student is believed to be missing.

### **Communications about Missing Students**

a. In accordance with established university emergency guideline procedures, the University Public Relations Department will be part of the university administrative response team and the Director of Strategic Communications is the designated spokesperson to handle the media inquiries concerning a missing student.

b. The local law enforcement agency responsible for the investigation and the city public information officer (PIO) will be consulted by University Counsel, NEIUPD Chief of Police, and

the University Public Relations Department, prior to any information release from the university so as not to jeopardize any investigation.

c. Information provided to the media to elicit public assistance in the search for the missing person will be handled by the local law enforcement agency.

If a student has been missing for more than 24 hours you should immediately report it to the University Police by calling 773-442-4100. This number is open 24 hours a day, 7 days a week, and 365 days a year. Reports of a missing person can also be referred to the Dean of Students Office at 773-442-4610 during normal business hours. These procedures can be implemented at any point if circumstances warrant a faster response.

### **Missing Person Statement**

Should the University Police investigate and determine that a student is missing, contact will then be made to the missing person's emergency contact, if contact information has been provided, within 24 hours (24) of the determination that that student is missing by the University Police. If the student is under the age of 18 and is not an emancipated individual, University Police will notify the student's parent or guardian and any other designated person within 24 hours. If the student resides in an on-campus student housing facility, regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated minor, Northeastern Illinois University will inform the Chicago Police Department that the student is missing within 24 hours.

### **Campus Sex Crimes Prevention Act**

The Campus Sex Crimes Prevention Act requires institutions of higher education to inform the campus community in their annual security reports where registered sex offender information may be obtained. Sex offender information can be found at the Illinois State Police website ([www.isp.state.il.us](http://www.isp.state.il.us)). Additional sex offender information is also available from the Chicago Police Department website at [www.ci.chi.il.us/CommunityPolicing](http://www.ci.chi.il.us/CommunityPolicing).

All sex offenders required to register must also submit information regarding attendance or employment at an institution of higher education. A list of those persons who have reported attendance or employment at Northeastern Illinois University is kept in the University Police Department.

### **Sexual Discrimination**

[Title IX of the Education Amendments of 1972](#) (Title IX) is a federal law that prohibits discrimination on the basis of sex in any federally funded education program or activity. In compliance with Title IX, Northeastern does not tolerate sexual discrimination and has enacted a sexual harassment policy that incorporates the requirements of Title IX and related state and federal laws. Note that in compliance with the most recent [Title IX federal regulations](#), sexual

harassment is the umbrella term for the following forms of misconduct, all of which are explicitly prohibited by Northeastern's sexual harassment policy: *quid pro quo* and hostile environment harassment; sexual assault; dating violence; domestic violence; and stalking. Northeastern's sexual harassment policy was last revised on August 14, 2020.

Northeastern recognizes that victims/survivors and offenders can be any gender, including transgender and non-binary, and expects members of the University community to help maintain a safe environment. Any sexual harassment incident between or among students, employees, and/or visitors to campus should be reported to the University's Title IX Coordinator. A student, employee, or visitor who reports to the University that they have been a victim of sexual harassment will be provided with a written explanation of rights and options, as well as an explanation of the procedures for institutional disciplinary action (all via email from the Title IX Office).

Northeastern cooperates fully with legal authorities, including University Police, in preventing and prosecuting criminal sexual offenses, always seeking the victim's consent to such police cooperation. Northeastern imposes strict sanctions against those found responsible for violations. In addition, the University offers educational programs and resources designed to promote the awareness and prevention of on all campuses. The University strives to eliminate sexual harassment, not merely address its effects.

### ***Title IX Coordinator***

Northeastern's Title IX Coordinator is responsible for managing the University's compliance with Title IX:

Natalie Brouwer Potts  
Title IX Coordinator and  
Director of Equal Opportunity and Ethics Compliance  
Northeastern Illinois University  
5500 N. St. Louis Ave., C-216  
Chicago, IL 60625  
Phone: 773-442-5412  
Email: [titleIX@neiu.edu](mailto:titleIX@neiu.edu)

The University's Title IX Coordinator receives regular annual training on (1) issues related to sexual harassment, and (2) on how to conduct a trauma-informed investigation and hearing process that protects the safety of victims and promotes accountability.

### **Sexual Harassment**

The following definitions and procedures are found in the [University's Sexual Harassment policy](#).

## Definitions

### PROHIBITED CONDUCT

Sex Discrimination: treating someone unfavorably because of that person's sex or gender, including their sexual orientation, gender identity, or gender expression.

Sexual Harassment: an umbrella term encompassing sexual assault, *quid pro quo* harassment, hostile environment harassment, stalking, dating violence and domestic violence. Sexual harassment means conduct on the basis of sex that satisfies one or more of the following: (1) a University employee conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct; (2) unwelcome conduct on the basis of sex determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or (3) sexual assault, dating violence, domestic violence, and stalking, as defined in this policy.

Hostile Environment Harassment: unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to an education program or activity.

*Quid Pro Quo* Harassment: the conduct of an employee conditioning the provision of an aid, benefit or service on an individual's participation in unwelcome sexual conduct.

Sexual Assault: Sexual assault is an offense that meets the definition of rape, statutory rape, fondling, or incest, as defined below:

- Rape: penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the survivor.
- Statutory rape: sexual intercourse with a person who is under the statutory age of consent.
- Fondling: touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the survivor, including instances where the survivor is incapable of giving consent because of their age or temporary or permanent mental incapacity.
- Incest: sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Sexual Abuse: sexual penetration by force or the threat of force. However, if a victim is under the age of 17, or if the victim is unable to understand the nature of the act or give knowing consent, sexual abuse does not need to include penetration. Sexual abuse is a type of sexual assault and constitutes a severe form of sexual harassment that violates this policy and the Illinois Criminal Code.

Sexual Penetration: any contact, however slight, between the sex organ or anus of one person by an object, the sex organ, mouth, or anus of another person, or any intrusion, however slight, of any part of the body of one person or of any object into the sex organ or anus of another person, including but not limited to cunnilingus, fellatio, or anal penetration. Evidence of emission of semen is not required to prove sexual penetration. Non-consensual sexual penetration constitutes

sexual assault. If one individual or a group of individuals forces a person to engage in non-consensual sexual penetration with respect to any consenting or non-consenting party, this conduct constitutes sexual assault.

**Sexual Conduct:** any knowing touching or fondling by the victim or the accused, either directly or through clothing, of the sex organs, anus, or breast of the victim or the accused, or any part of the body of a child under 13 years of age, or any transfer or transmission of semen by the accused upon any part of the clothed or unclothed body of the victim, for the purpose of sexual gratification or arousal of the victim or the accused.

**Sexual Exploitation:** the use of another person's nudity or sexual activity without consent for the purpose of sexual gratification, financial gain, personal benefit, personal advantage, or any other non-legitimate purpose. Sexual exploitation includes, but is not limited to:

- Without the knowledge and consent of all participants, observing, recording, or photographing nudity or sexual activity of one or more persons in a location where there is a reasonable expectation of privacy, allowing another to observe, record, or photograph nudity or sexual activity of one or more persons, or otherwise distributing recordings, photographs, or other images of the nudity or sexual activity of one or more persons; or
- Sending sexually explicit materials of another person without consent of the recipient.

**Dating Violence:** violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the survivor and where the existence of such a relationship shall be determined based on a consideration of the following factors: (1) the length of the relationship; (2) the type of relationship; and (3) the frequency of interaction between the persons involved in the relationship.

**Domestic Violence:** includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the survivor, by a person with whom the survivor shares a child in common, by a person who is cohabitating with or has cohabitated with the survivor as a spouse or intimate partner, by a person similarly situated to a spouse of the survivor under the state domestic or family violence laws, or by any other person against an adult or youth victim who is protected from that person's acts under the state domestic or family violence laws.

**Stalking:** engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or suffer substantial emotional distress.

**Retaliation:** intimidation, threats, coercion, or discrimination against any individual for purpose of interfering with any right or privilege secured by Title IX because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any investigation, proceeding, or hearing. **False Complaint:** a Complaint made by an individual knowingly and intentionally in bad faith. A person who files a false complaint under this policy is subject to University discipline as described more fully below. A finding of not responsible in a sexual harassment hearing does not indicate that a Complaint was false.

## RELATED DEFINITIONS

**Complaint:** a formal written document submitted to the Title IX Coordinator that provides a Complainant's detailed description of a sexual harassment incident or incidents and identifies information about the Respondent to the greatest extent possible.

**Complainant:** an individual who has reported being or is alleged to be the victim of conduct that could constitute sexual harassment.

**Respondent:** an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

**Supportive Measures:** non-disciplinary, non-punitive individualized services offered as appropriate, reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a formal Complaint or where no formal Complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all.

**Consent:** is informed, freely given, and mutual. Sexual activity requires consent, which is defined as voluntary, positive agreement between the participants to engage in specific sexual activity. Consent to sexual activity can be communicated in various ways, but one should presume that consent has not been given in the absence of clear, positive agreement. While verbal consent is not an absolute requirement for consensual sexual activity, verbal communication prior to engaging in sex helps to clarify consent. If coercion, intimidation, threats, or physical force is used, there is no consent. If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature, or extent of the sexual situation, there is no consent; this includes impairment or incapacitation due to alcohol or drug consumption, or being asleep or unconscious. There is no consent when there is force, expressed or implied, or use of duress or deception. Silence does not by itself constitute consent, nor does past consent to sexual activities by itself imply ongoing or future consent. Moreover, undertaking a new type of sexual activity requires that new consent be provided. A person's consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another person. A person's manner of dress does not constitute consent and may not be considered as a factor under this policy. A person can withdraw consent at any time.

**Title IX Coordinator:** University official responsible for implementing Northeastern's Sexual Harassment policy. This official ensures the University's compliance with Title IX, and coordinates the University's responses to all complaints involving potential sex discrimination. Any Title IX reports or complaints should be directed to the Title IX Coordinator at [titleix@neu.edu](mailto:titleix@neu.edu) or (773) 442-5412.

**Advisor:** provides assistance to Complainants and Respondents with cross-examinations during the hearing process described within this policy. Advisors may be staff, faculty, or third-parties engaged by the Title IX Coordinator or selected by the Complainant or Respondent.

Confidential Advisor: an employee of the University to provide emergency and ongoing support to student survivors of sexual violence. The Confidential Advisor informs survivors of the survivor's rights and reporting options, and provides resources and services. The Confidential Advisor is not required to notify the Title IX Coordinator or University of any sexual harassment reports. Northeastern's Confidential Advisor may be reached at [confidentialadvisor@neu.edu](mailto:confidentialadvisor@neu.edu).

Hearing Officer: the official designated by the University to oversee the live hearing and issue the written determination (including remedial measures and sanctions, if applicable) to the Complainant and Respondent. The hearing officer is the decision-maker regarding whether a Respondent violated the Sexual Harassment Policy. The University may designate an employee or third-party to serve as the hearing officer.

Appeals Officer: the official designated by the University to decide an appeal by the Complainant and/or Respondent. The University may designate a senior administrator or third-party to serve as the appeals officer.

Visitor: a person who temporarily comes to any University location or attends a University-sponsored educational program or activity.

### *Procedures for Filing a Sexual Harassment Complaint*

Northeastern takes immediate and appropriate steps to investigate and resolve complaints alleging sexual harassment. The University provides prompt, fair, and impartial grievance procedures. Both Complainants and Respondents have the same opportunity to be heard and to have advisors (including lawyers) present during the grievance process and hearing. The complaint process is conducted by the University's Title IX Coordinator, who is an appropriately-trained and non-biased school official. Confidentiality of the process and parties is safeguarded to the greatest extent possible.

A student, employee, or visitor to the University who either observes or believes oneself to be the object of sexual harassment should report the incident by immediately notifying the Title IX Coordinator. This report may be made in person, via the online complaint form, via email, or by phone, by any member of the University community, as well as third parties (applicants, visitors, bystanders, or individuals not affiliated with the University). Northeastern provides an option for individuals (including third-parties) to report sexual harassment electronically, anonymously and confidentially online at <https://www.neiu.edu/about/title-ix-sexual-misconduct-complaint-form>.

The following investigation procedures are the University's grievance procedures for cases involving sexual harassment. The grievance process steps will be conducted as timely as feasible, and investigation procedures will be prompt, fair and impartial.

### HOW TO REPORT AN INCIDENT OR FILE A COMPLAINT

Filing a Complaint: the University accepts sexual harassment reports or Complaints from:

- persons who self-report;
- students;
- University employees (including faculty, staff, and student staff);
- third parties, or
- via the anonymous Complaint form on the Title IX webpage.

All reports and complaints regarding sexual harassment should be made to the University's Title IX Coordinator. Students are strongly encouraged to report allegations of sexual harassment to the University's Title IX Coordinator. University employees are considered mandatory reporters by Northeastern and are obligated by University rules to report allegations of sexual harassment to the Title IX Coordinator.

**Confidentiality and Privacy:** Northeastern keeps the identities of anyone making a report or Complaint of sexual harassment, the parties, and any witnesses as confidential as possible, except as permitted by the Family Educational Rights and Privacy Act (FERPA) or required by law. The expectation for individuals involved in a sexual harassment matter should be that information will be kept as private as possible, though complete confidentiality is not possible in order to address reports and conduct investigations and hearings.

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. The University annually reports criminal sexual violence data in accordance with the law. These statistics, and the list of entities to which a crime may be reported, are listed on Northeastern's University Police web pages. Campus crime statistics do not contain specific victim-identifying information.

**Amnesty:** Northeastern recognizes that an individual who has been drinking or using drugs at the time of a potential sexual harassment incident may be reluctant to report the incident due to fear of potential consequences. Northeastern provides immunity to any student who reports, in good faith, an alleged violation of this policy to a staff, student staff or faculty member of the University (including the Title IX Coordinator). A reporting student will not be subject to remedial measures or disciplinary sanctions by the University for a student conduct violation, such as underage drinking or illegal drug use that is revealed in the course of such a report, unless the University determines that the violation was egregious and/or placed the health or safety of any other person at risk.

## HOW FORMAL COMPLAINTS ARE RESOLVED

The University's procedures for resolving sexual harassment Complaints is outlined below. As an important threshold matter, sexual harassment proceedings will include a prompt, fair, and impartial process from the initial investigation to the final result. For any questions about the University's procedures, please contact the Title IX Coordinator. Asking questions about how the investigation process works does not constitute disclosing a sexual harassment matter to the University.

PROCEDURES The following establishes the University's procedures for resolving Complaints involving potential violations of the Sexual Harassment Policy. The process involves:

- an assessment of whether a Complaint qualifies for resolution under this policy;
- an informal resolution option for certain cases;
- an investigation;
- a live hearing administered by a hearing officer; and
- an appeals stage.

#### Initial Assessment

Promptly after receiving a report or Complaint alleging sexual harassment, the Title IX Coordinator will provide a notice of rights and options to the Complainant. The Title IX Coordinator will make a good faith effort to conduct a private in-depth interview with the potential Complainant. At this meeting, the potential Complainant will be provided with information about resources, procedural options, and an opportunity to discuss the University's policy. The Title IX Coordinator will determine at this initial stage whether to issue supportive measures to the potential Complainant and/or potential Respondent. A person is not required to file a Complaint to be provided with supportive measures by the Title IX Coordinator. Supportive measures may also be issued any time during, as well as after, the investigation, hearing, and appeals process.

A Complaint must be signed by the Complainant or the Title IX Coordinator. The Title IX Coordinator is responsible for making the following determinations before proceeding with the investigation:

- (1) Did the conduct occur while the Complainant was participating in or attempting to participate in the University's education programs or activities?
- (2) Did the University exercise substantial control over both the Respondent and the context in which the sexual harassment occurs?
- (3) Do the facts set forth by the potential Complainant, if substantiated, constitute a violation of the University's Sexual Harassment Policy?

If the answer to any of these questions is no, the Title IX Office does not have the authority to resolve the Complaint and the potential Complainant will be provided appropriate resources and may be referred to the Dean of Students or Office of Human Resources (determined on a case by case basis). If the answer to all of the questions is yes, the Title IX Coordinator has the authority to investigate and resolve the Complaint. The Title IX Coordinator will typically investigate only written complaints received within six months of the alleged violation/s, but may investigate older allegations on a case-by-case basis.

If Complainant wishes to proceed, the Title IX Coordinator provides Notices of Investigation to both parties initiating the investigation process. With this Notice, the Respondent will also be provided with a copy of the Complaint and information regarding the identities of the parties involved, the specific policy provision/s allegedly violated, the precise conduct allegedly

constituting the potential violation, and the date and location of the alleged incident/s. The next step is the informal resolution stage, if applicable.

### Informal Resolution

Informal resolution will be available as an option to the Complainant by the Title IX Coordinator after a formal Complaint is filed for all cases, except those involving a student Complainant and employee Respondent or any case involving sexual assault. Both parties will be provided information regarding the informal resolution process and any consequences from participating (including information about records that will be maintained or could be shared). If both parties provide written, voluntarily consent, the Title IX Coordinator can proceed and attempt to resolve the Complaint without initiating the formal investigation and hearing procedures. Informal resolution is available at any time in the investigation process up until the Investigation Report has been submitted to the Complainant and Respondent. If an informal resolution is reached, the Title IX Coordinator will document the details in writing to both parties and dismiss the Complaint.

### Formal Investigation

If the informal resolution process is not available, if it ends unsuccessfully, or if it is declined by one or both parties, the Formal Investigation stage will begin so long as the Complainant wishes to continue with the process. The Title IX Coordinator will serve as the Investigator in the Formal Investigation stage, unless a third-party is designated to conduct the investigation for good cause. The Title IX Coordinator will provide the Respondent 14 calendar days to respond in writing to the policy violation/s alleged in the Complaint. Respondent's Written Response must be timely delivered by email or written letter to the Title IX Coordinator and will be promptly shared with the Complainant. Any extension of time must be approved by the Title IX Coordinator.

The Title IX Coordinator's Formal Investigation will include interviewing the parties and relevant witnesses, and reviewing written statements, documents, records, and other communications as potential evidence. Students and employees are expected to cooperate with the investigation process, whether they are identified as a witness or as a Respondent in the process. Both the Complainant and Respondent are entitled to the following:

- The right to have an Advisor of their choice accompany them to any meeting or proceeding, including the subsequent hearing.
- The opportunity to identify and propose witnesses who can provide information about the alleged conduct at issue (excluding character witnesses).
- The opportunity to submit evidence for consideration.

In addition, the University:

- holds the burden of proof and the burden of gathering evidence in an investigation;
- may not use records made or maintained by medical or mental health professionals without a party's voluntary, written consent;
- may encourage the parties to keep the investigation as confidential as possible, but may not prohibit the parties from discussing the allegations with others on campus;
- will treat both parties and all witnesses respectfully during the investigation process;
- will presume the Respondent to be in compliance with the Sexual Harassment Policy unless and until the investigation, hearing, and appeal stages are completed and a policy violation is found; and
- will provide regular updates by the Title IX Coordinator to both the Complainant and Respondent throughout the investigation, hearing, and potential appeal process.

### Evidence Review

Prior to completion of the Investigation Report, the Title IX Coordinator will provide the parties with an opportunity to inspect, review, and respond to evidence obtained during the investigation that is directly related to the allegations. The Title IX Coordinator will send the parties and each party's Advisor evidence for review in electronic format. Each party will be provided five business days from the date the evidence is sent to submit a written response to the Title IX Coordinator.

### Investigation Report

The Title IX Coordinator will consider the evidence and any written responses to the evidence and prepare the Investigation Report. The Investigation Report includes each of the following:

- the allegations of sexual harassment;
- a description of the procedural steps taken;
- findings of fact;
- conclusions regarding applying the policy to the facts;
- a statement with rationale detailing the result of each allegation; and
- an explanation of whether Respondent is found responsible for any policy violations.

In all stages of the process, the preponderance of the evidence standard (i.e., more likely than not) will be applied. The Investigation Report will be submitted to the parties and the hearing officer. A hearing will be scheduled as promptly as possible. An Advisor for both The Complainant and Respondent is required for the hearing stage. Advisors will be provided by the University if needed by either or both parties for the hearing. Complainant and Respondent may use a different Advisor for the hearing than the one they used throughout the investigation process. Requests for an Advisor are to be made in writing to the Title IX Coordinator at least seven calendar days before the scheduled hearing.

### Hearing

A hearing officer (i.e., decision-maker) will be appointed for each case. The hearing officer will meet with the Title IX Coordinator prior to the hearing to address procedural matters. The role of

the hearing officer is to review the information presented in the Investigation Report and to determine if the Respondent violated the University's Sexual Harassment Policy, and, if so, to determine appropriate remedial measures or sanctions. The hearing officer will manage the live hearing, which will take place at a University location. At the request of either party, the University will provide for the hearing to occur with the parties in separate rooms, with technology enabling the hearing officer to see and hear the party or witness answering. The audio or video tape begins recording at the start of the hearing.

The hearing will then proceed as follows:

- The hearing officer will explain how the hearing will proceed and address any questions.
- The hearing officer will permit the Complainant and the Respondent to each give an opening statement.
- The Title IX Officer or a designee will present a summary of the Investigation Report and explain the findings. Relevant questions and follow-up questions are permitted by the hearing officer and each party's Advisor, including questions regarding bias.
- The hearing officer and Respondent's Advisor will have the chance to ask questions of Complainant. Relevant questions and follow-up questions are permitted, including those challenging credibility.
- The hearing officer and Complainant's Advisor will have the chance to ask questions of Respondent. Relevant questions and follow-up questions are permitted, including those challenging credibility.
- The Complainant and the Respondent may not directly cross examine one another.
- Witnesses approved by the hearing officer will be available for questions. The hearing officer will permit each party's Advisor to ask any witnesses relevant questions and follow-up questions, including those challenging credibility.
- Before a Complainant, Respondent, Title IX Coordinator, or witness answers a question, the hearing officer must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.
- The hearing officer will permit the Complainant and the Respondent to each give a closing statement.
- The hearing officer may order breaks as needed or upon requests from a party or witness during the hearing. After these steps, the hearing is concluded and the audio or video tape will be turned off.

#### Written Determination

The hearing officer will prepare a written determination following the hearing and email it to the parties simultaneously. The written determination should be issued within seven business days and will include each of the following:

- the allegations of sexual harassment;
- a description of the procedural steps taken;
- findings of fact;
- conclusions regarding applying the policy to the facts;
- a statement with rationale detailing the result of each allegation;

- an explanation of whether Respondent is found responsible for any policy violations;
- a description of remedial measures and/or sanctions; and
- appeals instructions.

In all stages of the process, the preponderance of the evidence standard (i.e., more likely than not) will be applied.

## Appeals

Complainants and Respondents each have the right to appeal the hearing officer's Written Determination and/or the remedial measures or sanctions. Appeals must be made in writing (via letter or email) to the appeals officer within 10 business days from the date of receiving the Written Determination. Each party has the right to receive a copy of the other party's appeal and respond. Five business days will be allowed to submit a written response to the appeals officer addressing the other party's appeal. Cross appeals (appeals filed by both the Complainant and Respondent) are permitted.

The University official or designee receiving the appeal is referred to as the appeals officer. The following describes the assignment of appeals officers:

- For a case involving a student Complainant and student Respondent, the appeal will be made to the Vice President for Student Affairs or a designee.
- For a case involving an employee Complainant and employee Respondent, the appeal will be made to the Vice President for one of the areas in which the employee works or a designee, to be determined by the University on a case-by-case basis.
- For a case involving an employee Complainant and student Respondent, the appeal will be made to the Vice President for the area in which the employee works or a designee.
- For a case involving a student Complainant and employee Respondent, the appeal will be made to the Vice President for the area in which the employee works or a designee.
- For all additional cases, including those involving third-party Complainants, the University will appoint a Vice President or a designee.

The following grounds are the only allowable bases for appeals: (1) there is an alleged procedural irregularity that affected the outcome; (2) new evidence is available that could affect the outcome; or (3) the Title IX Coordinator, Investigator, or hearing officer had a conflict of interest or bias that affected the outcome. The appeals officer's decision regarding the appeal will be issued in writing to the parties no more than 60 calendar days from receipt of the appeal request. If both parties appeal, the 60-calendar day deadline applies to each appeal separately. The appeals decision is final.

### *Additional Investigation Steps and Protections*

#### **Non-Retaliation**

Northeastern and/or its officers, employees, or agents may not retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual for exercising their rights or

responsibilities under any provision of the Sexual Harassment policy. This policy specifically states that “retaliatory action of any kind taken against a Complainant, Respondent or witness as a result of that person’s participation in the above-referenced [policy] procedures is prohibited and will be evaluated for an internal investigation by the Title IX Office. Any retaliation concerns should be immediately shared with the Title IX Coordinator.”

### **Notification of Outcomes**

Information about the outcome/decision of the sexual harassment investigation post-hearing will be provided in writing via email simultaneously to the Complainant and the Respondent. Notice will be provided of appeals rights and deadlines in such communication. Notice of when results become final and any change to the result will also be provided in writing via email simultaneously to the Complainant and the Respondent.

### **Discipline/Penalties**

The imposition of sanctions or remedial measures, if recommended, will proceed in accordance with Illinois and Federal statutes and relevant University policy, as well as applicable collective bargaining agreements, rules and regulations.

For employees (including student employees), the following may be imposed by the University: verbal warning; written warning; advisory letter; monitoring; campus access restrictions; required educational and prevention training; No Contact Order; loss of University privileges; suspension with or without pay; probation; demotion; transfer; termination; revocation of tenure or emeritus status.

For students, the following may be imposed by the University: verbal warning; written warning; advisory letter; monitoring; campus access restrictions; residence hall suspension or expulsion; required educational and prevention training; No Contact Order; loss of University privileges; disciplinary suspension; expulsion; or degree revocation.

For applicants, visitors, and third parties, the University may impose sanctions including, but not limited to prohibition from entering campus or other actions to prevent contact with the person suffering an incident of sexual harassment. A finding of a sexual harassment policy violation against an individual who is not a member of the University community (i.e., not a student or employee) may result in sanctions ranging from a written warning to being banned from any University property, activities and/or programs, including the termination of any business contract with the University.

These foregoing remedies and sanctions are separate and distinct from those available to local law enforcement authorities.

## **SAFEGUARDS AND SUPPORT**

### **Confidentiality**

Northeastern makes every reasonable effort to preserve an individual's privacy and protect the confidentiality of information related to sexual harassment, as allowed under the law. The University is required by law to annually report sexual assault and other campus crime statistics to the public in the instant Annual Security Report. Campus crime statistics do not contain specific victim-identifying information. The University may issue an N-Safe 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-Safe procedures, see <http://www.neiu.edu/n-safe>.

It is important to share the safe spaces for addressing sexual harassment matters on campus. student facing sexual harassment may choose to contact Northeastern's Office of Student Health Services or Office of Student Counseling Services. The nurses, counselors and licensed medical professionals in these offices are legally privileged to keep communications confidential. A student may choose to contact Northeastern's Confidential Advisor, at [confidentialadvisor@neiu.edu](mailto:confidentialadvisor@neiu.edu). The Confidential Advisor is employed by NEIU to provide emergency and ongoing support to student survivors of sexual harassment. The Confidential Advisor informs survivors of their rights and reporting options and provides resources and support. Reporting an incident to the Confidential Advisor does not constitute the reporting of a sexual harassment to the University.

Students *and* employees may also contact the Ombuds at 773-442-4527. Reporting an incident to the Ombuds does not constitute the reporting of sexual harassment to the University.

## **Access**

Northeastern takes every step to ensure that individuals reporting sexual harassment are treated respectfully and listened to carefully. It is well-documented that individuals in underrepresented groups are impacted by sexual harassment at a higher rate than their peers. This includes people of color, veterans, persons with LGBTQ identities, undocumented students, and persons with disabilities. The Title IX Office is dedicated to a culturally competent approach, and recognizes the societal and institutional barriers for many members of our campus community. It is important to address those barriers and provide full access to the Title IX process. For example, disabled students will be provided the ADA accommodations they need throughout the Title IX process. Every effort will be made to ensure full access for every person who contacts the Title IX Office. Please do not hesitate to contact the Title IX Office with any specific concerns.

## **Resources**

The needs of an individual who has experienced sexual harassment 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 experienced sexual violence in particular 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 might be important.

The University urges survivors of sexual assault to understand that the use of alcohol or drugs never makes the survivor at fault.

Following are on campus and off campus services and resources:

### University Resources

#### ***Confidential***

Confidential Advisor (students): [confidentialadvisor@neiu.edu](mailto:confidentialadvisor@neiu.edu)

[Employee Assistance Program](#) (employees): 773-442-5202

[University Ombuds](#) (employees & students): 773-442-4527

[Student Counseling Services Counselors](#) (students): 773-442-4650

[Student Health Services](#) (students): 773-442-5800

#### ***Non-Confidential***

[Title IX Office](#) (students and employees): 773-442-5412

[Angelina Pedroso Center for Diversity and Intercultural Affairs](#) (students): 773-442-5449

[Behavioral Concerns Team](#) (students and employees): [BCT@neiu.edu](mailto:BCT@neiu.edu)

Campus Violence Prevention Committee (students and employees): 773-442-4600

[Dean of Students](#) (students): 773-442-4610

[University Police](#) (students and employees): 773-442-4100 (non-emergency), 773-442-5511 (emergency)

### Off Campus Resources

[Advocate Illinois Masonic Medical Center Crisis Line](#) (24 hours): (773) 296-5380

[Apna Ghar](#) (serving immigrants from Asia & Africa/counseling/shelter): 24 hour crisis hotline (773) 334-4663

[Between Friends](#) (24 hours/legal assistance/information/counseling for domestic violence): (800) 603-4357

[Center on Halsted](#) (LGBTQIA community/resource line/counseling/mental health services): (773) 472-6469

[Chicago Alliance Against Sexual Exploitation](#) (advocacy, legal services): (773) 244-2230

[Chicago Bar Association](#) (legal services): (312) 554-2000

[Chicago Hearing Society](#) (domestic violence counseling/deaf or hard of hearing): (773) 904-0156/videophone, (773) 248-9121 ext. 300/voice, (773) 248-9174/TTY

[Chicago Rape Crisis Hotline](#) (24 hours/referrals/information/counseling): (888) 293-2080

[Chicago Women's Health Center](#) (gynecological care/counseling): (773) 935-6126

[Howard Brown Health: In Power\\* Project](#) (STI testing/treatment, support, legal advocacy): (773) 388-1600

[Illinois Coalition Against Sexual Assault](#) (counseling/education/advocacy): (217) 753-4117

KAN-WIN (serving Korean/Korean-American women/24 hour hotline/legal advocacy): (773) 583-0880

Life Span (domestic violence and sexual assault) - Legal Services: (312) 408-1210

Life Span - Counseling Services: (847) 824-0382

LGBT Crisis Hotline (24 hours/referrals/information/counseling): (773) 871-2273

City of Chicago Division on Domestic Violence (24 hours/referrals/information): (877) 863-6338

Mujeres Latinas en Acción (serving Latina women/24 hour hotline): (773) 890-7676

National Sexual Assault Hotline (24-hour helpline): (800) 656-4673

National Suicide Prevention Lifeline: (800) 273-TALK (8255), en Español (888) 628-9454

Porchlight Counseling Services: (24-hour helpline for survivors of sexual assault) (847) 328-6531

Administrative office: (847) 328-6531

Resilience (formerly Rape Victim Advocates (counseling)): 1-800-293-2080

## **Working with Law Enforcement**

Because some of the misconduct under the Sexual Harassment policy may be criminal activities (i.e., domestic violence, dating violence, sexual assault and stalking), persons having knowledge of a possible violation are strongly encouraged to report the misconduct promptly to University Police and/or to local law enforcement authorities. Reporting is not required. Every individual alleging such a claim maintains the personal right to file criminal charges with the appropriate local law enforcement agency, in addition to filing an incident report within the University. Northeastern makes known these rights and will reasonably assist students or employees in such filings when requested. Regardless of whether the victim of a crime elects to or is unable to make such a report, University Police will provide resources as stated above to the victim and assist with short or long term accommodations as necessary.

The University offers the following resources for filing for a legal order of protection or no-contact order and will comply institutionally with any such legal order. For more information, please visit the following: <http://illinoisattorneygeneral.gov/women/ordersofprotection.html>  
<http://illinoisattorneygeneral.gov/women/IllinoisLawCanProtectYouFromStalking.pdf>.

## **Educational Programming in Prevention and Awareness**

Northeastern is deeply committed to eliminating sexual harassment through providing training and educational programs. These programs are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by relevant research.

Due to the safety concerns caused by the Covid-19 pandemic, most programs in 2020 were put on hold. Instead, the Title IX Office worked closely with the K(NO)W More Team to develop

programs for 2021, when face to face learning would safely resume at Northeastern. The following trainings or programs took place *before* the University shut down for remote working/learning in March 2020:

- **Sexual Harassment Prevention & Responsible Employee Training.** January 8, 2020, February 5, 2020, and March 4, 2020. In person trainings to new employees provided by the Title IX Office.
- **Learn & Lead Symposium.** February 4, 2020. “How to Help Students in Crisis” interactive presentation provided to University staff and faculty by the Title IX Office and the Dean of Students.

Northeastern has been engaged in new hire and annual training as to sexual harassment prevention and education since 2014. Since March 2014, all new employees have been provided in person sexual harassment and awareness training from the Title IX Office. All new first-year and transfer students since summer 2014 have been required to complete the online HAVEN sexual assault prevention and awareness module. Through the Title IX Office, faculty and staff all receive annual mandatory prevention and awareness online training.

Importantly, in 2019, NEIU launched the "K(NO)W More" Campaign, which is grant-funded by the U.S. Department of Justice. This Awareness and Prevention Campaign provides significant support and resources to those impacted by sexual violence. K(NO)W More strives to create a welcoming, inclusive campus environment where all members of the community feel safe and supported to succeed in their life goals in an environment free of sexual violence. The NEIU Police Department partners with the K(NO)W More Campaign to help achieve its mission. The U.S. Department of Justice renewed the grant for three additional years in August 2021. Find more information here: <https://www.neiu.edu/university-life/know-more>.

## **Prevention and Awareness of Sex Offenses**

A variety of offices provide services aimed at the prevention of sex offenses as well as educational programs about the awareness of rape, acquaintance rape, and other sex offenses. Information about current relevant co-curricular programming is available in the Dean of Students Office, and information about relevant academic programming is listed in the current Schedule of Classes. Services and educational programs include, but are not limited to, those cited below:

1. University Police provide a free escort service to walk people to and from campus locations, including cars in campus parking lots. Students can call University Police at ext. 4100 to request an escort. At the Carruthers Center for Inner City Studies, request can be made at the main reception desk for an escort to the parking lots, to on-street parking on Oakwood Blvd., or to the bus stop. At the Center for College Access and Success (formerly CTC) and El Centro campuses, building security personnel will escort people to the parking lot upon request. Requests can also be made via the Campus Shield Smartphone App.

2. Code Blue emergency telephones, directly linked to University Police, are located at strategic outside locations on the main campus.
3. Closed circuit television monitors campus parking lots.
4. Telephones in all campus elevators connect directly to University Police.
5. The numerous house phones on campus are answered by University Police at ext. 4100 or ext. 5511 for emergencies.
6. The University Police participate in Fall into Fun Week each Fall Semester and provide relevant hand-outs and brochures.
7. University Outreach and Equal Employment Office has available a videotape, Betrayal of Trust: Acquaintance Rape in America and related discussion materials for use in campus programs.
8. Academic courses in several programs including Justice Studies, Sociology, and Women's and Gender Studies regularly include content on selected aspects of sexual violence and assault.

### **Procedures to Follow if a Sex Offense Occurs**

1. If a sex offense occurs, the victim should give first priority to personal safety by seeking immediate assistance at the nearest hospital or police station or, if on the main campus, at University Police (ext. 4100). University Police staff are available 24 hours per day.
2. If personal safety is not an immediate concern, the victim may also seek confidential assistance at a safe space office. For more information about the University's confidential resources, please see the Confidentiality section above. After discussing any concerns with a confidential resource at Northeastern, the victim may choose to file a complaint with the Title IX Coordinator.
3. Victims may give serious consideration to reporting incidents to the proper law enforcement agency. If the victim chooses to report an incident of sexual violence, it should be reported to the appropriate police department or, if the incident occurred on campus, University Police is available to assist a victim in reporting any incident of sexual violence to the proper law enforcement agency. The victim may be accompanied by a person of support throughout this process.

University Police are required to notify the University's Title IX Coordinator about any sexual violence reports. For criminal prosecution, University Police will refer the matter to detectives of the violent crimes unit of the Chicago Police Department. A victim may choose to not notify law enforcement.

## Campus Security Authorities

The Jeanne Clery Disclosure of Campus Security Policies and Campus Crime Statistics Act, 20 U.S.C. § 1092(f) requires the university to identify individuals and organizations that meet the definition of a Campus Security Authority. A Campus Security Authority (CSA) reports to the University Police Department those allegations of Clery Act crimes that he or she concludes were made in good faith. Clery Act crimes include: *Murder and Non-negligent Manslaughter, Negligent Manslaughter, Forcible Sex Offenses, Non-forcible Sex Offenses, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Dating Violence, Domestic Violence and Stalking*. CSA's are provided with a training video to help ensure that they know what is required of them. Both the training video and a reporting form are available on the NEIUpport / NEIUworks system.

Campus Security Authorities are located in many offices on campus and are listed below:

Title	Location	Phone	Total CSAs
ACADEMIC AFFAIRS PROVOST	BUILDING C C-102	773-442-5420	2
ACCOUNTING, BUSINESS LAW AND FINANCE	CBM BUILDING CBM- 178	773-442-6140	1
ADVISING CENTER	LECH WALESA HALL LWH-0027	773-442-5470	2
DEPARTMENT OF ART	FINE ARTS BUILDING FAB-105B	773-442-4910	1
DEPARTMENT OF BIOLOGY	BROMMEL HALL BBH-358G	773-442-5740	1
CAMPUS RECREATION	PE COMPLEX PE-1111	773-442-4135	6
CAREER DEVELOPMENT	BUILDING B B-119	773-442-4680	1
CARRUTHERS CENTER FOR INNER CITY STUDIES	700 E. OAKWOOD BLVD	773-268-7500	3
CENTER FOR ACADEMIC WRITING	LIBRARY BUILDING LIB- 467	773-442-4492	1
ANGELINA PEDROSO CENTER FOR DIVERSITY AND INTERCULTURAL AFFAIRS	BUILDING B B-159	773-442-5449	5
CHEMISTRY	BROMMEL HALL	773-442-5670	1

	BBH-214H		
CHILD CARE CENTER	CHILD CARE CENTER	773-442-4540	1
CLINICAL EXPERIENCES AND STUDENT TEACHING	LECH WALESIA HALL LWH- 4023	773-442-5350	1
COLLEGE OF ARTS AND SCIENCES	BROMMEL HALL BBH-158	773-442-5700	3
COLLEGE OF BUSINESS AND MANAGEMENT	CBM BUILDING CBM- 184	773-442-6100	2
DANIEL L. GOODWIN COLLEGE OF EDUCATION	LECH WALESIA HALL LWH- 4044	773-442-5500	2
COLLEGE OF GRADUATE STUDIES AND RESEARCH	LECH WALESIA HALL LWH- 0006	773-442-6012	2
COMMUNICATION, MEDIA AND THEATRE	FINE ARTS BUILDING FAB- 240	773-442-5950	2
STUDENT COMPUTING SERVICES	BUILDING B B-107	773-442-4390	3
COMPUTER SCIENCE	LECH WALESIA HALL LWH- 3053	773-442-4720	1
STUDENT COUNSELING SERVICES	BUILDING D B-119	773-442-4650	2
STUDENT HEALTH SERVICES	BUILDING E E-051	773-442-5800	2
COUNSELOR EDUCATION	LECH WALESIA HALL LWH- 4073	773-442-5550	1
CENTER FOR COLLEGE ACCESS AND SUCCESS	770 N. Halsted St Suite 420	312-563-7330	6
DEAN OF STUDENTS	BUILDING B B-119	773-442-4184	2
ECONOMICS AND GEOGRAPHY AND ENVIRONMENTAL STUDIES	BROMMEL HALL BBH-346C	773-442-5690	1
EDUCATIONAL INQUIRY AND CURRICULUM STUDIES	LECH WALESIA HALL LWH- 4010	773-442-5586	1
EDUCATIONAL LEADERSHIP AND DEVELOPMENT	LECH WALESIA HALL LWH- 4040	773-442-5540	1
EL CENTRO	3390 N. AVONDALE	773-442-4080	2
DEPARTMENT OF ENGLISH	LECH WALESIA HALL LWH- 2011	773-442-5810	1
ENROLLMENT MANAGEMENT SERVICES	BUILDING D D-120	773-442-4046	5
EQUAL OPPORTUNITY, AFFIRMATIVE ACTION AND ETHICS	BUILDING C C -216	773-442-5416	1
OFFICE OF THE VICE PRESIDENT OF FINANCE AND ADMINISTRATION	BUILDING C C- 316	773-442-5100	1
OFFICE OF FINANCIAL AID	BUILDING D D- 200	773-442-5000	2
FIRST-YEAR EXPERIENCE	LECH WALESIA HALL	773-442-4297	1

	LWH- 3026		
GRADUATE ENROLLMENT SERVICES	BUILDING D D-101D	773-442-6001	1
HEALTH SERVICES	BUILDING D E-051	773-442-5800	1
HEALTH, PHYSICAL EDUCATION, RECREATION & ATHLETICS	PE COMPLEX PE-1145	773-442-5560	1
DEPARTMENT OF HISTORY	LECH WALESIA HALL LWH- 4086	773-442-5630	1
HONORS PROGRAM	BUILDING B B-141	773-442-6044	1
OFFICE OF HUMAN RESOURCES	5555 N. BERNARD	773-442-5200	2
OFFICE OF INTERNATIONAL PROGRAMS	LECH WALESIA HALL LWH- 0008	773-442-4796	2
JUSTICE STUDIES	LECH WALESIA HALL LWH- 4062	773-442-4790	1
DEPARTMENT OF SOCIOLOGY, LATINO/A & LATIN AMERICAN STUDIES AND WOMEN'S AND GENDER STUDIES	LECH WALESIA HALL LWH- 2003	773-442-4741 773-442-4550	2
LEARNING SUPPORT CENTER	LIBRARY BUILDING LIB- 454	773-442-4568	1
LIBRARY	LIBRARY BUILDING LIB- 129	773-442-4400	2
LITERACY EDUCATION DEPARTMENT	LECH WALESIA HALL LWH -2003	773-442-5365	1
DEPARTMENT OF MANAGEMENT AND MARKETING	CBM BUILDING CBM-178	773-442-6120	1
DEPARMENT OF MATHEMATICS	BROMMEL HALL BBH-214C	773-442-5760	1
DEPARTMENT OF MUSIC	FINE ARTS BUILDING FAB-128	773-442-5900	1
NEW STUDENT AND FAMILY PROGRAMS	BUILDING C C-524	773-442-4078	1
NONTRADITIONAL DEGREE PROGRAMS	BUILDING B B-147	773-442-6030	1
DEPARTMENT OF PHYSICS	BROMMEL HALL BBH-217E	773-442-6050	1
UNIVERSITY POLICE DEPARTMENT	PARKING FACILITY PF-104	773-442-4100	35
POLITICAL SCIENCE	LECH WALESIA HALL LWH-2080	773-442-5660	1
PRESIDENT'S OFFICE	BUILDING C C-207	773-442-5400	1
PROJECT SUCCESS AND PROYECTO PA'LANTE	LECH WALESIA HALL LWH-4029	773-442-4980	2
PSYCHOLOGY	BROMMEL HALL	773-442-5840	1

	BBH-313F		
SCHOLARSHIPS OFFICE	BUILDING D D-200	773-442-5000	1
SOCIAL WORK	LECH WALESIA HALL LWH-3077	773-442-4760	1
SPECIAL EDUCATION	LECH WALESIA HALL LWH-4058	773-442-5580	1
OFFICE OF STUDENT AFFAIRS	BUILDING C C-329	773-442-4600	2
STUDENT CENTER FOR SCIENCE ENGAGEMENT	BROMMEL HALL BBH-235	773-442-5636	1
STUDENT DISABILITY SERVICES	BUILDING D D-104	773-442-4595	1
OFFICE OF STUDENT EMPLOYMENT	BUILDING D D-012	773-442-4696	2
STUDENT LEADERSHIP DEVELOPMENT	BUILDING E E-050B	773-442-4970	2
STUDENT SUCCESS AND RETENTION	LECH WALESIA HALL C-500	773-442-4297	1
STUDENT TRANSITION SERVICES	BUILDING C C-519	773-442-4244	1
STUDENT UNION, EVENT AND CONFERENCE SERVICES	STUDENT UNION SU-207	773-442-4630	3
TEACHER EDUCATION	LECH WALESIA HALL LWH-3040	773-442-5380	1
TEACHER QUALITY ENHANCEMENT PROGRAMS, MIDDLE SCHOOL	BUILDING C C-522	773-442-5571	1
TEACHING ENGLISH AS A SECOND / FOREIGN LANGUAGE	LECH WALESIA HALL LWH-3062	773-442-5870	1
TRIO STUDENT SUPPORT SERVICES - ACCESS	LIBRARY BUILDING LIB-412	773-442-4981	1
WORLD LANGUAGES AND CULTURES	LECH WALESIA HALL LWH-2040	773-442-4740	1

## Crime Statistics

The following statistics are provided in compliance with the Jeanne Clery Disclosure of Campus Security Policies and Campus Crime Statistics Act, 20 U.S.C. § 1092(f). The classifications are those used in the Federal Uniform Crime Report and differ somewhat in definition from the State of Illinois' Criminal Code.

The following statistics are provided in compliance with the Jeanne Clery Disclosure of Campus Security Policies and Campus Crime Statistics Act, [20 U.S.C. § 1092\(f\)](#).

The classifications listed are those used in the Federal Uniform Crime Reporting Program and differ somewhat in definition from the State of Illinois Criminal Code.

### Key

#### Main Campus

5500 North St. Louis Avenue,  
Chicago, Illinois 60625

#### El Centro

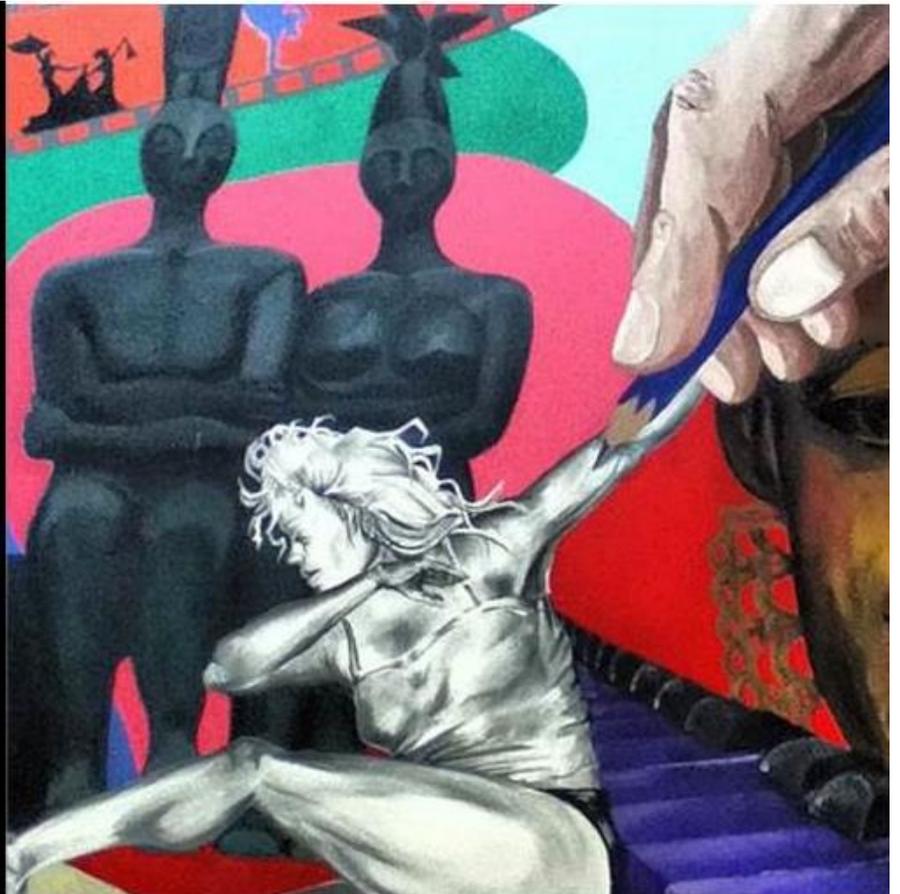
3390 North Avondale Avenue,  
Chicago, Illinois 60618

#### Jacob H. Carruthers Center for Inner City Studies

700 East Oakwood Boulevard,  
Chicago, Illinois 60653

#### Center for College Access and Success

770 North Halsted Street, Suite 420,  
Chicago, Illinois 60642



## Main Campus

<b>Offense</b>	<b>2018 On Campus</b>	<b>2018 Non Campus</b>	<b>2018 Public Property</b>	<b>2019 On Campus</b>	<b>2019 Non Campus</b>	<b>2019 Public Property</b>	<b>2020 On Campus</b>	<b>2020 Non Campus</b>	<b>2020 Public Property</b>
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	1	0	0	1	0	0	0	0	0
Fondling	2	0	0	2	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	1	0	0	0	3	0	0	0
Aggravated Assault	0	0	1	0	0	2	0	0	0
Burglary	0	0	0	1	0	0	0	1	0
Motor Vehicle Theft	0	0	1	0	0	0	0	0	2
Arson	0	0	0	0	0	0	0	0	0
Unfounded	2	0	0	0	0	0	0	0	0
<b>Arrest</b>	<b>2018 On Campus</b>	<b>2018 Non Campus</b>	<b>2018 Public Property</b>	<b>2019 On Campus</b>	<b>2019 Non Campus</b>	<b>2019 Public Property</b>	<b>2020 On Campus</b>	<b>2020 Non Campus</b>	<b>2020 Public Property</b>
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Law Violation	2	0	0	0	0	0	0	0	0
Weapons Possession	0	0	1	0	0	0	0	0	0
<b>Referrals to Student Due Process</b>	<b>2018 On Campus</b>	<b>2018 Non Campus</b>	<b>2018 Public Property</b>	<b>2019 On Campus</b>	<b>2019 Non Campus</b>	<b>2019 Public Property</b>	<b>2020 On Campus</b>	<b>2020 Non Campus</b>	<b>2020 Public Property</b>
Liquor Law Violations	8	0	0	5	0	0	0	0	0
Drug Law Violation	17	0	0	7	0	0	4	0	0
Weapons Possession	0	0	0	0	0	0	2	0	0
<b>Hate Crimes</b>	<b>2018 On Campus</b>	<b>2018 Non Campus</b>	<b>2018 Public Property</b>	<b>2019 On Campus</b>	<b>2019 Non Campus</b>	<b>2019 Public Property</b>	<b>2020 On Campus</b>	<b>2020 Non Campus</b>	<b>2020 Public Property</b>
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Larceny-Theft	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0

Gender Identity	0	0	0	0	0	0	0	0	0
Destruction/Damage/ Vandalism of Property	0	0	0	0	0	0	0	0	0
Unfounded	0	0	0	0	0	0	0	0	0

## El Centro

Offense	2018 On Campus	2018 Non Campus	2018 Public Property	2019 On Campus	2019 Non Campus	2019 Public Property	2020 On Campus	2020 Non Campus	2020 Public Property
Murder and Non- Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Unfounded	0	0	0	0	0	0	0	0	0
<b>Arrest</b>	<b>2018 On Campus</b>	<b>2018 Non Campus</b>	<b>2018 Public Property</b>	<b>2019 On Campus</b>	<b>2019 Non Campus</b>	<b>2019 Public Property</b>	<b>2020 On Campus</b>	<b>2020 Non Campus</b>	<b>2020 Public Property</b>
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0
Weapons Possession	0	0	0	0	0	0	0	0	0
<b>Referrals to Student Due Process</b>	<b>2018 On Campus</b>	<b>2018 Non Campus</b>	<b>2018 Public Property</b>	<b>2019 On Campus</b>	<b>2019 Non Campus</b>	<b>2019 Public Property</b>	<b>2020 On Campus</b>	<b>2020 Non Campus</b>	<b>2020 Public Property</b>
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0
Weapons Possession	0	0	0	0	0	0	0	0	0
<b>Hate Crimes</b>	<b>2018 On Campus</b>	<b>2018 Non Campus</b>	<b>2018 Public Property</b>	<b>2019 On Campus</b>	<b>2019 Non Campus</b>	<b>2019 Public Property</b>	<b>2020 On Campus</b>	<b>2020 Non Campus</b>	<b>2020 Public Property</b>
Murder and Non- Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0

Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Larceny-Theft	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0	0	0	0	0	0	0
Unfounded	0	0	0	0	0	0	0	0	0

### Carruthers Center for Inner City Studies (CCICS)

Offense	2018 On Campus	2018 Non Campus	2018 Public Property	2019 On Campus	2019 Non Campus	2019 Public Property	2020 On Campus	2020 Non Campus	2020 Public Property
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	1	0	1	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	2	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Unfounded	0	0	0	0	0	0	0	0	0
Arrest	2018 On Campus	2018 Non Campus	2018 Public Property	2019 On Campus	2019 Non Campus	2019 Public Property	2020 On Campus	2020 Non Campus	2020 Public Property
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0
Weapons Possession	0	0	0	0	0	0	0	0	0
Referrals to Student Due Process	2018 On Campus	2018 Non Campus	2018 Public Property	2019 On Campus	2019 Non Campus	2019 Public Property	2020 On Campus	2020 Non Campus	2020 Public Property
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0
Weapons Possession	0	0	0	0	0	0	0	0	0

<b>Hate Crimes</b>	<b>2018 On Campus</b>	<b>2018 Non Campus</b>	<b>2018 Public Property</b>	<b>2019 On Campus</b>	<b>2019 Non Campus</b>	<b>2019 Public Property</b>	<b>2020 On Campus</b>	<b>2020 Non Campus</b>	<b>2020 Public Property</b>
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Larceny-Theft	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Destruction/Damage/ Vandalism of Property	0	0	0	0	0	0	0	0	0
Unfounded	0	0	0	0	0	0	0	0	0

### Center for College Access and Success (formerly CTC)

<b>Offense</b>	<b>2018 On Campus</b>	<b>2018 Non Campus</b>	<b>2018 Public Property</b>	<b>2019 On Campus</b>	<b>2019 Non Campus</b>	<b>2019 Public Property</b>	<b>2020 On Campus</b>	<b>2020 Non Campus</b>	<b>2020 Public Property</b>
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	1	0	0	0
Burglary	0	0	0	1	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	3	0	0	1
Arson	0	0	0	0	0	0	0	0	0
Unfounded	0	0	0	0	0	0	0	0	0
<b>Arrest</b>	<b>2018 On Campus</b>	<b>2018 Non Campus</b>	<b>2018 Public Property</b>	<b>2019 On Campus</b>	<b>2019 Non Campus</b>	<b>2019 Public Property</b>	<b>2020 On Campus</b>	<b>2020 Non Campus</b>	<b>2020 Public Property</b>
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0
Weapons Possession	0	0	0	0	0	0	0	0	0
<b>Referrals to Student Due Process</b>	<b>2018 On Campus</b>	<b>2018 Non Campus</b>	<b>2018 Public Property</b>	<b>2019 On Campus</b>	<b>2019 Non Campus</b>	<b>2019 Public Property</b>	<b>2020 On Campus</b>	<b>2020 Non Campus</b>	<b>2020 Public Property</b>
Liquor Law Violations	0	0	0	0	0	0	0	0	0

Drug Law Violation	0	0	0	0	0	0	0	0	0
Weapons Possession	0	0	0	0	0	0	0	0	0
<b>Hate Crimes</b>	<b>2018 On Campus</b>	<b>2018 Non Campus</b>	<b>2018 Public Property</b>	<b>2019 On Campus</b>	<b>2019 Non Campus</b>	<b>2019 Public Property</b>	<b>2020 On Campus</b>	<b>2020 Non Campus</b>	<b>2020 Public Property</b>
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Larceny-Theft	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0	0	0	0	0	0	0
Unfounded	0	0	0	0	0	0	0	0	0

## Crime Statistics (VAWA)

The following statistics are provided in compliance with the Campus Sexual Violence Elimination Act, an amendment to the Jeanne Clery Disclosure of Campus Security Policies and Campus Crime Statistics Act, 20 U.S.C. § 1092(f). The classifications are those used in the Federal Uniform Crime Report and differ somewhat in definition from the State of Illinois' Criminal Code.

### Main Campus

<b>Offense</b>	<b>2018 On Campus</b>	<b>2018 Non Campus</b>	<b>2018 Public Property</b>	<b>2019 On Campus</b>	<b>2019 Non Campus</b>	<b>2019 Public Property</b>	<b>2020 On Campus</b>	<b>2020 Non Campus</b>	<b>2020 Public Property</b>
Domestic Violence	0	0	0	1	0	0	0	0	0
Stalking	6	0	0	1	2	0	0	0	0
Dating Violence	2	0	0	1	0	0	0	0	0
<b>Hate Crimes</b>	<b>2018 On Campus</b>	<b>2018 Non Campus</b>	<b>2018 Public Property</b>	<b>2019 On Campus</b>	<b>2019 Non Campus</b>	<b>2019 Public Property</b>	<b>2020 On Campus</b>	<b>2020 Non Campus</b>	<b>2020 Public Property</b>
National Origin	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0

### El Centro (Avondale)

Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
<b>Hate Crimes</b>	<b>2018 On Campus</b>	<b>2018 Non Campus</b>	<b>2018 Public Property</b>	<b>2019 On Campus</b>	<b>2019 Non Campus</b>	<b>2019 Public Property</b>	<b>2020 On Campus</b>	<b>2020 Non Campus</b>	<b>2020 Public Property</b>
National Origin	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0

### CCICS

Offense	2018 On Campus	2018 Non Campus	2018 Public Property	2019 On Campus	2019 Non Campus	2019 Public Property	2020 On Campus	2020 Non Campus	2020 Public Property
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
<b>Hate Crimes</b>	<b>2018 On Campus</b>	<b>2018 Non Campus</b>	<b>2018 Public Property</b>	<b>2019 On Campus</b>	<b>2019 Non Campus</b>	<b>2019 Public Property</b>	<b>2020 On Campus</b>	<b>2020 Non Campus</b>	<b>2020 Public Property</b>
National Origin	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0

### CCAS

Offense	2018 On Campus	2018 Non Campus	2018 Public Property	2019 On Campus	2019 Non Campus	2019 Public Property	2020 On Campus	2020 Non Campus	2020 Public Property
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
<b>Hate Crimes</b>	<b>2018 On Campus</b>	<b>2018 Non Campus</b>	<b>2018 Public Property</b>	<b>2019 On Campus</b>	<b>2019 Non Campus</b>	<b>2019 Public Property</b>	<b>2020 On Campus</b>	<b>2020 Non Campus</b>	<b>2020 Public Property</b>
National Origin	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0

**Daily Crime Log**

University Police maintains a Daily Crime Log which is available to the public for review at the University Police Office 3659 W. Bryn Mawr Ave. A version of the Daily Crime Log is also available on the University Police web page which is located at <https://www.neiu.edu/university-life/university-police>.

**Distribution**

To inform members of the campus community about this policy, the University will select several means for distribution such as: (but not limited to) printing in the Student Handbook and/or the student newspaper and the University's website at [www.neiu.edu](http://www.neiu.edu).



## Fire Safety Report

Beginning with the 2010 Clery Report, a requirement was put into place regarding the reporting of residence hall fire statistics, policies and safety programs. Northeastern Illinois University opened its first residence hall (The NEST) in the fall of 2017. This report covers the fire statistics, safety systems and policies of the residential facility.

### *Fire Statistics*

Building Name	Address	Year	Fire Number	Cause of Fire	Injuries	Deaths	Property Damage
The NEST	3659 W. Bryn Mawr	2017	0	DNA	0	0	DNA
		2018	0	DNA	0	0	DNA
		2019	2	Cooking (2)	0	0	None
		2020	0	DNA	0	0	DNA

### *Fire Safety Systems*

Facility	Address	Fire Alarm Monitoring Done On-Site	Full Sprinkler System	Smoke Detectors	Fire Extinguisher Devices	Evacuation Plans and Placards	Number of Evacuation (Fire) Drills Each Year
The NEST	3659 W. Bryn Mawr	X	X	X	X	X	2

### **Fire Notifications**

Students, faculty and staff should report all fires to University Police; both emergency situations and notifications serving as after the fact disclosure purposes. University Police, Facilities, Student Housing, and Risk Management are informed of a fire incident so that appropriate follow up and recovery can occur.

### **Fire Drills**

There are two unannounced fire drills held every school year in the residence hall, one per semester. These drills are in collaboration between Student Housing, Facilities and University Police.

## **Education and Training**

Fire safety and response are covered by Student Housing staff during mandatory floor meetings at the beginning of each school year. At this time, evacuation procedures are explained and are as follows:

- At the activation of a Fire Alarm, every person in the building must evacuate immediately
- They are to respond to their assigned “rally point”. The NEST rally point is the Northeast corner of Lot J next to the Library
- Anyone who remains in the building will be documented for failure to comply with fire evacuation procedures
- No one is allowed to re-enter the building until an all-clear has been issued by Facilities.

Evacuation placards are posted in each hall outlining the designated evacuation routes. In addition, students are informed of evacuation procedures and rally points in the form of an email during the fire drills in the Fall and Spring semesters (in September and February respectively). Emergency procedures, including fire alarm response are covered in materials for RA and RD training. Hall staff is also sent detailed instructions about their roles during a fire alarm as well as follow up information after fire alarms each semester. Fire alarm response is covered in floor meetings with students at the beginning of each semester and follow up information is sent to students via email after the scheduled fire drills occur each semester.

## **Smoking**

Smoking is prohibited on all University property including inside the residence hall. Chicago Ordinance 7-32 also prohibits smoking within 15 feet of the entrance or exit of any building or any air intake system to any structure.

Persons found to be smoking on University property or within a University building will be referred to Human Resources or the Dean of Students Office.

## **Prohibited Items**

The NEST resident handbook contains a section on fire safety. In this section are the prohibited items include: incense, candles, open flames, fog machines, flammable/explosive liquids, halogen lights, space heaters and refrigerators over four cubic feet. All resident and common areas are considered 100% smoke free. Smoking and use of all electronic smoking devices are strictly prohibited on Nest property. Smoking on all Northeastern Illinois University is also prohibited.

## Fire Log

A fire log is maintained by Student Housing and the University Police and is available for review upon request. Requests should be made in person or to the Department office:

Student Housing  
5500 N. St. Louis Ave.  
Chicago, IL 60625

University Police  
5500 N. St. Louis  
Chicago, IL 60625

## Student Housing Evacuation Procedures in Case of a Fire

- If you hear a fire alarm immediately evacuate the building using the nearest available exit. **Do not attempt to fight a fire yourself unless you have been trained to do so.**
- Awaken any sleeping roommate or suitemates. Prepare to evacuate by putting on shoes and coat if necessary. Feel the doorknob and door. If they are hot, do not open the door. If they are cool, open slowly, if heat or heavy smoke rushes in, close the door immediately and remain inside.
- When leaving your room, be sure to take your key in case it is necessary to return to the room in case conditions in the corridor deteriorate. Make sure to close the door tightly when evacuating.
- Residence life staff members who are present on their floors should facilitate the evacuation of their floor/section if possible. When the alarm sounds shout (Example: there is an emergency in the building leave by the nearest exit) and knock on doors as they make their way to the nearest exit and out of the building.
- When exiting in smoky conditions keep your hand on the wall and crawl to the nearest exit. Always know more than one path out of your location and the number of doors between your room and the exit.
- **DO NOT USE ELEVATORS.** Elevator shafts may fill with smoke or the power may fail, leaving you trapped. Elevators have features that recall and deactivate during an alarm. Standing and waiting for an elevator wastes valuable time.
- Each resident should report to their assigned assembly area. Resident life staff should report to their assigned assembly area and make sure that students have cleared the building. Conduct a head count and do not allow re-entry into the building until directed to do so by emergency personnel.

## Reporting a Fire for Inclusion in the Fire Statistics

Per federal law, Northeastern Illinois University is required to annually disclose statistical data on all fires that occur in on-campus student housing facilities. Therefore, if you encounter a live fire in one of these facilities, you should immediately get to a safe place, and then dial 911. Once the emergency has passed you should notify the University Police at 773-442-4100 to investigate and document the incident for disclosure in the University's annual fire statistics.

If a member of the Northeastern Illinois University community finds evidence of a fire that has been extinguished, and the person is not sure if the University Police has already responded, the community member should immediately notify the University Police at 773-442-4100 to investigate and document the incident for disclosure in the University's annual fire statistics.

### **Procedures for Student Housing Evacuation in Case of a Fire**

In the event of a fire, the University expects that all campus community members will evacuate by the nearest exit, closing doors and activating the fire alarm system (if one is present) as they leave. Once safely outside a building, it is appropriate to contact 911 and the University Police. Student and/or staff are informed to relocate to the appointed rally point by staff if circumstances warrants at the time of the alarm. In the event a fire alarm sounds, University policy is that all occupants must evacuate the building, closing doors as they leave. No training is provided to students or employees in firefighting or suppression activity as this is inherently dangerous and each community member's only duty is to exit quickly and safely, shutting the doors along the exit path as they go to contain the spread for flames and smoke, to activate the alarm as they exit. At no time should the closing of doors or the activation of the alarm delay exit from the building.

### **Plans for Improvement to Fire Safety**

The University does not have any planned improvements in fire safety at this time.