

Preventing Sexual Violence in Higher Education Act Annual Report



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Submitted for Main Campus, El Centro, Jacob H. Carruthers Center for Inner City Studies and
University Center of Lake County

Introduction

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

Notably, a federal grant is assisting the University in making substantial efforts to eliminate sexual violence. The University has recently completed the second year of a three-year grant from the Office of Violence Against Women in the U.S. Department of Justice. The grant supports the institutional development and strengthening of trauma-informed victim services and strategies to prevent, investigate, and respond to sexual assault, domestic violence, dating violence and stalking. The grant provides extensive guidance to Northeastern in how to develop campus-wide coordinated responses involving campus victim service providers, law enforcement, health providers, housing officials, administrators, student leaders, and representatives from student organizations. In addition, the grant supports improving campus responses to link to local off-campus criminal justice agencies and service providers, including local law enforcement agencies, prosecutors' offices, courts, and nonprofit, nongovernmental victim advocacy and victim services organizations. As a result of the grant, Northeastern is improving its culturally relevant policies and protocols, developing additional victim services and advocacy programs, and implementing effective prevention approaches.

This Report was prepared according to the requirements in the Illinois Preventing Sexual Violence in Higher Education Act. Because this Report was prepared for a specific purpose, in accordance with the specifications and definitions of the Act, it is possible that information in this Report may not appear to be precisely aligned with similarly reported information. For example, the definition of "Sexual Violence" in ILCS 155/5 is different than the definition of "Sexual Offense" for purposes of the Institution's compliance with the [Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act](#) ("Clery Act"). Like the Clery Act Report, the University has included data from all four locations of its campus: Main Campus; El Centro; Jacob H. Carruthers Center for Inner City Studies; and Lake County.

Main Campus

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

El Centro

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

Jacob H. Carruthers Center for Inner City

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

University Center at Lake County

Northeastern provides the opportunity for transfer students in the Lake County region to complete their bachelor's or master's degree at the University Center. Current and upcoming degree completion programs include B.S. in Accounting, M.A. in Educational Leadership (principal certification), B.A. in Human Resource Development, B.A. in Political Science, and B.A. in Psychology. On-Site Advising--Northeastern transfer staff are available to meet with prospective students at the University Center. Northeastern offers various scholarships geared specifically for transfer students.

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

PART A

Northeastern Illinois University has attached the University's Sexual Misconduct Policy in place during 2019 in accordance with 110 ILCS 155/10 (**Attachment #1**) and the University's Notice of Rights and Options for support resources in compliance with 110 ILCS 155/15 (**Attachment #2**).

PART B

For all data reported in Part B, please note that this data is compiled for incidents during the time period of January 1, 2019 through December 31, 2019.

I. Campus Training, Education and Awareness

A. Student Primary Prevention Programming

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

- **Online Prevention Programming through EverFi/Haven.** Ongoing. EverFi uses a tested population-level approach to educate all students on the issues associated with sexual assault and relationship violence, taking into account their personalized experiences. The Haven course provides key definitions and statistics, reflective and personalized pathing, bystander skill and confidence-building strategies around real-life scenarios, signs of abuse, and situations that can be challenging or confusing regarding consent in their own relationships. In 2019, Northeastern sent Haven's online prevention course to all new students as a mandatory requirement.
- **New Student Orientations.** June 7, 2019, June 14, 2019, June 19, 2019 (CCICS), June 21, 2019, June 26, 2019 (El Centro), June 28, 2019, July 5, 2019, July 12, 2019, July 19, 2019, July 26, 2019, August 2, 2019, August 9, 2019, and August 16, 2019. Main Campus unless noted. Provided by the Title IX Office in person, in cooperation with the Dean of Students.
- **Bystander Intervention Training.** Main Campus. Eight bystander intervention workshops were provided in person by Northeastern staff working in cooperation with LifeSpan (non-profit) staff for students on these dates: September 5, 2019; October 3, 2019 (2 workshops); October 9, 2019; October 14, 2019; October 24, 2019; and October 31, 2019. 120 attendees.
- **International Student Orientation.** Main Campus. Provided by the Title IX Office in person on January 4, 2019. 15 attendees.
- **Orientation Leaders.** Main Campus. Provided by the Title IX Office in person on May 15, 2019. 9 attendees.
- **Student Government Association.** August 9, 2019. Provided by the Title IX Office person off campus. 44 attendees.

B. Employee Training

The following identifies the sexual misconduct prevention training and awareness programming provided to University employees, including training to employees who receive complaints of sexual violence, refer or provide services to survivors, and participate in Complaint Resolution Process.

- **Sexual Misconduct Prevention & Responsible Employee Training.** January 8, 2019, February 6, 2019, March 6, 2019, April 3, 2019, June 5, 2019, July 10, 2019, August 7, 2019, September 5, 2019, and October 3, 2019. The University provides in person training year round to all new employees. Trainings include the responsible employee video from the Clery Center with discussion on reporting requirements and University Complaint Resolution Process. Approximately 85 attendees.
- **Institutional Advancement Staff.** January 17, 2019. “Understanding and Preventing Sexual Harassment and Sexual Misconduct” interactive presentation provided by the Title IX Office. 16 attendees.
- **Learn & Lead Symposium.** February 6, 2019. “Recognizing and Preventing Sexual Misconduct” interactive presentation provided by the Title IX Office and the Dean of Students. 16 attendees.
- **Resident Assistant Understanding and Preventing Sexual Harassment and Sexual Misconduct Training.** July 23, 2019. In person training provided by the Title IX Office to all new and returning Resident Assistants in Student Housing. Included content on reporting requirements and University Complaint Resolution Process. 6 attendees.
- **New Faculty Sexual Harassment and Misconduct Prevention & Responsible Employee Training.** August 19, 2019. In Fall, the University provides in person training to all new faculty. Training provided by the Title IX Office includes content on reporting requirements and University Complaint Resolution Process. 11 attendees.
- **Campus Recreation Staff Understanding and Preventing Sexual Harassment and Sexual Misconduct Training.** August 21, 2019. In Fall, the University provides in person training to all new and returning Campus Recreation staff in the Main Campus gym facilities. Training provided by the Title IX Office includes content on reporting requirements and University Complaint Resolution Process. Approximately 80 attendees.

II. REPORTS

A. Reporting Sexual Misconduct

All staff and faculty at Northeastern, with limited exceptions described below, are responsible employees (i.e. mandatory reporters) for purposes of reporting sexual misconduct to the Title IX Office. Responsible employees are required to promptly provide information about sexual

misconduct pertaining to students or employees to the Title IX Office. Exceptions (i.e., safe spaces on campus exempt from mandatory reporting) include only the Confidential Advisor, Student Health Services, Student Counseling Services, and the University Ombuds.

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

Regardless of whether the Complainant wishes to proceed with the Complaint Resolution Process, the University offers interim protective measures (i.e., accommodations) on a case-by-case basis. These measures are informed by the circumstances and afford due process to both the Complainant and the Respondent (if the Respondent is a University student or employee over whom the University has jurisdiction). In appropriate cases, the Respondent will be entitled to interim accommodations as well. Examples of interim protective 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.

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

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

Main Campus¹

- **Sexual Violence:** The University received **4 reports of sexual violence** to the Title IX Coordinator and/or Responsible Employees at the Main Campus.

¹ The reports below were alleged to have occurred within Clery Act geography. See [Northeastern's Annual Security Report](#), issued in compliance with the federal Jeanne Clery Disclosure of Campus Security Policies and Campus Crime Statistics Act, 20 U.S.C. (a) and (f). This Northeastern Clery Act report was filed in 2019, and the 2020 Northeastern report will include the relevant 2019 statistics.

- **Stalking:** The University received **3 reports of stalking** to the Title IX Coordinator and/or Responsible Employees at Main Campus.
- **Domestic Violence:** The University received **0 reports of domestic violence** to the Title IX Coordinator and/or Responsible Employees at Main Campus.
- **Dating Violence:** The University received **0 reports of dating violence** to the Title IX Coordinator and/or Responsible Employees at Main Campus.
- Note that all of the reported cases on Main Campus involved a student Complainant and student Respondent. No report involved a staff or faculty Complainant or staff or faculty Respondent.

El Centro

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

CCICS

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

University Center at Lake County

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

Unknown Location

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

Anonymous Online Reports

The University had **0 anonymous reports of sexual violence, stalking, domestic violence, or dating violence** made via the University's online complaint system. This online system allows for electronically filed anonymous and confidential reports by members of the campus community or third parties or bystanders. See <https://www.neiu.edu/about/university-leadership/executive-team/legal-affairs-and-general-counsel/equal-opportunity-and-ethics/title-ix/title-ix-sexual-misconduct-complaint-form>.

C. Reports to Confidential and Anonymous Resources

The University's confidential and anonymous resources collectively stated that they received **5 reports of sexual violence, 1 report of domestic violence, 2 reports of dating violence, and 5 reports of stalking**. The University's Student Counseling Services, Student Health Services and Confidential Advisor are all confidential and anonymous resources serving students at the Main Campus, El Centro, CCICS and Lake County.

The University's Student Counseling Services reported that students disclosed **3 reports of stalking, 3 reports of sexual violence, and 0 reports of dating or domestic violence**. This office also received 24 reports of sexual violence, but with no data indicating as to whether those incidents took place in 2019. Thus, this figure is disclosed herein for purposes of transparency, but is not included in the tally in the paragraph above.

The University's Student Health Services reported that students disclosed **0 reports of sexual violence, domestic violence, stalking, or dating violence**.

The University's Confidential Advisor reported that students disclosed **2 reports of sexual violence, 1 report of domestic violence, 1 reports of stalking, and 2 reports of dating violence**. Please note that in 2019, the Confidential Advisor attended the six-day Confidential Advisor training certified by the state by non-profit organization [Resilience](#).

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

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

Instead, the Title IX Office informs Complainants of their right to contact law enforcement and assists in coordinating with police when requested to do so by a Complainant.

Main Campus

With respect to the seven total reports made to the Title IX Coordinator or Responsible Employees, the University offered all of the Complainants resources, including interim measures and accommodations, regardless of whether the student Complainant wished to proceed with the University's Complaint Resolution Process. The following summarizes the University's specific responses to the seven reports, **all of which involved student Complainants and student Respondents.**

Of the four reports of sexual violence (all involving sexual assault) received by the Title IX Coordinator, one student Complainant did not respond to the Title IX Office's outreach in a case with few details provided by the responsible employee. Two student Complainants worked closely with the Title IX Office on resolutions that did not involve investigations, per the wishes of the Complainants. In both cases, the Respondents were terminated from their on campus jobs. The University formally investigated and resolved one report under its Complaint Resolution Process. The student Complainant requested and was provided a No Contact Order by the Title IX Office, and requested an investigation. In this case, the student Respondent was found responsible for sexual assault as to the student Complainant per a Formal Investigation under the Sexual Misconduct policy.

Of the three reports of stalking received by the Title IX Coordinator, one student Complainant requested and was provided a No Contact Order by the Title IX Office. The student Complainant did not want an investigation to proceed. The student Complainant subsequently withdrew the No Contact Order and asked for the matter to be closed. The University formally investigated and resolved the other two stalking reports under its Complaint Resolution Process, per the wishes of the Complainants. Both cases involved student Complainants and student Respondents. In both cases, No Contact Orders and interim accommodations were provided to the student Complainants. Both Respondents were found responsible for stalking per a Formal Investigation under the Sexual Misconduct policy.

El Centro

The University did not have any reports of **sexual violence, domestic violence, stalking, or dating violence** at El Centro to the Title IX Coordinator or Responsible Employees.

CCICS

The University did not have any reports of **sexual violence, domestic violence, stalking, or dating violence** at CCICS to the Title IX Coordinator or Responsible Employees.

University Center of Lake County

The University did not have any reports of **sexual violence, domestic violence, stalking, or dating violence** at University Center of Lake County to the Title IX Coordinator or Responsible Employees.

Unknown Location

The University did not have any reports of **sexual violence, domestic violence, stalking, or dating violence** at unknown locations to the Title IX Coordinator or Responsible Employees.

E. Complaint Resolution Procedure Outcomes

Three reports were resolved through the University's Complaint Resolution Process, described more fully below.

Main Campus

One sexual assault complaint and two stalking complaints were resolved through the Formal Complaint Resolution Process. Full, fair and prompt formal investigations were conducted by the Title IX Office. The Dean of Students made the final decision in these cases. Sanctions were subsequently imposed by the Dean of Students.

In the sexual assault case, the student Respondent was found responsible for sexual assault as to the student Complainant. The Respondent had been removed from University housing at the start of the investigation and a No Contact Order was issued immediately at that time. After the Formal Investigation determined that the Respondent violated the University's Sexual Misconduct policy, the Dean of Students accepted this finding. The Dean of Students imposed the sanctions requested by the Complainant, namely the Respondent was issued a suspension from the University while Complainant is a student at NEIU.

In the two stalking cases, the student Respondents were found responsible for stalking as to the student Complainants. In the first case, a No Contact Order was issued to the student Complainant and student Respondent, and the Complainant received additional accommodations at the start of the case. After the Formal Investigation determined that the Respondent violated the University's Sexual Misconduct policy, the Dean of Students accepted this finding. The Dean of Students imposed a one year suspension as to Respondent. In addition, Respondent was restricted from entering the premises of the University, administratively dropped from all courses, and issued a no trespass order.

In the second case, a No Contact Order was issued to the student Complainant and student Respondent, and the Complainant received additional accommodations at the start of the case. After the Formal Investigation determined that the Respondent violated the University's Sexual Misconduct policy, the Dean of Students accepted this finding. The Dean of Students issued the following sanctions: Official Warning placed in Respondent's student disciplinary file; continuation of the No Contact Order between the parties for the remainder of their time at the University; and strict registration restrictions pertaining to Respondent.

El Centro

No Complaints were resolved through the Complaint Resolution Process.

CCICS

No Complaints were resolved through the Complaint Resolution Process.

University Center at Lake County

No Complaints were resolved through the Complaint Resolution Process.

Conclusion

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

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