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

- Title IX and the University Policy on Harassment, Discrimination, and Sexual Misconduct
- Individuals with Title IX Reporting Responsibilities
- Confidential Resources
- University Disciplinary Processes
- Interim Protective Measures and Accommodations

Title IX and the 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 assault, sexual abuse, sexual harassment, dating violence, domestic violence, and stalking (referred to here as "sexual misconduct").
- The University is committed to taking necessary action to stop, prevent, and remedy instances of sexual misconduct.
- Individuals who have experienced any form of sexual misconduct 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.
- The University prohibits retaliation against any person who exercises any rights or responsibilities under the policy.
- 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 Title IX Reporting Responsibilities

University employees not designated as Confidential Resources are considered Individuals with Title IX Reporting Responsibilities.

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)
800.866.7556
- Available 24 hours a day, 7 days a week
- Serves as a Confidential Resource for faculty, other academic appointees, postdoctoral researchers, and staff

Ordained Religious Advisors
Spiritual Life
773.702.2100

More Information: voices.uchicago.edu/equity/get-help/

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 sexual misconduct 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
- 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

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