

NEIU | NORTHEASTERN ILLINOIS UNIVERSITY

2026 Annual Security and Fire Safety Report (Information for the 2024-2025 Academic Year)



This information is provided for Northeastern Illinois University main campus and the El Centro and Caruthers Center for Inter City Studies (CCICS) campuses. This information is provided in compliance with federal law, known as the Clery Act, HEOA, the Illinois Campus Security Enhancement Act and Violence Against Women Act (VAWA).

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INTRODUCTION

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, the Dean of Students and the Title IX Office. 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 (CCICS) enhance the University's ability to serve the entire metropolitan area. Approximately 5,700 students are enrolled in the University and approximately 1,700 faculty and staff are employed by Northeastern.



CLERY ACT AND CRIME STATISTICS

The Clery Act requires all colleges and universities who receive federal funding to share information about crime on campus and their efforts to improve campus safety. Additionally, the law requires institutions to inform the public of crime on or around campus. At NEIU, this information is made publicly accessible through this report. Colleges and universities must outline specific policies and procedures within their annual security reports, including those related to disseminating timely warnings and emergency notifications, options for survivors of sexual assault, domestic violence, dating violence, and stalking, and campus crime reporting processes. Institutions like NEIU who have on-campus student housing facilities must also include fire safety policies, procedures, programs, and statistics for on-campus student housing facilities within the report.

NEIU's annual crime, arrest, and referral statistics for the previous three calendar years include Clery-reportable crimes that occurred on NEIU's Clery geography, which includes on campus, in or on non-campus buildings or property, or on public property, as those terms are defined in the Clery Act.

The Clery Act defines those terms as follows:

Campus — (1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified above, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

Non-campus building or property —

(1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or

(2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution. .

Public property — All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus. The policies in this report apply to all campus locations (Main Campus, CCICS and El Centro) unless otherwise stated in a particular section of the report. The crime statistics in this report are presented in separate crime statistics charts for each campus.

Clery Act Crime Statistic for 2025	All Campuses				
	2025				
	On Campus		Public Property	Non-Campus	Total
	OnCampus	Residence Hall			
Primary Crimes					
Murder/Non Negligent/ Manslaughter	0	0	0	0	0
Manslaughter by Negligences	0	0	0	0	0
Rape	3	3	0	0	3
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0
Robbery	0	0	0	0	0
Aggravated Assault	0	0	0	0	0
Burglary	1	0	0	0	1
Motor Vehicle Theft	1	0	0	0	1
Arson	0	0	0	0	0
VAWA Offenses					
Domestic Violence	0	0	0	0	0
Dating Violence	3	3	0	0	3
Stalking	0	0	0	0	0
Arrests					
Weapons	0	0	0	0	0
Drugs	0	0	0	0	0
Alcohol	0	0	0	0	0
Disciplinary Referrals					
Weapons	0	0	0	0	0
Drugs	0	0	0	0	0
Alcohol	0	2	0	0	2
Hate Crimes (2026 Category)					
Larceny-Theft	0	0	0	0	0
Simple Assault	0	0	0	0	0
Intimidation	0	1	0	0	1
Destruction/Damage/Vandalism of Property	2	0	0	0	2
Miscellaneous					
Hate Crimes Reporting	3	0	0	0	3
Unfounded Cleary Act Crimes	2	0	0	0	2

Notification of Availability

Annually, all employees and students receive an official campus e-mail notification regarding the content and availability of the Annual Security Report. The e-mail provides information regarding how to access the report as well as a direct link to the report.

Printed copies of the ASR are also available upon request by stopping into the NEIU Police Department

How to report a crime

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. 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 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.



PROMPT REPORTING OF CRIMINAL ACTIVITY

Reporting Suspected Child Abuse or Neglect

All University Personnel are mandated reporters under the Illinois Abused and Neglected Child Reporting Act. Illinois law requires all University personnel to report suspected child abuse or child neglect to the Illinois Department of Children and Family Services (DCFS) whenever the reporter has reasonable cause to believe a child known to the individual in an official capacity may be abused or neglected. The DCFS Hotline is 1-800- 25ABUSE (22873).

Responsible Employees (federally mandated crime reporters)

Federal law requires certain non-law enforcement University personnel to report certain crimes that occur on or near the NEIU campus. These individuals are known as campus security authorities (CSA). The intent of including non-law enforcement personnel as mandated reporters is to acknowledge that some community members and students in particular may be hesitant about reporting crimes to the police but may be more inclined to report incidents to other campus-affiliated individuals. To further encourage the timely reporting of incidents affecting the campus community,

the Clery Act requires that Responsible Employees (or those acting as Campus Security Authorities) include University faculty and staff members with “significant responsibility” for students and campus activities or University personnel with security responsibilities.

Examples of Responsible Employees include but are not limited to:

- ⇒ Deans, Vice Presidents, Administrators
- ⇒ Dean of Students Office Staff
- ⇒ Registered Student Organization Advisers
- ⇒ University Housing Staff (Including Resident Assistants)
- ⇒ Human Resource Staff
- ⇒ University Police, Contract Security Staff Security

Additional confidential reporting mechanisms for victims of sexual harassment, sexual assault/misconduct, dating/domestic violence, and stalking are listed above in the section on Reporting Crimes. Student Counseling Services staff, Sexual Assault Survivor and Prevention Services staff, Employee Assistance Program resources, or other licensed mental health professionals and professional counselors are the only University offices that can discuss information on a confidential basis and are not required to complete reports as Responsible Employees.

Campus Police Authority and Jurisdiction

The Northeastern Illinois University Police Department derives its law enforcement authority from State of Illinois statute, 110 ILCS 680/25-45, which empowers the NEIU Board of Trustees to appoint persons to be members of the NEIU Police Department. Sworn officers of the NEIU Police Department have all law enforcement powers granted to peace officers and/or sheriffs in any jurisdiction where NEIU and any of its branches or properties are located. These powers include the authority to arrest for violations of state statutes, university rules and regulations, and city or county ordinances. In addition, the University uses an unarmed security service to provide additional security for the campus community and for special events on campus. NEIU's unarmed security staff does not have authority to arrest individuals and coordinates with University Police as necessary. The NEIU Police Department maintains intergovernmental agreements and working relationships with the City of Chicago Police Department, Illinois State Police, as well as other local, state and federal law enforcement agencies. By mutual agreement with the Illinois Law Enforcement Alarm System, the NEIU Police Department provides local law

enforcement across Illinois with assistance for emergency response to natural disasters, civil unrest and terrorism prevention.

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 lit. 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. Police officers inspect the exterior doors on campus to ensure they are working properly. A contracted 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 by University Police. While the monitors for these cameras are not constantly watched, the cameras automatically scan the lots in real time. 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 University Police. Foot patrols are utilized inside the buildings and on pedestrian walkways.

CLERY GEOGRAPHY DEFINITIONS

ON CAMPUS	ON CAMPUS RESIDENTIAL	NON CAMPUS	PUBLIC PROPERTY
means all property, including on-campus housing facilities, owned or controlled by an institution within the same reasonably contiguous geographical area and used by the institution in direct support of, or in a manner related to, institutional educational purposes, including residence halls; and any building or property within the same reasonably contiguous geographic area of the institution that is owned by the institution but controlled by another person, is used by students, and supports institutional purposes (such as a food or other retail vendor).	means property owned or controlled by the institution used to provide housing for the institutions' students.	means any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is being used indirect support of, or in relation to, the institution' s educational purposes, is frequented by students and is not within the same reasonably contiguous geographic area of the institution.	means all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus. The Clery Act does not require disclosure of crime statistics for public property that surrounds non-campus buildings or property.

Security of and Access to Campus Facilities

NEIU campuses are a public facility. Except as restricted in individual cases, the academic and administrative buildings are open to the public, at a minimum, during normal business hours, from 8 a.m. until 4:30 p.m., Monday through Friday except holidays. Most facilities have individual hours, which may vary due to special events and at different times of year. Access to some of these buildings is controlled by proximity card or keys after normal business hours, and all these buildings have varied levels of access. . All buildings are secured when not in use. NEIU police officers and security guards patrol the academic and administrative buildings, residence hall, parking lots and grounds on a regular basis. Additionally, contract security personnel patrol the residence halls overnight. There are also security cameras within certain academic buildings and residence hall facilities.

Sex Offender Registration

The federal Campus Sex Crimes Prevention Act, requires institutions of higher education to issue a statement advising the campus community where information concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a state to provide notice, as required, under state law, of each institution of higher education in that state at which a person is employed, carries on a vocation, volunteers services or is a student. The Illinois Sex Offender Registration Act (730 ILCS 150/3) also requires a sex offender or sexual predator who is employed at or attends an institution of higher education to register (within three days of beginning school or employment) with the chief of police of the institution of higher education which they are employed or attend. In Illinois, the Illinois State Police maintain a statewide sex offender database identifying persons who must register as sex offenders, which can be accessed at www.isp.illinois.gov/Sor

Concealed Carry and Prohibited Weapons Policy

Weapons are prohibited on University controlled property unless the weapon is used for a specially authorized purpose of instruction, research, and service approved in writing by the Chief of Police, or the weapon is authorized for use by an employee in the ordinary course of employment (e.g. an on duty law enforcement officer).

The carrying or use of a firearm is permitted only if:

- ☛ Use of the firearm is included in the instruction and curriculum of officially recognized programs, or
- ☛ The firearm is carried by an on-duty law enforcement officer required to carry a weapon or firearm as a condition of his or her employment; the firearm is carried by an enforcement officer from an external agency conducting official business on University property; or any other exception is deemed necessary as determined by the NEIU Chief of Police;
- ☛ A concealed firearm may be stored within a personally owned vehicle if all of the following conditions are met: • The individual has a valid conceal and carry permit; and • There is not a posted sign at the entry to the parking lot that prohibits concealed firearms in the parking lot; and • The firearm and its ammunition is concealed in a case within the locked vehicle OR the firearm and/or its ammunition is concealed in a locked container out of plain view within the vehicle; and • If the person removes the concealed firearm from the vehicle, it must first be unloaded inside the vehicle, and it may only be removed for the limited purpose of storing or retrieving it from the trunk of the vehicle.

Missing Student Procedure

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. NEIU Police may collaborate with the Chicago Police for additional investigations and resources.

Missing Student Notification Policy and Procedures

During 2025, the policy established by Northeastern Illinois University was fully in compliance with the Higher Education Opportunity Act of 2010 and applied 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 nonresidential commuter 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 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

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

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.



CRIME PREVENTION & SECURITY AWARENESS PROGRAMS

The NEIU Police take a proactive approach to prevent crimes from occurring. The goal of crime prevention and security awareness programs is to eliminate or minimize criminal opportunities whenever possible by informing students and employees about campus security procedures and practices, encouraging students and employees to be responsible for their own security and the security of others, and informing students and employees about the prevention of crimes.

PROGRAMS AND INITIATIVES

ORIENTATION

During new student and employee orientation, and periodically throughout the year, students and employees are informed about the types of crimes that occur on campus and prevention resources offered by the NEIUPD and other campus partners.

BIKE THEFT AND REGISTRATION PROGRAM

The Bicycle Registration Program was developed to increase campus community awareness of the problem of bicycle theft and encourage the registration of as many

bikes as possible to facilitate the recovery of stolen bicycles. To register your bicycle, please submit the online registration form at www.neiu.edu/bikes. To find out about a stolen bike, call the NEIU Police Department at (773)442-4100.

CLOSED-CIRCUIT TELEVISION SYSTEMS

Closed circuit television systems monitor high-risk and sensitive areas at the CCICS, El Centro and Main campus in real time.

BEHAVIORAL THREAT ASSESSMENT TEAMS

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.

Policies Pertaining to Alcohol and Illegal Drugs

The Drug-Free Workplace Act of 1988, the Drug-Free Schools and Communities Act of 1989 as well as university policy prohibit the unlawful possession, use and/or distribution of controlled substances and alcohol on university property, or in association with any university-related duties or activities. The NEIU Police Department enforces all state and federal drinking and drug laws including underage drinking. The possession or use of illegal drugs, as well as the use or abuse of legal drugs such as alcohol, seriously undermines the goals of the university, as well as the goals of our students and staff. To mitigate the impact of drug and narcotic use, the university will enforce and follow all relevant local, state and federal laws; as well as university policies, including the unlawful possession, use, or distribution of illicit drugs and alcohol by students and staff on university property, or at NEIU-related events. Northeastern Illinois University will impose disciplinary sanctions on students and staff consistent with local, state and federal laws.

Sanctions may include, but are not limited to academic suspensions or expulsions for students, and termination of employment for staff members. When appropriate, the university will also refer cases for criminal prosecution; or refer students and staff members to a rehabilitation program as a condition of an administrative sanction. This policy will be reviewed no less than on a biennial basis in an effort to determine the effectiveness of the policy and implement any needed changes; and to ensure that the sanctions imposed for violations of this policy are consistently and fairly enforced. The university encourages students and staff to voluntarily obtain assistance for dependency or abuse problems before such conduct results in personal, professional or educational harm. Assistance for students and staff of NEIU is available from a wide range of resources. The university may impose disciplinary sanctions upon any student or employee who is found to be in violation of laws or policies relating to the unlawful possession, use or distribution of drugs and alcohol.

Common sanctions imposed on students or employees for violations of this policy can include any one or combination of the below listed sanctions.

For employees, such sanctions may include the following:

- Referral to an educational or rehabilitation program (employees who are convicted of drug or alcohol related offenses can be required to demonstrate satisfactory completion of such a program).
- Referral for fitness for duty evaluation.
- Referral for criminal prosecution .
- Employee discipline (including suspension or dismissal) pursuant to provisions of the board of trustees regulations, NEIU constitution and bylaws, personnel policies, or those of the State Universities Civil Service System.
- Additional procedures pertain to employees in designated positions subject to the Federal Department of Transportation Alcohol and Drug Testing Program regulations.

In addition to the measures outlined above, as a condition of employment, an employee directly engaged in work pursuant to a federal grant or contract must abide by the terms of this policy, and must notify the university no later than five days after any criminal drug statute conviction, if the criminal act upon which the conviction is based occurred upon property owned, operated, or controlled by the university. Each employee engaged in the performance of a federal grant or contract shall be given a copy of this policy notification. The university will notify the granting or contracting

agency within 10 days after receiving notice from a covered employee or otherwise receiving actual notice of such convictions.

Students are subject to referral for action under the Student Code of Conduct and, without limitation, may include the following:

- ✎ Expulsion, suspension, or probation.
- ✎ Referral to Counseling and Consultation Services for a Substance Use Assessment and/or Substance Use Education and Intervention Program.
- ✎ Referral for action under policies relating to residence halls.
- ✎ Student conduct fine.
- ✎ Parental notification.

It is also a violation of NEIU's policies for anyone to consume or possess alcohol in any public or private area of campus without prior university approval. Groups or organizations violating alcohol/substance policies or laws may be subject to sanctions by the university. Certain locations on campus are approved to serve alcohol. Prohibitions on underage drinking still apply at all such events. NEIU's complete Drug-Free Schools Communities Act Review is available on the Student Affairs website.

Where to get help for Drug or Alcohol Problems

STUDENTS	EMPLOYEES	COMMUNITY
Student Counseling Services (773) 442-4650	Employee Assistance Program ComPsych 833- 955-3400.	Swedish Hospital 773-878-8200

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. On the Main Campus you will find the Physical Education Building, Ronald Williams Library, Bernard J. Brommel Hall, and Lech Walesa Hall. The Offices of Enrollment Services, which includes Admissions, Financial Aid, Scholarships and Registration, are housed on the Main Campus.

IMPORTANT PHONE #'S

Emergency 911

NEIU Police

(773) 442-4100

Chicago Police 17th District

312-742-4410

LOCAL HOSPITAL

Endeavor Swedish Hospital

2739 W. Foster Ave.

Chicago, IL 60625

773-878-8200



Policies for Preparing Annual Crime Statistics

The NEIU Police Department compiles the annual crime statistics in consultation with the Chicago Police Department, Student Conduct, and the Title IX Office. The annual crime statistics are disclosed in the university's annual security report and are reported by the Director of Clery Compliance to the U.S. Department of Education by October 1 each year.

The annual crime statistics include Clery crimes that occurred on or within NEIU's Clery geography and were reported to local police agencies or to a campus security authority during the three most recent calendar years.

When reports are reviewed, reports of the same crime are identified to prevent duplication of the same crime statistic.

Unfounded crimes. NEIU will not withhold, or subsequently remove, a reported crime from its crime statistics based on a decision by a court, coroner, jury, prosecutor, or other similar non-campus official. However, NEIU may withhold, or subsequently remove, a reported crime from its crime statistics in the rare situation where sworn or commissioned law enforcement personnel have fully investigated the reported crime and, based on the results of this full investigation and evidence, have made a formal determination that the crime report is false or baseless and therefore "unfounded." Only sworn or commissioned law enforcement personnel may "unfound" a crime report for purposes of Clery reporting. The recovery of stolen property, the low value of stolen property, the refusal of the victim to cooperate with the prosecution, and the failure to make an arrest do not "unfound" a crime report. NEIU will report to the U.S. Department of Education and disclose in its annual security report crime statistics the total number of crime reports that were "unfounded" and subsequently withheld from its crime statistics during each of the three most recent calendar years.

Crimes are recorded by calendar year. Crime statistics will be recorded for the calendar year in which the crime was reported to local police agencies or to a campus security authority.

Hate crimes are recorded by category of bias. For each hate crime recorded, NEIU will identify the category of bias that motivated the crime. The categories of bias include the victim's actual or perceived race, gender, gender identity, religion, sexual orientation, ethnicity, national origin, and disability.

Crimes are recorded by location. It shall be specified whether each of the crimes recorded occurred: on campus; in or on a non-campus building or property; or on public property. Additionally, of the crimes that occurred on campus, NEIU will identify the number that took place in dormitories or other residential facilities for students on campus.

Recording reports of stalking. When recording reports of stalking that include activities in more than one calendar year, NEIU will record a crime statistic for each and every year in which the course of conduct is reported to a local police agency or to a campus security authority. NEIU will record each report of stalking as occurring at only the first location within its Clery geography in which (A) a perpetrator engaged in the stalking course of conduct, or (B) a victim first became aware of the stalking.



Clery Act Crime Statistics for 2023, 2024 and 2025

	Main Campus														
	2023					2024					2025				
	On Campus		Public Property	Non-Campus	Total	On Campus		Public Property	Non-Campus	Total	On Campus		Public Property	Non-Campus	Total
	On Campus	Residence Hall				On Campus	Residence Hall				On Campus	Residence Hall			
Primary Crimes															
Murder/Non Negligent/ Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligences	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	2	2	0	0	2	1	1	0	0	1	3	3	0	0	3
Fondling	1	0	0	0	1	0	1	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
Burglary	1	0	0	0	1	4	0	0	0	4	1	0	0	0	1
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
VAWA Offenses															
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	2	2	0	0	2	0	0	0	0	0	2	2	0	0	2
Stalking	5	1	0	0	5	3	1	0	0	3	0	0	0	0	0
Arrests															
Weapons	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drugs	0	0	3	0	3	0	0	0	0	0	0	0	0	0	0
Alcohol	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals															
Weapons	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0
Drugs	2	1	0	0	2	2	0	0	0	2	0	0	0	0	0
Alcohol	1	0	0	0	1	11	0	0	0	11	0	2	0	0	2
Hate Crimes (2026 Category)															
Larceny-Theft					0					0	0	0	0	0	0
Simple Assault					0					0	0	0	0	0	0
Intimidation					0					0	0	1	0	0	1
Destruction/Damage/Vandalism of Property					0					0	2	0	0	0	2
Miscellaneous															
Hate Crimes Reporting	1	0	0	0	1	0	1	0	0	0	3	0	0	0	3
Unfounded Clery Act Crimes	0	0	0	0	0	2	1	0	0	2	2	0	0	0	2

CARRUTHERS CENTER FOR INNER CITY STUDIES (CCICS)

Located in Chicago's historic Bronzeville neighborhood and co-designed by famed architect Frank Lloyd Wright, the building has been home to CCICS since 1966.

The Carruthers Center has established itself as an African-centered institution in higher education. This campus provides admissions and academic support services as well as various course offerings. The Bachelor and Master of Arts degrees in Inner City Studies Education prepare those who work and live in the inner city to understand and act upon the interests of its residents, and to participate in the richness of the African and African-American cultures.

The scholar/activist tradition at Carruthers Center is the hallmark and foundation of its work, demonstrating Northeastern's urban tradition of education, research and service.

The building is named in honor of Dr. Jacob Carruthers, professor of history and education at the Center of Inner City Studies for 32 years.

IMPORTANT PHONE #'S

Emergency 911

NEIU Police

(773) 268-7500 ext. 175

Chicago Police 2nd District

312-747-8366

LOCAL HOSPITAL

Provident Hospital

500 E. 51st Street

Chicago, IL 60615

312-572-2000

700 East Oakwood Boulevard

Chicago, IL





EL CENTRO

El Centro, located at 3390 North Avondale, is the University's academic center for the Latino community. This comprehensive campus provides admissions services, various course offerings, academic support as well as programming for students. Our bilingual and bi-cultural staff is particularly sensitive to the needs and concerns of Latino students. However, all Northeastern students, regardless of cultural identity or language, are welcome to attend classes at El Centro and to benefit from the many services offered.

El Centro also has a long history of providing outreach programs in the areas of education, health, housing and technology to the bilingual community. English as a Second Language classes are also offered at no cost.

El Centro building opened for classes in the fall of 2014. The facility provides technology-enhanced classrooms and laboratories as well as student lounge and study spaces.

IMPORTANT PHONE #'S

Emergency 911

NEIU Police

(773) 442-4100

Chicago Police 17th District

312-742-4410

LOCAL HOSPITAL

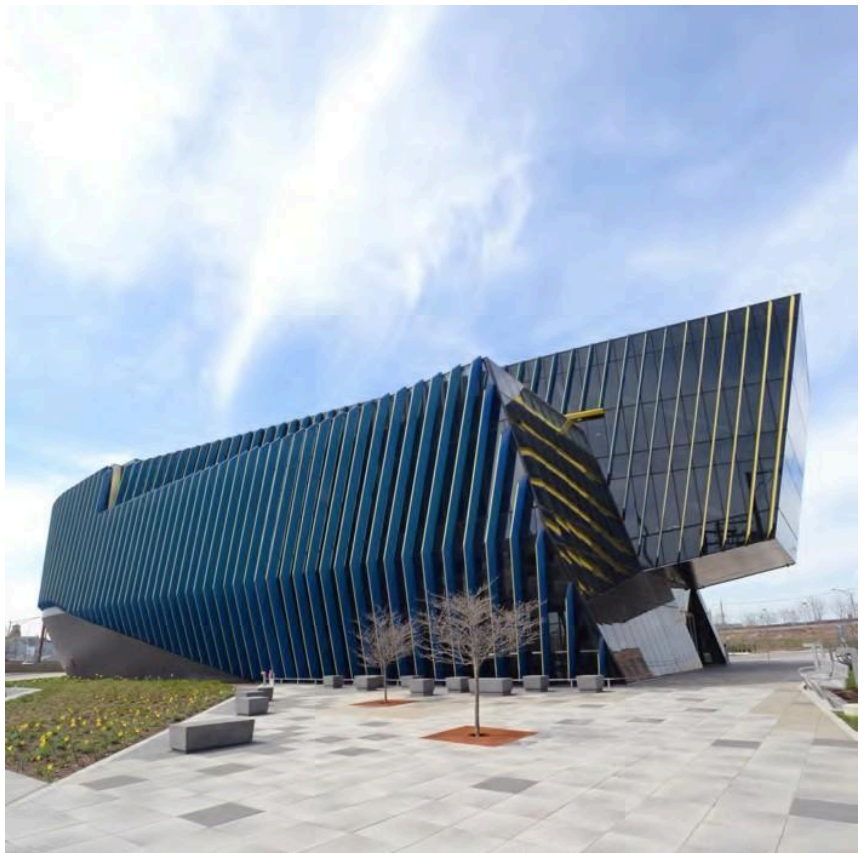
Community First

Medical Center

5645 W Addison St,

Chicago, IL 60634

773-282-7000



[illegible]

Crime Prevention and Security Awareness Programs



The 3 hour A.L.I.C.E. session is designed to give participants insight and response options when encountering an active shooter.

A.L.I.C.E. is a program designed to work together with Lockdown procedures used frequently as a defensive strategy for an Active Shooter event. Tragic events in schools and workplaces have dictated the need of enhanced options provided to staff and students to increase their chances of surviving a horrific event.

The A.L.I.C.E. program is recognized across the country as an additional component to the traditional lockdown response to an Active Shooter on Campus emergency. Colleges, high schools and elementary schools are adopting this program and numerous campuses across the country are sending their police and security personnel to be trained in the A.L.I.C.E. program. The events on school campuses over the past 10-15 years have shown us that the lockdown system is insufficient and the concept of it could never happen here is a myth.



The AHA's BLS course trains participants to promptly recognize several life-threatening emergencies, give high-quality chest compressions, deliver appropriate ventilations and provide early use of an AED. Reflects science and education from the American Heart Association Guidelines Update for CPR and Emergency Cardiovascular Care (ECC).

What does this course teach?

High-quality CPR for adults, children, and infants

The AHA Chain of Survival, specifically the BLS components

Important early use of an AED

Effective ventilations using a barrier device

Importance of teams in multi-rescuer resuscitation and performance as an effective team member during multi-rescuer CPR

EMERGENCY RESPONSE & EVACUATION PROCEDURES

The university is committed to providing a safe environment for students, faculty, staff, and visitors who live, work, visit, and/or study at the university. To reaffirm NEIU's commitment to the safety, security, and wellbeing of the university and to remain in compliance with local, state, and federal laws, the Emergency Operations Plan (EOP or "the plan") is updated, reviewed, and approved by university leadership and community partners. The EOP is prepared in compliance with the federal National Response Framework, the National Incident Management System, the Illinois Emergency Management Agency Act, and the Illinois Campus Security Enhancement Act of 2008. It provides a concept of operations for each phase of the emergency management cycle, and is designed to facilitate a timely, effective, efficient, and coordinated university response. It designates areas of responsibility and defines for the university the framework necessary to protect life, secure critical infrastructure, and facilities, and restore teaching and research programs following a disaster/emergency.

As a part of the comprehensive EOP, regularly scheduled drills, emergency response exercises activities are conducted annually. All events are documented, with a description of the exercise, the date, time, and whether the test was announced or unannounced. Emergency response procedures are also publicized annually.

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 around campus, 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.

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 University Police or the University's 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, El Centro and El Centro 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 via this link: <https://www.neiu.edu/university-life/university-police/n-safe-emergency-notification>. 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 and throughout the year with respect to safety incidents.



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 University's 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.



Shelter-in-Place Procedures

If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors, because leaving the area may expose you to that danger. Thus, to “shelter-in-place” means to make a shelter of the building that you are in, and with a few adjustments this location can be made even safer and more comfortable until it is safe to go outside.

Basic “Shelter-in-Place” Guidance

If an incident occurs and the building you are in is not damaged, stay inside in an interior room until you are told it is safe to come out. If your building is damaged, follow the evacuation procedures for your building (close your door, proceed to the nearest exit and use the stairs instead of the elevators). Once you have evacuated, seek shelter at the nearest university building quickly. If police or fire department personnel are on the scene, follow their directions.

How You Will Know to “Shelter-in-Place”

A shelter-in-place notification may come from several sources: NEIU Police Department, Housing Staff members, other university employees or other authorities utilizing the university’s emergency communications tools. How to “Shelter-in-Place”

No matter where you are, the basic steps of shelter in-place will generally remain the same. Should the need ever arise, follow these steps, unless instructed otherwise by local emergency personnel:

1. If you are inside, stay where you are. Collect any emergency shelter-in-place supplies and a telephone to be used in case of emergency. If you are outdoors, proceed into the closest building quickly or follow instructions from emergency personnel on the scene.

What it means to shelter in place

2. Locate a room to shelter inside. It should be: • An interior room. • Above ground level. • Without windows or with the least number of windows. If there is a large group of people inside a particular building, several rooms may be necessary.
3. Shut and lock all windows (for a tighter seal) and close exterior doors.
4. Turn off air conditioners, heaters and fans.
5. Close vents to ventilation systems as you are able. (University staff will turn off the ventilation as quickly as possible.)
6. Make a list of the people with you and ask someone (hall staff, faculty or other staff) to call the list in to NEIU Police Department so they know where you are sheltering. If only students are present, one of the students should call in the list.
7. Turn on a radio or TV and listen for further instructions. At the sound of a fire alarm or if you are instructed to evacuate, leave the area immediately and proceed to the nearest exit and leave the building.

If you are the first to recognize a fire situation, activate the alarm, evacuate to a safe location using the nearest exit and notify NEIU Police Department at 773-442-4100 or dial 911. 1. Remain calm. 2. Do not use elevators. Use the stairs. 3. Assist the physically impaired. If they are unable to exit without using an elevator, secure a safe location near a stairwell and immediately inform NEIU Police or the responding fire department of the individual’s location. 4. Proceed to a clear area at least 150 feet from the building. Keep all walkways clear for emergency vehicles. 5. Make sure all personnel are out of the building. 6. Do not re-enter the building.

UNIVERSITY TIMELY WARNING NOTICE POLICY

The university is required to issue Timely Warning Notices (TWNs) for Clery Act crimes that occur on NEIU's Clery geography that are reported to Campus Security Authorities or local police agencies and are considered by the university to represent a threat to students and employees. Crimes that are reported to a licensed mental health counselor or pastoral counselor in the context of a privileged (confidential) communication are not subject to the TWN requirements.

In the event a Clery Act crime is reported within NEIU's Clery Geography, that, in the judgment of the individuals identified in the tables below, constitutes a serious or continuing threat to students or employees, the university will issue a TWN to the entire campus community. TWNs may also be reported by the news media.

Clery Act crimes include those crimes listed on Pages 40-42.

NEIU's Clery Geography includes: (1) on-campus property, (2) public property within or immediately adjacent to the campus, and (3) non-campus buildings or property that NEIU or a NEIU-registered student organization owns or controls.

Whether the campus issues a TWN will be assessed on a case-by-case basis in light of all the facts surrounding the reported crime, including factors such as the nature of the crime, whether the perpetrator was apprehended, and the ongoing threat to the campus community. Cases of aggravated assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case, including when and where the incident occurred, when it was reported, and the information available.

If there is an immediate threat to the health or safety of students or employees occurring on campus, the university is required to follow its emergency notification procedures; when the university follows its emergency notification procedures, it is not required to issue a TWN based on the same circumstances.

TWNs will be issued in a manner that is timely, that withholds the names and other identifying information of victims as confidential, and that will aid in the prevention of similar occurrences. The university will include the following information in a TWN, when such information is available: a description of the reported incident; relevant steps individuals can take to prevent similar occurrences; and a description of offenders, accomplices, vehicles, and any weapons used in the crime, without jeopardizing the confidentiality of the victim(s) or compromising law enforcement efforts. NEIU will not routinely use race, ethnicity or national origin as a descriptor in public safety advisories.

University Police 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 University Police. Timely notification warnings are distributed by e-mails sent to all students, faculty, and staff. These e-mails are drafted by University Police in conjunction with the University's Emergency Management Team and are distributed by the University Police Department or Executive Director of Marketing and Communications. 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 University's Emergency Management Team may also contact the media directly to distribute information about criminal incidents in some situations.

Campus	Who is authorized to create the content of a timely warning notice for your campus?		Who is authorized to disseminate timely warning notices to your campus?	
	Primary	Secondary	Primary	Secondary
Main Campus	University Police	Marketing & Communications	University Police	Marketing & Communications
CCICS Campus	University Police	Marketing & Communications	University Police	Marketing & Communications
El Centro Campus	University Police	Marketing & Communications	University Police	Marketing & Communications



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 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 . 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. The Illinois Clean Air Act 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 (employees) or the Dean of Students Office (students).

Prohibited Items

The NEST resident handbook contains a section on fire safety. In this section are the prohibited items including incense, candles, open flames, fog machines, flammable/explosive liquids, halogen lights, space heaters and refrigerators over four cubic feet. All residents 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 property 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 to University Police.

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. Students and/or staff are informed to relocate to the appointed rally point by staff if circumstances warrant 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.

Building Name	Address	Year	# of Fires	Cause of Fire	Injuries	Deaths	Property Damage
The Nest	3659 W. Bryn Mawr	2019	2	Cooking	0	0	None
The Nest	3659 W. Bryn Mawr	2020	0	DNA	0	0	None
The Nest	3659 W. Bryn Mawr	2021	1	Cooking	0	0	None
The Nest	3659 W. Bryn Mawr	2022	0	DNA	0	0	None
The Nest	3659 W. Bryn Mawr	2023	0	DNA	0	0	None
The Nest	3659 W. Bryn Mawr	2024	0	DNA	0	0	None
The Nest	3659 W. Bryn Mawr	2025	1	Trash chute	0	0	Smoke/Water
Testing Center	3420 W Bryn Mawr	2025	1	Electrical	0	0	Smoke/Water

Facility	Address	Fire Alarm Full ExtinMonitoring on kler	tors	Smoke Fire Detec- vices site	guisher Dedone System	Evacuation Number of Plans and Placards per year	Evacuation (Fire) Drills
The Nest	3659 W. Bryn Mawr	4	X	X	X	X	2



Clery Crime Definitions

Murder/Non-Negligent Manslaughter: the willful (non-negligent) killing of one human being by another. NOTE: Deaths caused by negligence, attempts to kill, assaults to kill, suicides, accidental deaths, and justifiable homicides are excluded. Negligent Manslaughter: the killing of another person through gross negligence.

Robbery: the taking or attempting to take anything from value of the care, custody or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Aggravated Assault: an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a

gun, knife or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.

Burglary: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or a felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned - including joy riding)

Arson: The willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, or personal property of another kind.

Weapon Law Violations: The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.

Drug Abuse Violations: Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous nonnarcotic drugs (barbiturates, Benzedrine).

Liquor Law Violations: The violation of laws or ordinance prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

HATE CRIMES A hate crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim, including bias based on race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability. In addition to the above crime classifications, hate crimes include the offenses of larceny, vandalism, intimidation, and simple assault

Larceny: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

Vandalism: To willfully or maliciously destroy, injure, disfigure, or deface any public or private property, real or personal, without the consent of the owner or person having custody or control by cutting, tearing, breaking, marking, painting, drawing, covering with filth, or any other such means as may be specified by local law.

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness.



SEXUAL VIOLENCE AND VAWA COMPLIANCE

JEANNE CLERY DISCLOSURE OF CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS ACT

Northeastern Illinois University supports the principles of equal opportunity and nondiscrimination 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, state, and city 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. Sexual harassment and related retaliation are illegal under federal, state, and City of Chicago laws. 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.

For a complete copy of Northeastern Illinois University's policies governing sexual misconduct and violence including both the policy in place during 2023 and the policy currently in place, visit:

<https://www.neiu.edu/about/university-leadership/executiveteam/legal-affairs-and-general-counsel/ethics-compliance-and-university-records/titleix>

NEIU prohibits the crimes of dating violence, domestic violence, sexual assault and stalking. Student Code of Conduct prohibits sexually violent acts, termed "Sexual Misconduct" by the University, which can be crimes as well. Sexual misconduct includes non-consensual sexual intercourse, non-consensual sexual contact, sexual exploitation, interpersonal/relationship violence, sex/gender based stalking, and sexual harassment. While the University utilizes different standards and definitions than the Illinois Code, sexual misconduct often overlaps with the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, and domestic violence. Victims of these behaviors are protected by federal laws, specifically Title IX and the Clery Act, which mandates the contents of this report. Victims have the option to notify law enforcement directly, or to be assisted in doing so by the confidential advocate. If requested, campus officials can facilitate reporting to campus or local law enforcement, but may also respect a victim's request not to do so.

In an effort to reduce the risk of sexual misconduct as well as the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, and domestic violence

occurring among its students, the University utilizes a range of campaigns, strategies, and initiatives to promote awareness, educational, risk reduction, and prevention programming. It is the policy of the University to offer programming to identify and prevent domestic violence, dating violence, sexual assault (including stranger and known offender assaults), and stalking each year. Educational programs are offered to raise awareness for all incoming students and employees, and are often conducted during new student and new employee orientation and throughout an incoming student's first semester. In addition, ALL students, both incoming and returning, must complete mandatory training in compliance with the Illinois Preventing Sexual Violence in Higher Education Act (110 ILCS 155) prior to being allowed to enroll in the upcoming semester. Programs and other campaigns offered throughout the year to all students and employees include strong messages regarding not just awareness, but also primary prevention (including normative messaging, environmental management, and bystander intervention), and discuss institutional policies on sexual misconduct as well as the Illinois definitions of domestic violence, dating violence, sexual assault, stalking, and consent in reference to sexual activity. Programs also offer information on risk reduction that strives to empower victims, how to recognize warning signals and how to avoid potential attacks, and do so without victim-blaming approaches. Programs are informed by evidence-based research and/or are assessed for their effectiveness.

Bystander engagement is encouraged through safe and positive intervention techniques and by empowering third-party intervention and prevention such as calling for help and/or creating distractions. Bystander empowerment training highlights the need for those who intervene to ensure their own safety in the intervention techniques they choose, and motivates them to intervene as stakeholders in the safety of the community when others might choose to be bystanders. In the event that sexual misconduct, gender-based violence, or the crimes of sexual assault, stalking, dating violence or domestic violence do occur, NEIU takes the matter very seriously. The University employs interim protection measures such as interim suspensions and/or no contact orders in any case where a student's behavior represents a risk of violence, threat, pattern, or predation. If a student is accused of sexual misconduct, other gender-based violence, or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence, s/he is subject to action in accordance with the Student Code of Conduct in the student handbook. Anyone with knowledge about sexual misconduct, gender-based violence, or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence is encouraged to report it immediately. Protective measures for victims are available

from the campus whether a victim chooses to report to Campus law enforcement, and irrespective of whether a victim pursues a formal complaint through the University resolution process. A student wishing to officially report such an incident may do so by contacting:

CONTACT NUMBERS:

NEIU Campus Police 773-442-4100

NEIU Student Affairs 773-442-4610

Title IX 773-442-5412

Confidential Advisor 773-442-4656

If you are the victim of sexual misconduct, gender-based violence, or the crimes of rape, acquaintance rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence, some or all of these safety suggestions may guide you after an incident has occurred:

1. Go to a safe place and speak with someone you trust. Tell this person what happened. If there is any immediate danger, call 911.
 2. Consider securing immediate professional support (e.g., counseling, victim advocacy, medical services, etc.) to assist you in the crisis.
 3. If you are on campus during regular business hours, you may go to Counseling Services as well as to the Confidential Advisor for support and guidance. These are both confidential resources.
- After regular business hours, or in any situation where a victim wishes, local resources are also available and may be able to provide confidential assistance.
4. For your safety and well-being, immediate medical attention is encouraged. Further, being examined as soon as possible, ideally within 72 hours, is important in the case of rape or sexual assault. The hospital will arrange for a specific medical examination at no charge or can work with you to arrange state reimbursement.

- To preserve evidence, it is recommended that you do not bathe, shower, douche, eat, drink, smoke, brush your teeth, urinate, defecate, or change clothes before receiving medical attention. Even if you have already taken any of these actions, you are still encouraged to have prompt medical care, and evidence may still be recoverable.
- Typically, if police are involved or will be involved, they will obtain evidence from the scene, and it is best to leave things undisturbed until their arrival. They will gather

bedding, linens or unlaundered clothing, and any other pertinent articles that may be used for evidence. It is best to allow police to secure items in evidence containers, but if you are involved in transmission of items of evidence, such as to the hospital, secure them in a clean paper bag or clean sheet to avoid contamination.

- If you have physical injuries, photograph or have them photographed.
- Record the names of any witnesses and their contact information. This information may be helpful as proof of a crime, to obtain an order of protection, or to offer proof of a campus policy violation.
- If you obtain external orders of protection (e.g., restraining orders, injunctions, protection from abuse), please notify the University Police and/or the campus Title IX Coordinator so that those orders can be observed on campus.

5. Even after the immediate crisis has passed, consider seeking Counseling Services from the Confidential Advisor and/or Student Counseling Services.

6. Contact the Confidential Advisor, 773-442-4656, if you need assistance with University related concerns, such as no-contact orders or other protective measures. The Confidential Advisor will also assist in any needed advocacy for students who wish to obtain protective or restraining orders from local authorities. The University is able to offer reasonable academic support, changes to living arrangements, transportation resources or modifications, escorts, no contact orders, counseling services access, and other supports and resources as needed by a victim. The University offers information about legal assistance, visa/immigration assistance, and student financial aid considerations for victims. Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

<http://www.ilcadv.org/> - Illinois Coalition Against Domestic Violence

<http://www.ncadv.org> – National Coalition Against Domestic Violence

<http://www2.ed.gov/about/offices/list/ocr/index.html> Department of Education, Office of Civil Rights

DEFINITIONS

Consent: is a freely and knowingly given agreement to the act of sexual conduct or sexual penetration in question. Consent is demonstrated through mutually understandable words and/or actions that clearly indicate a willingness to engage freely in sexual activity. While consent can be given by words or actions, non- verbal

consent is more ambiguous than explicitly stating one's wants and limitations. Silence cannot be assumed to indicate consent. Lack of verbal or physical resistance or submission resulting from the use of force or threat of force by the accused shall not constitute consent.

Guidance for Consent:

- ✓ One is expected to obtain consent to each act of sexual activity prior to initiating such activity. Consent to one form of sexual activity does not constitute consent to engage in other forms of sexual activity.
- ✓ Consent consists of an outward demonstration indicating that an individual has freely chosen to engage in sexual activity. Relying on non-verbal communication can lead to misunderstandings. Consent may not be inferred from silence, passivity, lack of resistance, or lack of an active response alone. A person who does not physically resist or verbally refuse sexual activity is not necessarily giving consent.
- ✓ When consent is requested verbally, absence of any explicit verbal response constitutes lack of consent. A verbal "no" constitutes lack of consent, even if it sounds insincere or indecisive.
- ✓ If at any time during the sexual activity, any confusion or ambiguity arises as to the willingness of the other individual to proceed, both parties should stop and clarify verbally the other's willingness to continue before continuing such activity.
- ✓ Either party may withdraw consent at any time. Withdrawal of consent should be outwardly demonstrated by words or actions that clearly indicate a desire to end sexual activity. Once withdrawal of consent has been expressed, sexual activity must cease.
- ✓ Individuals with a previous or current sexual relationship do not automatically give either initial or continued consent to sexual activity. Even in the context of a relationship, there must be mutually understandable communication that clearly indicates a willingness to engage in sexual activity.

- ✓ Consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another.

Consent is not valid if it results from the use or threat of physical force, intimidation, or coercion, or any other factor that would eliminate an individual's ability to exercise his or her own free will to choose whether or not to have sexual contact. It is a violation of the Sexual Harassment Complaint Procedures if faculty members, advisors, or other staff members become involved in amorous or sexual relationships with students who are enrolled in their classes or subject to their supervision, even when both parties appear to have consented to the relationship. Likewise, it is a violation for a supervisor and a directly reporting employee to have a consensual amorous or sexual relationship with each other.

- A person's manner of dress does not constitute consent.
- An individual who is incapacitated from alcohol or other drug consumption (voluntarily or involuntarily) or is asleep, unconscious, unaware, or otherwise physically helpless is considered unable to give consent.
- In the State of Illinois, persons under the age of 17 cannot legally consent to sexual activity. Thus, in Illinois, any sexual activity with persons under the age of 17 could constitute sexual assault of a minor, and implicate mandatory child abuse reporting.

Incapacitation, Alcohol, Coercion, and Related Concepts:

A person violates the Title IX Policy if he or she has sexual contact with someone he or she knows, or should know, to be mentally incapacitated or has reached the degree of intoxication that results in incapacitation. The test of whether an individual should know about another's incapacitation is whether a reasonable, sober person would recognize the incapacitation. An accused person cannot rebut a Sexual Assault or Sexual Misconduct charge merely by asserting that he or she was intoxicated or otherwise impaired and, as a result, did not know that the other person was incapacitated. Alcohol, drugs or other intoxicants do not dismiss the responsibility of an individual to obtain valid consent. A person is considered incapacitated, or unable to give consent, if they are unable to understand the nature of the activity or give knowing consent due to the circumstances at the time in question.

A person is NOT able to give effective consent in the following situations:

- * An individual who is incapacitated due to the consumption of alcohol or other drugs cannot consent to sexual activity. An individual is incapacitated if he/she is physically helpless, unconscious, or unaware due to drug or alcohol consumption (voluntarily or involuntarily) or for some other reason. Where alcohol is involved, incapacitation is a state beyond drunkenness or intoxication. Some indicators of incapacitation may include, but are not limited to, lack of control over physical movements, being unaware of circumstances or surroundings, slurred speech, vomiting, or being unable to communicate for any reason.
- * When an individual is sleeping or unconscious.
- * When a person's mental capacity is not at the level of an adult, such as an individual with a mental or developmental disability. In some situations, an individual's ability to freely, willingly, and knowingly consent is taken away by another person or circumstance.

Examples include, but are not limited to:

- ✓ When an individual is physically forced to participate. Force is the use of physical violence and/or imposing on someone physically in order to gain sexual access. There is no requirement that a party resists the sexual advance or request, but resistance is a clear demonstration of non-consent. Any sexual activity that is forced is by definition without consent.
- ✓ When an individual is intimidated, threatened – even by a perceived threat – isolated, or confined.
- ✓ When an individual is coerced or unreasonably pressured for sexual activity. When someone makes clear that they do not want to engage in sexual activity, that they want something to stop, or that they do not want to go past a certain point of sexual interaction– continued pressure past that point can be coercive behavior. When evaluating coercive behavior, factors such as the frequency, duration, location (isolation of recipient of unwanted contact), and intensity of coercive behaviors will be considered.

Consent under Illinois State Law: 720 ILCS 5/11-1.70) (a)

"Consent" means a freely given agreement to the act of sexual penetration or sexual conduct in question. Lack of verbal or physical resistance or submission by the victim resulting from the use of force or threat of force by the accused shall not

constitute consent. The manner of dress of the victim at the time of the offense shall not constitute consent. (b) It shall be a defense under subsection (b) and subsection (c) of Section 11-1.50 and subsection (d) of Section 11-1.60 of this Code that the accused reasonably believed the person to be 17 years of age or over. (c) A person who initially consents to sexual penetration or sexual conduct is not deemed to have consented to any sexual penetration or sexual conduct that occurs after he or she withdraws consent during the course of that sexual penetration or sexual conduct.

Sexual Assault (Sex Offenses):

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 Assault under Illinois State Law: 720 ILCS 5/11-1.2—Criminal Sexual Assault: A person commits criminal sexual assault if that person commits an act of sexual penetration and:

- a) uses force or threat of force;
- b) knows that the victim is unable to understand the nature of the act or is unable to give knowing consent;
- c) is a family member of the victim, and the victim is under 18 years of age; or
- d) is 17 years of age or over and holds a position of trust, authority, or supervision in relation to the victim, and the victim is at least 13 years of age but under 18 years of age.

Sexual Conduct: Any knowing touching or fondling by the victim or the accused, either directly or through clothing, of the sexual 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 Excitement: The condition of human male or female genitals when in a state of sexual stimulation or arousal.

Sexual Penetration: Any contact, however slight, between the sex organ or anus of one person and an object or 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 animal or 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.

(720 ILCS 5/11-1.50) Sec. 11-1.50. Criminal sexual abuse.

(a) A person commits criminal sexual abuse if that person:

- (1) Commits an act of sexual conduct by the use of force or threat of force; or
- (2) Commits an act of sexual conduct and knows that the victim is unable to understand the nature of the act or is unable to give knowing consent. (b) A person commits criminal sexual abuse if that person is under 17 years of age and commits an act of sexual penetration or sexual conduct with a victim who is at least 9 years of age but under 17 years of age.

(c) A person commits criminal sexual abuse if that person commits an act of sexual penetration or sexual conduct with a victim who is at least 13 years of age but under 17 years of age and the person is less than 5 years older than the victim.

Stalking: is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to

➤ fear for the person's safety or the safety of others; or

➤ suffer substantial emotional distress.

Stalking under Illinois State Law: (720 ILCS 5/12-7.3) Sec. 12-7.3. Stalking.

(a) A person commits stalking when he or she knowingly engages in a course of conduct directed at a specific person, and he or she knows or should know that this course of conduct would cause a reasonable person to:

- (1) fear for his or her safety or the safety of a third person; or
- (2) suffer other emotional distress.

(a-3) A person commits stalking when he or she, knowingly and without lawful justification, on at least 2 separate occasions follows another person or places the person under surveillance or any combination thereof and:

- (1) at any time transmits a threat of immediate or future bodily harm, sexual assault, confinement or restraint and the threat is directed towards that person or a family member of that person; or
- (2) places that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement or restraint to or of that person or a family member of that person.

(a-5) A person commits stalking when he or she has previously been convicted of stalking another person and knowingly and without lawful justification on one occasion:

- (1) follows that same person or places that same person under surveillance; and
- (2) transmits a threat of immediate or future bodily harm, sexual assault, confinement or restraint to that person or a family member of that person.

Domestic Violence:

Domestic violence includes felony or misdemeanor crimes of violence committed-

- ❖ By a current or former spouse or intimate partner of the victim;
- ❖ By a person with whom the victim shares a child in common;
- ❖ By a parent, children, stepchildren and other persons of relation;
- ❖ By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;

- ❖ By a person similarly situated to a spouse of the victim under domestic or family violence laws of the jurisdiction in which the crime of violence occurred; Or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred

Domestic Violence under Illinois State Law: (720 ILCS 5/12-3.2) (from Ch. 38, par. 12-3.2) Sec. 12-3.2.

Domestic battery.

(a) A person commits domestic battery if he or she knowingly without legal justification by any means:

- (1) causes bodily harm to any family or household member;
- (2) makes physical contact of an insulting or provoking nature with any family or household member. "Domestic violence" is defined as physical abuse, harassment, intimidation, interference with personal liberty or the willful deprivation of a dependent. This definition can be claimed by any of the following individuals under Illinois State law; spouses; former spouses; children; stepchildren (along with other family members joined by a common marriage, such as in-laws); people who share or used to share a common residence; people who have or allegedly have a child in common, or who have or allegedly have a blood relation through a child; persons who have or have had a dating relationship or engagement; and disabled dependents or their caregivers.

Dating Violence: is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

- Dating violence does not include acts covered under the definition of domestic violence.

NOTE: Under Illinois State law, there is no dating violence criminal statute; dating violence falls within the domestic violence criminal statute.

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 on the K(no)W More webpage. The University's Employee Assistance Program (EAP) provides support for employees impacted by sexual misconduct. Information about the EAP can be accessed at the Office of Human Resources EAP webpage.

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 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 to provide safe spaces to talk about sexual harassment. After discussing any concerns with the Confidential Advisor, 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 at this website:

<https://icasa.org/docs/illinois%20imagines/ed%20sa%20evidence%20collection%20guide.pdf>

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 and certified by the State of Illinois 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.

Employee Duty to Cooperate: Every employee must cooperate with an investigation under the policy. Failure to do so may result in disciplinary action. Additionally, every employee has the duty to be truthful and must disclose all information known to the employee when request to do so regarding an investigation involving an alleged incident of violence. Any employee who fails to be completely truthful or who withholds information may be subject to disciplinary action.

Employee Leave Report: The University recognizes that employees who are victims of sexual misconduct may need time off to obtain or attempt to obtain a protection or restraining order or any other legal assistance to help ensure their health and safety. The University will work in collaboration with the employee to provide reasonable and flexible leave options when an employee is a victim of sexual misconduct. The University will work with an employee to provide paid leave first before requiring an employee to utilize unpaid leave in such a scenario. An employee must provide reasonable advance notice of the need to take time off unless advance notice is not feasible. To request leave, an employee should contact the University's Title IX Coordinator, who will work confidentially with the Office of Human Resources to assist with the request. The University will maintain the confidentiality of a person who requests leave under this policy, to the extent allowed by law. In addition, the University will provide reasonable accommodations for a victim of sexual misconduct who requests an accommodation for safety reasons.

Reasonable accommodations may include the implementation of safety measures, including a transfer, reassignment, modified schedule, changed work telephone, changed workstation, installed lock assistance in documenting the sexual misconduct that occurred in the workplace, an implemented safety procedure, or remote work. Further, the University will assist an employee to obtain and enforce a University-issued No Contact Order or court-issued protection order, if requested and applicable.

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/ but may investigate older allegations on a case-by-case basis. If a 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 the 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 the 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.

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.

University Resources- Confidential

Confidential Advisor (students): Jennifer Knuepfer, (773) 442-4656, or via email confidentialadvisor@neiu.edu

Employee Assistance Program (employees): (773) 442-5202

Student Counseling Services (students): (773) 442-4650

Education and Prevention Programs

The University engages in comprehensive educational programming to prevent domestic violence, dating violence, sexual assault and stalking.

Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and faculty that:

- a) Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct;
- b) Defines what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;
- c) Defines what behavior and actions constitute consent to sexual activity in the State of Illinois;
- d) Provides safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than the bystander;
- e) Provides information on risk reduction so that students and employees may recognize warning signs of abusive behavior and how to avoid potential attacks; and
- f) Provides an overview of information contained in the Annual Security Report in compliance with the Clery Act.

The University has developed an annual educational campaign consisting of presentations that include distribution of educational materials to new students; participating in and presenting information and materials during new employee orientation; participating in Orientation for new students; participating in the Spring and Fall Faculty orientation program; presenting programs throughout the year. The University has required all incoming students to complete the Haven online training

program. The “Haven-Understanding Sexual Assault” training covers the various training components required under Title IX and the Campus Sexual Violence Elimination Act (Campus SaVE Act). Topics such as the elements of healthy relationships, the importance of sexual consent, and the role of bystanders in creating safe and healthy communities are covered.

HAVEN: The on-line HAVEN program took members of the NEIU community about an hour to complete and provides them with the tools necessary to recognize and help themselves or others that may be the victim of sexual assault, dating violence, domestic violence and stalking. HAVEN accomplishes this through an interactive, web-based system. The program is designed to help the NEIU community identify potentially unsafe situations and to learn techniques to increase their own safety and the safety of other members of the university community. The program also focuses on creating awareness of how students can safely intervene on behalf of other members of the university community.

The key themes identified in HAVEN were:

- If your partner is possessive, jealous or often gets angry over little things, it may not be a healthy relationship.
- Real people don't fit into media stereotypes. Recognize sources of stereotypes and understand how pop culture can lead to unrealistic attitudes, behaviors and expectations.
- Most survivors of sexual assault don't report being assaulted. Survivors are more likely to report if they feel supported by members of the NEIU community.
- If you aren't certain that you have consent, YOU DON'T. The only way to get consent is by asking your partner and respecting their decision.
- Alcohol is the most common date rape drug used by perpetrators of sexual assault. Someone who is intoxicated can't give consent and you should step in.

Bystander engagement and intervention: The University offered additional primary prevention and awareness programs for Bystander Intervention. The University encourages all members of the University community to take reasonable and prudent steps to prevent or stop incidents of sexual misconduct, dating violence, domestic violence, sexual assault or stalking. Taking action may include direct intervention when safe to do so, enlisting the help of friends, contacting the NEIU Police Department or other local law enforcement, or seeking assistance from a

person in authority. Community members who choose to exercise this positive, moral obligation will be supported by the University and protected from retaliation.

Options for bystanders include but are not limited to:

- Before it even happens, listen up for rape jokes and myths, and sexist language. You don't have to laugh or participate.
- If you witness something happening, step in. Create a diversion. Even if you don't know the person who looks in trouble, you can still help. Get him or her to a safe place. Remember, it's your campus.
- You can be a bystander even after an incident. Learn what options are available to victims on campus and be supportive of their choices.

Risk Reduction:

Preventing Victimization NEIU provides education on strategies to lessen the chances of becoming a victim. NEIU teaches making the campus a safe environment is a shared responsibility of all students and employees.

Strategies to prevent victimization

- Understand and respect your partner's boundaries.
- Those who use sexually callous language are more likely to perpetrate sexual assault. Speak up when you hear others talk this way.
- Know your own sexual boundaries.
- Learn more about how men and women communicate differently.
- Make sure you have consent. Consent is a clear and freely given yes, not the absence of a no. People who are incapacitated by alcohol or drugs cannot give consent.

Strategies to protect yourself

- Practice being assertive about your boundaries.
- If saying NO or STOP is too hard, consider creating a diversion so you can leave.
- Enroll in a self-defense program.
- Set your drinking limits before you start drinking.
- Get your own drinks; don't let someone continually fill your cup or leave your drink unattended.

Signs of an abusive relationship:

- Calls you names, insults you, or continually criticizes you
- Does not trust you and acts possessive or jealous
- Tries to isolate you from family or friends
- Monitors where you go, who you call, and who you spent time with
- Controls finances or refuses to share money
- Punishes you by withholding affection
- Expects you to ask permission
- Threatens to hurt you, your family, your pets, or belongings
- Text messages and calls you obsessively to find out where you are and what you are doing



QUICK GUIDE RESPONDS TO ICE INQUIRIES

Quick Guide Response to ICE inquiries

IF YOU SEE ICE AGENTS ON CAMPUS:

- Stay Calm; Do Not Panic
- Call **NEIU Police** at (773) 442-4100

IF ICE COMES TO YOUR OFFICE:

- Stay Calm; Do Not Panic
- Ask the officer to wait, and immediately call **NEIU Police** at (773) 442-4100 and notify them of the Immigration officer's presence. Then, call **NEIU Legal Counsel** at (773) 442-5412 for instructions on responding to the officer's request.

IF YOU RECEIVE A REQUEST FOR STUDENT INFORMATION:

- Faculty or staff who receive a request from a federal officer for any information about a student should contact NEIU Legal Counsel for assistance.
 - Personally identifiable educational and university health records are protected by FERPA. University employees are required to maintain the confidentiality of these records.
- If a federal immigration enforcement officer gives you a warrant or subpoena:
 - Ask the officer for their name, identification number, and agency affiliation; ask for a copy of any warrant or subpoena presented.
 - Inform the officer that you need to contact NEIU Legal Counsel for assistance, and call (773) 442-5412 for instructions on responding to the request.

FEEL UNCOMFORTABLE CONTACTING THE POLICE?

Reach out to other campus resources:
Dean of Students Office (773) 442-4600
Student Counseling Services (773) 442-4650
Human Resources (*for employees*): (773) 442-5200

**Stay Informed. Stay Safe.
You Are Not Alone.**



NEIU Contacts information:

NEIU Police Department:	(773) 442-4100
Legal Counsel:	(773) 442-5412
Dean of Students:	(773) 442-4600
Undocumented Student Resources:	(773) 442-4601
Student Counseling Services:	(773) 442-4650

Undocumented Student Resources



Know your rights

www.ilrc.org/sites/default/files/documents/red_card-self_srv-english.pdf

**Stay Informed. Stay Safe.
You Are Not Alone.**

For questions or assistance,
email: undocresources@neiu.edu **website:** neiu.edu/undocumented

