

# 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. Individuals with Title IX Reporting Responsibilities must report all incidents of sexual misconduct to a Title IX Coordinator. Individuals with Title IX Reporting Responsibilities include faculty and other academic appointees, resident assistants, resident heads, resident deans, TAs, deans of students, athletic coaches, UCPD staff, and University staff. Individuals with Title IX Reporting Responsibilities are required to report all incidents of sexual misconduct to a Title IX Coordinator even if the person making the report asks them to keep the information confidential.

More information:

[https://harassmentpolicy.uchicago.edu/page/policy#VII. Important Principles](https://harassmentpolicy.uchicago.edu/page/policy#VII.ImportantPrinciples)

## 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](http://www.perspectivesltd.com)

**Ordained Religious Advisors**  
Spiritual Life  
773.702.2100

**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 Disciplinary Processes

When sexual misconduct 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 the 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](mailto:inabinet@uchicago.edu) or 773.702.5243. For more information about disciplinary procedures in relation to sexual misconduct, see: <https://studentmanual.uchicago.edu/student-life-conduct/university-disciplinary-systems/>

### Complaints about faculty, other academic appointees, postdoctoral researchers, and staff members:

**Bridget Collier**, Associate Provost for Equal Opportunity Programs and Title IX Coordinator for the University, or her designee, can discuss the 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](mailto:bcollier@uchicago.edu) or 773.834.6367.

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.

For more information about disciplinary procedures in relation to sexual misconduct, see:

<https://harassmentpolicy.uchicago.edu/page/policy>

## Interim Protective Measures and Accommodations

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: <https://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.

## 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](mailto: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](mailto:desautel@uchicago.edu)  
773.702.0438

### Elizabeth Honig

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Title IX Coordinator  
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773.702.4913

### Scott Velasquez

Director, Office for Affirmative Action; Deputy  
Title IX Coordinator  
[svelasquez@uchicago.edu](mailto: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](http://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>