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.

University Policy

The 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 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

Supportive Measures

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.

File a Report

- https://equalopportunityprograms.uchicago.edu/get-help/
- Bridget Collier, Associate Provost for Equal Opportunity Programs; Title IX Coordinator for the University bcollier@uchicago.edu 773.834.6367
- Renae DeSautel, Director, Office for Sexual Misconduct Prevention and Support; Deputy Title IX Coordinator for Students desautel@uchicago.edu 773.702.0438
- Elizabeth Honig, Director, Office for Access and Equity; Deputy Title IX Coordinator ehonig@uchicago.edu 773.702.4913
- Scott Velasquez, Director, Office for Affirmative Action; Deputy Title IX Coordinator svelasquez@uchicago.edu 773.702.7994

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 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