



THE UNIVERSITY OF
CHICAGO

Office of the Provost
Office for Equal Opportunity Programs

Preventing Sexual Violence in Higher Education Act Annual Report

University of Chicago

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University of Chicago Executive Summary

The University of Chicago is committed to creating an environment that is free from all forms of sex discrimination, sexual harassment, sexual abuse, sexual assault, dating violence, domestic violence, and stalking. This behavior may violate the law, does violate the standards of the community, and is unacceptable at the University of Chicago. Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in education programs and activities operated by recipients of federal financial assistance, including the University. The University meets its compliance obligations and maintains its long-standing traditions and policies against discrimination.

This report was prepared in compliance with the Illinois Preventing Sexual Violence in Higher Education Act (110 ILCS 205/9.21 (b)) (IPSVIA). Under this law, the University must meet several requirements, including: developing a comprehensive policy, including a procedure to resolve complaints; providing students with a confidential advisor; participating in a task force; offering annual training to students and campus employees; and reporting information and data annually to the Illinois Attorney General's Office.

All alleged incidents of harassment, discrimination, and sexual misconduct (including sexual harassment, sexual abuse, sexual assault, domestic violence, dating violence, and stalking) are handled in accordance with the [University's Policy on Harassment, Discrimination, and Sexual Misconduct](#) (the Policy).¹ The University's procedures for handling incidents of alleged harassment, discrimination, or sexual misconduct depend on the nature of the incident, the relationship of the parties to the institution, and, to the extent feasible, the wishes of the person bringing forward the complaint. The University makes substantial efforts to address allegations of sexual misconduct and ensures that the response is conducted in a prompt and thorough manner that is equitable for all participants, best services the University community, and complies with applicable laws.

The complaint resolution procedure applicable to alleged student violations of the Policy is the University-wide Disciplinary Process, which is centrally managed by the Associate Dean of Students in the University for Disciplinary Affairs. There are both formal and administrative options available within the University-Wide Disciplinary process. Additionally, students who have reported sexual misconduct, dating violence, domestic violence, or stalking have the right to request interim protective measures and/or reasonable accommodations, including, but not limited to:

- Changes to academic, living, dining, working, or transportation situations

¹ This report reflects the policy and practices in effect during calendar year 2019. It is important to note that the University recently adopted a new policy on Title IX Sexual Harassment on August 14, 2020, in accordance with the U.S. Department of Education's rules implementing Title IX. This report, and appendixes, refer to the policies and practices that were in effect during 2019. The new University Policy on Title IX Sexual Harassment can be located at: <https://titleixpolicy.uchicago.edu/policy/>

- Obtaining and enforcing a University-issued no contact directive
- Assistance in obtaining an order of protection or no contact order in State court
- Medical assistance (including information on preserving evidence)
- Legal/law enforcement options (including assistance with notifying local law enforcement)
- Safety planning
- On- and off-campus referrals and resources
- Assistance with accessing and navigating campus and local health and mental health services, counseling, and advocacy

In compliance with the Violence Against Women Reauthorization Act of 2013 (VAWA) and the Clery Act, the University uses the State of Illinois Criminal Code's definitions of sexual assault and sexual abuse. The University's Policy on Harassment, Discrimination, and Sexual Misconduct incorporates the State's definitions of several other important terms, including domestic violence, dating violence, and stalking, and recognizes that sexual assault, domestic violence, dating violence, and stalking are not gender-specific crimes.

The data provided within this report was reviewed using the following parameters included in IPSVA ((110 ILCS 205/9.21(b)).

- Reported incidents should only pertain to "sexual violence, domestic violence, dating violence, and stalking;" and
- Data should be reported "whether filed against another student, an HEI employee, or someone unaffiliated with the HEI" and that data regarding disciplinary processes should be "related to complaints made by students against students subject to discipline under the HEI's complaint resolution procedure;" and
- "Schools should only report data related to complaints of incidents that occurred within the geographic areas defined by the Clery Act...if a report does not include a location of the incident alleged in the complaint, schools should include that report or disclosure in its data and may annotate."

The data for this report covers the period from January 1, 2019 – December 31, 2019.

This law and these reporting requirements differ from other reporting guidelines, requests for information, and published documents, including, but not limited to, the Annual Security and Fire Safety Report, and an understanding of those differences is necessary when comparing reports.

We recommend reading this report in its entirety to understand the full context of the report, including applicable definitions and reporting requirements.

PART A

I. Provide a copy of the higher education institution's comprehensive policy in effect during the January 1, 2019-December 31, 2019 time period:

<https://harassmentpolicy.uchicago.edu/page/policy> (Appendix A)

II. Provide a copy of the higher education institution's concise, written notification of a survivor's rights and options under its comprehensive policy –

https://cpb-us-w2.wpmucdn.com/voices.uchicago.edu/dist/6/480/files/2016/12/Title-IX-Fact-Sheet-for-Students_08-12-2020.pdf

(Appendix B)

PART B

I. Campus Training, Education and Awareness

a. Student Primary Prevention Programming

As part of its commitment to fostering an environment free of harassment, discrimination, and sexual misconduct, the University offers educational programs, campaigns, and training. These programs address, among other things, the requirements of VAWA and its implementing regulations, IPSVA, and Title IX, and promote prevention and awareness of sexual harassment, sexual assault, dating violence, domestic violence, and stalking.

Primary prevention and awareness programs for students include:

- The University requires that all students (including graduate and professional students) receive annual training regarding the Policy — including the processes, reporting obligations, and resources contained therein. The training also covers, among other things, 1) consent; 2) retaliation; 3) reporting to confidential resources; 4) resources/survivor services; and 5) strategies for bystander intervention and risk reduction. The University contracts with a content provider, EverFi, to provide these online training modules.
- All incoming undergraduate students in the College also receive training programs called “Sexual Assault Prevention for Students” (an online training program that addresses relationships, sexual health, consent, and sexual assault) and “AlcoholEdu” (an online training program to help reduce high-risk drinking and alcohol-related harm).
- Supplemental student training was also offered throughout the year on the following topics, and was attended by over 2,500 undergraduate, graduate, and professional students:
 - Title IX and the Policy - This training was delivered by the Office for Sexual Misconduct Prevention and Support to students (undergraduate and graduate/professional) from a variety of academic departments and registered student organizations who requested additional information on 1) support/resources; 2) Title IX intake process; 3) University policy; 4) confidential resources and responsible employee responsibilities; and 5) prevention programs and risk reduction.

- The University also participates in several campaigns to raise awareness regarding sexual misconduct, including Sexual Assault Awareness Month, Domestic Violence Awareness Month, the Educational Guidelines for Sexual Consent campaign, Speak Out Against Sexual Violence, the Clothesline Project, One Love's "Escalation" video and discussion, the LightShed Project, The Voices and Faces Writing Workshop, and a variety of other educational initiatives, resource fairs and outreach programs.
- The University's Resources for Sexual Violence Prevention (RSVP) offers ongoing programming to prevent, and promote awareness of, sexual violence. For example, RSVP teaches students to be peer educators through a 20-hour training program and offers workshops, activities, and events that help educate the University community about sexual violence and related issues. RSVP also provides educational and supportive services for the University of Chicago community related to sexual assault, intimate partner violence, and stalking.
 - RSVP specifically engaged in the following activities and programming:
 - Tabling and presenting a workshop during the university's "Sex Week," which aims to create an open, safe and supportive space to discuss and explore sex and its role in our society.
 - Supplemental educational programs offered to over 2,500 students from a variety of departments and organizations. These programs/workshops included Safe and Lit, Bystander Intervention, Consent Basics, Allyship, and a workshop for student athletes. Additional training for University-Wide Disciplinary Committee members was also completed.
- The Office for Sexual Misconduct Prevention and Support, Disciplinary Affairs, and Resources for Sexual Violence Prevention collaborated on comprehensive Orientation programming for all first-year students through a mandatory educational session. This interactive presentation communicates the University policy and resources, bystander intervention, prevention mechanisms, and discusses students' role in creating a socially responsible campus.
- The Office of the Provost's Student Advisory Board on Sexual Misconduct offers students an opportunity to serve as a liaison between the Office of the Provost and undergraduate, graduate, and professional students regarding student perspectives on sexual misconduct concerns, training, and prevention programs. These students provide input on policies, procedures, and programs pertaining to sexual misconduct and is chaired by the Deputy Title IX Coordinator for Students.
- The Office for Health Promotion and Wellness manages two Peer Health Advocate programs in which students apply for and are selected to support fellow students and empower them to make healthy choices. The Peer Health Advocates make outreach to students by connecting them to campus resources and offering education related to a variety of health and wellness topics including the Body Project (body image and self-esteem) and InTouch, which educates and empowers their peers to have healthy relationships and make informed decisions about their sexual health. All Peer Health Advocates receive training on University-specific resources for sexual misconduct.
- The Office for Sexual Misconduct Prevention and Support disseminated informational materials including posters with confidential/private/emergency resource numbers,

brochures regarding Title IX support, confidentiality charts for campus personnel, and informational sheets designed for the campus community defining nonconsensual sexual activity and providing information on intimate partner violence. Additionally, the Provost and Dean of Students of the University and the Associate Provost/Title IX Coordinator for the University sent email communications to the campus community addressing the institution's commitment to subjects related to Title IX and sexual misconduct.

- Ongoing updates to the U_Matter (umatter.uchicago.edu) and the Office for Equal Opportunity Programs (equalopportunity.uchicago.edu) websites were continuing during the 2019 calendar year.

b. Employee Training

In addition to student primary prevention programs, the University requires the following of its faculty, other academic appointees, staff, and postdoctoral researchers:

- All faculty members and other academic appointees receive training regarding, among other things, the Policy—including the processes, reporting obligations, and resources contained therein. All staff members and postdoctoral researchers receive training regarding, among other things, the Policy - including the processes, reporting obligations, and resources contained therein.
- The University requires all new employees (including faculty and other academic appointees) to take sexual misconduct prevention training – either online through a course titled, “Harassment and Discrimination Prevention” or “Bridges Taking Action” offered by EverFi or in-person with Equal Opportunity Programs staff. Among other things, these programs provide interactive training on how to prevent, identify, and report sexual misconduct.
- All individuals whose duties include resolution of complaints of student violations of the Policy must receive a minimum of eight hours of annual training on issues related to sexual violence, domestic violence, dating violence, and stalking and how to conduct the University's complaint resolution procedures, in addition to the training described above.
- All individuals serving in a Sexual Assault Dean on Call role and the confidential advisor in Student Counseling Services must complete a minimum of eight hours of annual trauma-informed training on issues related to sexual violence, domestic violence, dating violence, and stalking.
- Supplemental employee training was also offered throughout the year on the following and was attended by over 500 employees:
 - Title IX and the Policy. This training was delivered to employees with student-facing positions from a variety of academic departments and support teams who requested additional information on 1) support/resources; 2) Title IX intake process; 3) University policy; 4) confidential resources and responsible employee responsibilities; and 5) prevention programs and risk reduction.

II. Reports

Reporting Options at the University of Chicago

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in education programs and activities operated by recipients of federal financial assistance (like the University of Chicago). Consistent with its legal obligations and in keeping with its long-standing traditions and policies against discrimination, the University is committed to creating an environment that is free from all forms of sex discrimination, sexual harassment, sexual abuse, sexual assault, dating violence, domestic violence, and stalking. This behavior may violate the law, does violate the standards of our community, and is unacceptable at the University. All alleged incidents of harassment, discrimination, and sexual misconduct (including sexual harassment, sexual abuse, sexual assault, domestic violence, dating violence, and stalking) are handled in accordance with the Policy. The University's procedures for handling incidents of alleged harassment, discrimination, or sexual misconduct depend on the nature of the incident, the relationship of the accused to the institution, and, to the extent possible, and the wishes of the person bringing forward the complaint.

It is important to note that, depending on their role, University employees have different confidentiality obligations. Confidential resources are available to provide support, resources, and information to students. These individuals do not share identifying information about people or incidents without the student's consent.

- Sexual Assault Dean on Call can be reached 24/7, 365 days a year to answer any general or personal questions related to sexual misconduct, including questions about Title IX, University policy and processes, resources and support services, filing a report with local law enforcement, or obtaining medical assistance.
- Student Counseling Service providers
 - Student Counseling Service also has a named "confidential advisor" on staff who has undergone 40 hours of initial specialized training pertaining to sexual and relationship violence, and subsequent annual training hours thereafter.
- Student Health Service providers
- Ordained Religious Advisors

All University employees not designated as confidential resources are considered Individuals with Reporting Obligations. These individuals must report all incidents of sexual harassment, sexual assault, sexual abuse, dating violence, domestic violence, and/or stalking to the Title IX Coordinators. Individuals with Reporting Obligations cannot guarantee confidentiality but can promise privacy through the process, and include faculty and instructors, Resident Assistants, Resident Heads, Resident Deans, TAs/Graduate Assistants, preceptors, administrative assistants, UCPD staff, athletic coaches, and other University staff.

Anonymous reports can be submitted through the U Matter: Student Resources for Resolution website found here: <http://umatter.uchicago.edu/file-a-report/add-to-the-university/anonymous-reporting/>.

Data Reporting Requirements

The reports noted below were reviewed using the following parameters included in the PSVA (110 ILCS 205/9.21(b)).

- Reported incidents should only pertain to “sexual violence, domestic violence, dating violence, and stalking;” and
- Data should be reported “whether filed against another student, an HEI employee, or someone unaffiliated with the HEI” and that data regarding disciplinary processes should be “related to complaints made by students against students’ subject to discipline under the HEI’s complaint resolution procedure;” and
- “Schools should only report data related to complaints of incidents that occurred within the geographic areas defined by the Clery Act...if a report does not include a location of the incident alleged in the complaint, schools should include that report or disclosure in its data and may annotate.”

This law and these reporting requirements may differ from other reporting guidelines, requests for information, and published documents, including, but not limited to, the Annual Security and Fire Safety Report.

Student reports against students, not affiliated, or unknown respondents between January 1, 2019 – December 31, 2019.

	Reports to the Title IX Coordinator/Individuals with Reporting Obligations²
Sexual Violence ³	44
Domestic Violence	3
Dating Violence	7
Stalking	28

There were 23 reports to the Sexual Assault Deans on Call, which are considered the University’s primary confidential resource. The reports to the Sexual Assault Deans on Call are being reported in aggregate form from January 1, 2019 – December 31, 2019 for all cases inclusive of sexual violence, domestic violence, dating violence, and stalking. Student Counseling Service, another confidential resource which houses our “confidential advisor,” reported 42 incidents in aggregate form for the same timeframe of January 1, 2019 – December 31, 2019. While every effort was made to obtain aggregate numbers from confidential and anonymous resources, the University’s ability to do so is limited because of the confidentiality and privacy obligations borne by providers and that are imposed on electronic medical records, and because some reports are received by employees of University affiliates who are not employed by the University.

² The total number of reports include 26 incidents where the alleged incident took place in an unknown location.

³ Under the Policy, sexual violence includes both sexual assault and sexual abuse.

Student reports against employees (faculty/staff) between January 1, 2019 – December 31, 2019.

	Report
Sexual violence	1
Dating violence	0
Domestic violence	0
Stalking	0

a. Responses to Reports to the Title IX Coordinator or Individuals with Reporting Obligations

Every student who reports or is reported to have experienced any incident of sexual misconduct, dating violence, domestic violence, or stalking receives a one-page information sheet (referenced in Appendix B), which refers them to support/resource mechanisms both on and off campus, including medical assistance and law enforcement. The University's procedures for handling incidents of alleged harassment, discrimination, or sexual misconduct depends on the nature of the incident, the relationship of the parties to the institution, and, to the extent possible, the wishes of the person bringing forward the complaint.

Of the 82 reports to the Title IX Coordinator/Individuals with Reporting Obligations during the January 1 – December 31, 2019 timeframe, 50 did not respond to outreach from the Deputy Title IX Coordinator for Students. Interim measures and accommodations were requested by individuals in 27 reports, which included No Contact Directives, academic accommodations, Housing and Residential Life outreach, Student Counseling Service referrals, and interim bans from campus for alleged perpetrators. Students decide whether to proceed with both law enforcement referrals and the University-wide Disciplinary Process.

Students are referred to local or State law enforcement through the one-page informational sheet given to students at time of report and in any subsequent meeting with the Title IX Coordinator. The student decides whether to file a report with local law enforcement independent of the University's resolution process.

The University-wide Disciplinary process is the complaint resolution procedure applicable to alleged violations of the Policies by student respondents. Of the 82 reports to the Title IX Coordinator/Responsible Employees during the January 1, 2019 – December 31, 2019 timeframe and defined by PSVA, 36 reports were eligible to move through this complaint resolution procedure. The other cases included either 1) individuals as the alleged perpetrators who were not affiliated with the University or 2) the individual disclosing the complaint was neither the complainant nor respondent, but rather a concerned individual who reported an incident and the

University determined there was not a basis to proceed, or individuals as the alleged perpetrators who were unknown to the University.

Of the cases that were eligible to proceed through the complaint resolution procedure, 9 complainants chose to enter the process during the January 1, 2019 – December 31, 2019 timeframe.

The Panel on Unlawful Harassment is the hearing body for complaints made against academic appointees. There was 1 report to the Title IX Coordinator during the January 1-2019-December 31, 2019 timeframe and defined by PSVA that was eligible to move through this complaint resolution procedure.

b. Complaint Resolution Procedure Outcomes

Nine formal complaints were resolved between January 1, 2019 – December 31, 2019 by the University-wide Disciplinary Committee for complaints made against student respondents. The Associate and Assistant Dean of Students in the University for Disciplinary Affairs investigated the complaints, and information regarding the cases were reviewed by the Title IX Coordinator before being referred to the University-wide Disciplinary Committee (UWDC) for resolution. Following the UWDC meetings, the following outcomes were received.

Four of the respondents were found not responsible and five of the respondents were found responsible. Of the five respondents found responsible, the following outcomes were issued: one respondent was found responsible for sexual misconduct and was suspended, had restrictions issued, was required to do an intake with a licensed counselor, and was required to participate in educational programming; one respondent was found responsible for sexual misconduct and was suspended and was required to participate in educational programming; one respondent was found responsible for stalking on two separate occasions, and was placed on probation, had restrictions issued, was required to participate in educational programming, and was required to do an intake with a licensed counselor; one respondent was found responsible for sexual misconduct and was placed on probation, banned from campus, required to participate in educational programming, and had restrictions issued.

There was 1 report resolved between January 1, 2019-December 31, 2019 that was resolved by the Panel on Unlawful Harassment for complaints made against academic appointees. The respondent was not found responsible for a violation of sexual misconduct.

PART C

- I. Use this space to provide any explanations or clarification for information and data provided as part of the report

Reporting Information:

The reports noted below were reviewed using the following parameters included in PSVA (110 ILCS 205/9.21(b)):

- Reported incidents should only pertain to “sexual violence, domestic violence, dating violence, and stalking;” and
- Data should be reported “whether filed against another student, an HEI employee, or someone unaffiliated with the HEI” and that data regarding disciplinary processes should be “related to complaints made by students against students’ subject to discipline under the HEI’s complaint resolution procedure;” and
- “Schools should only report data related to complaints of incidents that occurred within the geographic areas defined by the Clery Act...if a report does not include a location of the incident alleged in the complaint, schools should include that report or disclosure in its data and may annotate.”

This law and these reporting requirements may differ from other reporting guidelines, requests for information, and published documents, including, but not limited to, the Annual Security and Fire Safety Report.

Comprehensive Policy and Complaint Resolution Procedure:

The University of Chicago is a community of scholars dedicated to research, academic excellence, and the pursuit and cultivation of learning. Every member of the University – student, faculty, and staff – makes a commitment to strive for personal and academic integrity; to treat others with dignity and respect; to honor the rights and property of others; to take responsibility for individual and group behavior; and to act as a responsible citizen in a free academic community and in the larger society. Any student conduct, on or off campus, of individuals or groups, that threatens or violates this commitment may become a matter for action within the University’s system of student discipline.

The University’s comprehensive policy (the Policy on Harassment, Discrimination, and Sexual Misconduct)⁴ has several key provisions, including the following:

- The policy is applicable to all students, staff, faculty, and other University personnel.
- The policy covers any incident, whether on or off campus, that could create a hostile environment on campus.
- The policy is applicable to everyone, regardless of gender, gender identity, or sexual orientation.
- The complaint resolution procedure applicable to alleged student violations of the Policy is the University-wide Disciplinary Process, which is centrally managed by the Associate Dean of Students in the University for Disciplinary Affairs, Jeremy Inabinet.

⁴ This report reflects the policy and practices in effect during calendar year 2019. It is important to note that the University recently adopted a new policy on Title IX Sexual Harassment on August 14, 2020, in accordance with the U.S. Department of Education’s rules implementing Title IX. This report, and appendixes, refer to the policies and practices that were in effect during 2019. The current policy can be found at: <https://titleixpolicy.uchicago.edu/policy/>

Sexual misconduct includes, but is not limited to, sexual harassment, sexual assault, domestic violence, dating violence, and stalking. The following terms are defined by the Policy:

- Consent
- Dating Violence
- Domestic Violence
- Harassment and Discrimination
- Incapacitation
- Sexual Abuse
- Sexual Assault
- Stalking
- Title IX

There are both formal and administrative options available within the University-Wide Disciplinary process.

The University-wide Disciplinary process is:

- Compliant with applicable laws
- Fair for those filing complaints and those responding to complaints
- Manageable for everyone involved in the process
- Trauma-informed, both in design and resolution
- Centered on the University of Chicago community

Reports from the University of Chicago Police Department, area Deans of Students, Housing and Residence Life, and University faculty, students, and staff about alleged student violations of the Policy will routinely be brought to the Associate Dean of Students in the University for Disciplinary Affairs for investigation and possible disciplinary action. Furthermore, the Associate Dean of Students in the University may open an investigation based on reports from third parties of arrests, citations, or other information from external parties.

Appendix A

University of Chicago Policy on Harassment, Discrimination, and Sexual Misconduct (effective during the January 1, 2019- December 31, 2019 time period)

Sexual misconduct includes but is not limited to sexual harassment, sexual abuse, sexual assault, domestic violence, dating violence, and stalking.

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I. Introduction

The University of Chicago is a community of scholars dedicated to research, academic excellence, and the pursuit and cultivation of learning. Members of the University community cannot thrive unless each is accepted as an autonomous individual and is treated without regard to characteristics irrelevant to participation in the life of the University. Freedom of expression is vital to our shared goal of the pursuit of knowledge and should not be restricted by a multitude of rules. At the same time, unlawful discrimination, including harassment, compromises the

integrity of the University. The University is committed to taking necessary action to prevent, correct, and, where indicated, discipline unlawful discrimination.

Sexual misconduct may violate the law, does violate the standards of our community, and is unacceptable at the University of Chicago. Sexual misconduct can be devastating to the person who experiences it directly and can adversely impact family, friends, and the larger community. Regardless of the definitions provided below, people who believe they have experienced any sexual misconduct are encouraged to report the incident and to seek medical care and support as soon as possible.

Matters that constitute Title IX Sexual Harassment under the [University Policy on Title IX Sexual Harassment](#) are not within the scope of this Policy and will be addressed under the procedures set forth in the Policy on Title IX Sexual Harassment.

II. Policy Basis and Application

This policy expresses the University's commitment to an environment free from discrimination, sexual harassment and other unlawful forms of harassment, sexual misconduct, sexual assault, domestic violence, dating violence, and stalking and conforms to legal requirements. It applies to students and other program participants, staff, postdoctoral researchers, faculty, and other academic appointees, volunteers, as well as to anyone on whom the University has formally conferred a title, regardless of employment status. The University provides education and prevention resources, offers numerous support services and referrals for anyone who has experienced unlawful harassment or one of these crimes, encourages and facilitates reporting, which can assist prosecution, and is committed to disciplining anyone whom University procedure determines to have violated this policy.

This policy applies to misconduct that occurs: (1) on University property; or (2) off University property, if: (a) the conduct occurred in connection with a University or University-sponsored or recognized program or activity; or (b) the conduct has or reasonably may have the effect of creating a hostile educational or work environment for a member of the University community. For example, this policy applies to misconduct that occurs between students during an off-campus party in a private residence, during a University-sponsored study abroad program, or during research- or conference-based University-supported travel. Also, misconduct that occurs off-campus and involves an alleged student perpetrator and an unaffiliated complainant is subject to investigation and adjudication, although the circumstances may be such that the inquiry is limited to assessing whether the student poses a threat to campus safety.

III. Unlawful Harassment and Discrimination

Discrimination based on factors irrelevant to admission, employment, or program participation violates the University's principles. In keeping with its long-standing traditions and policies, the University of Chicago considers students, employees, applicants for admission or employment, and those seeking access to programs on the basis of individual merit. The University does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, age, status as an individual with a disability, protected veteran status, genetic information or other protected classes under the law. Such discrimination is unlawful.

Harassment based on the actual or perceived factors listed above is verbal or physical conduct or conduct using technology that is so severe or pervasive that it has the purpose or effect of unreasonably interfering with an individual's work performance or educational program participation, or that creates an intimidating, hostile, or offensive work or educational environment.

A person's subjective belief that behavior is intimidating, hostile, or offensive does not make that behavior harassment. The behavior must be objectively unreasonable. Expression occurring in an academic, educational or research context is considered a special case and is broadly protected by academic freedom. Such expression will not constitute harassment unless (in addition to satisfying the above definition) it is targeted at a specific person or persons, is abusive, and serves no bona fide academic purpose.

Harassment includes same-sex harassment and peer harassment among students, staff, other academic appointees, postdoctoral researchers, faculty members, program participants, volunteers, and anyone on whom the University formally confers a title, regardless of employment status. Harassment by a faculty member, instructor, or teaching assistant of a student over whom the individual has authority, or by a supervisor of a subordinate, is particularly serious.

IV. Sexual Misconduct and Definitions

Sexual misconduct encompasses a range of conduct, from sexual assault (a criminal act that the U.S. Department of Education defines as a form of sexual harassment) to conduct such as unwanted touching or persistent unwelcome comments, e-mails, or pictures of an insulting or degrading sexual nature, which may constitute unlawful harassment, depending upon the specific circumstances and context in which the conduct occurs. For example, sexual advances, requests for sexual favors, or sexually-directed remarks or behavior constitute sexual harassment when (1) submission to or rejection of such conduct is made, explicitly or implicitly, a basis for an academic or employment decision, or a term or condition of either; or (2) such conduct directed against an individual persists despite its rejection.

In compliance with the Violence Against Women Reauthorization Act of 2013 ("VAWA") and the Clery Act, the University uses the State of Illinois Criminal Code's definitions of sexual assault and sexual abuse. The University incorporates the State's definitions of several other important terms, including domestic violence, dating violence, and stalking and recognizes that sexual assault, domestic violence, dating violence, and stalking are not gender-specific crimes. To aid searches, definitions are provided in alphabetical order.

"Accused" or "Respondent" means a person accused of conduct prohibited by this policy and does not imply pre-judgment.

"Consent" means voluntary, active and clear agreement, communicated by words or actions, to participate in specific sexual activity. Consensual sexual activity happens when each participant willingly chooses to participate.

In cases where a victim asserts that sexual activity occurred without consent, the standard is whether a sober, reasonable person in the same circumstances as the respondent should have known that the victim did not or could not consent to the sexual activity in question.

In Illinois, the legal age of consent is 17 but rises to 18 if the respondent holds a position of trust, authority, or supervision in relation to the victim. This means that there can be no consent when one participant in the sexual activity is under the legal age of consent and any other participant is at or over the legal age of consent.

Consent is such a critical factor that Section V is entirely dedicated to discussing it.

"Dating violence" means the use or threat of use of physical abuse, mental or emotional abuse, or sexual violence by a person who is in a social relationship of a romantic or intimate nature with the victim.

"Domestic violence" means harassment, interference with personal liberty, intimidation of a dependent, physical abuse, or willful deprivation by a person who is or was a family or

household member of the victim. A family or household member includes: a spouse, former spouse, parent, child, stepchild, or other person related by blood or by present or prior marriage; a person who shares or formerly shared a common dwelling; a person who has or allegedly has a child in common or shares a blood relationship through a child; a person who has a dating or engagement relationship; a personal assistant to a person with a disability; and a caregiver.

“Force or threat of force” means the use of force or violence, or the threat of force or violence, including but not limited to (1) when the respondent threatens to use force or violence on the victim or on any other person, and the victim under the circumstances reasonably believes that the respondent has the ability to execute that threat or (2) when the respondent has overcome the victim by use of superior strength or size, physical restraint or physical confinement.

“Harassment” as a form of unlawful discrimination means verbal conduct, physical conduct, or conduct using technology that is based on a protected class and that is so severe or pervasive that it has the purpose or effect of unreasonably interfering with an individual’s work performance or educational program participation, or that creates an intimidating, hostile, or offensive work or educational environment.

“Harassment” for purposes of domestic violence is knowing conduct that is not necessary to accomplish a purpose, would cause emotional distress to a reasonable person and does cause emotional distress to the victim.

“Interference with personal liberty” is committing or threatening physical abuse, harassment, intimidation, or willful deprivation to force a victim to engage in conduct from which that person has the right to abstain, or to abstain from conduct in which that person has a right to engage.

“Intimidation of a dependent” is subjecting a person who is a dependent because of age, health or disability to participate in or to witness physical force, physical confinement or restraint of another person.

“Policy Personnel” includes anyone with a role under this Policy, including but not limited to the Title IX Coordinator, Deputy Title IX Coordinator(s), Investigator(s), Decisionmaker(s), Review Decisionmaker(s), or Informal Resolution Facilitator(s).

“Physical abuse” includes sexual abuse and means any of the following: (1) the knowing or reckless use of physical force, confinement, or restraint; (2) knowing, repeated, and unnecessary sleep deprivation; and/or (3) knowing or reckless behavior that creates an immediate risk of physical harm.

“Individual with Reporting Responsibilities” means any faculty member, other academic appointee, postdoctoral researcher, or staff employee who would reasonably be expected to have the authority or duty to report or take action to redress sexual misconduct. An Individual with Reporting Responsibilities must promptly notify the Title IX Coordinator for the University all known details related to a possible incident of sexual misconduct (including sexual harassment), dating violence, domestic violence, and stalking that is reported to them directly, indirectly, or through a third party, or that they may have observed. Individuals with Reporting Responsibilities include (among others) faculty and instructors, RAs, Resident Heads, Resident Masters, TAs, preceptors, UCPD staff, and other University employees.

“Retaliation” means any adverse action taken against a person participating in a protected activity because of their participation in that protected activity. Retaliation against an individual for alleging harassment, supporting a party bringing a complaint, or assisting in providing information relevant to a claim of harassment is a serious violation of University policy and will be treated as another possible instance of harassment or discrimination. Acts of alleged

retaliation should be reported immediately to the Title IX Coordinator for the University, and will be promptly investigated.

“Sexual abuse” means an act of sexual conduct:

- Without consent; or
- By the use of force or threat of force; or
- When the accused knew that the victim was unable to understand the nature of the act or was unable to give knowing consent; or
- Where the accused is under 17 years of age and the victim was at least 9 years of age but under 17 years of age when the act was committed; or
- In which the accused delivered (by injection, inhalation, ingestion, transfer of possession, or any other means) to the victim without their consent, or by threat or deception, and for other than medical purposes, any controlled substance.

“Sexual assault” means an act of sexual penetration:

- Without consent; or
- By the use of force or threat of force, including threatening or endangering the life of the victim or any other person; or
- Where the accused knew that the victim was unable to understand the nature of the act or was unable to give knowing consent; or
- With a victim who was under age 17 when the act was committed, or with a victim who was under age 18 when the act was committed and the accused was age 17 or more and held a position of trust, authority, or supervision in relation to the victim; or
- In which the accused delivered (by injection, inhalation, ingestion, transfer of possession, or any other means) to the victim without their consent, or by threat or deception, and for other than medical purposes, any controlled substance.

“Sexual conduct” means any intentional or knowing touching or fondling by the victim or the accused, either directly or through clothing, of the sex organs, anus, or breast of the victim or the accused, or any part of the body of a child under 13 years of age, or any transfer or transmission of semen by the accused upon any part of the clothed or unclothed body of the victim, for the purpose of sexual gratification or arousal of the victim or the accused.

“Sexual penetration” means any contact, however slight, between the sex organ or anus of one person and an object, the sex organ, mouth or anus of another person, or any intrusion, however slight, of any part of the body of one person or of any animal or object into the sex organ or anus of another person, including but not limited to cunnilingus, fellatio, or anal penetration.

“Stalking” means a course of conduct (two or more acts) directed at a specific person that would cause a reasonable person to fear for their safety or the safety of a third person, or to suffer emotional distress. Stalking behavior includes, but is not limited to: following a person; appearing at a person's home, work, or school; making unwanted phone calls; sending unwanted emails or text messages; leaving objects for a person; vandalizing a person's property; injuring a person's pet; and monitoring or placing a person under surveillance.

“Supportive Measures” are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to a Complainant or Respondent in matters involving sexual misconduct. Such measures are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the University's educational environment and deter sexual misconduct. Supportive Measures may include but are not limited to counseling,

extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between parties, changes in work or housing locations, adjustments to dining arrangements, leaves of absence, increased security or monitoring of certain areas of the campus, and honoring an order of protection or no-contact order entered by a State civil or criminal court. The University will maintain as confidential any supportive measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the Supportive Measures.

“Victim” means a person alleging to have been subjected to conduct prohibited by this policy and does not imply pre-judgment. The term “victim” is used interchangeably with the term “complainant” in this policy.

“Willful deprivation” is the purposeful denial of medication, medical care, shelter, food, or other assistance to a person who requires such things because of age, health or disability, thereby putting that person at risk of physical, mental, or emotional harm.

V. Consent

What is Consent?

- Consent means voluntary, active and clear agreement, communicated by words or actions, to participate in specific sexual activity. Consensual sexual activity happens when each participant willingly chooses to participate. It is the responsibility of the person who wants to engage in a sexual activity to obtain the consent of the other person for that sexual activity. Consent may also be withdrawn or modified at any time by the use of clearly understandable words or actions.
- In cases where a victim asserts that sexual activity occurred without consent, the standard is whether a sober, reasonable person in the same circumstances as the accused should have known that the victim did not or could not consent to the sexual activity in question.
- The definition of consent does not vary based upon a person’s sex, sexual orientation, gender identity, or gender expression.
- Consent is best obtained through direct communication about the decision to engage in specific sexual activity. Consent need not be verbal, but verbal communication is the most reliable and effective way to seek, assess, and obtain consent. Non-verbal communication often is ambiguous. For example, heavy breathing can be a sign of arousal, but it also can be a sign of distress. Talking with sexual partners about desires, intentions, boundaries and limits can be uncomfortable, but it serves as the best foundation for respectful, healthy, positive and safe intimate relationships.

What is not Consent?

- Consent cannot be obtained by threat of harm, coercion, intimidation, or by use or threat of force.
- The lack of explicit consent does not imply consent and likewise, the lack of verbal or physical resistance does not constitute consent. Thus, silence, passivity, submission, and/or the lack of resistance (including the absence of the word “no”) do not—in and of themselves—constitute consent.

Incapacitation

Consent cannot be obtained from someone who is unable to understand the nature of the activity or give knowing consent due to circumstances. A person is mentally or physically incapacitated when that person lacks the ability to make or act on considered decisions to engage in sexual activity, *i.e.*, when a person’s perception and/or judgment is so impaired that the person lacks the

cognitive capacity to make or act on conscious decisions, including without limitation the following circumstances:

- The person is incapacitated due to the use or influence of alcohol or drugs, or due to a mental disability. Alcohol and drugs can impair judgment and decision-making capacity, including the ability to rationally consider the consequences of one's actions. The effects of alcohol and drug consumption often occur along a continuum. For example, alcohol intoxication can result in a broad range of effects, from relaxation and lowered inhibition to euphoria and memory impairment, and to disorientation and incapacitation. Incapacitation due to alcohol or drug use is a state beyond "mere" intoxication or even being drunk. Indicators of incapacitation may include inability to communicate, lack of control over physical movements, and/or lack of awareness of circumstances. An incapacitated person can also experience a blackout state during which they appear to give consent but does not have conscious awareness or the capacity to consent. Some medical conditions also can cause incapacitation.
- The person is asleep or unconscious.
- The person is under the legal age of consent. In Illinois, the legal age of consent is 17 but rises to 18 if the accused holds a position of trust, authority, or supervision in relation to the victim. This means that there can be no consent when one participant in the sexual activity is under the legal age of consent and any other participant is at or over the legal age of consent.

In sum, an act will be deemed non-consensual if a person engages in sexual activity with an individual who is incapacitated, and who the person knows or reasonably should know is incapacitated, or with an individual who is asleep, unconscious, or under the legal age of consent.

Other Important Points regarding Consent

- The existence of a romantic or sexual relationship does not, in and of itself, constitute consent.
- Consent on a prior occasion does not constitute consent on a subsequent occasion.
- Consent to one sexual act does not constitute consent to another sexual act.
- Consent to sexual activity with one person does not constitute consent to engage in sexual activity with another.
- Consent cannot be inferred from a person's manner of dress or other contextual factors, such as alcohol consumption, dancing, or agreement to go to a private location like a bedroom.
- Accepting a meal, a gift, or an invitation for a date does not imply or constitute consent.
- Silence, passivity, or lack of resistance alone or in combination does not constitute consent.

Incapacitation by the person initiating sexual activity does not in any way lessen their obligation to obtain consent.

VI. Consensual Relationships

Trust is essential to sound relationships between individuals who work in collaborative research and learning environments. The development of a sexual and/or romantic relationship may, in some cases, create legitimate questions about impartiality, professional judgment, conflicts of interest, coercion, harassment, and the appearance of favoritism or advantage. This Policy therefore prohibits sexual and/or romantic relationships between (a) an academic appointee (as defined below) and an undergraduate student; (b) an academic appointee and a graduate or professional school student, postdoctoral researcher, resident/fellow, staff employee,

or volunteer over whom the academic appointee exercises academic, supervisory or managerial authority; (c) a staff supervisor/manager and any person over whom they have supervisory or managerial authority; and (d) a coach (paid or volunteer) of varsity or club sports and an undergraduate student.

An “**academic appointee**” is a member of the University Faculties or an Other Academic Appointee as those terms are detailed in Statute 11 of the University Statutes.

“**Academic authority**” includes the following activities (whether on or off campus): teaching courses as an instructor of record; grading or otherwise evaluating student work; advising on formal projects such as a dissertation or other research; serving on a dissertation committee; participating in decisions regarding student funding or other resource allocation; providing clinical supervision; supervising offsite fieldwork; and making recommendations or otherwise influencing decisions regarding admissions, employment, or the award of grants, fellowships, or other forms of recognition.

In the interests of prudence and fostering a campus environment free of sexual harassment and discrimination, this Policy imposes the following requirements:

Academic Appointees and others with Academic Authority

Individuals with Academic Authority – Undergraduate Students

This Policy prohibits sexual and/or romantic relationships between academic appointees and undergraduates at the University.

This Policy also prohibits any staff, postdoctoral researcher or student (whether undergraduate, graduate or professional) from having a sexual and/or romantic relationship with an undergraduate student over whom they have academic authority. For example, a graduate student serving as a lecturer may not have a sexual and/or romantic relationship with a student who is enrolled in that course during the duration of the course.

Individuals with Academic Authority – Graduate or Professional School Students

This Policy prohibits sexual and/or romantic relationships between academic appointees and any graduate or professional school student over whom they exercise academic authority.

This Policy does not prohibit sexual and/or romantic relationships between academic appointees and graduate or professional students over whom they do not have academic authority. If the academic appointee later seeks or is asked to take on a role or responsibility that would include academic authority over the student, the relationship must be disclosed and managed to prevent the creation of that academic authority, as described below in the section on reporting.

This Policy also prohibits any graduate or professional student, postdoctoral researcher, or staff employee with an academic teaching or academic supervisory role from having a sexual and/or romantic relationship with a graduate student whom they teach or supervise during the duration of the teaching or supervisory relationship (*e.g.*, a graduate student serving as a lecturer may not have a sexual and/or romantic relationship with a student who is enrolled in that course during the duration of the course).

Academic Appointee – Postdoctoral Researchers

This Policy prohibits sexual and/or romantic relationships between academic appointees and any postdoctoral researcher over whom they exercise authority, academic or otherwise.

Academic Appointee – Staff Employees/Volunteers

This Policy prohibits sexual and/or romantic relationships between academic appointees and any staff employee or volunteer over whom they have supervisory or managerial authority.

Academic Appointee/Attending Physician – Resident Physician/Fellow

This Policy prohibits sexual or romantic relationships between academic appointees who are attending physicians and residents/fellows over whom they exercise academic, supervisory or managerial authority, or otherwise oversee the resident/fellow's work.

Staff Supervisors/Managers – Subordinate Employees/Volunteers

This Policy prohibits staff employees in supervisory and management roles from having sexual and/or romantic relationships with persons over whom they have supervisory or managerial authority.

Coaches – Undergraduates

This Policy prohibits coaches (paid and volunteer) of varsity teams and sport clubs from having sexual and/or romantic relationships with undergraduate students.

Disclosure, Reporting and Non-Retaliation

For the purposes of this Policy, a “disclosure” means written notification to, and meeting with, the Title IX Coordinator.

There can be sexual and/or romantic relationships between individuals in positions of unequal authority that are not prohibited by this Policy. These types of relationships include, but are not limited to: academic appointee and graduate or professional student over whom the academic appointee does not currently exercise academic authority (as discussed above); senior faculty member-junior faculty member; faculty member-other academic appointee; and attending physician-resident/fellow over whom they do not currently exercise academic, supervisory or managerial authority, or otherwise oversee the resident/fellow's work.

In all instances, as soon as the person in a position of greater overall institutional authority learns that they will be taking on a role that will include academic authority over the other individual, they must promptly disclose the existence of the relationship to the Title IX Coordinator. The Title IX Coordinator for the University will then notify and confer with the relevant department chair, dean and/or supervisor, only if necessary and as appropriate, to develop a management plan.

A management plan is a written document that sets forth expectations and establishes rules that separate the professional relationship from the intimate relationship. Management plans are inherently flexible and can be modified at any time to account for and mitigate any changes in the professional relationship. For example, if a faculty member assumes a new administrative responsibility that would include a new type of authority over the other individual, the management plan should be reviewed and updated as needed.

Further, it can be the case that third-party witnesses to a prohibited relationship or suspected prohibited relationship want the relevant department chair, dean and/or supervisor to address the matter but remain silent out of fear of reprisal. Such individuals are encouraged to come forward to the Title IX Coordinator for the University. All complaints and concerns will be treated as confidentially as is feasible and will be addressed by the Title IX Coordinator for the University in partnership, as appropriate, with the chair, dean and/or supervisor. Retaliation against anybody who makes a complaint or raises a concern about a possible policy violation is prohibited.

Violations

Violations of this Policy may result in discipline, which can include, but is not limited to, written warnings, loss of privileges, mandatory training or counseling, probation, suspension, demotion, expulsion, and termination of employment (including revocation of tenure). Disciplinary actions will be enforced at the appropriate administrative level.

Privacy and Confidentiality

Information reported to the Title IX Coordinator will be treated as private and confidential in accordance with University Policy 609-Treatment of Confidential Information. The Title IX Coordinator will only share information with those individuals at the University who have a need to know (as described above, i.e.-Deans, Department Chairs).

Related policies include:

<https://humanresources.uchicago.edu/fpg/policies/200/p206.shtml>

<https://provost.uchicago.edu/handbook/clause/nepotism-policy-faculty-and-other-academic-appointees>

<http://humanresources.uchicago.edu/fpg/policies/600/p601.shtml>

VII. Reporting Options

Individuals with Reporting Responsibilities

As noted above, some University employees (referred to as “Individuals with Reporting Responsibilities”) must promptly notify the Title IX Coordinator for the University all known details related to a possible incident of sexual misconduct (including sexual harassment), dating violence, domestic violence, and stalking that is reported to them directly, indirectly, or through a third party, or that they may have observed. Individuals with Reporting Responsibilities must report such information regardless of where the incident occurred. Individuals with Reporting Responsibilities include (among others) faculty and instructors, RAs, Resident Heads, Resident Masters, TAs, preceptors, UCPD staff, and other university employees.

Please note that reporting an incident to the Title IX Coordinator for the University (or their designees) is private, and it does not mean the person who experienced sexual misconduct, dating violence, domestic violence, or stalking somehow loses control of the process. To the contrary, the Title IX Coordinators are here to advise members of our community on their options regarding remaining anonymous, confidentiality, the University’s process for investigating complaints of sexual misconduct, dating violence, domestic violence, and stalking, and the University’s disciplinary process. Indeed, in some cases, individuals choose not to move forward with the investigation process, but still request support services. When the University receives a report that someone in our community experienced sexual misconduct, dating violence, domestic violence, or stalking, the University will provide that person with a written summary of their rights and options, including information on contacting local law enforcement and community-based resources.

While only Individuals with Reporting Responsibilities are required to report all incidents of sexual misconduct (including sexual harassment), dating violence, domestic violence, and stalking to the Title IX Coordinator for the University, all other members of our community (including students) are encouraged to report such incidents to the Title IX Coordinator or their designees.

Associate Provost for Equal Opportunity Programs and Title IX Coordinator for the University

The University official responsible for coordinating compliance with the University’s [Policy on Harassment, Discrimination, and Sexual Misconduct](#) is Bridget Collier, Associate Provost for Equal Opportunity Programs. Ms. Collier also serves as the University’s Title IX Coordinator for the University, Affirmative Action Officer, and Section 504/ADA Coordinator. You may contact Ms. Collier by emailing bcollier@uchicago.edu, by calling **773-834-6367**, or by writing to Bridget Collier, Office of the Provost, The University of Chicago, 5525 S. Ellis Ave., Suite B, Chicago, IL 60637.

You may contact the Associate Provost for Equal Opportunity Programs or her designee to report any complaints of discrimination, unlawful harassment, and sexual misconduct. The Associate Provost for Equal Opportunity Programs or her designee can also assist you in the following ways:

- If you are unsure of where to turn for help.
- If you have questions regarding this Policy or the [University's Policy on Title IX Sexual Harassment](#).
- If you have questions regarding Title IX of the Education Amendments of 1972 or the Department of Education's regulations implementing Title IX.
- If you are seeking information regarding or the implementation of Supportive Measures and accommodations related to a sexual misconduct matter.
- If you have a complaint or question regarding postdoctoral researchers, staff, faculty members, or other academic appointees engaging in harassment, discrimination, sexual misconduct, dating violence, domestic violence, stalking, or retaliation.
- If you need information regarding campus accessibility and accommodations for individuals with disabilities.

Please see <http://equalopportunityprograms.uchicago.edu> for additional information.

Designees of the Associate Provost for Equal Opportunity Programs

Director, Office for Access and Equity and Deputy Title IX Coordinator

Elizabeth Honig, who serves as the Director of the Office for Access and Equity and Deputy Title IX Coordinator, and as a designee for the Associate Provost for Equal Opportunity Programs, is also available to assist the community on all matters related to this Policy, the Policy on Title IX Sexual Harassment, and Section 504/ADA. You may contact Ms. Honig by emailing ehonig@uchicago.edu, by calling 773-702-4913, or by writing to Elizabeth Honig, Office of the Provost, The University of Chicago, 5525 S. Ellis Ave., Suite B, Chicago, IL 60637.

Associate Director, Office for Access and Equity and Lead Investigator

Jackie Hennard, who serves as the Associate Director of the Office for Access and Equity and Lead Investigator, and as a designee for the Associate Provost for Equal Opportunity Programs, is also available to assist the community on all matters related to this Policy, the Policy on Title IX Sexual Harassment, and Section 504/ADA. You may contact Ms. Hennard by emailing jacquelineh1@uchicago.edu, by calling 773-702-1032, or by writing to Jackie Hennard, Office of the Provost, The University of Chicago, 5525 S. Ellis Ave., Suite B, Chicago, IL 60637.

Director, Office for Affirmative Action and Deputy Title IX Coordinator

Scott Velasquez, who serves as the Director of the Office for Affirmative Action and Deputy Title IX Coordinator, and as a designee for the Associate Provost for Equal Opportunity Programs, is also available to assist the community on matters related to this Policy, the Policy on Title IX Sexual Harassment, and Affirmative Action. You may contact Mr. Velasquez by emailing svelasquez@uchicago.edu, by calling 773-702-7994, or by writing to Scott Velasquez, Office of the Provost, The University of Chicago, 5525 S. Ellis Ave., Suite B, Chicago, IL 60637.

Director, Office for Sexual Misconduct Prevention and Support, Deputy Title IX Coordinator for Students

Rena DeSautel is the Director of the Office for Sexual Misconduct Prevention and Support, and Deputy Title IX Coordinator for Students, and as a designee for the Associate Provost for Equal

Opportunity Programs, is available to assist the student community on supportive measures and matters related to this Policy and the Policy on Title IX Sexual Harassment. You may contact Ms. DeSautel by emailing desautel@uchicago.edu, by calling 773-702-0438, or by writing to Renae DeSautel, Office of the Provost, The University of Chicago, 5525 S. Ellis Ave., Suite B, Chicago, IL 60637.

Associate Director, Office for Sexual Misconduct Prevention and Support, Deputy Title IX Coordinator for Students

Megan Heckel-Greco is the Associate Director of the Office for Sexual Misconduct Prevention and Support, and Deputy Title IX Coordinator for Students, and as a designee for the Associate Provost for Equal Opportunity Programs, is available to assist the student community on supportive measures and matters related to this Policy and the Policy on Title IX Sexual Harassment. You may contact Ms. Heckel-Greco by emailing mheckel@uchicago.edu, by calling 773-702-8251, or by writing to Megan Heckel-Greco, Office of the Provost, The University of Chicago, 5525 S. Ellis Ave., Suite B, Chicago, IL 60637.

Associate Dean of Students in the University for Disciplinary Affairs

Jeremy Inabinet, who serves as the Associate Dean of Students in the University for Disciplinary Affairs, and as a designee for the Associate Provost for Equal Opportunity Programs, is available to assist the student community on matters related to this Policy and the Policy on Title IX Sexual Harassment. You may contact Mr. Inabinet by emailing inabinet@uchicago.edu, by calling 773-702-7994, or by writing to Jeremy Inabinet, The University of Chicago, 5711 Woodlawn Avenue, Chicago, IL 60637.

Assistant Dean of Students in the University for Disciplinary Affairs

Melissa Vergara, who serves as the Assistant Dean of Students in the University for Disciplinary Affairs, and as a designee for the Associate Provost for Equal Opportunity Programs, is available to assist the student community on matters related to this Policy and the Policy on Title IX Sexual Harassment. You may contact Ms. Vergara by emailing mbmvergara@uchicago.edu, by calling 773-702-2610, or by writing to Melissa Vergara, The University of Chicago, 5711 Woodlawn Avenue, Chicago, IL 60637.

Executive Director of Employee and Labor Relations

Brett Leibsker, who serves as the Executive Director of Employee and Labor Relations, and as a designee for the Associate Provost for Equal Opportunity Programs, is available to assist the staff community on matters related to this Policy and the Policy on Title IX Sexual Harassment. You may contact Mr. Leibsker by emailing bleibsker@uchicago.edu, by calling 773-834-2657, or by writing to Brett Leibsker, The University of Chicago, 6054 South Drexel Avenue, Chicago, IL 60637.

Electronic Reporting; Anonymous Reporting

Any person may report a potential violation of this Policy by filling out the electronic form available at: https://cm.maxient.com/reportingform.php?UnivofChicago&layout_id=6. Such a report will be anonymous if filed without disclosing one's name or contact information.

University of Chicago Police Department (UCPD)

773-702-8181 or 1-2-3 from a campus phone (24-hours); or in-person at 6054 South Drexel Ave.

Responsibilities of the UCPD when receiving a report of sexual assault, dating violence, domestic violence, or stalking include:

- Attending to the immediate needs of the victim, including personal safety and prompt medical care.

- When appropriate, broadcasting a description of the offender.
- Notifying the Title IX Coordinator for the University.
- Notifying the Sexual Assault Dean-on-Call if the victim is a student.
- Providing victims with information concerning the importance of preserving evidence, and the rights of victims and the University's responsibilities regarding orders of protection, no- contact orders, and other similar court orders.

Third-Party/Bystander Reporting

Any person may report a potential violation of this Policy through any of the means listed above.

Confidential Reporting

Students may confidentially report a violation of this Policy to:

- Sexual Assault Dean-on-Call (SADoC) by calling 773-834-HELP.
- Confidential Advisor by calling Student Counseling Service at 773-702-9800 and asking for an appointment with the Confidential Advisor.
- Student Counseling Service by calling 773-702-9800.
- Ordained Religious Advisors by calling 773-702-2100 or emailing spirit@uchicago.edu.

Employees may confidentially report a violation of this Policy to the **Employee Assistance Program (Perspectives) 24-hours: 800-456-6327**

Counseling services are provided to staff, faculty, other academic appointees, and postdoctoral researchers affected directly and indirectly by sexual misconduct, domestic violence, dating violence, and stalking. <http://www.perspectivesltd.com/>.

Confidential resources such as the Sexual Assault Dean-on-Call, Confidential Advisor, Student Counseling Service, Ordained Religious Advisors, and Employee Assistant Program Counselors, do not have an obligation to report sexual misconduct, dating violence, domestic violence, and stalking to the Title IX Coordinator and will not do so without the explicit consent of the complaining party. For more information about and a complete list of Confidential Resources, *see* Appendix I (Support Services and Resources for Those Who Have Experienced Sexual Assault) or <https://equalopportunityprograms.uchicago.edu/title-ix/confidential-resources/>.

VIII. Institutional Obligation to Respond

If a known complainant discloses an incident or incidents of sexual misconduct to the University but asks to remain anonymous during the investigation and/or asks that the University refrain from investigating, the Title IX Coordinator for the University will consider how to proceed. The Title IX Coordinator will take into account the complainant's wishes, and factors including, but not limited, to the following: (a) was a weapon involved in the incident, (b) were multiple assailants involved in the incident, (c) is the accused a repeat offender, (d) does the incident create a risk of occurring again, (e) the results of the individualized safety and risk analysis, (f) the University's obligation to provide a safe and non-discriminatory environment, and (g) the respondent's right to have specific notice of the allegations and an opportunity to be heard if the University were to take action that affects them. In such circumstances, the Title IX Coordinator may arrange for limited fact-finding to better understand the context of the complaint and explore viable options for addressing safety concerns, and any options for investigation, adjudication, and remediation.

Because sexual misconduct may constitute a serious crime that threatens the community as a whole, in some instances the University may be obliged to address allegations through

internal resolution procedures without the cooperation of the individual making the allegation. In such instances, the Title IX Coordinator may file a complaint and initiate investigation and resolution procedures. In such instances, the University will respect the parties' privacy to the extent possible consistent with its legal obligations and will inform the victim of its obligation to address a community safety issue. All publicly available recordkeeping, including Clery Act reporting and public disclosures, will not contain personally identifying information about the victim.

IX. Conflicts of Interest

All Policy Personnel who have responsibilities under this Policy must be free of any conflict of interest or bias for or against the complainant or respondent, or for complainants or respondents generally.

The complainant and respondent will be notified of the identities of those involved in the investigation and resolution procedures, before those individuals initiate contact with either party, and may report a potential conflict of interest or bias relating to any Policy Personnel to the Title IX Coordinator, along with a written statement detailing the nature of the conflict or bias.

The Title IX Coordinator will review the particular facts of the situation and use an objective, common sense approach to evaluate whether a particular person serving in a role under this Policy is conflicted or biased (*i.e.*, whether a reasonable person would believe a material conflict or bias exists). An example of a conflict of interest could be the identification of a personal or social relationship between a person serving in a role under this Policy and one of the parties, which may have a real or perceived effect on the judgement of the Policy Personnel.

The Title IX Coordinator will exercise caution not to apply generalizations that might unreasonably conclude that bias exists, for example, assuming that all self-professed feminists or self-described survivors are biased against men, or that a man is incapable of being sensitive to women. Past experience, including prior work as a victim advocate or as a defense attorney, does not in and of itself constitute a conflict of interest. The training required under this Policy is intended to provide personnel with the tools needed to serve impartially and without bias.

Based on the review described above, the Title IX Coordinator may remove Policy Personnel from their roles, and another trained University official or external subject matter expert will be assigned to investigate and/or resolve the case. Both parties will be notified in writing in the event of a removal or change in Personnel.

X. Emergency Removals or Leaves of Absence

The University may remove a respondent from an education program or activity on an emergency basis while an investigation is pending. The University will only remove a respondent on an emergency basis if, after making an individualized safety and risk analysis, it determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations justifies removal. The University also may place a non-student employee that is a respondent on paid administrative leave during the pendency of a resolution process. The University will provide the respondent with notice and an opportunity to request a review of the decision immediately following the removal. Requests for review may be submitted in writing to Ingrid Gould, Associate Provost for Faculty Affairs, igould@uchicago.edu.

Such emergency removals/leaves of absence must comply with any other relevant laws, policies, administrative procedures, and agreements governing removals of students and/or employees from the University's education program or activity.

XI. Confidentiality

The University must protect privacy and confidentiality to fulfill its commitment to address complaints of harassment, discrimination, and sexual misconduct fairly and expeditiously. The University will keep confidential, from persons outside of the investigation process, the identity of any individual who has made a report or complaint under this Policy, including any person who has filed a complaint; any respondent(s) involved in a complaint; and any witnesses.

While the University will keep matters confidential to the extent possible, the University may have to disclose information related to the matter, such as in the following situations:

- (1) to those to whom it is necessary to give fair notice of the allegations and to conduct the investigation;
- (2) to law enforcement consistent with state and federal law;
- (3) to other University officials as necessary for coordinating Supportive Measures or for health, welfare, and safety reasons;
- (4) to government agencies that review the University's compliance with federal law; and
- (5) to third parties as permitted or compelled by law (*e.g.*, in response to a lawful subpoena or in compliance with federal privacy law).

The University will not restrict the ability of either party to discuss the allegations of a under investigation. A party may discuss the allegations under investigation and/or gather and present evidence. Retaliation of any kind, however, is prohibited under the Policy.

XII. Leniency for Other Policy Violations

To encourage reports of sexual misconduct, the University normally will offer leniency to a student who reports an alleged violation of this Policy in good faith with respect to other student conduct violations that come to light as a result of such reports. For example, the University ordinarily will not pursue disciplinary charges related to underage drinking by the reporting person if that policy violation comes to light as the result of a sexual assault complaint. The University will not discipline a reporting student for such conduct violations unless the University determines that the violation was egregious, including without limitation an action that places the health or safety of any other person at risk.

XIII. Non-Retaliation

The University prohibits retaliation against any person who exercises any rights or responsibilities under this policy. Any act of retaliation may be a separate violation of this Policy.

XIV. Response to a Report or Complaint

The University's procedures for responding to incidents depends on the nature of the incident, the relationship of the respondent to the institution, and, to the extent possible, the wishes of the person bringing forward the complaint. If the Title IX Coordinator receives a report or complaint and, following a preliminary assessment of the initial report or complaint, determines the conduct reported could fall within the scope of this Policy, the Title IX Coordinator or their designee will promptly contact the complainant to discuss the availability of Supportive Measures and to explain to the complainant the process for filing a complaint. If applicable, the Title IX Coordinator or their designee will provide information regarding the importance of preserving physical evidence and the availability of a medical forensic examination at no charge to the victim.

The Title IX Coordinator or their designee will explain that a report may be resolved by: 1) the imposition of Supportive Measures only; 2) the filing of a complaint using Administrative Resolution or Resolution by a Hearing Body; 3) the filing of a complaint by the Title IX Coordinator (as discussed under the Institutional Obligation to Respond section below); or, 4) Informal Resolution that involves voluntary participation and agreement by both parties. In all cases, the University is committed to providing a prompt, fair, impartial, and thorough investigation and resolution that is consistent with the University's policies and is transparent to the complainant and the respondent. Such an investigation may occur alongside an independent law enforcement investigation. Third parties found to have violated the Policy may be banned from campus and/or otherwise restricted from attending or participating in University activities and programs.

Upon receipt of a report or complaint of sexual misconduct where there is a known respondent, the Title IX Coordinator or their designee will conduct an individualized safety and risk analysis and determine if there is an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual misconduct.

The Title IX Coordinator or their designee will provide the complainant and respondent with a written document (separate from this Policy) listing the available rights, options, and resources under this Policy, in plain, concise language.

As explained above, although the procedures for investigating an alleged violation of this policy depend upon the status of the accused individual, such investigations will generally include: (1) assisting and interviewing the complainant (and the alleged victim, if that person is not the complainant); (2) identifying and locating witnesses; (3) contacting and interviewing the respondent; (4) if applicable, contacting and cooperating with law enforcement; and (5) providing information, including information regarding the importance of preserving physical evidence of the alleged sexual violence and the availability of a medical forensic examination at no charge to the victim.

Investigation Timeframe

In most cases, the University's investigation and resolution process will be complete within 60-90 days of receiving a complaint. The University, in its discretion, may extend its investigation for good cause. If the timeframe for the investigation is extended, the University will provide written notice to the complainant and the respondent of the extension and the reason for the extension.

Resolution of Complaints of Sexual Assault, Dating Violence, Domestic Violence, or Stalking

Anyone may choose to bring forward a complaint within the University instead of, or in addition to, seeking redress outside the institution in the legal system. Someone with a complaint of sexual assault, domestic violence, dating violence or stalking may also opt to pursue their complaint via the legal system without engaging the University's disciplinary process, although, in the interest of community safety, the University may be obliged to address an alleged sexual assault through internal disciplinary procedures as discussed in Section VII.

Sexual History and Privileged Information

The complainant's and/or respondent's sexual history with others will generally not be sought or used in determining whether sexual assault has occurred. However, in certain circumstances the sexual history between the parties may have limited relevance to explain context. Specifically, questions and evidence about the complainant's sexual predisposition or prior sexual behavior may be relevant if the evidence is offered to prove that someone other than the respondent committed the reported conduct, or it addresses the complainant's prior sexual behavior with

respect to the respondent and is offered to prove Consent. Additionally, under limited circumstances necessary to understand the context, sexual history between the parties may be relevant to explain an injury, to provide proof of a pattern, or to address an allegation within a resolution process.

The complainant's and/or respondent's medical and counseling records, such as by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or information protected under a legally recognized privilege, will generally not be sought or used unless the Investigator obtains that party's voluntary, written consent that the privilege has been waived.

Advisor of Choice in matters involving Sexual Misconduct

In matters involving allegations of sexual misconduct, the complainant and the respondent have the opportunity to have others present during any resolution proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney. The University will not limit the choice or presence of an advisor in any meeting or resolution proceeding, however the University may establish expectations of advisors related to their participation in proceedings, which will apply *equally to both parties*.

The advisor does not function as an advocate or participate directly in any way during the proceeding. If the support person is a lawyer, a representative of the University's Office of Legal Counsel also will attend the hearing. Regardless of whether a complainant, respondent or witness is represented by counsel, at all times they are expected to speak for themselves, directly communicate with the University personnel involved in the investigatory and resolution processes, and submit their own written statements

XV. Administrative Resolution of Complaints

Administrative Resolution of Complaints Where a Student is the Respondent

If the person accused of a violation of this Policy is a student, an administrative complaint shall be made using the administrative resolution procedures for student discipline described in the [Student Manual](#). The complaint should be addressed to the Associate Dean of Students in the University for Disciplinary Affairs.

Administrative Resolution of Complaints Where an Academic Appointee or Postdoctoral Researcher is the Respondent

If the person accused of a violation of this Policy is an academic appointee or postdoctoral researcher, an administrative complaint shall be made using the administrative procedures described in the [Faculty Handbook](#) or the [Postdoctoral Researcher Policy Manual](#), respectively.

Resolution of Complaints Where a Staff Member is the Respondent

If the person accused of a violation of this Policy is a staff employee, Human Resources or their designee will normally conduct the investigation in partnership with the Associate Provost for Equal Opportunity Programs or their designee. Both parties will be simultaneously informed of the outcome of the investigation. When a policy violation is found, a report of the complaint, including any disciplinary action, is placed in the respondent's official file.

XVI. Resolution of Complaints by the Hearing Bodies

Resolution of Complaints Through the University-Wide Disciplinary Process Where a Student is the Respondent

If the person accused of a violation of this Policy is a student, a complaint resolved through the University-Wide Disciplinary Process shall be made using the procedures for student discipline

described in the [Student Manual](#). The Student Manual describes sanctions that may be imposed upon a student found responsible for a violation of this Policy.

Resolution of Complaints Through the Faculty Panel on Unlawful Harassment Where an Academic Appointee or Postdoctoral Researcher is the Respondent

If the person accused of a violation of this Policy is an academic appointee or postdoctoral researcher, a complaint resolved by the Faculty Panel on Unlawful Harassment shall be made using the hearing procedures described in the [Faculty Handbook](#) or the [Postdoctoral Researcher Policy Manual](#), respectively.

Access to Information

The complainant, the respondent, and appropriate University officials will receive timely and equal access to information that will be used during a Resolution by a Hearing Body. As described in the procedures, the complainant and respondent are simultaneously informed, in writing, of the result of a hearing, and the procedures for seeking review of the result and when the result becomes final. This notification will include the determination of whether a violation occurred, any sanction, and the rationale for the result and sanction. If the complainant or respondent seeks review of the result, both will be simultaneously informed in writing of any change to the outcome.

XVII. Informal Resolution

The Informal Resolution process is a voluntary process that is separate and distinct from the University's formal investigation and resolution processes under this Policy.

Informal Resolution of Complaints under the Policy on Title IX Sexual Harassment or complaints under this Policy of sexual assault, sexual abuse, dating violence, domestic violence or stalking.

Informal Resolution of complaints alleging sexual assault, sexual abuse, dating violence, domestic violence or stalking will be made using the procedures described in the Student Manual. Informal Resolution of these complaints are limited to matters involving students and will not be permitted if the respondent is a non-student employee.

Informal Resolution of complaints of discrimination or harassment under this Policy.

Informal Resolution of complaints of discrimination or harassment under this Policy may also be available if the Associate Provost for Equal Opportunity Programs determines that informal resolution is appropriate. For more information, see EOP's resolution [options](#).

XVIII. Required Training for Policy Personnel

All Policy Personnel will participate in 8 hours of training annually training on issues related to this Policy, including sexual violence, domestic violence, dating violence, and stalking, in addition to annual survivor-centered and trauma-informed response training. Depending on the individual's role, the training may include some or all of the following subject matters: the definition of harassment, discrimination, and sexual misconduct, how to conduct a complaint resolution process, how to conduct a request for review, how to facilitate an Informal Resolution process, and as applicable, how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias.

Any person serving as an investigator or on a hearing body will receive training on the issues of relevance of questions and evidence, including about when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant.

Any person serving as an Investigator will receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.

Any materials used to train Policy Personnel must not rely on stereotypes and must promote impartial investigations and adjudications of complaints.

XVIII. Time Limits

There is no time limit for filing a complaint of sexual misconduct, dating violence, domestic violence, or stalking. However, complainants should report as soon as possible to maximize the University's ability to respond promptly and effectively. Delayed reporting often results in the loss of relevant evidence, and/or in faded and unreliable memories; it also impairs the University's ability to summon witnesses, assess evidence, and, if appropriate, adjudicate claims and impose sanctions and other remedies. Furthermore, if the respondent is no longer affiliated with the University at the time of the complaint, it is likely that the University will be unable to summon the respondent or take disciplinary action against him or her, although the University will take reasonable steps to understand the facts, assess whether the respondent poses a present or ongoing risk of safety to the University community, and take any measures necessary to mitigate safety risk.

XIX. Bad Faith Complaints and False Information

It is a violation of this Policy for any person to submit a report or complaint that the person knows, at the time the report or complaint is submitted, to be false or frivolous. It is also a violation of this Policy for any person to knowingly make a materially false statement during the course of an investigation, hearing, or request for review under this Policy. Violations of this Section are not subject to the investigation and hearing processes under this Policy; instead, they will be addressed under the [Student Manual](#) in the case of students and other University policies and standards, as applicable, for faculty, other academic appointees, postdoctoral researchers, or staff, or other participants in University education programs and activities.

XX. Prevention and Education Programs

The University provides numerous education programs and awareness campaigns to prevent and promote awareness of sexual harassment, sexual assault, sexual abuse, domestic violence, dating violence, and stalking. In addition to covering the information addressed in this Policy, these programs will, among other things, provide information regarding options for bystander intervention and information on risk reduction strategies. Descriptions of these prevention and education programs can be found in the University's annual security report titled [Annual Security and Fire Safety Report](#).

Appendix

I. Support Services and Resources

The needs of someone who has experienced sexual assault, sexual abuse, domestic violence, dating violence, or stalking, vary from person to person and may vary over time. The University 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 whatever would be most helpful and healing. Written information regarding these services and resources will be provided to individuals who report being victims of sexual assault, sexual abuse, domestic violence, dating violence, or stalking. Exercising reasoned discretion, the University will provide Supportive Measures and accommodations. Any Supportive Measures or accommodations will be confidential so long as

confidentiality will not impair the University's ability to provide the Supportive Measures or accommodations.

The University urges anyone who has experienced sexual assault, domestic violence, dating violence, or stalking 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. Individuals have many options with regard to reporting sexual assault, domestic violence, dating violence, and stalking, including reporting to the University of Chicago Police Department, the Chicago Police Department, and to various campus authorities. Additionally, victims have recourse through the civil and criminal court systems, by being able to seek orders of protection, no-contact orders, and other similar court orders. As feasible, the University will honor an order of protection or no-contact order entered by a State civil or criminal court so long as it has been notified of the order and its terms. Victims also have the option to decline to notify such authorities.

Even for someone who does not wish to report the event to the police or pursue disciplinary action, seeking medical attention as soon as possible is important. This may assist with preserving evidence, which may be necessary to the proof of criminal sexual assault, domestic violence, dating violence, or stalking, or to obtain an order of protection.

Medical Facilities

Hyde Park

University of Chicago Medicine Adult Emergency Room: Medical and Counseling Services: 773-702-6250, 5656 S. Maryland Ave., Chicago (24-hours)

The **University of Chicago Emergency Room** is the nearest medical facility to the Hyde Park campus and follows specific policies and procedures, approved by the State, in treating an individual who has been sexually assaulted. The State will pay for emergency room care for victims who have been sexually assaulted and do not have health insurance; if a victim provides health insurance information to the emergency room, the emergency room will bill the insurance company and the policy holder will be notified as usual.

- The victim is placed in a private room.
- Medical care is given as soon as possible.
- A Sexual Assault Survivor Advocate or a Sexual Assault Dean-on-Call (for a student) may be called based on a victim's preferences.
- By law, city police are notified, and the victim may choose to file a report.
- The victim may have a medical forensic examination completed at no cost, pursuant to the Sexual Assault Survivors Emergency Treatment Act.

Gleacher Center

Northwestern Memorial Hospital Emergency Department is the medical facility offering sexual assault evidence collection and treatment nearest to the Gleacher Center.

251 E. Huron St., Chicago (24-hours) Telephone: 312-926-2000

Other Campuses

Medical providers near each of the University of Chicago's other campuses are listed below.

However, please note that outside the state of Illinois, hospitals are not subject to the Illinois law requiring the provision of certain services to sexual assault survivors free of cost.

Beijing

Haidian Hospital: 29th Zhongguancun Dajie, Haidan District, Beijing,
Telephone: 62583042/62583093

Beijing United Family Hospital

Beijing United Family Hospital is farther from campus than Haidan Hospital, but offers English-speaking staff. #2 Jiangtai Road, Chaoyang District, Beijing, China, 100015
Telephone: 400 891 9191

Delhi (All public or private medical hospitals in Delhi are required by law to provide free medical assistance to victims of sexual assault.)

Primus Super Specialty Hospital

2, Chandragupt Marg, Chanakyapuri, New Delhi 110 021, India
Telephone: (011) 66206620/30/40

Hong Kong**Queen Mary Hospital**

102 Pok Fu Lam Road, Hong Kong Emergency Room (24 hours): +852-2255-3838 Private Clinic (limited hours): +852-2255-3001

London**The Havens**

The Havens are self-contained centers located near London hospitals which are dedicated to providing assistance to victims of sexual assault. Among other things, the Havens offer forensic medical examinations, first aid, advice, emergency contraception, medical aftercare, and specialist support (e.g., counseling, psychology, and advocacy).

The Havens locations are: Camberwell Haven, near to King's College Hospital (south); Whitechapel Haven, near to Royal London Hospital (east); and Paddington Haven, near to St Mary's Hospital (west). Before visiting any of the Havens, you must first call 020-3299-6900 (available 24/7) to make an appointment.

Marine Biological Laboratory (Woods Hole, Massachusetts)**Falmouth Hospital**

100 Ter Heun Drive, Falmouth, MA 02540
Telephone: 508-548-5300

Paris**Hopital Saint Joseph**

85 Rue Raymond Losserand, 75014 Paris
Telephone: 01 44 12 33 33

Please note that hospitals in France will not conduct a medical forensic examination without a police order. Local law enforcement nearest to the Paris campus is: Commissariat du 13ème arrondissement de Paris, 144 boulevard de l'Hôpital, 75013 Paris.

Singapore

Raffles Hospital

585 North Bridge Road Singapore 188770

Telephone: (65) 6311 1555 (emergency); (65) 6311 1111 (24/hr hotline for appointments)

Law Enforcement

University of Chicago Police Department: 773-702-8181 or 1-2-3 from a campus phone (24-hours)

The University of Chicago Police Department (UCPD) urges anyone who has been sexually assaulted to call immediately in order to strengthen the likelihood of successful prosecution. A UCPD officer can be summoned by calling 773.702.8181, pressing the red button on any of the emergency phones located throughout the community, or coming directly to the UCPD office at 6054 South Drexel Ave. Responsibilities of the UCPD when receiving a report of sexual assault, dating violence, domestic violence, or stalking are described in Section IV of this Policy.

The UCPD recommends the prompt reporting of sexual assault, domestic violence, dating violence, and stalking. Nevertheless, individuals should not be reluctant to file a report at a later date. Reporting an incident does not obligate a person to press charges.

Chicago Police Department: 911 (24-hours) or 9-911 from a campus phone

Anyone preferring not to report a matter to the University of Chicago Police Department may contact the Chicago Police Department.

Religious Organizations

A variety of groups offer pastoral care and a community of faith to address individual needs. For more information, visit <http://spirit.uchicago.edu/>

Office of International Affairs: 773-702-7752; international-affairs@uchicago.edu

The Office of International Affairs can provide information and assistance regarding visas and immigration. For more information, visit <https://internationalaffairs.uchicago.edu/>.

Resources Especially for Students

Sexual Assault Dean-on-Call: 773-702-8181, via University Police (24-hours) or 773-834-HELP (4357), a direct paging system.

At any time, students may contact a [Sexual Assault Dean-on-Call](#), who is trained to respond to sexual assault, domestic violence, dating violence, and stalking emergencies. A student may contact this Dean-on-Call even before deciding whether to report the sexual assault, domestic violence, dating violence, or stalking to the police. The Sexual Assault Dean-on-Call is available to answer any general or personal questions related to sexual assault, domestic violence, dating violence, and stalking, and can help with:

- Finding emotional support
- Getting medical care
- Reporting the crime to the police
- Preserving evidence, and pressing charges
- Obtaining information regarding the rights of victims and the University's responsibilities regarding orders of protection, no-contact orders, and other similar court orders.
- Adjusting living arrangements
- Managing academic obligations
- Getting counseling

Director/Associate Director of the Office for Sexual Misconduct Prevention and Support and Deputy Title IX Coordinators for Students

Renae DeSautel (Director) can be reached at desautel@uchicago.edu or 773-702-0438. Megan Heckel-Greco (Associate Director) can be reached at mheckel@uchicago.edu or 773-702-8251. You may contact Renae or Megan:

- If you are a student in need of any support services related to an incident of sexual assault, sexual abuse, sexual harassment, dating violence, domestic violence, or stalking (referred to here as “sexual misconduct”).
- If you are a student who has questions regarding this Policy or the [Policy on Title IX Sexual Harassment](#).
- If you are a student who has questions regarding Title IX of the Education Amendments of 1972.
- If you are a student seeking information regarding or the implementation of Supportive Measures and accommodations related to a sexual misconduct matter.

Student Wellness: 773-702-4156, 840 East 59th Street

Physicians and certified nurse practitioners provide for students ongoing follow-up health care and services, including pregnancy testing, counseling, and referral services; and sexually transmitted disease testing, diagnosis, and treatment. There is a 24-hours-a-day advice line available to students for consultation. While acute, immediate post-assault treatment is provided at the Emergency Room at 5656 S. Maryland Ave, the Student Health Service offers follow-up care, including health care services for students who have chosen not seek care immediately after an assault. For more information, visit <https://wellness.uchicago.edu/>

Student Health Service Nurse Triage Line: 773-834-WELL

Student Counseling Service: 773-702-9800, 5555 South Woodlawn Avenue (SCS Staff Member-on-Call 24-hours)

SCS supports students who are working through an experience of sexual assault, domestic violence, dating violence, or stalking, or questions about relationships and sexuality. Consultation with a staff member is available in person during regular business hours and by telephone for after-hours emergencies. For more information, visit <http://counseling.uchicago.edu/>.

Confidential Advisor: 773-702-9800, 5555 South Woodlawn Avenue (Ask to Speak with a Confidential Advisor)

A Confidential Advisor is available by appointment through the Student Counseling Service. This is a licensed clinician who has received an additional 40 hours of training on Sexual Violence. Communication with a Confidential Advisor is considered privileged communication.

Area Deans of Students

At any time, students may contact their area Dean of Students or Campus and Student Life. Deans of Students are available to help and work with students throughout the process, addressing short- term and long-term personal or academic issues that arise, including options for with changing academic, living, transportation, and working situations if requested and available. <http://csl.uchicago.edu/get-help/dean-call-program/area-dean-students>.

Resources for Sexual Violence Prevention (RSVP): 773-834-7738

RSVP organizes interactive peer workshops and educational programs on acquaintance rape prevention, sexual violence, and gender issues. For more information, visit <https://equalopportunityprograms.uchicago.edu/title-ix/rsvp-programming-center/>.

Peer Health Educators: 773-702-8935

Organized by Health Promotion and Wellness, this group of students develops programs and presentations for students on a variety of sensitive subjects, including sexual health. For more information, visit <http://wellness.uchicago.edu/>.

Financial Aid

The University's financial aid offices can provide information regarding and assistance navigating the University's financial aid programs. Students may find contact information for their applicable financial aid office

here: http://csl.uchicago.edu/policies/disclosures#financial_aid_information.

Resources Especially for Faculty, Other Academic Appointees, Postdoctoral Researchers, and Staff

Equal Opportunity Programs

The Office of the Provost's Equal Opportunity Programs leads and coordinates University efforts to address reports of discrimination, unlawful harassment, and sexual misconduct; to ensure accessibility; and to provide equal employment opportunities. EOP staff contact information is located in Section IV of this Policy, you may find more information

at: <https://equalopportunityprograms.uchicago.edu/>

Human Resources Employee and Labor Relations (for Staff)

Brett Leibsker serves as the Executive Director for the University Employee and Labor Relations Team. You may contact Mr. Leibsker regarding complaints of misconduct by a staff member. You may contact Mr. Leibsker by emailing elrelations@uchicago.edu, or by calling 773-834-2657, or by writing to Brett Leibsker, University of Chicago Human Resources, 6054 South Drexel Avenue, Chicago, IL 60637.

Perspectives (Employee Assistance Program) 24-hours: 800-456-6327

Counseling services are provided to staff, faculty, other academic appointees, and postdoctoral researchers affected directly and indirectly by sexual harassment, sexual assault, sexual abuse, domestic violence, dating violence, and stalking. <http://www.perspectivesltd.com/>.

Non-University Resources for Everyone

Community-based, State, and National Sexual Assault Crisis Centers

Chicago Rape Crisis Hotline (24 hours): 888-293-2080

Immediate and long-term referrals, information, and counseling.

LGBTQ Crisis Hotline (24 hours): 773-871-2273

Information, counseling, and referrals

Chicago Women's Health Center: 773-935-6126

Gynecological care and counseling

1025 W. Sunnyside Ave., Suite 201, Chicago,

60640 <http://www.chicagowomenshealthcenter.org>

YWCA Metropolitan Chicago: 312-372-6600

Counseling and legal advocacy

1 N. LaSalle St. #1150, Chicago, 60602

<http://www.ywcachicago.org>

Parks Francis YWCA: 773-955-3100

Counseling and legal advocacy
6600 S. Cottage Grove Ave., Chicago, 60637

The Center on Halsted: 773-472-6469

Services for the LGBTQ community
3656 N. Halsted, Chicago, 60613
<http://www.centeronhalsted.org>

Resilience: 312-443-9603

Counseling and legal advocacy
180 N. Michigan Ave. #600, Chicago, 60601
<https://www.ourresilience.org/>

Mayor's Office for Domestic Violence Help Line (24 hours): 877-863-6338

Information and referrals for shelters, counseling, legal advocacy, and more

Chicago Bar Association: 312-554-2000

Lawyer referral service

For more Illinois community-based sexual assault crisis centers, visit the Illinois Coalition on Sexual Assault, <http://www.icasa.org>

Marine Biological Laboratory (Woods Hole, Massachusetts)

Independence House, Inc.

Counseling, advocacy, and group counseling for survivors of rape, incest, stalking, sexual harassment, molestation, childhood sexual assault and intimate partner violence.

220 Main St. Fl. Ste. 200, Falmouth, MA 02540
800-439-6507

International Resources for Victims of Sexual Assault

Delhi

Rape Crisis Cell Delhi

Free legal services for rape victims; also assists with contacting law enforcement and obtaining medical examinations

2nd Floor, 'C' Block, Vikas Bhawan, I.P. Estate, New Delhi - 110002.
Nearest Metro Station: ITO Telephone: 23378317, 23378044

Hong Kong

RainLily

24-hour crisis support, coordination with healthcare workers, social workers and police, forensic medical examinations

Room 405-410, Kin Man House, Oi Man Estate, Ho Man Tin, Kowloon, Hong Kong Telephone: 2392 2569; 2375 5322 (hotline)

Additional information regarding Hong Kong resources may be found on the [U.S. Consulate's website](#).

London

The Havens

As described above, the Havens are self-contained centers located near London hospitals which are dedicated to providing assistance to victims of sexual assault. In addition to medical examinations and first aid, the Havens offer advice, emergency contraception, medical aftercare, and specialist support (e.g., counseling, psychology, and advocacy).

Locations: Camberwell Haven, near to King's College Hospital (south); Whitechapel Haven, near to Royal London Hospital (east); and Paddington Haven, near to St Mary's Hospital (west). Before visiting any of the Havens, you must first call 020-3299-6900 (available 24/7) to make an appointment.

Rape Crisis England and Wales

Counseling, advocacy, and support to rape victims (women and girls only)

East London: PO Box 58203, London, N1 3XP
Telephone (helpline): 020 7683 1210

North London: Head Office, Unit 5-7 Blenheim Court, 62 Brewery Road, London, N7 9NY
Telephone (helpline): 0808 801 0305

South London: P.O. Box 383, Croydon, London, CR9 2AW
Telephone (helpline): 0808 802 9999

West London: PO Box 56663, London, W13 3BJ
Telephone (helpline): 0808 801 0770

Singapore

Sexual Assault Care Center (SACC) at Association of Women for Action and Research (AWARE)

Counseling, legal services, and social work services for victims of sexual assault

Drop-in center: 5 Dover Crescent #01-22
Telephone (hotline): 6779 0282

II. Yearly Report on Harassment and Sexual Misconduct to the Council of the University Senate

A yearly report will be made to the Council of the University Senate: (1) detailing the number of different types of incidents of harassment and sexual misconduct brought to the attention of the University-wide Student Disciplinary Committee, Title IX Coordinators, Human Resources, and the Panel on Unlawful Harassment; and (2) describing the goals of the University-wide program to prevent harassment and sexual misconduct and the ways in which those goals were implemented during the year. The report will be prepared by the Associate Provost for Equal Opportunity Programs and reviewed and approved by the Panel on Unlawful Harassment, the Chair of which will present the report to the Council.

III. Compliance and Locating This Policy

Regulations Prohibiting Discrimination

This Policy is consistent with federal, state, and local regulations governing non-discrimination and harassment including: the Age Discrimination in Employment Act, the Americans with Disabilities Act (as amended), the Civil Rights Acts of 1964 and 1991, Executive Order 11246, the Equal Pay Act of 1963, the Rehabilitation Act of 1973 (as amended), Title IX of the Education Amendments of 1972, Genetic Information Nondiscrimination Act of 2008, Lilly Ledbetter Fair Pay Act of 2009, the Illinois Human Rights Act, the City of Chicago Human Rights Ordinance, and the Cook County Human Rights Ordinance.

The crimes of domestic violence, dating violence and stalking were added by VAWA (effective March 7, 2014) as crimes reportable under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”). Pursuant to the Clery Act, these crimes are reported in the publication *Annual Security and Fire Safety Report*.

IDHR, IHRC, OCR, and EEOC Legal Recourse and Investigative/Complaint Process

A University of Chicago employee has the right to contact the Illinois Department of Human Rights (IDHR) for further information or to file a formal charge of unlawful discrimination, harassment, or retaliation. Charges must be filed within 180 days of alleged sexual harassment or other alleged discrimination unless it is a continuing offense. An appeal process is available through the Illinois Human Rights Commission (IHRC) after IDHR has completed its investigation of the complaint. The investigative, charge, and complaint process, and legal recourse processes are described in more detail at <http://www2.illinois.gov/dhr/FilingCharge/Pages/Employment.aspx>.

<p>IDHR may be reached at: Illinois Department of Human Rights 100 W. Randolph St., 10th Flr. Intake Unit Chicago, IL 60601 (312) 814-6200 (866) 740-3953 (TTY)</p> <p>Other IDHR Offices: Springfield: (217) 785-5100 (866) 740-3953 (TTY)</p> <p>Marion:</p>	<p>IHRC may be reached at: Illinois Human Rights Commission 100 W. Randolph St., Suite 5-100 Chicago, IL 60601 (312) 814-6269 (312) 814-4760 (TTY)</p> <p>Other IHRC Office: Springfield: (217) 785-4350 (217) 557-1500 (TTY)</p>
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(618) 993-7463 (866) 740-3953 (TTY)	
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All members of the University community may also contact the Office for Civil Rights (a division of the United States Department of Education) to file a complaint pertaining to Title IX:

Office for Civil Rights Chicago Office

U.S. Department of Education Citigroup Center
500 W. Madison Street Suite 1475
Chicago, IL 60661
(312) 730-1560

Members of the University community may also contact the U.S. Equal Employment Opportunity Commission, which enforces federal anti-discrimination laws. An individual may file a complaint with the EEOC within 300 days from the alleged harassment or discrimination unless it is a continuing offense. Additional information on the investigation process is available at <https://www.eeoc.gov/employees/index.cfm>.

EEOC may be reached at:

Equal Employment Opportunity Commission
Chicago District Office
JCK Federal Building
230 S. Dearborn St.
Chicago, IL 60604
(800) 669-4000

There may be additional federal, state, and local complaint processes available to University of Chicago employees.

Access to Information on Harassment, including Title IX Sexual Harassment, Discrimination, and Sexual Misconduct

This Policy and the University's Policy on Title IX Sexual Harassment can be found in the Student Manual of University Policies and Regulations (<http://studentmanual.uchicago.edu/>), on the Human Resources' Web site (<https://humanresources.uchicago.edu/fpg/policies/>), and at <http://harassmentpolicy.uchicago.edu>.

IV. Related Policies

Policy on Title IX Sexual Harassment

titleixpolicy.uchicago.edu

Counseling Service-Staff and Faculty Assistance Program (Personnel Policy U402) <http://humanresources.uchicago.edu/fpg/policies/400/p402.shtml>

Disciplinary Systems for Students <https://studentmanual.uchicago.edu/student-life-conduct/university-disciplinary-systems/university-wide-disciplinary-system/>

Discipline for Faculty and Other Academic

Appointees <https://provost.uchicago.edu/handbook/clause/termination-or-removal-cause>

Nepotism Policy for Faculty and Other Academic

Appointees <http://provost.uchicago.edu/handbook/clause/nepotism-policy-faculty-and-other-academic-appointees>

Nepotism Policy for Staff (Personnel Policy

U206) <https://humanresources.uchicago.edu/fpg/policies/200/p206.shtml>

Progressive Corrective Action (Personnel Policy
U703) <http://humanresources.uchicago.edu/fpg/policies/700/p703.shtml>
Termination of Employment Information (Personnel Policy
U208) <http://humanresources.uchicago.edu/fpg/policies/200/p208.shtml>
Treatment of Confidential Information (Personnel Policy
U601) <http://humanresources.uchicago.edu/fpg/policies/600/p601.shtml>

Appendix B

What Students Need to Know

- **Title IX and University Policy on Harassment, Discrimination, and Sexual Misconduct**
- **University Disciplinary Process**
- **Confidential Resources**
- **Interim Protective Measures and Accommodations**
- **Responsible Employees**

Title IX and University Policy on Harassment, Discrimination, and Sexual Misconduct

- Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in education programs and activities operated by recipients of federal financial assistance, like the University of Chicago. This includes all forms of sex discrimination against program participants, including sexual harassment, sexual misconduct, dating violence, domestic violence, and stalking.
- The University is committed to taking necessary action to stop, prevent, and remedy instances of sex discrimination, sexual harassment, sexual misconduct, dating violence, domestic violence, and stalking.
- Individuals who have experienced any form of sexual harassment, sexual misconduct, dating violence, domestic violence, or stalking are not obligated to engage with University offices or respond to institutional outreach regarding the matter. In some instances the University may need to move forward based on information already received. If this occurs, the individuals involved will be notified.
- Reporting an incident to a Title IX Coordinator is private and does not mean the person who experienced the incident somehow loses control of the process. Individuals may choose not to move forward with the disciplinary process and may still request support services and/or accommodations.
- Retaliation of any kind is strictly prohibited for either party involved with the reporting and adjudication of incidents.

University Disciplinary Process

The University has a disciplinary process in place to investigate and, when warranted, adjudicate sexual misconduct, dating violence, domestic violence, and stalking complaints. **Jeremy Inabinet**, Associate Dean of Students in the University for Disciplinary Affairs, can discuss this process with any person who wishes to make a complaint or is considering making a complaint about a student. He can be reached at inabinet@uchicago.edu or 773.702.5243. **Bridget Collier**, Associate Provost and Title IX Coordinator for the University, or her designee, can discuss this process with any person who wishes to make a complaint or is considering making a complaint about faculty, other academic appointees, postdoctoral researchers, staff members, or others. She can be reached at bcollier@uchicago.edu or 773.702.5671.

Confidential Resources

The following resources will not reveal your identity or report any identifiable details regarding incidents of sexual misconduct, dating violence, domestic violence, and stalking to a Title IX Coordinator without your consent:

Sexual Assault Dean-on-Call (773.834.HELP)

- Available 24 hours a day, 7 days a week
- Answers any general or personal questions related to sexual misconduct. Visit: umatter.uchicago.edu/find-support/sexual-assault-dean-on-call

Ordained Religious Advisors in Spiritual Life (773.702.2100)

Student Health Service (773.702.4156)

Student Counseling Service (773.702.9800) has a staff member on call 24 hours a day, 7 days a week.

Interim Protective Measures and Accommodations

Students who have reported sexual misconduct, dating violence, domestic violence, or stalking have the right to request interim protective measures and/or reasonable accommodations, including but not limited to:

- Changes to academic, living, dining, working, or transportation situations
- Obtaining and enforcing a University-issued no contact directive
- Assistance in obtaining an order of protection or no contact order in State court
- Medical assistance (including information on preserving evidence)
- Legal/law enforcement options (including assistance with notifying local law enforcement)
- Safety planning
- On- and off-campus referrals and resources
- Assistance with accessing and navigating campus and local health and mental health services, counseling, and advocacy

Responsible Employees

University employees not designated as Confidential Resources are considered Responsible Employees. Responsible Employees must report all incidents of sexual misconduct, dating violence, domestic violence, and stalking to a Title IX Coordinator. Responsible Employees include faculty and other academic appointees, resident assistants, resident heads, resident deans, TAs, deans of students, athletic coaches, and UCPD staff. Responsible Employees are required to report all incidents of sexual misconduct, dating violence, domestic violence, and stalking to a Title IX Coordinator even if the person making the report asks them to keep the information confidential.



A community of respect. A culture of consent. A network of support.

University of Chicago students, faculty, and staff cannot thrive unless each is accepted as an autonomous individual and treated without regard to characteristics irrelevant to participation in the life of the University. By addressing sexual misconduct and other forms of discrimination or harassment and ensuring accessibility, the Office for Equal Opportunity Programs supports UChicago community members as they strive for and uphold academic excellence.

File a Report

umatter.uchicago.edu

Bridget Collier

Associate Provost and Title IX Coordinator
for the University

bcollier@uchicago.edu

773.702.5671

Shea Wolfe

Deputy Title IX Coordinator
for Students

swolfe1@uchicago.edu

773.702.0438

24-Hour Resources

City of Chicago Police Emergency: 911

University of Chicago Police Department:

773.702.8181 or 123 from any campus
phone

University of Chicago Medicine Mitchell

Emergency Room: 773.702.6250;
901 East 58th Street

Sexual Assault Dean-on-Call:

773.834.HELP (4357)

Student Counseling Service: 773.702.9800

wellness.uchicago.edu

Additional Resources

City of Chicago Police Non-Emergency:
311 or 312.744.5000

Disciplinary Affairs: 773.702.5243

harassmentpolicy.uchicago.edu

Student Health Service: 773.702.4156

wellness.uchicago.edu

Resources for Sexual Violence Prevention:

773.834.7738

csi.uchicago.edu/get-help/resources-sexual-violence-prevention

Chicago Rape Crisis Hotline: 888.293.2080

YWCA: 866.525.9922

University Response to Student Disclosure of Sexual Misconduct

