

Notice of Rights and Options Under Title IX

Providing an environment free from sex discrimination is of the highest priority for Northeastern Illinois University (NEIU). *Quid pro quo* harassment, hostile environment harassment, sexual assault, stalking, dating violence and domestic violence are considered types of sexual harassment and are prohibited conduct under the University's Sexual Harassment policy, implemented by the Title IX Office.

MAKING A REPORT

You may choose to report an incident of sexual harassment to the Title IX Office, you may choose to report to University Police, you may report to both, or may choose to access neither of these options. NEIU will protect your identity in publicly available information, such as within our annual security report or in warnings sent to the campus community. You also can access the supportive measures listed below regardless of whether you choose to proceed with a Title IX or law enforcement case. For additional information, please see the NEIU Title IX webpage at www.neiu.edu/titleix. Anonymous reports may be filed here: [Title IX Complaint Form](#).

NEIU's K(NO)W More campaign provides support and resources to those impacted by sexual harassment. Please see the resources here: <https://www.neiu.edu/university-life/know-more>.

ON CAMPUS RESOURCES

Confidential Resources (not required to notify the Title IX Office of sexual harassment incidents or reports)

- Confidential Advisor (students): Provides emergency and ongoing support to student survivors of sexual violence. Informs students of rights and reporting options. Provides supportive measures, including academic accommodations and housing support, and coordinates with nonprofit organizations to seek legal assistance. Rae Joyce Baguilat, Confidential Advisor, Main Campus - Pedroso Center - B 159, (773) 442-4686, confidentialadvisor@neiu.edu, www.neiu.edu/titleix.
- Student Counseling Services (students): Provides students with free, high-quality, inclusive, and responsive counseling support. **24 hour availability**. Main Campus B-119, (773) 442-4650, counsect@neiu.edu, www.neiu.edu/university-life/student-counseling-services.
- Office of Student Health Services (students): Provides a wide array of free wellness, illness, and health promotion services. Main Campus E-051 (beneath bookstore), (773) 442-5800, health-services@neiu.edu, <https://www.neiu.edu/university-life/student-health-services>.
- University Ombuds (students and employees): Provides a confidential and informal resource for students and employees who are interested in discussing and addressing any university-related concern or difficult situation, including sexual harassment. Main Campus B-119, (773) 442-4650, counsect@neiu.edu, <https://www.neiu.edu/university-life/ombuds-office>.

Non-Confidential Resources (required to notify the Title IX Office of sexual harassment incidents or reports)

Title IX Office (students, employees and third-parties): Implements NEIU's Sexual Harassment policy. Provides access to informal resolutions or formal investigations, supportive measures, and

help navigating on and off campus health and mental health services, counseling, and advocacy services. Natalie Brouwer Potts, Main Campus C-216, Title IX Coordinator, titleix@neiu.edu, (773) 442-5412, www.neiu.edu/titleix.

University Police Department (students, employees and third-parties): Provides law enforcement assistance. Students or employees may discuss options for pursuing criminal charges and receive help with civil protection orders. Main Campus PF Building, (773) 442-4100, police@neiu.edu, www.neiu.edu/university-life/university-police.

- The Title IX Office will not share information about your incident with law enforcement without your explicit permission.
- You have the right to decline to notify law enforcement about your incident.
- For more information on civil protection orders, consult this [document](#) provided by the nonprofit organization, Resilience Chicago.

Dean of Students Office (students): Provides students with help regarding all aspects of student life at NEIU, including housing. Main Campus C-322, dos@neiu.edu, (773) 442-4610, www.neiu.edu/university-life/dean-of-students.

SUPPORTIVE MEASURES: Reasonable measures to provide immediate support and protection to persons who report sexual harassment and appropriate support to persons accused in such cases. Individualized accommodations based on the information gathered by the Title IX Office, with significant effort to avoid depriving student parties access to their education.

Examples: No Contact Orders; class or work schedule changes; housing changes; academic support or adjustments; transportation arrangements; and safety planning. A student or employee should reach out to the Title IX Office to get assistance with accommodations or request any changes. NEIU maintains confidentiality to the greatest extent possible when providing accommodations to students or employees.

TITLE IX INVESTIGATION AND HEARING: NEIU will address complaints, including anonymous complaints, under the University's Sexual Harassment policy. The University's procedures for resolving Complaints involving potential violations of the Sexual Harassment Policy are as follows:

- an assessment of whether a Complaint qualifies for resolution under the policy,
- an informal resolution option for certain cases,
- an investigation,
- a live hearing administered by a hearing officer,
- an appeals stage, and
- regular updates by the Title IX Office throughout the process.

Following are potential sanctions in Title IX cases:

- For **employees** (including student employees): 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 revocation of tenure or emeritus status.
- For **students**: verbal warning; written warning; advisory letter; monitoring; campus access restrictions; residence hall suspension or expulsion; required educational and prevention training; No Contact Order; loss of University privileges; disciplinary suspension; expulsion; or degree revocation. NEIU will generally provide immunity from student conduct violations for potential alcohol or drug violations in connection with a Title IX case.

- For **applicants, visitors, and third parties**: prohibition from entering campus or other actions to prevent contact with the victim/survivor, a written warning, or termination of any business contract with NEIU.

RETALIATION: Retaliatory action of any kind taken against a Complainant, Respondent or witness as a result of that person's participation in a Title IX process 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.

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

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

ACCESS: NEIU takes every step to ensure that individuals reporting sexual discrimination are treated respectfully and listened to carefully. It is well-documented that individuals in underrepresented groups are impacted by sexual violence at a higher rate than their peers. This includes people of color, veterans, LGBTQ+ individuals, undocumented students, and persons with disabilities. The Title IX Office is dedicated to a culturally competent approach, and recognizes the societal and institutional barriers for many members of our campus community. We strive to eliminate those barriers and provide full access to the Title IX process.

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

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

Confidential Community Resources

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

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

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

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

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

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

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

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

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

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

Illinois Coalition Against Sexual Assault (counseling/education/advocacy): (773) 275-8340

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

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

LifeSpan - Counseling Services: (847) 824-0382

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

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

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

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

Porchlight Counseling Services (24-hour helpline for survivors of sexual assault): (773) 750-7077
Administrative office: (847) 328-6531

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

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

SAFETY AND PRESERVING EVIDENCE

After an incident of sexual violence occurs, the most important step is to get to a safe place. **Safety is the number one concern.** If you are in danger, call 911.

While it is an individual's decision whether to report sexual violence to NEIU, you are strongly encouraged to take immediate steps to preserve all evidence in case you decide to report a crime or policy violation, seek a protective/restraining order, or file a civil lawsuit. Difficult as it may be, it is recommended you take steps to preserve evidence after a sexual assault:

- Complete a forensic sexual assault examination (see Medical Facilities above). Being examined as soon as possible is important.
- Do not shower, bathe, douche, smoke, brush teeth, eat, drink, use the bathroom, or change clothes or bedding before going to the hospital or seeking medical attention.
- Save any clothing, sheets or other materials (items containing bodily fluids should be stored in cardboard boxes or paper bags).
- Save electronic exchanges (e.g., text messages, emails, and Facebook, Instagram, Snapchat or other social media). Take screenshots or photos with your cell phone.
- If you have any physical injuries, take photos and date stamp the photos.
- Save photographs (including those stored on cell phones and other devices).
- Save electronic and photographic evidence that may be lost through the upgrade or replacement/loss of equipment (including cell phones), software and/or accounts.

For questions regarding any sex harassment issues, please contact the Title IX Office at titleix@neiu.edu or (773) 442-5412.