

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

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

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.

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.

More information:

<http://harassmentpolicy.uchicago.edu/page/policy#VII>.
Important Principles

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.

Employee Assistance Program (Perspectives) **800.866.7556**

- 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
773.702.2100



THE UNIVERSITY OF
CHICAGO

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

University Disciplinary Process

When sexual misconduct, dating violence, domestic violence, or stalking occurs, the University has disciplinary processes in place to investigate and, when warranted, adjudicate complaints.

Complaints about students:

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. For more information about disciplinary procedures in relation to sexual misconduct, dating violence, domestic violence, or stalking, see:

 studentmanual.uchicago.edu/university_dicip_system

Complaints pertaining to faculty, other academic appointees, postdoctoral researchers, and staff members:

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.

The University of Chicago strictly prohibits retaliation of any kind against any person involved with the reporting, investigation, and/or adjudication of alleged violations of the Policy on Harassment, Discrimination, and Sexual Misconduct.

Interim Protective Measures and Accommodations

University employees 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:

- 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

A person does not need to participate in the University's disciplinary process to request support services and/or accommodations.

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

Employee Assistance Program (Perspectives): 800.866.7556

 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 Mitchell Emergency Room: 773.702.6250; 901 East 58th Street

Additional Resources

City of Chicago Police Non-Emergency: 311 or 312.744.5000

Chicago Rape Crisis Hotline: 888.293.2080

YWCA: 866.525.9922

 harassmentpolicy.uchicago.edu