

Preventing Sexual Violence in Higher Education Act Annual Report



Submitted by Natalie Brouwer Potts, Title IX Coordinator on October 11, 2022
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Submitted for Main Campus, El Centro, Jacob H. Carruthers Center for
Inner City Studies and University Center of Lake County

Introduction

Providing an environment free from sexual violence is of the highest priority for Northeastern Illinois University (Northeastern). Preventing and remedying sexual violence is a campus-wide responsibility, led by the University's Title IX Office. The Title IX Office oversees the implementation and enforcement of the appropriate policy requirements in the University's Sexual Harassment policy, which addresses all forms of sexual violence. This policy provides extensive guidance on Title IX reporting, investigation/hearing procedures, and institutional requirements. In addition, Northeastern is deeply committed to eliminating sexual violence through training and educational programs, described more fully below.

Notably, the University is receiving assistance from a federal grant in its substantial efforts to eliminate sexual violence. The University has recently completed the fourth year of a six-year grant from the Office of Violence Against Women (OVW) in the U.S. Department of Justice. The OVW grant has supported the formation of the University's K(NO)W More campaign, which provides significant support and resources to those impacted by sexual violence. The K(NO)W More team advances the University's commitment to ensuring that individuals who have experienced sexual violence are treated respectfully and listened to carefully. It is well-documented that individuals in underrepresented groups are impacted by sexual violence at a higher rate than their peers. This includes people of color, veterans, members of the LGBTQ+ community, undocumented students, indigenous persons, and persons with disabilities.

Along with the Title IX Office, the K(NO)W More team focuses on the institutional development and strengthening of trauma-informed victim services and strategies to prevent, investigate, and respond to sexual assault, domestic violence, dating violence and stalking. The K(NO)W More team regularly develops campus-wide coordinated responses involving campus victim service providers, law enforcement, health providers, housing officials, administrators, student leaders, and representatives from student organizations. In addition, the OVW grant supports improving campus responses to link to local off-campus criminal justice agencies and service providers, including local law enforcement agencies, prosecutors' offices, courts, and nonprofit, nongovernmental victim advocacy and victim services organizations. As a result of the OVW grant, Northeastern has advanced its culturally relevant policies and protocols, developed additional victim services and advocacy programs, and implemented effective prevention approaches.

Finally, this Report has been prepared according to the requirements in the Illinois Preventing Sexual Violence in Higher Education Act. Because this Report was prepared for a specific purpose, in accordance with the specifications and definitions of this Act, it is possible that information in this Report may not appear to be precisely aligned with similarly reported information. For example, the definition of "Sexual Violence" in ILCS 155/5 is different from the definition of "Sexual Offense" for purposes of the Institution's compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act, also referred to as the 2022 Annual Safety & Security Information Report). The University has included data from all four campus locations: Main Campus; El Centro (which includes the

Center for College Access and Success); Jacob H. Carruthers Center for Inner City Studies; and Lake County.

Main Campus

The Main Campus is located on 67 acres in a quiet, residential community area of North Park, just 10 miles northwest of downtown Chicago. The Main Campus includes the Sachs Administration Building, Ronald Williams Library, Bernard Brommel Hall, Lech Walesa Hall, Physical Education Complex, and the Nest Residential Hall. Enrollment Services, which includes Admissions, Financial Aid, Scholarships and Registration, is also housed on the Main Campus.

El Centro

Since 1968, El Centro has been a focal point of access to higher education opportunities for the Latino community. It has a permanent new home in a 55,000-square feet, LEED certified and state-of-the-art building in Chicago's Avondale neighborhood. El Centro offers general education courses leading to bachelor's degrees, and comprehensive academic support for students. It also serves the community through our Community Education Program in partnership with community organizations in the neighborhoods of Albany Park, Hermosa, Logan Square and Avondale. English as a Second Language and computer literacy workshops are offered, as well as seminars on education, immigration, health, and housing.

El Centro houses the Center for College Access and Success (CCAS), the largest school improvement organization in Chicago. CCAS is an innovator in creating model programs that translate visions for school improvement into concrete action, developing partnerships that engage the entire community to help student succeed academically and socially. CCAS brings together teachers, parents, administrators, and staff from community agencies, universities, arts and cultural organizations, and businesses to share knowledge and resources.

Jacob H. Carruthers Center for Inner City

The Jacob H. Carruthers Center for Inner City Studies (CCICS) is located in Chicago's historic Bronzeville neighborhood. Established in 1966, CCICS is recognized worldwide as an African-centered institution of higher learning that maintains a scholar-activist tradition and a warm, caring educational climate. The Bachelor of Arts and Master of Arts degrees in Inner City Studies Education prepare students to work as professionals in a multiplicity of inner city agencies, institutions, and organizations, both public and private.

University Center at Lake County

Northeastern provides the opportunity for transfer students in the Lake County region to complete their bachelor's or master's degree at the University Center. Current and upcoming degree completion programs include B.S. in Accounting, M.A. in Educational Leadership (principal certification), B.A. in Human Resource Development, B.A. in Political Science, and B.A. in Psychology. The University Center provides on-site advising through which

Northeastern transfer staff are available to meet with prospective students. Northeastern offers various scholarships geared specifically for transfer students.

Reporting

It is important to note that reports of sexual violence, stalking, dating violence, and domestic violence at Northeastern usually involve student Complainants. Most Respondents have no connection to the University. In cases where the Respondent is not a student or employee and the incident does not involve a University function or occur on campus, the University does not have jurisdiction to move forward with a Title IX case. In such cases, the Title IX Office provides Complainant with resources, an offer of interim accommodations and help navigating the various on and off campus support options.

PART A

Northeastern Illinois University has attached the University's Sexual Harassment Policy in place during 2021 in accordance with 110 ILCS 155/10 (**Attachment #1**) and the University's Notice of Rights and Options for support resources in compliance with 110 ILCS 155/15 (**Attachment #2**).

PART B

All data reported in Part B pertains to the period of January 1, 2021 through December 31, 2021. It is important to note that due to the Covid-19 pandemic, Northeastern Illinois University switched to remote learning in March 2020 and remained remote until Fall 2021. Nearly no students and only essential employees were on campus until Fall 2021. As a result, in person programming for 2021 was partially limited and/or moved online, as described in the following summaries.

I. Campus Training, Education and Awareness

A. Student Primary Prevention Programming

In accordance with 110 ILCS 155/30(b), Northeastern Illinois University implemented the following programming and trainings with the intent to prevent sexual violence before it occurs by means of changing social norms and other approaches. These trainings all included content on identifying and preventing sexual misconduct and the University Complaint Resolution Process. Details are provided in the description of each program or training.

- **Online Prevention Programming through EverFi/Foundry.** Ongoing. EverFi uses a tested population-level approach to educate all students on the issues associated with sexual assault and relationship violence, taking into account their personalized experiences. EverFi's Foundry course provides key definitions and statistics, reflective and personalized pathing, bystander skill and confidence-building strategies around real-life scenarios, signs of abuse, and situations that can be challenging or confusing

regarding consent in their own relationships. In 2021, Northeastern shared Foundry's online prevention course to all new students via email as a mandatory requirement.

- **New Student Orientation.** The traditional new student orientation was repurposed as an online summer orientation in 2021. The University's Student Health Services Offices provided a summary of Title IX/sexual violence resources for the incoming students at this orientation.
- **International Student Orientation.** The traditional international student orientation shifted to an online summer orientation in 2021. The University's Dean of Students Office provided a summary of Title IX/sexual violence resources for the incoming international students at this orientation.

B. Employee Training

The following identifies the sexual misconduct prevention training and awareness programming provided to University employees, including training to employees who receive complaints of sexual violence, refer or provide services to survivors, and participate in Complaint Resolution Process. Note that due to the pandemic, the University limited its hiring of new employees and did not hold new hire orientations in person until Fall 2021.

- **Sexual Misconduct Prevention & Responsible Employee Training.** September 27, 2021, October 11, 2021, and December 6, 2021. The University provides in person training to all new employees by the Title IX Coordinator. Trainings include playing the responsible employee video from the Clery Center with discussion on reporting requirements and University Complaint Resolution Process. 22 attendees.

II. REPORTS

A. Reporting Sexual Violence

All staff and faculty at Northeastern, with limited exceptions described below, are responsible employees (*i.e.*, mandatory reporters) for purposes of reporting sexual violence to the Title IX Office. Responsible employees are required to promptly provide information about sexual violence pertaining to students or employees to the Title IX Office. Exceptions (*i.e.*, safe spaces on campus exempt from mandatory reporting) include only the Confidential Advisor, Student Health Services, and Student Counseling Services.

The Title IX Office follows up on sexual violence reports by promptly contacting the person who may have experienced misconduct. The initial outreach is generally made via an email with resources (on and off campus options), an offer to meet with the Title IX Coordinator and a copy of the Sexual Harassment Policy and Notice of Rights and Options (Attachments #1 and #2). Should the Complainant wish to meet, the Title IX Coordinator will discuss options with him, her, or them. Depending on the resolution sought by the Complainant and the policy assessment of the Title IX Coordinator, the matter might proceed to an Informal Resolution (except for

sexual assault cases) or a Formal Investigation. The University follows its Complaint Resolution Process in such matters, which includes an investigation and hearing (Attachment #1).

Regardless of whether the Complainant wishes to proceed with the Complaint Resolution Process, the University offers interim protective measures (*i.e.*, accommodations) on a case-by-case basis. These measures are informed by the circumstances and afford due process to both the Complainant and the Respondent (if the Respondent is a University student or employee over whom the University has jurisdiction). In appropriate cases (*i.e.*, Respondent is a student or employee), the Respondent will be entitled to interim accommodations as well. Examples of interim protective measures include, but are not limited, to the following: No Contact Orders; class or work schedule changes; housing changes; academic support or adjustments; transportation arrangements; and safety planning.

Finally, it is important to note that sexual violence reports sometimes do not advance due to the Complainant's wishes. Individuals who may have experienced sexual violence often ask the Title IX Office to not proceed with an informal or formal process or do not respond to the Title IX Coordinator's outreach efforts. Best practices regarding sexual violence in higher education support not compelling a Complainant to proceed under such circumstances. The decision to not engage the Title IX Office should generally be respected. However, the Title IX Office must consider whether there is an increased risk that the alleged perpetrator will commit additional acts of sexual violence and jeopardize members of the campus community. An assessment will be conducted by the Title IX Office regarding whether to proceed with a Formal Investigation in cases where a danger to the University may exist. The Complainant can choose to participate, but will not be forced to do so if an investigation proceeds under these circumstances, which tends to be rare.

B. Reports to Title IX Coordinator and/or Responsible Employees

Main Campus¹

- **Sexual Violence:** The University received **0 reports of sexual violence** to the Title IX Coordinator and/or Responsible Employees at the Main Campus.
- **Stalking:** The University received **0 reports of stalking** to the Title IX Coordinator and/or Responsible Employees at Main Campus.
- **Domestic Violence:** The University received **0 reports of domestic violence** to the Title IX Coordinator and/or Responsible Employees at Main Campus.
- **Dating Violence:** The University received **1 report of dating violence** to the Title IX Coordinator and/or Responsible Employees at Main Campus.

¹ The reports below were assessed within Clery Act geography. See Northeastern's 2022 Annual Safety & Security Information Report, issued in compliance with the federal Jeanne Clery Disclosure of Campus Security Policies and Campus Crime Statistics Act, 20 U.S.C. (a) and (f).

El Centro

- **Sexual Violence:** The University received **0 reports of sexual violence** to the Title IX Coordinator and/or Responsible Employees at El Centro.
- **Stalking:** The University received **0 reports of stalking** to the Title IX Coordinator and/or Responsible Employees at El Centro.
- **Domestic Violence:** The University received **0 reports of domestic violence** to the Title IX Coordinator and/or Responsible Employees at El Centro.
- **Dating Violence:** The University received **0 reports of dating violence** to the Title IX Coordinator and/or Responsible Employees at El Centro.

CCICS

- **Sexual Violence:** The University received **0 reports of sexual violence** to the Title IX Coordinator and/or Responsible Employees at CCICS.
- **Stalking:** The University received **0 reports of stalking** to the Title IX Coordinator and/or Responsible Employees at CCICS.
- **Domestic Violence:** The University received **0 reports of domestic violence** to the Title IX Coordinator and/or Responsible Employees at CCICS.
- **Dating Violence:** The University received **0 reports of dating violence** to the Title IX Coordinator and/or Responsible Employees at CCICS.

University Center at Lake County

- **Sexual Violence:** The University received **0 reports of sexual violence** to the Title IX Coordinator and/or Responsible Employees at University Center of Lake County.
- **Stalking:** The University received **0 reports of stalking** to the Title IX Coordinator and/or Responsible Employees at University Center of Lake County.
- **Domestic Violence:** The University received **0 reports of domestic violence** to the Title IX Coordinator and/or Responsible Employees at University Center of Lake County.
- **Dating Violence:** The University received **0 reports of dating violence** to the Title IX Coordinator and/or Responsible Employees at University Center of Lake County.

Unknown Location

The University had **0 reports of sexual violence, stalking, domestic violence, or dating violence** made to a Title IX Coordinator and/or Responsible Employees with an unknown location.

Anonymous Online Reports

The University had **0 anonymous reports of sexual violence, stalking, domestic violence, or dating violence** made via the University's online complaint system. This online system allows for electronically filed anonymous and confidential reports by members of the campus community or third parties or bystanders. See <https://www.neiu.edu/about/university->

leadership/executive-team/legal-affairs-and-general-counsel/equal-opportunity-and-ethics/title-ix/title-ix-sexual-misconduct-complaint-form.

C. Reports to Confidential and Anonymous Resources

The University's confidential and anonymous resources collectively stated that they received **10 reports of sexual violence, 5 reports of domestic violence, 9 reports of stalking, and 6 reports of dating violence.** The University's Student Counseling Services, Student Health Services and Confidential Advisor are all confidential and anonymous resources serving students at the Main Campus, El Centro, CCICS and Lake County. Note that these reports in Section C may not be within Clery geography and may not have taken place during the calendar year of 2021; the data provided is general and de-identified.

The University's Student Counseling Services reported that students disclosed **9 reports of sexual violence, 2 reports of domestic violence, 6 reports of stalking, and 4 reports of dating violence.**

The University's Student Health Services reported that students disclosed **1 report of sexual violence and 1 report of domestic violence (same survivor), and 0 reports of stalking or dating violence.**

The University's Confidential Advisor reported that students disclosed **0 reports of sexual violence, 2 reports of domestic violence, 3 reports of stalking, and 2 reports of dating violence.**

D. Responses to Reports to the Title IX Coordinator or Responsible Employees

Please note that the Title IX Coordinator informs all persons of their rights and options to report to University Police and that the University Police are often the reporting Responsible Employee, so the opportunity to "report" back to the police is usually moot. The University respects the rights of students and employees to not engage with the Title IX Office or University Police. To be clear, Northeastern does not automatically contact law enforcement when it receives a report of sexual misconduct. The Title IX Office never shares information regarding sexual violence with University Police or other law enforcement without the Complainant's explicit permission. Instead, the Title IX Office informs Complainants of their right to contact law enforcement and assists in coordinating with police when requested to do so by a Complainant.

Main Campus

The University did not have any reports of **sexual violence, domestic violence, stalking, or dating violence.**

El Centro

The University did not have any reports of **sexual violence, domestic violence, stalking, or dating violence.**

CCICS

The University did not have any reports of **sexual violence, domestic violence, stalking, or dating violence.**

University Center of Lake County

The University did not have any reports of **sexual violence, domestic violence, stalking, or dating violence.**

Unknown Location

The University did not have any reports of **sexual violence, domestic violence, stalking, or dating violence.**

E. Complaint Resolution Procedure Outcomes

No reports were resolved through the University's Complaint Resolution Process, described more fully above.

Main Campus

No Complaints were resolved through the Complaint Resolution Process.

El Centro

No Complaints were resolved through the Complaint Resolution Process.

CCICS

No Complaints were resolved through the Complaint Resolution Process.

University Center at Lake County

No Complaints were resolved through the Complaint Resolution Process.

Conclusion

Northeastern Illinois University does not tolerate sexual violence, including but not limited to, sexual assault, stalking, and dating violence, or domestic violence. The University regularly offers educational programs and resources designed to promote the awareness and prevention of sexual violence. Ensuring that the University's locations are safe and secure is an institution-wide obligation, led by the Title IX Office and supported fully by the University leadership.

For more information, please visit <http://neiu.edu/titleix> or contact the Title IX Coordinator, Natalie Brouwer Potts, (773) 442-5412, n-potts@neiu.edu.

Attachment #1



University Policy

Volume G1: Governance	G1.8 Sexual Harassment	Responsible Office: Legal Affairs and General Counsel
	Effective Date: 07/08/2014 Last Revised: 08/14/2020 Date of Next Review: 08/01/2025	Responsible Officer: Director of Equal Opportunity, Title IX, and Ethics

POLICY STATEMENT

Northeastern Illinois University (Northeastern or the University) supports the principles of equal opportunity and non-discrimination and does not tolerate sexual harassment. Northeastern does not discriminate or permit discrimination by any member of its campus community against any individual on the basis of race, color, religion, sex, pregnancy, disability, national origin, citizenship status, work authorization status, ancestry, age, order of protection status, genetic information, marital status, sexual orientation, gender identity, gender expression, arrest record status, military status or unfavorable discharge from military service, or any other classification protected by law in matters of admissions, employment, housing, or in the educational programs or activities it operates. Harassment that is based on any of these protected categories is a form of discrimination and is not tolerated.

Northeastern complies with federal and state laws that prohibit discrimination based on the protected categories listed above, and complies with Title IX of the Education Amendments of 1972, which prohibits discrimination based on sex in the University's educational programs and activities. Northeastern accepts complaints of discrimination and harassment, including sexual harassment from students, employees, applicants for admission or employment, and University visitors. The University does not tolerate retaliation against any person for coming forward with a complaint or concern, or for otherwise participating in the process of addressing discrimination or harassment. In addition, Northeastern provides reasonable accommodations to qualified applicants, students and employees with disabilities and to individuals who are pregnant.

PURPOSE OF THE POLICY

The purpose of this policy is to advance Northeastern's long-held position that sexual harassment violates the standards of our community and is unacceptable, and to provide sexual harassment proceedings which will include a prompt, fair, and impartial process from the initial investigation to the final result. This policy furthers Northeastern's commitment to providing locations that are safe and secure from sexual harassment.

WHO IS AFFECTED BY THIS POLICY

This policy applies to all members of the University community: students; employees; applicants for admission or employment; and University visitors. It applies to the University's education programs or activities, which includes physical locations and events over which the University exercises substantial control over both the Respondent and the context in which the sexual harassment occurs. The Title IX Coordinator may refer misconduct matters that do not qualify under this policy to the Dean of Students or the Office of Human Resources on a case by case basis.

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: the 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 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, Jennifer Knuepfer, may be reached at (773) 442-4656, and Luz Rodriguez may be reached at (773) 442-4686, or via email 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.

REGULATIONS

[Illinois Criminal Sexual Assault and Abuse Act, 720 ILCS 5/12-12, 720 ILCS 5/12, et seq. to 5/16, et seq.](#)
[Illinois Domestic Violence Act, 750 ILCS 60/](#)
[Illinois Human Rights Act, 775 ILCS 5/](#)
[Illinois Preventing Sexual Violence in Higher Education Act, 110 ILCS 155/1](#)
[Illinois Stalking and Cyberstalking Act, 720 ILCS 5/12-7.3, 720 ILCS 5/12 7.5](#)
[Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act \(Clery Act\), 20 U.S.C. § 1092\(f\)](#)
[Preventing Sexual Violence in Higher Education Act, Illinois Public Act 099-0426](#)
[Safe Homes Act, Public Act 094-1038](#)
[Sexual Assault Awareness Education, 110 ILCS 305/40](#)
[Sexual Assault Survivors Emergency Treatment Act \(SASETA\), 410 ILCS 70/](#)
[Title IX of the Education Amendments Act of 1972 \(Title IX\), Title 20 U.S.C. Sections 1681-1688](#)
[Title IX Regulations, 34 CFR Part 106](#)
[Title VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000e, et seq., as amended](#)
[Victims' Economic Security and Safety Act \(VESSA\), 820 ILCS 180/](#)
[325 ILCS 5/ Abused and Neglected Child Reporting Act](#)

PROCEDURES

I. RESOURCES FOR GETTING HELP

Support and Resources: the needs of an individual who has been subject to 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's K(NO)W More campaign provides significant support and resources to members of the campus community impacted by sexual harassment and can be accessed [here at K\(NO\)W More](#). The Title IX webpage can be accessed [here](#). Please see the Informational Material section below for additional details regarding on and off campus resources.

Northeastern is committed to ensuring that individuals who have experienced sexual harassment are treated respectfully and listened to carefully. It is well-documented that individuals in underrepresented groups are impacted by sexual harassment and especially sexual violence at a higher rate than their peers. This includes people of color, veterans, members of the LGBTQ+ community, undocumented students, indigenous women and persons with disabilities. Northeastern is dedicated to a culturally competent approach to prevent sexual harassment, and recognizes the societal and institutional barriers for many members of our campus community.

Seeking Confidential Support on Campus: the Confidential Advisor, University Ombuds, Student Health Services, and Student Counseling Services are confidential resources exempt from reporting sexual harassment to the University. Staff in these offices are legally privileged to keep communications confidential and are provide safe spaces to talk about sexual harassment. After discussing any concerns with the Confidential Advisor, University Ombuds, Student Health Services, and/or Student Counseling Services, an individual may choose to file a Complaint of sexual harassment with the Title IX Coordinator.

Supportive Measures: supportive measures are non-disciplinary, non-punitive individualized services or accommodations provided by the Title IX Coordinator to the Complainant or Respondent. Such measures will be provided to a person alleging sexual harassment regardless of whether a Complaint was or will be filed.



Examples of supportive measures include, but are not limited, to: No Contact Orders; class or work schedule changes; housing changes; academic support or adjustments; transportation arrangements; and safety planning. Supportive measures are available for both parties and will be individualized based on the information gathered by the Title IX Coordinator, making every effort to avoid depriving student Complainants or Respondents access to their education. The supportive measures needed by each individual may change over time, and the Title IX Coordinator shall communicate with the Complainant and Respondent throughout any investigation and hearing process to address evolving needs. Requests to challenge or adjust supportive measures should be made in writing to the Title IX Coordinator, who will determine such requests based on the information available at the time.

Seeking Medical Assistance and Preserving Physical Evidence: the University urges anyone who has experienced sexual violence 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 the University or law enforcement, seeking medical attention as soon as possible is important. Medical professionals can also help preserve physical evidence. Additional guidance on preserving physical evidence can be found [here](#).

Pursuing Criminal Charges: every individual alleging criminal sexual harassment maintains the right to file criminal charges with the appropriate local law enforcement agency in addition to filing a Complaint with the University's Title IX Coordinator. The University respects an individual's decision regarding reporting to law enforcement. Neither the Title IX Coordinator nor any faculty or staff members at the University may contact law enforcement without the explicit permission of the Complainant.

For more information about pursuing a criminal charge, individuals may call the University Police at (773) 442-4100. Please note that University Police has officers who are specially trained to work with individuals reporting sexual violence. For emergencies, immediately call 911 (local emergency number) or (773) 442-5511 (University Police emergency number). University Police are required to send copies of reports alleging sexual harassment to the Title IX Coordinator to review for policy violations. Northeastern will reasonably assist individuals in criminal cases when requested.

II. 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.

III. 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. Related provisions are included in Section II. 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.

A. 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.

1. 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.

2. 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.

3. 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.

4. 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.

5. 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.

6. 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.

7. 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.

H. 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.

I. RELATED PROVISIONS

Remedial Measures or Sanctions: the imposition of remedial measures or sanctions, 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:

- 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; and/or
- revocation of tenure or emeritus status.

For students, the following may be imposed:

- 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; and/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 remedial measures and sanctions are separate and distinct from those available to local law enforcement authorities.

Retaliation: retaliatory action of any kind taken against a Complainant, Respondent or witness as a result of that person's participation in the above-referenced 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.

Campus Safety: students or employees may be removed from campus on an emergency basis prior to a Complaint being filed or the resolution of the investigation process described in the Guidelines section of this policy. The University must engage in an individualized safety and risk analysis. Specifically, the University must determine that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies the removal, and must provide the Respondent with written notice and an opportunity to challenge the decision immediately following removal. The challenge must be made in writing to the Title IX Coordinator, who will confer as needed with the Dean of Students and other University officials and issue a written decision to the Respondent within 48 hours or as soon as practicable. If the Respondent is an employee, the removal will be either paid or unpaid leave, determined by the Office of Human Resources in line with University rules and appropriate collective bargaining agreements.

Sexual History/Rape Shield Protections: questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant during the investigation or hearing stage, unless such questions and evidence are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered solely to prove consent.

Records: the University will maintain records relating to any investigation for seven years. This record-keeping requirement includes, but is not limited to, the investigation report and evidence, the audio or hearing recording, the written determination and any remedial measures or sanctions, appeals materials, and information regarding informal resolutions. Note that these records may be subject to discovery in a civil or criminal case.

Training of Title IX Officials: the Title IX Coordinator, Investigator, and any University officials or third-parties who serve as hearing officers or appeals officers under this policy will receive annual training on Title IX. Information about the trainings and training materials will be posted on the [Title IX webpage](#) and regularly updated.

AUTHOR REFERENCE

[Title IX of the Education Amendments Act of 1972 \(Title IX\)](#)
[Board of Trustees Governing Policies, Article II, Section 4 University Employees and Section 7 Students](#)
[University of Chicago Sexual Assault Policy](#)
[Northwestern University Policy on Sexual Misconduct](#)

HISTORY

03/01/2022: made editorial changes and updated Confidential Advisor
11/02/2020: Interim status removed
08/14/2020: Converted to Interim Sexual Harassment Policy
03/05/2020: added definition of "visitor"
Policy Revision 10/18/2018
Administrative Memorandum No. 62 Equal Opportunity and Affirmative Action, General Policy Statement, Effective Dated 3/1/1999
Administrative Memorandum No. 63, Discrimination Grievance Procedure, Effective Dated 3/1/1999
Sexual Harassment policy E2.10, Effective Dated 5/17/2012, previously Administrative Memorandum No. 6
Policy on Sexual Harassment, Effective Dated 3/1/1999



APPENDIX

Appendix A: Sexual Harassment Complaint Form

RELATED POLICIES AND OTHER INFORMATIONAL MATERIAL

[G1.7 Equal Opportunity and Nondiscrimination Policy Notice of Rights and Options](#)
[Nepotism and Personal Relationships](#)
[Relationships between University Employees and Students](#)

CONTACT INFORMATION FOR RESOURCES

University Resources

Confidential

[Confidential Advisor](#) (students): Jennifer Knuepfer, (773) 442-4656, Luz Rodriguez, (773) 442-4686, or via email confidentialadvisor@neiu.edu

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

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

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

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

Non-Confidential

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

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

[Office of Human Resources](#): (773) 442-5200

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

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

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

Additional Resources (off campus and confidential)

Advocate Illinois Masonic Medical Center Crisis Line: (773) 296-5380 <http://www.advocatehealth.com/immc-ourservices>

Center on Halsted (serving LGBTQA community): (773) 472-6469 <http://www.centeronhalsted.org/resource-directory/>

Chicago Bar Association (legal services): 312-554-2000
http://www.chicagobar.org/AM/Template.cfm?Section=Need_a_Lawyer

Chicago Rape Crisis Hotline (24 hours, referrals, information, and counseling): 888-293-2080
http://www.ywcachicago.org/site/c.fmJWKcOZJkI6G/b.8243031/k.F95D/Rape_Crisis_Hotline.htm

Chicago Women's Health Center (gynecological care and counseling): (773) 935-6126
<http://www.chicagowomenshealthcenter.org/>

Illinois Coalition Against Sexual Assault (counseling/education/advocacy): (773) 275-8340
<http://www.icasa.org/crisisCenters.aspx?PageID=501>

Resilience (formerly Rape Victims Advocates) 312-443-9603 <https://www.ourresilience.org/programs-services/>

LGBT Antiviolence Project (24 hours, referrals, information, and counseling): (773) 871-2273 (773) 871-2273
http://www.centeronhalsted.org/new_website/EVA.html

City of Chicago Division on Domestic Violence: (24 hours, referrals, information): 877-863-6338
http://www.cityofchicago.org/city/en/depts/fss/provdrs/dom_violence.html

National Suicide Prevention Lifeline: 1-800-273-TALK (8255), en Español 1-888-628-9454
<http://www.suicidepreventionlifeline.org/>

Medical Facilities for Sexual Violence Cases

The closest medical facilities where a medical forensic exam (*i.e.*, a "rape kit") can be conducted at no cost to the person who has experienced a sexual assault are as follows for each of Northeastern's locations:

- **Carruthers Center for Inner City Studies**, Mercy Hospital & Medical Center, 2525. S Michigan Ave., Chicago, IL 60616, 312-567-2000, <http://www.mercy-chicago.org/emergency-medicine>
- **Center for College Access and Success**, Northwestern Memorial Hospital, 250 E. Erie St., Chicago, IL 60611, 312-926-5188, <http://emergency.nm.org/>
- **El Centro**, Community First Medical Center, 5645 W. Addison St., Chicago, IL 60634, (773) 282-7000, <http://www.cfmedicalcenter.com/>



- **Main Campus**, Swedish Covenant Hospital, 5145 N. California Ave., Chicago, IL 60625, (773) 878-8200, <http://www.swedishcovenant.org/contact-us>

Resolution Outside Northeastern

This policy establishes prompt, fair, and impartial procedures for responding to every sexual harassment complaint so that problems can be identified and remedied internally. However, an individual has the right to contact the following state or federal agencies to file a formal complaint without retaliation from the University:

Illinois Department of Human Rights (IDHR)

Chicago: 312-814-6200 or 800-662-3942 (TTY: 866-740-3953) or Springfield: 217-785-5100 (TTY: 866-740-3953)

Illinois Human Rights Commission (IHRC)

Chicago: 312-814-6269 (TTY: 312-814-4760) or Springfield: 217-785-4350 (TTY: 217-557-1500)

U.S. Department of Education's Office for Civil Rights (OCR)

An individual may file a sexual discrimination complaint online with the U.S. Department of Education's Office for Civil Rights (<https://www2.ed.gov/about/offices/list/ocr/complaintintro.html>) regarding an alleged violation of Title IX or call 1-800-421-3481.

CONTACT INFORMATION

Please direct questions or concerns about this policy to:

Contact	Phone	E-Mail
Director, Office of Equal Opportunity, Title IX, and Ethics (Title IX Coordinator)	(773) 442-5412	titleix@neiu.edu

DISCLAIMER

The University reserves the right to modify or amend sections of this policy at any time at its sole discretion. This policy remains in effect until such time as the Responsible Officer calls for review. Requests for exception to any portion of this policy, but not to the policy statement, must be presented in writing to the Responsible Officer.

Attachment #2

Notice of Rights and Options Under Title IX: Sex Discrimination

Providing an environment free from sex discrimination is of the highest priority for Northeastern Illinois University (NEIU). Sexual misconduct, sexual assault, sexual harassment, stalking, dating violence and domestic violence are each considered types of sex discrimination and each violates University policy. To be clear, sex discrimination is not tolerated at NEIU. The following rights and options are available to students, employees and/or third-parties:

REPORTING: A student, employee or third-party can determine whether to report a sex discrimination incident to NEIU via the Title IX Coordinator, Campus Police, or any NEIU employee. For additional information on how to report sex discrimination, please see the NEIU Title IX webpage at www.neiu.edu/titleix.

CAMPUS RESOURCES:

Non-Confidential (required to notify Title IX Office of sex discrimination incidents or reports)

- **Title IX Office (students, employees and third-parties):** Implements NEIU's Sexual Misconduct policy. Provides access to informal resolutions or formal investigations, interim measures, and help navigating on and off campus health and mental health services, counseling, and advocacy services. Natalie Brouwer Potts, Main Campus C-216, Title IX Coordinator, n-potts@neiu.edu, (773) 442-5412, www.neiu.edu/titleix.
- **University Police Department (students, employees and third-parties):** Provides law enforcement assistance. Students or employees may discuss options for pursuing criminal charges and receive help with No Contact Orders. Main Campus PF Building, (773) 442-4100, police@neiu.edu, www.neiu.edu/university-life/university-police.

Confidential (not required to notify Title IX Office of sex discrimination incidents or reports)

- **Confidential Advisor (students):** Provides emergency and ongoing support to student survivors of sexual violence. Informs students of rights and reporting options and provides resources and services. Rae Joyce Baguilat, Confidential Advisor, Main Campus - Pedrosa Center - B 159, (773) 442-4686, confidentialadvisor@neiu.edu, www.neiu.edu/titleix.
- **Student Counseling Services (students):** Provides students with free, high-quality, inclusive, and responsive counseling support. Main Campus B-119, (773) 442-4650, counsect@neiu.edu, www.neiu.edu/university-life/student-counseling-services.
- **Ombuds (students and employees):** Provides a confidential and informal resource for students and employees who are interested in discussing and addressing any university-related concern or difficult situation, including sex discrimination. Main Campus B-119, (773) 442-4650, counsect@neiu.edu, <https://www.neiu.edu/university-life/ombuds-office>.

INTERIM MEASURES: Reasonable measures to provide immediate support and protection to persons who report sexual misconduct or retaliation. Available for both parties and individualized based on the information gathered by the Title IX Coordinator, making every effort to avoid depriving student parties access to their education. Examples of interim measures: No Contact Orders; class or work schedule changes; housing changes; academic support or adjustments; transportation arrangements; and safety planning.

INVESTIGATION: NEIU will address reports of sexual misconduct or sexual harassment, including anonymous complaints. NEIU's Sexual Misconduct policy may be reviewed at the Title IX webpage at www.neiu.edu/titleix. NEIU will generally provide immunity from student conduct violations for potential alcohol or drug violations in connection with a Title IX case. Summary of complaint resolution process:

- **Informal Resolution:** Title IX Office can conduct mediation for non-sexual assault cases based on the willingness of both/all parties and the conduct at issue. Title IX Coordinator will attempt to achieve a mutually acceptable resolution within 30 calendar days.
- **Formal Investigation:** Title IX Office can conduct a prompt, thorough, and impartial investigation to determine if a violation of the Sexual Misconduct policy occurred. Once the investigation is complete, parties will have an opportunity to review a draft of the Investigative Report and submit any additional comments/evidence to the investigator with three calendar days. The Dean of Students will make a decision on the merits of the complaint and both parties will be provided the outcome within seven calendar days of the final decision. The Dean of Students will decide sanctions, if any.

RETALIATION: NEIU strictly prohibits retaliation, which is any significant adverse action against a person because the person in good faith participated in a Title IX process.

DISABILITY ACCOMMODATIONS: Students registered with Student Disability Services (SDS) who require a reasonable accommodation for any part of the Title IX process should contact SDS (www.neiu.edu/university-life/student-disability-services). Main Campus D-104, sds@neiu.edu, (773) 442-4595. Employees requiring a reasonable accommodation should contact the Disability Coordinator at eeo@neiu.edu or (773) 442-5412.

PRIVACY: NEIU shall make every reasonable effort to preserve an individual's privacy and protect the confidentiality of information related to sex discrimination as allowed under the law. The University may issue an N-Alert, an alert through the official emergency notification and warning system, to notify the community about public risk.

ACCESS: NEIU takes every step to ensure that individuals reporting sexual discrimination are treated respectfully and listened to carefully. It is well-documented that individuals in underrepresented groups are impacted by sexual violence at a higher rate than their peers. This includes people of color, veterans, LGBTQ+ individuals, 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. We strive to eliminate those barriers and provide full access to the Title IX process.

COMMUNITY RESOURCES:

Medical Facilities (students, employees and third-parties): The closest medical facilities where a medical forensic exam (i.e., a “rape kit”) can be conducted confidentially at no cost are as follows for each NEIU location. Please be aware that police will be called in connection with such exams.

- o Carruthers Center for Inner City Studies, Mercy Hospital & Medical Center, 2525 S. Michigan Ave., Chicago, IL 60616, 312-567-2000, <http://www.mercy-chicago.org/emergency-medicine>
- o Center for College Access and Success, Northwestern Memorial Hospital, 250 E. Erie St., Chicago, IL 60611, 312-926-5188, <http://emergency.nm.org/>
- o El Centro, Community First Medical Center, 5645 W. Addison St., Chicago, IL 60634, (773) 282-7000, <http://www.cfmedicalcenter.com>
- o Main Campus, Swedish Covenant Hospital, 5145 N. California Ave., Chicago, IL 60625, (773) 878-8200, <http://www.swedishcovenant.org/contact-us>

Confidential Community Resources:

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

Apna Ghar (serving immigrants from Asia and Africa/counseling/shelter): 24-hour crisis hotline (773) 334-4663, Administrative office (773) 883-4663

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

Center on Halsted Anti-Violence Project (LGBTQIA community/resource line/counseling/mental health services): (773) 871-2273

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

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 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): (773) 275-8340

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

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

Mujeres Latinas en Acción (serving Latina women/24-hour hotline): (312) 738-5358

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): (773) 750-7077
Administrative office: (847) 328-6531

Resilience (formerly Rape Victim Advocates [counseling and legal advocacy]): (312) 443-9603

YWCA Metropolitan Chicago (24-hour rape crisis hotline/legal and medical assistance/information/sexual violence counseling): (888) 293-2080