

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. Katherine Tierney, Main Campus C-216, Interim Title IX Coordinator, titleix@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. NEIU has two Confidential Advisors, Dr. Jennifer Knuepfer (773-442-4656) and Dr. DeWitt Scott (773-442-5372). You may email either Confidential Advisor at ConfidentialAdvisor@neiu.edu.
- 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.
- University 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.

- 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>
- 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>

Confidential Community Resources:

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

Apna Ghar (serving immigrants from Asia and Africa/counseling/shelter): 24-hr. 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-hr./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-hr. 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-hr./referrals/information): (877) 863-6338

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

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

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

Porchlight Counseling Services (24-hr. 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-hr. rape crisis hotline/legal and medical assistance/information and sexual violence counseling): (888) 293-2080