

What Faculty, Other Academic Appointees, Staff, and Postdoctoral Researchers Need to Know

- The University Title IX Sexual Harassment Policy and the Policy on Harassment, Discrimination, and Sexual Misconduct
- Individuals with Reporting Responsibilities
- Confidential Resources
- Resolution Options
- Supportive Measures

University Policy

The University will address sexual misconduct under one of two policies: the Title IX Sexual Harassment Policy at titleixpolicy.uchicago.edu and the Policy on Harassment, Discrimination, and Sexual Misconduct at harassmentpolicy.uchicago.edu.

- Faculty, other academic appointees, staff, and postdoctoral researchers who have experienced any form of sexual harassment or sexual misconduct are encouraged to report their concerns to the Title IX Coordinator in order to receive full information on support, resources, and reporting options, but 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 resolution options 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.
- In certain situations, the University may have an institutional obligation to respond to a report of sexual misconduct. If a complainant asks that the University refrain from investigating, the investigator, in consultation with the Title IX Coordinator for the University, will consider how to proceed, taking into account the complainant's wishes, the University's obligation to provide a safe and non-discriminatory environment, and 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. If the Title IX Coordinator determines that the institution has an obligation to move forward, the complainant will be notified.

Individuals with Reporting Responsibilities

University employees not designated as Confidential Resources are considered Individuals with Reporting Responsibilities. Individuals with Reporting Responsibilities must report all incidents of sexual misconduct to a Title IX Coordinator. Individuals with Reporting Responsibilities include faculty and other academic appointees, resident assistants, resident heads, resident deans, TAs, deans of students, athletic coaches, UCPD staff, and other University employees. Individuals with Reporting Responsibilities are required to report all incidents to a Title IX Coordinator (or their designee) even if the person making the report asks them to keep the information confidential.

More information:

https://voices.uchicago.edu/harassmentpolicy/policy/#important_principles

Confidential Resources

The following resources will not reveal your identity or report any identifiable details regarding incidents of sexual misconduct to a Title IX Coordinator without your consent.

Employee Assistance Program (Perspectives)

800.456.6327

- Available 24 hours a day, 7 days a week
- Serves as a Confidential Resource for faculty, other academic appointees, postdoctoral researchers, and staff

www.perspectivesltd.com

Ordained Religious Advisors

Spiritual Life

773.834.1885

More Information:

<https://equalopportunityprograms.uchicago.edu/get-help/>



THE UNIVERSITY OF
CHICAGO

Office of the Provost
Equal Opportunity Programs

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 of the Provost's Equal Opportunity Programs supports UChicago community members as they strive for and uphold academic excellence.

University Resolution Options

The University has resolution options in place to investigate and, when warranted, adjudicate Title IX sexual harassment or sexual misconduct. **Bridget Collier**, Associate Provost and Title IX Coordinator for the University, or her designee, can discuss the options with any person who wishes to make a complaint or is considering making a complaint about students, faculty, other academic appointees, postdoctoral researchers, staff members, or others. She can be reached at bcollier@uchicago.edu or 773.834.6367.

Supportive Measures

University employees who have reported Title IX sexual harassment or sexual misconduct have the right to request supportive measures and/or reasonable accommodations, including but not limited to:

- Referrals for 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
- On- and off-campus referrals and resources
- Referrals for accessing health and mental health services, counseling, and advocacy
- Up to 12 weeks of unpaid leave in any rolling 12-month period to address issues arising from domestic or sexual violence or economic exploitation for University employees who have experienced domestic or sexual violence (or who have a family or household member who experienced domestic or sexual violence). For more information:

 humanresources.uchicago.edu/benefits/timeoff/leaves/vessa.shtml

File a Report

 <https://equalopportunityprograms.uchicago.edu/get-help/>

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24-Hour Resources

City of Chicago Police Emergency: 911

**Employee Assistance Program
(Perspectives):** 800.456.6327

 www.perspectivesltd.com

Username: UNI500
Password: perspectives

University of Chicago Police Department:
773.702.8181 or
123 from any campus phone

**University of Chicago Medicine Emergency
Room:** 773.702.6250
5656 S. Maryland Avenue

Additional Resources

City of Chicago Police Non-Emergency:
311 or 312.744.5000

Chicago Rape Crisis Hotline: 888.293.2080

YWCA: 866.525.9922

Illinois Domestic Violence hotline:
877.863.6338

 <https://harassmentpolicy.uchicago.edu>