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DOMESTIC VIOLENCE, DATING VIOLENCE, STALKING AND SEXUAL ASSAULT POLICIES

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UIC Interim Policy on Sex Discrimination, Sexual Harassment and Sexual Misconduct

This Policy on Sex Discrimination, Sexual Harassment, and Sexual Misconduct sets forth UIC's position regarding conduct that violates Title IX of the Education Amendments Act of 1972 ("Title IX"), and Title VII of the Civil Rights Act of 1964 as amended ("Title VII"), and supplements related campus and University of Illinois policies and laws. Title IX states as follows:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Unlawful discrimination on the basis of sex or gender may include sexual or gender-based harassment¹ and all forms of sexual violence including but not limited to sexual assault, sexual battery, sexual abuse, sexual coercion, sexual exploitation, dating violence, domestic violence, and stalking (i.e. sexual misconduct).

¹Unwelcome conduct based on actual or perceived sex or harassment based on gender identity or nonconformity with sex stereotypes, US Department of Education, Office of Civil Rights, Title IX Resource Guide (April, 2015).

UIC is committed to providing an educational and work environment that is free from all forms of sex discrimination, sexual harassment, and sexual misconduct. UIC prohibits and will not tolerate sex discrimination of or by students, employees, or visitors. UIC's response will include fair, prompt, and equitable investigations, interim safety measures, accommodations, and academic, workplace and community remedies when such conduct is reported. Given the nature of sex discrimination, sex or gender-based harassment, and sexual misconduct, specific investigations and remedies will be determined on a case-by-case basis. UIC will impose appropriate sanctions and take other corrective actions in accordance with applicable campus policies and procedures to address conduct that is found to violate this policy. UIC strictly prohibits retaliation against any person participating in a Title IX investigation or resultant disciplinary process.

All employees have the authority and responsibility to report sex discrimination or sexual misconduct and are considered to be "Responsible Employees." All Responsible Employees are required to participate in training and report disclosures or observations of sex discrimination, sexual or gender-based harassment or other sexual misconduct to the Title IX Coordinator.

To implement this policy, the Title IX Coordinator in the Office for Access and Equity shall oversee Title IX compliance and all related policies pertaining to sex discrimination, sexual or gender-based harassment, and/or sexual misconduct. For all complaints received,

the Title IX Coordinator and designees are charged with the authority to conduct investigations, determine findings about violations of this policy based on a preponderance of evidence standard, and make recommendations to the appropriate University authorities for students, faculty and/or staff.

To file a complaint, contact the Title IX Coordinator. You may also contact the Office of Civil Rights.

Rebecca Gordon, Title IX Coordinator
Office for Access and Equity
809 S Marshfield Ave, M/C 602
(312) 996-8670, TitleIX@uic.edu
<http://oae.uic.edu/TitleIX/index.htm>

U.S. Department of Education
Office for Civil Rights
(800) 421-3481, ocr@ed.gov
<http://www2.ed.gov/about/offices/list/ocr/complaintintro.html>

Policy Coverage

This policy applies to sexual misconduct that is alleged to have been committed on or by students, employees or visitors:

On any of the six UIC campuses, which includes the University of Illinois Hospital and Health Sciences System

Off-campus, in connection with a University recognized program or activity

Off-campus, in a manner that may pose an obvious and serious threat of harm or may have the effect of creating a hostile educational environment for any member of the University community.

Individuals at the University may hold more than one classification at a time. Such is the case with teaching, housing and graduate assistants who are both students and employees. All relevant University Processes will be pursued for each classification held by individuals who are found to have violated the sexual misconduct policy.

For a complete copy of the UIC policy governing sex discrimination, sexual harassment and sexual misconduct (Need to give you url tomorrow), visit and for information regarding student misconduct visit, <http://sexualmisconduct.uic.edu/policystatement.shtml>.

Sexual Misconduct Definitions

Sexual misconduct is a broad term used to encompass conduct that may cause sex discrimination through sexual or gender-based harassment, or sexual violence such as dating violence, domestic violence, sexual assault or stalking. In evaluating violations of this policy, University, state and federal definitions of sexual misconduct are utilized. For the purpose of this policy, key terms are defined as follows:

Consent

For purposes of this policy, consent means clear and unambiguous agreement, expressed in mutually understandable words or actions, to engage in a particular sexual activity with a specific person or persons.

The initiator of sexual activity is responsible for obtaining consent. Consent must be voluntarily given and cannot be the result of force, threats, intimidation and/or coercion (e.g. emotional or psychological pressure). The absence of a response does not communicate consent nor can consent be assumed from past sexual activity or manner of dress. Consent can be withdrawn by either party at any point. If the sexual activity does not stop, it is considered to be sexual assault and violation of this policy.

It is a violation of this policy for a student to engage in sexual activity with anyone he/she knew or should have known was incapacitated. A person who is mentally or physically incapacitated cannot give consent. Incapacitation is a state where one cannot make rational, reasonable decisions because he or she lacks the ability to understand or make decisions due to alcohol, drug use, illness, or disability. Signs of incapacitation include behaviors such as slurring words, inability to hold a conversation, difficulty with motor functioning, unresponsiveness, losing consciousness or loss of consciousness.

Consent cannot be given if the person is a minor (i.e. under the age of 17) or is age 17 if the other party is 18 years or older and holds a position of authority.

Sexual Assault

Any form of non-consensual sexual activity. Sexual assault includes all unwanted sexual acts that range from fondling to attempted rape or rape. Rape is defined as penetration “no matter how slight” of the vagina or anus with any body part or object, or anal penetration by a sex organ of another person, without the consent of the Complainant. Sexual assault also includes sex with minors (e.g. statutory rape or incest) and sex between a minor (i.e. age 17 or younger) and a person who is 18 years or older and holds a position of authority.

Domestic Violence

Domestic violence consists of abusive behaviors that are committed by someone with a qualifying relationship with the Complainant. Abusive behaviors include: emotional/psychological, physical and/or sexual abuse, harassment, threats, intimidation, forcing someone to participate in illegal activities such as selling drugs or stealing, or depriving someone of necessities such as food or medicine. The qualifying relationship includes a past or present spouse or intimate partner, a person with whom the Complainant shares a child in common; a person living in the same apartment, house or residence hall room or by a caregiver regardless of gender identification or sexual orientation of the abuser or Complainant.

Harassment

Harassment includes conduct engaged in without a legitimate purpose that is disruptive and causes emotional distress to the intended target of the behavior. Examples include repeated phone calls, text messages or emails, or showing up or creating a disturbance at the person's home, work, educational setting, car or other setting. Harassment can be a part of Domestic Violence, Stalking or Gender Harassment and can be nonsexual in nature as would be the case in behavior or messages that were hostile, intimidating, humiliating or threatening in nature.

Gender-based Harassment

Gender-based harassment is another form of sexual harassment and refers to unwelcome conduct based on an individual's actual or perceived sex, including harassment based on gender identity or nonconformity with sex stereotypes (e.g. gender expression or majoring in a non-traditional career field) or harassment based on actual or perceived sexual orientation. This behavior does not have to be sexual in nature and can be verbal, written or physical conduct that is threatening, harmful or humiliating.

Sexual Exploitation

Any act whereby one person violates the sexual privacy of another or takes nonconsensual, unjust or abusive sexual advantage of another person such as recording, photographing, transmitting, viewing or distributing intimate or sexual images or sexual information without the knowledge and consent of all parties involved. Other behaviors include voyeurism or viewing others engaged in sexual acts without consent of all parties involved, knowingly transmitting sexually transmitted infections (STI) or HIV, or forcing a person to have sex with others.

Sex Discrimination

Sex discrimination is adverse treatment of an individual based on sex or gender rather than individual merit or the prevention of access and equity due to the creation of a hostile environment. Even a single incident of sexual harassment, gender-based harassment, or sexual violence such as sexual assault, dating violence, domestic violence, or stalking, if severe enough, can cause sex discrimination.

Sexual Harassment

For employees, sexual harassment is defined as any unwelcome sexual advances, requests for sexual favors, or any conduct of a sexual nature when

1. submission to such conduct is either explicitly or implicitly made a term or condition of employment; and
2. submission to or rejection of the conduct is used as a basis for making decisions about employment; or
3. such conduct interferes with job performance or creates an intimidating, hostile, or offensive working environment.

Similarly for students, sexual harassment occurs when a faculty or University employee conditions an educational or employment decision or benefit on the student's submission to unwelcome sexual conduct. A hostile environment is created when any unwelcome sexual advances, requests for sexual favors, or any unwelcome conduct of a sexual nature made by students, employees or visitors

denies or limits a student's ability to participate in or benefit from the education program or creates an intimidating, hostile or offensive environment. Examples of adverse impact include difficulty performing at practices, drop in grades, withdrawal from class, physical injury, or significant emotional distress. A hostile environment can be created for students who witness sexual harassment of another student.

A hostile environment may be created through unwelcome, severe or pervasive acts:

- Sexual advances
- Fondling
- Shoulder massages
- Pinching
- Grabbing
- Lewd hand gestures
- Leering
- Suggestive comments
- Off-color jokes
- Comments on physical attributes
- Discussions of sexual exploits
- Lewd voicemail messages
- Displays of sexually suggestive pictures, photos, cartoons, screen savers
- Lewd e-mails or texts
- Sexually suggestive posts on social media
- Facebook pictures with sexual overtones

State and Federal Crime Definitions

The Violence Against Women Reauthorization Act (VAWA) was signed into law in March, 2013 by President Obama. The law imposes new regulations on colleges and universities related to sexual misconduct including additional crime reporting categories, changes in student conduct processes, and training and educational activities. Other federal laws and several Illinois state laws also pertain to sexual misconduct.

Illinois Statutory Definitions

Criminal Sexual Assault, 720 ILCS 5/11-1.20(a)

A person commits criminal sexual assault if that person commits an act of sexual penetration and: (1) uses force or threat of force; (2) knows that the Complainant is unable to understand the nature of the act or is unable to give knowing consent; (3) is a family member of the Complainant, and the Complainant is under 18 years of age; or (4) is 17 years of age or over and holds a position of trust, authority, or supervision in relation to the Complainant, and the Complainant is at least 13 years of age but under 18 years of age.

Sexual Penetration, 720 ILCS 5/11-0.1

“Sexual penetration” means any contact, however slight, between the sex organ or anus of one person and an object or the sex organ, mouth, or anus of another person, or any intrusion, however slight, of any part of the body of one person or of any animal or object into the sex organ or anus of another person, including, but not limited to, cunnilingus, fellatio, or anal penetration. Evidence of emission of semen is not required to prove sexual penetration.

Consent, 720 ILCS 5/11-1.70

(a) “Consent” means a freely given agreement to the act of sexual penetration or sexual conduct in question. Lack of verbal or physical resistance or submission by the Complainant resulting from the use of force or threat of force by the accused shall not constitute consent. The manner of dress of the Complainant at

the time of the offense shall not constitute consent.

(c) A person who initially consents to sexual penetration or sexual conduct is not deemed to have consented to any sexual penetration or sexual conduct that occurs after he or she withdraws consent during the course of that sexual penetration or sexual conduct.

Aggravated Criminal Sexual Assault, 720 ILCS 5/11-1.30

(a) A person commits aggravated criminal sexual assault if that person commits criminal sexual assault and any of the following aggravating circumstances exist during the commission of the offense or, for purposes of paragraph (7), occur as part of the same course of conduct as the commission of the offense:

1. the person displays, threatens to use, or uses a dangerous weapon, other than a firearm, or any other object fashioned or used in a manner that leads the Complainant, under the circumstances, reasonably to believe that the object is a dangerous weapon;
2. the person causes bodily harm to the Complainant, except as provided in paragraph (10);
3. the person acts in a manner that threatens or endangers the life of the Complainant or any other person;
4. the person commits the criminal sexual assault during the course of committing or attempting to commit any other felony;
5. the Complainant is 60 years of age or older;
6. the Complainant is a physically handicapped person;
7. the person delivers (by injection, inhalation, ingestion, transfer of possession, or any other means) any controlled substance to the Complainant without the Complainant's consent

or by threat or deception for other than medical purposes;

8. the person is armed with a firearm;
9. the person personally discharges a firearm during the commission of the offense; or
10. the person personally discharges a firearm during the commission of the offense, and that discharge proximately causes great bodily harm, permanent disability, permanent disfigurement, or death to another person.

(b) A person commits aggravated criminal sexual assault if that person is under 17 years of age and: (i) commits an act of sexual penetration with a Complainant who is under 9 years of age; or (ii) commits an act of sexual penetration with a Complainant who is at least 9 years of age but under 13 years of age and the person uses force or threat of force to commit the act.

(c) A person commits aggravated criminal sexual assault if that person commits an act of sexual penetration with a Complainant who is a severely or profoundly intellectually disabled person.

Predatory Criminal Sexual Assault of a Child, 720 ILCS 5/11-1.40(a)

A person commits predatory criminal sexual assault of a child if that person is 17 years of age or older, and commits an act of contact, however slight, between the sex organ or anus of one person and the part of the body of another for the purpose of sexual gratification or arousal of the Complainant or the accused, or an act of sexual penetration, and: (1) the Complainant is under 13 years of age; or (2) the Complainant is under 13 years of age and that person: (A) is armed with a firearm; (B) personally discharges a firearm during the commission of the offense; (C) causes great bodily harm to the Complainant that: (i) results in permanent disability; or (ii) is life threatening; or (D) delivers (by injection, inhalation, ingestion, transfer of possession, or any other means) any controlled substance to the Complainant without the Complainant's consent or by threat or deception, for other than medical purposes.

Criminal Sexual Abuse, 720 ILCS 5/11-1.50

(a) A person commits criminal sexual abuse if that person: (1) commits an act of sexual conduct by the use of force or threat of force; or (2) commits an act of sexual conduct and knows that the Complainant is unable to understand the nature of the act or is unable to give knowing consent.

(b) A person commits criminal sexual abuse if that person is under 17 years of age and commits an act of sexual penetration or sexual conduct with a Complainant who is at least 9 years of age but under 17 years of age.

(c) A person commits criminal sexual abuse if that person commits an act of sexual penetration or sexual conduct with a Complainant who is at least 13 years of age but under 17 years of age and the person is less than 5 years older than the Complainant.

Aggravated Criminal Sexual Abuse, 720 ILCS 5/11-1.60

(a) A person commits aggravated criminal sexual abuse if that person commits criminal sexual abuse and any of the following aggravating circumstances exist (i) during the commission of the offense or (ii) for purposes of paragraph (7), as part of the same course of conduct as the commission of the offense:

1. the person displays, threatens to use, or uses a dangerous weapon or any other object fashioned or used in a manner that leads the Complainant, under the circumstances, reasonably to believe that the object is a dangerous weapon;
2. the person causes bodily harm to the Complainant;
3. the Complainant is 60 years of age or older;
4. the Complainant is a physically handicapped person;
5. the person acts in a manner that threatens or endangers the life of the Complainant or any other

person;

6. the person commits the criminal sexual abuse during the course of committing or attempting to commit any other felony; or
7. the person delivers (by injection, inhalation, ingestion, transfer of possession, or any other means) any controlled substance to the Complainant for other than medical purposes without the Complainant's consent or by threat or deception.

(b) A person commits aggravated criminal sexual abuse if that person commits an act of sexual conduct with a Complainant who is under 18 years of age and the person is a family member.

(c) A person commits aggravated criminal sexual abuse if:

1. that person is 17 years of age or over and:
 - (i) commits an act of sexual conduct with a Complainant who is under 13 years of age; or
 - (ii) commits an act of sexual conduct with a Complainant who is at least 13 years of age but under 17 years of age and the person uses force or threat of force to commit the act; or
2. that person is under 17 years of age and:
 - (i) commits an act of sexual conduct with a Complainant who is under 9 years of age; or
 - (ii) commits an act of sexual conduct with a Complainant who is at least 9 years of age but under 17 years of age and the person uses force or threat of force to commit the act.

(d) A person commits aggravated criminal sexual abuse if that person commits an act of sexual penetration or sexual conduct with a Complainant who is at least 13 years of age but under 17 years of age and the person is at least 5 years older than the Complainant.

(e) A person commits aggravated criminal sexual abuse if that person commits an act of sexual conduct with a Complainant who is a severely or profoundly intellectually disabled person.

(f) A person commits aggravated criminal sexual abuse if that person commits an act of sexual conduct with a Complainant who is at least 13 years of age but under 18 years of age and the person is 17 years of age or over and holds a position of trust, authority, or supervision in relation to the Complainant.

Sexual Relations Within Families, 720 ILCS 5/11-11

(a) A person commits sexual relations within families if he or she: (1) Commits an act of sexual penetration as defined in Section 11-0.1 of this Code; and (2) The person knows that he or she is related to the other person as follows: (i) Brother or sister, either of the whole blood or the half-blood; or (ii) Father or mother, when the child, regardless of legitimacy and regardless of whether the child was of the whole blood or half-blood or was adopted, was 18 years of age or over when the act was committed; or (iii) Stepfather or stepmother, when the stepchild was 18 years of age or over when the act was committed; or (iv) Aunt or uncle, when the niece or nephew was 18 years of age or over when the act was committed; or (v) Great-aunt or great-uncle, when the grand-niece or grand-nephew was 18 years of age or over when the act was committed; or (vi) Grandparent or step-grandparent, when the grandchild or step-grandchild was 18 years of age or over when the act was committed.

Domestic Violence, 750 ILCS 60/103

“Domestic violence” means physical abuse, harassment, intimidation of a dependent, interference with personal liberty or willful deprivation but does not include reasonable direction of a minor child by a parent or person in loco parentis.

“Physical abuse” includes sexual abuse and means any of the following: (i) knowing or reckless use of physical force, confinement or restraint; (ii) knowing, repeated and unnecessary sleep deprivation; or (iii) knowing or reckless conduct which creates an immediate risk of physical harm.

“Harassment” means knowing conduct which is not necessary to accomplish a purpose that is reasonable under the circumstances; would cause a reasonable person emotional distress; and does cause emotional distress to the petitioner. Unless the presumption is rebutted by a preponderance of the evidence, the following types of conduct shall be presumed to cause emotional distress: (i) creating a disturbance at petitioner's place of employment or school; (ii) repeatedly telephoning petitioner's place of employment, home or residence; (iii) repeatedly following petitioner about in a public place or places; (iv) repeatedly keeping petitioner under surveillance by remaining present outside his or her home, school, place of employment, vehicle or other place occupied by petitioner or by peering in petitioner's windows; (v) improperly concealing a minor child from petitioner, repeatedly threatening to improperly remove a minor child of petitioner's from the jurisdiction or from the physical care of petitioner, repeatedly threatening to conceal a minor child from petitioner, or making a single such threat following an actual or attempted improper removal or concealment, unless Respondent was fleeing an incident or pattern of domestic violence; or (vi) threatening physical force, confinement or restraint on one or more occasions.

“Intimidation of a dependent” means subjecting a person who is dependent because of age, health or disability to participation in or the witnessing of: physical force against another or physical confinement or restraint of another which constitutes physical abuse as defined in this Act, regardless of whether the abused person is a family or household member.

“Interference with personal liberty” means committing or threatening physical abuse, harassment, intimidation or willful deprivation so as to compel another to engage in conduct from which she or he has a right to abstain or to refrain from conduct in which she or he has a right to engage.

“Willful deprivation” means willfully denying a person who because of age, health or disability requires medication, medical care, shelter, accessible shelter or services, food, therapeutic device, or other physical assistance, and thereby exposing that person to the risk of physical, mental or emotional harm, except with regard to medical

care or treatment when the dependent person has expressed an intent to forgo such medical care or treatment. This paragraph does not create any new affirmative duty to provide support to dependent persons.

Domestic Battery, 720 ILCS 5/12-3.2, 720 ILCS 5/12-0.1

(a) A person commits domestic battery if he or she knowingly without legal justification by any means: (1) causes bodily harm to any family or household member; (2) makes physical contact of an insulting or provoking nature with any family or household member.

“Family or household members” include spouses, former spouses, parents, children, stepchildren, and other persons related by blood or by present or prior marriage, persons who share or formerly shared a common dwelling, persons who have or allegedly have a child in common, persons who share or allegedly share a blood relationship through a child, persons who have or have had a dating or engagement relationship, persons with disabilities and their personal assistants, and caregivers as defined in Section 12-4.4a of this Code. For purposes of this Article, neither a casual acquaintanceship nor ordinary fraternization between 2 individuals in business or social contexts shall be deemed to constitute a dating relationship.

Stalking, 720 ILCS 5/12-7.3

(a) A person commits stalking when he or she knowingly engages in a course of conduct directed at a specific person, and he or she knows or should know that this course of conduct would cause a reasonable person to: (1) fear for his or her safety or the safety of a third person; or (2) suffer other emotional distress.

(a-3) A person commits stalking when he or she, knowingly and without lawful justification, on at least 2 separate occasions follows another person or places the person under surveillance or any combination thereof and: (1) at any time transmits a threat of immediate or future bodily harm, sexual assault, confinement or restraint and the threat is directed towards that person or a family member of that person; or (2) places that person in reasonable apprehension of immediate or future bodily harm, sexual assault,

confinement or restraint to or of that person or a family member of that person.

(a-5) A person commits stalking when he or she has previously been convicted of stalking another person and knowingly and without lawful justification on one occasion: (1) follows that same person or places that same person under surveillance; and (2) transmits a threat of immediate or future bodily harm, sexual assault, confinement or restraint to that person or a family member of that person.

For purposes of this section:

1. "Course of conduct" means 2 or more acts, including but not limited to acts in which a defendant directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, engages in other non-consensual contact, or interferes with or damages a person's property or pet. A course of conduct may include contact via electronic communications.
2. "Electronic communication" means any transfer of signs, signals, writings, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photoelectric, or photo-optical system. "Electronic communication" includes transmissions by a computer through the Internet to another computer.
3. "Emotional distress" means significant mental suffering, anxiety or alarm.
4. "Family member" means a parent, grandparent, brother, sister, or child, whether by whole blood, half-blood, or adoption and includes a step-grandparent, step-parent, step-brother, step-sister or step-child. "Family member" also means

any other person who regularly resides in the household, or who, within the prior 6 months, regularly resided in the household.

5. "Follows another person" means (i) to move in relative proximity to a person as that person moves from place to place or (ii) to remain in relative proximity to a person who is stationary or whose movements are confined to a small area. "Follows another person" does not include a following within the residence of the defendant.
6. "Non-consensual contact" means any contact with the Complainant that is initiated or continued without the Complainant's consent, including but not limited to being in the physical presence of the Complainant; appearing within the sight of the Complainant; approaching or confronting the Complainant in a public place or on private property; appearing at the workplace or residence of the Complainant; entering onto or remaining on property owned, leased, or occupied by the Complainant; or placing an object on, or delivering an object to, property owned, leased, or occupied by the Complainant.
7. "Places a person under surveillance" means: (1) remaining present outside the person's school, place of employment, vehicle, other place occupied by the person, or residence other than the residence of the defendant; or (2) placing an electronic tracking device on the person or the person's property.
8. "Reasonable person" means a person in the Complainant's situation.
9. "Transmits a threat" means a verbal or written threat or a threat implied by a pattern of conduct

or a combination of verbal or written statements or conduct.

(d) Exemptions.

1. This Section does not apply to any individual or organization (i) monitoring or attentive to compliance with public or worker safety laws, wage and hour requirements, or other statutory requirements, or (ii) picketing occurring at the workplace that is otherwise lawful and arises out of a bona fide labor dispute, including any controversy concerning wages, salaries, hours, working conditions or benefits, including health and welfare, sick leave, insurance, and pension or retirement provisions, the making or maintaining of collective bargaining agreements, and the terms to be included in those agreements.
2. This Section does not apply to an exercise of the right to free speech or assembly that is otherwise lawful.
3. Telecommunications carriers, commercial mobile service providers, and providers of information services, including, but not limited to, Internet service providers and hosting service providers, are not liable under this Section, except for willful and wanton misconduct, by virtue of the transmission, storage, or caching of electronic communications or messages of others or by virtue of the provision of other related telecommunications, commercial mobile services, or information services used by others in violation of this Section.

Aggravated Stalking, 720 ILCS 5/12-7.4

(a) A person commits aggravated stalking when he or she commits stalking and: (1) causes bodily harm to the Complainant; (2) confines

or restrains the Complainant; or (3) violates a temporary restraining order, an order of protection, a stalking no contact order, a civil no contact order, or an injunction prohibiting the behavior described in subsection (b) (1) of Section 214 of the Illinois Domestic Violence Act of 1986.

(a-1) A person commits aggravated stalking when he or she is required to register under the Sex Offender Registration Act or has been previously required to register under that Act and commits the offense of stalking when the Complainant of the stalking is also the Complainant of the offense for which the sex offender is required to register under the Sex Offender Registration Act or a family member of the Complainant.

(c) Exemptions.

1. This Section does not apply to any individual or organization (i) monitoring or attentive to compliance with public or worker safety laws, wage and hour requirements, or other statutory requirements, or (ii) picketing occurring at the workplace that is otherwise lawful and arises out of a bona fide labor dispute including any controversy concerning wages, salaries, hours, working conditions or benefits, including health and welfare, sick leave, insurance, and pension or retirement provisions, the managing or maintaining of collective bargaining agreements, and the terms to be included in those agreements.
2. This Section does not apply to an exercise of the right to free speech or assembly that is otherwise lawful.
3. Telecommunications carriers, commercial mobile service providers, and providers of information services, including, but not limited to, Internet service providers and hosting service providers, are not liable under this Section, except for willful and

wanton misconduct, by virtue of the transmission, storage, or caching of electronic communications or messages of others or by virtue of the provision of other related telecommunications, commercial mobile services, or information services used by others in violation of this Section.

Cyberstalking, 720 ILCS 5/12-7.5

(a) A person commits cyberstalking when he or she engages in a course of conduct using electronic communication directed at a specific person, and he or she knows or should know that would cause a reasonable person to: (1) fear for his or her safety or the safety of a third person; or (2) suffer other emotional distress.

(a-3) A person commits cyberstalking when he or she, knowingly and without lawful justification, on at least 2 separate occasions, harasses another person through the use of electronic communication and: (1) at any time transmits a threat of immediate or future bodily harm, sexual assault, confinement, or restraint and the threat is directed towards that person or a family member of that person; or (2) places that person or a family member of that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement, or restraint; or (3) at any time knowingly solicits the commission of an act by any person which would be a violation of this Code directed towards that person or a family member of that person.

(a-5) A person commits cyberstalking when he or she, knowingly and without lawful justification, creates and maintains an Internet website or webpage which is accessible to one or more third parties for a period of at least 24 hours, and which contains statements harassing another person and:

1. which communicates a threat of immediate or future bodily harm, sexual assault, confinement, or restraint, where the threat is directed towards that person or a family member of that person, or

2. which places that person or a family member of that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement, or restraint, or
3. which knowingly solicits the commission of an act by any person which would be a violation of this Code directed towards that person or a family member of that person.

(c) For purposes of this section:

1. "Course of conduct" means 2 or more acts, including but not limited to acts in which a defendant directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, engages in other non-consensual contact, or interferes with or damages a person's property or pet. The incarceration in a penal institution of a person who commits the course of conduct is not a bar to prosecution under this Section.
2. "Electronic communication" means any transfer of signs, signals, writings, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photoelectric, or photo-optical system. "Electronic communication" includes transmissions through an electronic device including, but not limited to, a telephone, cellular phone, computer, or pager, which communication includes, but is not limited to, e-mail, instant message, text message, or voice mail.
3. "Emotional distress" means significant mental suffering, anxiety or alarm.

4. "Harass" means to engage in a knowing and willful course of conduct directed at a specific person that alarms, torments, or terrorizes that person.
5. "Non-consensual contact" means any contact with the Complainant that is initiated or continued without the Complainant's consent, including but not limited to being in the physical presence of the Complainant; appearing within the sight of the Complainant; approaching or confronting the Complainant in a public place or on private property; appearing at the workplace or residence of the Complainant; entering onto or remaining on property owned, leased, or occupied by the Complainant; or placing an object on, or delivering an object to, property owned, leased, or occupied by the Complainant.
6. "Reasonable person" means a person in the Complainant's circumstances, with the Complainant's knowledge of the defendant and the defendant's prior acts.
7. "Third party" means any person other than the person violating these provisions and the person or persons towards whom the violator's actions are directed.

(d) Telecommunications carriers, commercial mobile service providers, and providers of information services, including, but not limited to, Internet service providers and hosting service providers, are not liable under this Section, except for willful and wanton misconduct, by virtue of the transmission, storage, or caching of electronic communications or messages of others or by virtue of the provision of other related telecommunications, commercial mobile services, or information services used by others in violation of this Section.

Federal Definitions (from 34 C.F.R. Part 668)

34 C.F.R. 668.46(a)

Sexual Assault

An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's UCR program and included in Appendix A of this subpart.

Dating violence

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant.

(i) The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of relationship, the type of the relationship, and the frequency of the interaction between the persons involved in the relationship.

(ii) For the purposes of this definition—

(A) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

(B) Dating violence does not include acts covered under the definition of domestic violence.

For the purposes of complying with the requirements of this section and § 668.41, any incident meeting this definition is considered a crime for purposes of Clery Act reporting.

Domestic Violence

(i) A felony or misdemeanor crime of violence committed—

(A) By a current or former spouse or intimate partner of the Complainant;

(B) By a person with whom the Complainant shares a child in common;

(C) By a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner;

(D) By a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or

(E) By any other person against an adult or youth alleged Complainant who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

similar circumstances and with similar identities to the Complainant.

(C) Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

(iii) For the purposes of complying with the requirements of this section and § 668.41, any incident meeting this definition is considered a crime for purposes of Clery Act reporting.

For the purposes of complying with the requirements of this section and § 668.41, any incident meeting this definition is considered a crime for purposes of Clery Act reporting.

Stalking

(i) Engaging in a course of conduct directed at a specific person that would cause a reasonable person to –

(A) Fear for the person's safety or the safety of others; or

(B) Suffer substantial emotional distress.

For purposes of this definition –

(A) Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, surveils, or threatens, or communicates to or about a person, or interferes with a person's property.

(B) Reasonable person means a reasonable person under

REPORTING SEXUAL MISCONDUCT TO UIC

UIC strongly encourages the prompt reporting of sexual misconduct either disclosed, experienced or observed to the appropriate UIC officials. The report may be made by: a person who believes they have experienced sexual misconduct; or a person who has information that sexual misconduct may have occurred. All employees have the authority and responsibility to report sex discrimination or sexual misconduct and are considered to be "Responsible Employees." All Responsible Employees are required to participate in training and report disclosures or observations of sex discrimination, sexual or gender-based harassment or other sexual misconduct to the Title IX

Coordinator.

UIC encourages anyone who believes they have experienced a crime or has knowledge of a crime to make a report to the UIC Police Department at (312) 355-5555. If a crime took place on non-University property or was reported to another law enforcement agency, students are still encouraged to contact the UICPD, Title IX Coordinator, and local law enforcement agency for assistance.

Where to Report an Incident at UIC

The UICPD, the Title IX Coordinator in the Office for Access and Equity, and the Office of the Dean of Students are the primary UIC offices for students on any UIC campus to file formal complaints of sexual misconduct. These offices have a responsibility to investigate and to take reasonable steps to eliminate the hostile environment, prevent its recurrence, and as appropriate, remedy its effects. All sexual misconduct reports, regardless of the first point of contact, will be submitted to the Title IX Coordinator for review

Incident Types	Contact	Address	Phone	Email
To report possible sexual misconduct which will result in a response that can include interim safety measures, academic accommodations or a Title IX Investigation.	Rebecca Gordon, Title IX Coordinator, Office for Access and Equity	809 Marshfield Building #717, Chicago, IL	(312) 996-8670	titleix@uic.edu
To report possible violation of the Student Conduct Code	DuJuan Smith, Assistant Dean of Students, Office of the Dean of Students	Student Services Building, Room 3030, 1200 West Harrison St., Chicago, IL	(312) 996-4857	dujuan7@uic.edu
To report a possible crime	UIC Police Department	943 West Maxwell Street, Room 211, Chicago, IL	(312) 355-5555	N/A
To explore your all of your options or ask questions in a confidential setting	Campus Advocacy Network	University Hall, 601 S. Morgan St., Room 802 UH, Chicago, IL	(312) 413-8206	can@uic.edu

What Can You Expect When You Report

As the primary UIC reporting offices for students on any UIC campus who wish to file a formal complaint of sexual misconduct with UIC, the UICPD, the Title IX Coordinator, and the Office of the Dean of Students have procedures in place to respond to sexual misconduct complaints.

Reports to the UICPD

The UICPD are fully-sworn officers. The UICPD's primary areas of responsibility are the UIC – Chicago Campus East and the UIC – Chicago Campus West, although UIC police officers may exercise their authority in counties wherein other UIC campuses are located when such is required for the protection of university properties and interests, and its students and personnel. UICPD investigate, arrest, and assist in the prosecution of offenders. The UICPD provide testimony for proceedings in criminal and student conduct hearings and transport students to the hospital and to court appearances. The UICPD cooperate with investigations conducted by the Chicago Police Department, Illinois State Police, and local law enforcement.

If a student is not sure whether criminal conduct is involved, a UICPD police officer can assist the student in determining whether a crime has been committed. A student can request and receive the assistance of the UICPD without making a criminal complaint or making a complaint to UIC. The UICPD are committed to ensuring that students who report sexual misconduct receive comprehensive care, regardless of whether or not they wish to make a formal criminal complaint.

When a student files a complaint regarding a crime of sexual violence with the UICPD, the police document the information in a report and discuss various options with the victim for further action. If the student wants to press charges, a police report is created and the student is informed about the criminal process.

The UICPD informs the Office for Access and Equity about reports of sexual misconduct. The Title IX Coordinator will conduct an administrative review of the incident which may result in an investigation and a referral to the student conduct process. The UICPD also provides a copy of the police report to the Office of the Dean of Students for possible action through the student conduct process. The victim will be referred to the Office of the Dean of Students if the respondent is a UIC student and the victim is interested in filing a complaint through the student conduct process. The Title IX coordinator and the Office of the Dean of Students coordinate their efforts to allow for a prompt, fair and impartial process for addressing sexual misconduct complaints, from the initial investigation to the final result.

The UICPD informs victims about available confidential victim assistance (i.e. Campus Advocacy Network (CAN) or support services such as the Counseling Center and provides copies of the Campus Advocacy Network brochure and the UIC Guide to Resources for Victims of Violent Crime brochure. UICPD officers can offer the victim the opportunity to sign a Permission to Contact form that will initiate a follow-up contact by CAN advocacy staff. If the sexual misconduct occurred off campus or at one of UIC's regional campuses, an officer can assist the student in contacting the appropriate law enforcement agency. The UICPD will provide on-going support for victims as needed with local law enforcement.

Reports to the Title IX Coordinator

Students can make a complaint of sexual misconduct directly to the Title IX coordinator. Complaints of sexual misconduct by students and non-students received by the UICPD, the Dean of Students or other UIC responsible employees will be referred to the Title IX Coordinator, Office for Access and Equity (OAE). Upon receiving a complaint of sexual misconduct, the Title IX Coordinator or designee will contact the victim to explain (a) the rights for each party, (b) option to law enforcement or decline to do so (c) the investigative process, (d) employment action (e) the student conduct process, (f) available resources, (g) the University's policy prohibiting retaliation, (h) interim safety measures, (i) workplace or academic accommodations,

(j) evaluation for confidentiality or anonymous reporting, and (k) community remedies.

Following the receipt of a report, the Complainant is invited to meet with the Title IX Coordinator or designee for an initial review of the matter to see if there is a basis for a Title IX complaint and whether he/she wants to participate in the investigative process. The safety and the academic and professional success of the Complainant is important to the University. Consequently, the Title IX Coordinator or designee will (a) make referrals to confidential advocacy services, health care services and counseling, (b) arrange for interim safety measures, (c) arrange for reasonable workplace, academic, living, and administrative accommodations, (d) issue no contact or no retaliation directives, and when necessary (e) collaborate with the Office of the Dean of Students on issuance of interim suspensions, and/or the employing unit and Faculty and Staff Response Team regarding workplace bans and administrative leaves. Examples of reasonable academic accommodations include flexibility in course assignments, extensions in time for the completion of academic assignments, or withdrawal from or ability to re-take a class without financial or academic penalty.

It is possible to make an anonymous or confidential Title IX complaint or to request that an investigation not be pursued. The Title IX Coordinator will evaluate the individual's request for anonymous or confidential reporting as well as requests to not pursue an investigation, employment action, or Student Conduct Process and may grant these requests when a safe and nondiscriminatory environment can be maintained for the individual and campus community. The individual will be informed that honoring the request for an anonymous or confidential complaint may limit the University's ability to fully respond to the incident. Even when requests for confidentiality/anonymity are granted, the University may still implement other preventative or education measures. If the Title IX Coordinator determines that an investigation is necessary to maintain a safe and non-discriminatory environment, the individual who experienced the behavior will be notified and may choose whether or not to participate in the process.

Once the investigation is completed, the investigator will issue his/her written findings as to whether or not, by a preponderance of the evidence, the alleged conduct occurred and, if so, whether or not that conduct constituted a violation of the campus policies on sex discrimination, sexual harassment and/or sexual. The notice of findings shall be sent to both parties simultaneously and shall contain a summary of the allegations, the information and materials considered, the investigator's findings of fact and conclusions, the basis for the findings, and any recommended actions. Notice of finding will also be sent to the appropriate University official (e.g. Office of the Dean of Students) and unit(s), department, college(s), and/or Vice Chancellor of both the Respondent and Complainant.

If the investigator finds that the Respondent's conduct constituted a violation of policy, the University will take prompt and effective steps reasonably calculated to end the sexual misconduct, eliminate the hostile environment, prevent its recurrence and, as appropriate, remedy its effects. If the conduct/matter the complainant reports does not fall within the UIC Policy on Sexual Discrimination, Sexual Harassment, and Sexual Misconduct, the Title IX Coordinator will refer the victim to the appropriate office for handling such complaints. Information regarding investigations may be found on the Office for Access and Equity website at <http://oe.uic.edu/TitleIX/UniversityInvestigationandResponse.htm>.

Reports to the Office of the Dean of Students

The student victim can file a student conduct complaint by completing an Incident Report Form and submitting it to the Office of the Dean of Students. Students should refer to the Student Disciplinary Policy for complete information about the student conduct process and the range of possible sanctions for sexual misconduct. UIC's complete Student Disciplinary Policy may be found at <http://dos.uic.edu/docs/Student%20Disciplinary%20Policy.pdf>.

A staff member will meet separately with the student victim and the student respondent to discuss the incident and the student conduct process. The victim and the respondent are informed about the hearing procedures and the opportunity to present witnesses and



other information and to have an advocate or advisor participate in the hearing. If the victim reported the sexual misconduct to the UICPD and/or the Title IX Coordinator, the victim can choose to be a co-complainant with the UICPD/Title IX Coordinator or serve as a witness during the student conduct hearing. Accommodations can be arranged for victim participation in the hearing such as allowing the victim to participate in the hearing via teleconference. The respondent and the victim will be notified, in writing, of the final outcome of the hearing. Both the respondent and the victim have the right to appeal the hearing outcome and will receive written notification, simultaneously, of the final determination of the case.

Confidential Campus Reporting Options

Students on any UIC campus may contact the Counseling Center and the CAN to access confidential assistance or to explore reporting options without initiating further action from UIC. With rare exception, (e.g. Mandatory Reporting of Child Abuse) these offices are not required to investigate or share information with other parties inside or outside UIC. All information shared with these offices will remain strictly confidential to the extent permitted by law and UIC policy (e.g. disclosure to others only with the student's permission).

The Counseling Center offers confidential counseling services and crisis intervention to students. The staff has expertise in working with survivors of trauma including sexual assault and other types of

interpersonal violence. In addition, the Counseling Center provides support and guidance to help manage immediate emotional trauma and strengthen resilience in response to trauma. Counseling and crisis intervention can be easily arranged by calling or coming to the Counseling Center. Counselors will arrange to meet with students who have urgent needs within the same day or the next day. Crisis intervention or personal counseling can help students identify and consider options such as to notify appropriate law enforcement and campus authorities, pursue student conduct processes, meet with an advocate, talk to a family member/partner, etc. The Counseling Center can also provide consultation to faculty, staff, students, partners/parents, and others concerned about how to help a student in distress.

Students who report sexual misconduct to the CAN will meet in a confidential setting with an advocate who will provide an overview of all options for reporting, assistance, and support. The advocates can help victims notify the appropriate law enforcement authorities such as the UICPD or local law enforcement and/or campus officials, such as the Title IX Coordinator or the Office of the Dean of Students. Support is provided by CAN for students even when no legal, civil, or administrative action is taken. CAN is a place where students can make anonymous and confidential campus crime reports.

Advocates will accompany victims to civil, criminal, and campus proceedings to provide support. Advocates assist with obtaining

orders of protection/no contact orders, safety planning and identifying emergency housing. On a limited basis, CAN has funding for short-term emergency housing. Advocates work with campus departments and community organizations in order to obtain accommodations for academic issues, on and off campus living situations, parking assignments, and other interventions.

The Student Legal Service provides confidential legal assistance to student victims. The attorney can answer questions related to legal matters, provide information about legal proceedings, and assist student victims with appropriate referrals. The UIC Student Legal Service cannot represent students accused of violations of the Student Disciplinary Policy. Student respondents seeking legal advice should retain the services of their own personal attorney.

Off-campus confidential resources include Rape Victims Advocate and licensed mental health and other licensed health providers in private practice settings or other treatment facilities. Refer to the Help and Support (<http://sexualmisconduct.uic.edu/forstdntsurvivors.shtml>) section of the Student Sexual Misconduct (<http://sexualmisconduct.uic.edu/index.shtml>) website to find a complete list of resources.

Private/Non Confidential Reporting

Except as noted above under Confidential Reporting, reports or

disclosures of sexual misconduct made to any other UIC employee will be kept as private as possible but information about incidents of sexual misconduct will need to be shared with limited UIC officials (e.g. reports must be shared with the Title IX Coordinator for further review and investigation).

If a student requests confidentiality, UIC will take all reasonable steps to investigate and respond consistent with the request, taking into account that confidentiality may not be possible in every case given the UIC's responsibility to provide a safe environment for all members of the campus community. To ensure that UIC has met its obligations, UIC employees must consult with appropriate UIC offices concerning what they can or must share within the institution to respond to a report of sexual misconduct and to promote campus safety.

Timeliness of Reporting

To promote a timely and effective review, UIC strongly encourages individuals to make reports of sexual misconduct as soon as possible after the misconduct occurs because as time passes, evidence may dissipate or become lost or unavailable, making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. Although UIC may pursue a report made after 180 days, the lapse of time may make it more difficult to gather relevant and reliable information.

PROCEDURES & STANDARD OF EVIDENCE USED DURING ANY DISCIPLINARY PROCEEDING ON-CAMPUS

Incident Being Reported:	Procedure Institution Will Follow:	Evidentiary Standard
Sexual Assault	<ol style="list-style-type: none"> Depending on when reported (immediate vs delayed report), institution will provide complainant with access to medical care UIC will assess immediate safety needs of complainant UIC will assist complainant with contacting local police if complainant requests AND complainant provided with contact information for local police department UIC will provide written information to complainant on how to preserve evidence UIC will provide complainant with referrals to on and off campus mental health providers UIC will assess need to implement interim or long-term protective measures, such as housing changes, change in class schedule, "No Contact" directive between both parties UIC will provide a "No trespass" directive to respondent if deemed appropriate UIC will provide written instructions on how to apply for Protective Order UIC will provide a copy of the Sexual Misconduct Policy to complainant and inform the complainant regarding timeframes for inquiry, investigation and resolution UIC will inform the complainant of the outcome of the investigation, whether or not the respondent will be administratively charged and what the outcome of the hearing is UIC will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation 	Preponderance of the evidence.
Dating Violence	<ol style="list-style-type: none"> UIC will assess immediate safety needs of complainant UIC will assist complainant with contacting local police if complainant requests AND complainant provided with contact information for local police department UIC will provide written instructions on how to apply for Protective Order UIC will provide written information to complainant on how to preserve evidence UIC will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate UIC will provide a "No trespass" directive to respondent party if deemed appropriate 	Preponderance of the evidence.
Domestic Violence	<ol style="list-style-type: none"> UIC will assess immediate safety needs of complainant UIC will assist complainant with contacting local police if complainant requests AND complainant provided with contact information for local police department UIC will provide written instructions on how to apply for Protective Order UIC will provide written information to complainant on how to preserve evidence UIC will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate UIC will provide a "No trespass" directive to respondent party if deemed appropriate 	Preponderance of the evidence.
Stalking	<ol style="list-style-type: none"> UIC will assess immediate safety needs of complainant UIC will assist complainant with contacting local police if complainant requests AND complainant provided with contact information for local police department Institution will provide written instructions on how to apply for Protective Order UIC will provide written information to complainant on how to preserve evidence UIC will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate UIC will provide a "No trespass" directive to respondent party if deemed appropriate 	Preponderance of the evidence

HOW TO BE AN ACTIVE BYSTANDER

Bystanders play a critical role in the prevention of sexual and relationship violence. They are “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.” We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. If you or someone else is in immediate danger, dial 9-1-1. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
2. Confront people who seclude, hit on, or try to make out with or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on or off campus resources, including those listed below, for support in health, counseling, or with legal assistance.

RESOURCES FOR VICTIMS OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, SEXUAL HARASSMENT & STALKING

UIC will provide written notification to students and employees about the following resources

University of Illinois at Chicago – Chicago Campus East & Chicago Campus West

On-Campus

Name	Website	Address	Phone
Office of the Vice Chancellor for Student Affairs	vcsa.uic.edu	Student Services Building, Room 3010, 1200 West Harrison St., Chicago, IL	(312) 996-7140
Office of the Dean of Students	dos.uic.edu	Student Services Building, Room 3030, 1200 West Harrison St., Chicago, IL	(312) 996-4857
Campus Advocacy Network (confidential)	can.uic.edu	728 W. Roosevelt Rd., Parking Lot Entrance, Chicago, IL	(312) 413-8206
Counseling Center (confidential)	counseling.uic.edu	Student Services Building, Room 2010, 1200 W. Harrison St., Chicago, IL	(312) 996-3490
In-Touch Hotline	counseling.uic.edu/hotline	Student Services Building, Room 2010, 1200 W. Harrison St., Chicago, IL	(312) 996-5535
Office for Access and Equity (Title IX Coordinator)	oe.uic.edu	Marshfield Building, Room 717, 809 S. Marshfield Ave., Chicago, IL	(312) 996-8670
Gender and Sexuality Center	genderandsexuality.uic.edu	Behavioral Sciences Building, Rooms 181 & 183, 1007 West Harrison St., Chicago, IL	(312) 413-8619
Wellness Center	wellnesscenter.uic.edu	Student Center East Building, Room 238, 750 S. Halsted St., Chicago, IL	(312) 413-2120
Student Legal Service	dos.uic.edu/studentlegalservices	Student Services Building, Room 3030, 1200 W. Harrison St., Chicago, IL	(312) 996-9214
University of Illinois Hospital		1740 West Taylor, Chicago, IL. 60612	(312) 996-7298
Family Medicine Center (East Side)	hospital.uillinois.edu	University Village, 722 W Maxwell St., 2nd Floor, Chicago, IL 60607	(312) 996-2901
Family Medicine Center (West Side)		Outpatient Care Center, M/C 197 1801 West Taylor St., Suite 4E, Chicago, IL. 60612	(312) 996-2901
Office of Student Financial Aid	financialaid.uic.edu	800 Student Services Building, 1200 W. Harrison St., Chicago, IL 60607	(312) 996-3126
UIC College of Medicine Office of Student Financial Aid		808 S. Wood St., Room 163, Chicago, IL. 60612-7301	(312) 413-0127
Office of International Services	ois.uic.edu	2160 Student Services Building 1200 W. Harrison St., Chicago, IL	(312) 996-3121

Off-Campus

Name	Services	Website	Address	Phone
Rape Victim Advocates	Services include medical and legal advocacy as well as free counseling services. Provides medical advocacy to the UIC Emergency Room and surrounding area hospitals.	rapevictimsadvocate.org	180 North Michigan Ave., Chicago, IL 60601	(312) 443- 9603
Mujeres Latinas En Accion	Serving Latina survivors of domestic violence and sexual assault and their families; offers advocacy and counseling. Spanish speaking services available.	mujereslatinasenaccion.org	2424 W. 21st Place, Chicago, IL 60608	(773) 890-7676
The Center on Halsted	Serving Gay, Lesbian, Bisexual, & Transgender survivors of domestic violence and sexual assault. Offers advocacy and counseling.	centeronhalsted.org	3656 N. Halsted Ave., Chicago, IL 61357	(773) 871-2273
Apna Ghar	Multilingual domestic violence shelter, counseling, and advocacy for Asian women and children.	apnaghar.org	4350 N. Broadway 2nd Floor, Chicago, IL 60613	(800) 717-0757
Healthcare Alternative Systems Inc.- BASTA Domestic Violence Program	Serving survivors of domestic violence; offers advocacy and counseling. Spanish speaking services available.	hascares.org	5005 W. Fullerton Ave., Chicago, IL 60639	(773) 745-7107
Life Span Legal Services	Provides representation in civil court and advocacy in criminal court for domestic violence, stalking and sexual assault survivors. Fees are sliding scale to free.	life-span.org	20 E. Jackson Blvd., Suite 500 Chicago, IL 60604	(847) 824-4454 (English & Spanish) (847) 824-1158 (Polish)

UIC Rockford Regional Campus

On-Campus

Name	Website	Address	Phone
University Psychiatric Services	rockford.medicine.uic.edu/Patient_Services/university_psychiatric_services/	1601 Parkview Ave. Rockford, IL 61107	(815) 395-5870
Student Health Services	rockford.medicine.uic.edu/student_services		(815) 395-5870
Assistant Dean for Student & Alumni Affairs, College of Medicine	rockford.medicine.uic.edu/		(815) 395-5629
Director of Student Affairs, College of Pharmacy	pharmacy.uic.edu/about/rockford-campus		(815) 395-5736
Director of Healthcare Compliance & Risk Management	N/A		(815) 395-5642
Human Resources	N/A		(815) 395-5864

Off-Campus

Name	Website	Address	Phone
Rockford Sexual Assault Counseling	rsaonline.org	4990 E State St, Rockford, IL 61108	(815) 636-9811
Rockford Police Department	rockfordil.gov/police.aspx	420 W State St, Rockford, IL 61101	(815) 966-2900
Rockford Memorial	rockfordhealthsystem.org	2400 N. Rockton Avenue, Rockford, 61103	(815) 971-5000
Swedish American Hospital	swedishamerican.org	1401 E. State Street, Rockford, 61104	(815) 968-4400
St. Anthony Medical Center	osfhealthcare.org/saint-anthony	5666 E. State Street, Rockford, 61108	(815) 226-2000
City of Rockford Human Services Dept.	rockfordil.gov/human-services.aspx	55 N. Court St., Suite 301, Rockford, IL 61103	(815) 987-5711
Remedies Renewing Lives	remediesrenewinglives.org	516 Green St., Rockford, IL 61102	(815) 962-0871

UIC Rockford Regional Campus students may also use any of the on-campus resources available on Chicago Campus East and Chicago Campus West.

UIC Peoria Regional Campus

On-Campus

College of Nursing	nursing.uic.edu/campus/peoria#campus_overview	One Illini Drive, Peoria, IL	(309) 671-8464
College of Medicine	peoria.medicine.uic.edu/	One Illini Drive, Peoria, IL	(309) 671-3000

Off-Campus

Name	Website	Address	Phone
The Center for Prevention of Abuse	centerforpreventionofabuse.org/	PO Box 3855, Peoria, IL 61612-3855	(309) 691-0551
State's Attorney's Office: Domestic Violence Division	peoriacounty.org/statesattorney/domestic-violence-division/	Peoria County Courthouse Main Location (handicapped accessible): 324 Main Street / Peoria, IL 61602	(309) 672-6056
Domestic Violence Services	N/A	N/A	(309) 691-0551
Family Justice Center	N/A	N/A	(309) 676-4280
Order Protection Office	N/A	N/A	(309) 672-6074
Batters Intervention Program	N/A	N/A	(309) 698-2874
OSF Saint Francis Medical Center	osfhealthcare.org/saint-francis/	530 NE Glen Oak Ave, Peoria, IL 61637	(309) 655-2000
Unity Point Health Methodist	unitypoint.org/peoria	221 NE Glen Oak Ave, Peoria, IL 61636	(309) 672-5522
Proctor Hospital		5409 N Knoxville Ave, Peoria, IL 61614	(309) 689-8603
Behavioral Health Services	unitypoint.org/peoria/services-behavioral-health.aspx	Outpatient Behavioral Health Services-All ages (309) 672-5609 Inpatient Child/Adolescent Services (309) 672-5600 Inpatient Adult Services (309) 672-4787	
Counseling Center at Proctor	unitypoint.org/peoria/counseling-center-at-proctor.aspx		(309) 689-6008

UIC Peoria Regional Campus students may also use any of the on-campus resources available on Chicago Campus East and Chicago Campus West.

UIC Peoria Regional Campus

On-Campus

College of Nursing	nursing.uic.edu/campus/peoria#campus_overview	One Illini Drive, Peoria, IL	(309) 671-8464
College of Medicine	peoria.medicine.uic.edu/	One Illini Drive, Peoria, IL	(309) 671-3000

Off-Campus

Name	Website	Address	Phone
The Center for Prevention of Abuse	centerforpreventionofabuse.org/	PO Box 3855, Peoria, IL 61612-3855	(309) 691-0551
State's Attorney's Office: Domestic Violence Division	peoriacounty.org/statesattorney/domestic-violence-division/	Peoria County Courthouse Main Location (handicapped accessible): 324 Main Street / Peoria, IL 61602	(309) 672-6056
Domestic Violence Services	N/A	N/A	(309) 691-0551
Family Justice Center	N/A	N/A	(309) 676-4280
Order Protection Office	N/A	N/A	(309) 672-6074
Batters Intervention Program	N/A	N/A	(309) 698-2874
OSF Saint Francis Medical Center	osfhealthcare.org/saint-francis/	530 NE Glen Oak Ave, Peoria, IL 61637	(309) 655-2000
Unity Point Health Methodist	unitypoint.org/peoria	221 NE Glen Oak Ave, Peoria, IL 61636	(309) 672-5522
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Counseling Center at Proctor	unitypoint.org/peoria/counseling-center-at-proctor.aspx		(309) 689-6008

UIC Peoria Regional Campus students may also use any of the on-campus resources available on Chicago Campus East and Chicago Campus West.

UIC Quad Cities Regional Campus

On-Campus

None

Off-Campus

Name	Website	Address	Phone
Unity Point Health Trinity Rock Island	unitypoint.org/quadcities/Default.aspx	2701 17th St, Rock Island, IL 61201	(309) 779-5000
Trinity Regional Health System	christiancareqc.org	500 John Deere Rd, Moline, IL 61265	(309) 779-5000
Genesis Health System Hospital	genesishhealth.com/	1401 W Central Park Ave, Davenport, IA 52804	(563) 421-1000
Regional Campus Director, College of Nursing	nursing.uic.edu/campus/ quad-cities#campus_overview	1515 5th Ave., Suite 400, Moline, IL	(309) 757-9467 (extension 25)
Vera French Community Mental Health Center	verafrenchmhc.org	1441 W. Central Park Ave., Davenport, IA 52804	(563) 383-1900

UIC Quad Cities Regional Campus students may also use any of the on-campus resources available on Chicago Campus East and Chicago Campus West.

UIC Urbana-Champaign Regional Campus

On-Campus

Name	Website	Address	Phone
Counseling Center (confidential)	counselingcenter.illinois.edu	610 E. John St., Champaign	(217) 333-3704
McKinley Health Center (confidential)	mckinley.illinois.edu	1109 S. Lincoln Ave., Urbana	(217) 333-2705
Women's Resources Center (Confidential)	oiiir.illinois.edu/womens-center	703 S. Wright, Champaign	(217) 333-3137
University Police	police.illinois.edu	1110 W. Springfield Ave., Urbana	(217) 333-1216

Off-Campus

Name	Website	Address	Phone
Rape Advocacy, Counseling, & Education Services	cu-races.org	300 S. Broadway Ave., Urbana	(217) 384-4444
Champaign Police Department	ci.champaign.il.us/ departments/police/	82 E. University Ave., Champaign	(217) 351-4545
Urbana Police Department	urbanaillinois.us/police	400 S. Vine St., Urbana	(217) 384-2320
Champaign County State's Attorney Victim Advocacy	co.champaign.il.us/statt/statt.htm	101 E. Main St., Urbana	(217) 384-8625
Courage Connection	courageconnection.org	1304 E. Main St., Urbana	(217) 384-4390
Land of Lincoln Legal Assistance	lollaf.org	302 N. First St., Champaign	(217) 356-1351
Carle Foundation Hospital	carle.org	611 W. Park St., Urbana	(217) 383-2436
Presence Covenant Medical Center	presencehealth.org	1400 W. Park St., Urbana	(217) 337-2000
East Central Illinois Refugee Mutual Assistance Center	ecirmac.weebly.com	302 S. Birch St., Urbana	(217) 344-8455

UIC Urbana-Champaign Regional Campus students may also use any of the on-campus resources available on Chicago Campus East and Chicago Campus West.

Other Resources

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

Name	Website
Rape, Abuse and Incest National Network	rainn.org
Department of Justice	ovw.usdoj.gov/sexassault
Department of Education, Office of Civil Rights	www2.ed.gov/about/offices/list/ocr/index.html

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ADJUDICATION OF VIOLATION

ADJUDICATIONS OF VIOLATIONS

Any person at UIC may file a report to the UIC Police Department whether or not criminal charges are pursued. Complaints about sexual discrimination, sexual harassment and sexual misconduct can be made directly to the Title IX Coordinator in the Office of Access and Equity or the Office of the Dean of Students. Reports of all domestic violence, dating violence, sexual assault, sexual harassment, and stalking made to UIC officials (e.g. UIC Police Department) will be referred to the Title IX Coordinator for an investigation.

The UIC Title IX investigation process is consistent with the institution's policy, is transparent to the complainant, and the respondent, and will include a prompt, fair, and impartial investigation, and based on a preponderance of evidence standard. Once the investigation is completed, the Title IX Coordinator forwards the findings in writing to both the respondent and complainant. Findings and recommendations from the Title IX investigation are also forwarded to the applicable University authorities for corrective actions and possible sanctions in accordance to corresponding campus policies and procedures. The Office of Access and Equity strives to complete all investigations of alleged student sexual misconduct within 60 days of the report.

Staff involved in conducting investigations and hearings are trained annually on the issues related to domestic violence, dating violence, sexual assault, sexual harassment and stalking and taught how to conduct an investigation that protects the safety and the rights of all parties involved while promoting accountability.

The policy provides that:

1. The complainant and the respondent student each have the opportunity to attend a hearing before a properly trained hearing board that protects the safety of victims and promotes accountability;
2. The complainant and the respondent will have timely notice for meetings at which the complainant or respondent, or both, may be present;
3. The institution will allow for timely access to the complainant, the respondent and appropriate officials

to any information that will be used after the fact-finding investigation but during formal and informal disciplinary meeting and hearings;

4. The institutional disciplinary procedures will not be conducted by officials who have a conflict of interest or bias for or against the complainant or the respondent;
5. The institution provides the complainant and respondent the same opportunities to have others present during an institutional disciplinary proceeding. The complainant and the respondent student each have the opportunity to be advised by a personal advisor of their choice, at their expense, at any stage of the process and to be accompanied by that advisor at any meeting or proceeding. An advisor may only consult and advise his or her advisee, but not speak for the advisee at any meeting or hearing;
6. A student conduct decision is based on the preponderance of evidence standard, i.e. "more likely than not to have occurred" standard. In other words, the conduct process asks: "is it more likely than not that the respondent violated the university's Student Disciplinary Policy;
7. The complainant and the respondent will be notified simultaneously in writing of the result of any conduct proceeding, as well as any changes to those result or disciplinary actions prior to the time that such results become final; and
8. The complainant and the respondent each have the right to appeal the outcome of the hearing by completing a Request for Appeal form (issued by the Office of the Dean of Students after a hearing) and supplying a statement explaining the grounds for the appeal, all relevant supporting evidence and documentation, and the desired outcome and will be notified simultaneously in writing, of any change to the result prior to the time that it becomes final and of the final result after the appeal is resolved.

Adjudication of Violations for Student Discipline Student, Employee, Patient or Visitor

Applicable Policy:	UIC Interim Policy on Sex Discrimination, Sexual Harassment and Sexual Misconduct
Access it here Electronically:	http://oae.uic.edu/TitleIX/index.htm
The Major Steps in the Policy Are:	Complainant makes a report to Title IX Investigator Fair, prompt and equitable investigation Both parties have the opportunity to present witnesses and corroborating information Both parties review Review of the information based on a preponderance of evidence standard Findings sent to both parties simultaneously Findings sent to appropriate University Officials for students, faculty, or staff
The Anticipated Timelines Are:	Strive to conclude the investigation and hearing process within 60 days
The Decision Making Process Includes:	The investigators review the information based on a preponderance of evidence standard for policy violations The investigators make a finding whether or not the policy was violated The finding is referred to the Title IX Coordinator who will
Resolution Options and How UIC Decides Which Process to Use:	The University will proceed with all applicable processes based on the relevant classifications of the respondent Employment Action for staff can include for: <ul style="list-style-type: none"> • Unit transfers; • Reassignment of duties; • Mandatory individualized sexual misconduct training; • Coaching and counseling; • Oral Reminders; • Written Reminders/Letters of Reprimand; • Suspension With Pay Pending Investigation; • Discharge from Probation; • Suspension Without Pay; • Suspension Pending Charges of Removal; • Discharge; • Termination of Contract; and • Non-Reappointment Employment Action for faculty can include <ul style="list-style-type: none"> • Reassignment of duties; • Mandatory individualized sexual misconduct training; • Coaching and counseling; • Oral Reminders; • Written Reminders/Warnings/Letters of Reprimand; • Suspension With or Without Salary (full or partial), in accordance with the campus procedures established pursuant to the Board of Trustees Statutes, Article IX, Section 6 for a period not to exceed one-half of the individual's normal appointment period. During the suspension period, health and retirement benefits shall be maintained (a "Severe Sanction Other Than Dismissal for Cause" pursuant to the Board of Trustees Statutes, Article IX, Section 6.e); • Request to Resign; and • Dismissal for Cause
Sanctions:	

Adjudication of Violations for Student

Applicable Policy:	Student Disciplinary Policy
Access it here Electronically:	http://www.uic.edu/depts/dos/docs/Student%20Disciplinary%20Policy.pdf
The Major Steps in the Policy Are:	<ol style="list-style-type: none"> 1. Incident Report filed by complainant 2. Complaint review process 3. Hearing or informal process 4. Appeals process if appropriate
The Anticipated Timelines Are:	UIC strives to complete all major steps of the student conduct process within \sixty (60) days whenever possible. There are, however, many factors that may affect the length of time needed to complete various portions of the resolution process fairly and equitably. Consequently, some matters will be resolved before the designated time frames and some may be resolved afterward
The Decision Making Process Includes:	Decisions in a student conduct hearing are made only by members of the Student Affairs Conduct Committee who are trained to hear sexual misconduct cases.
Resolution Options and How UIC Decides Which Process to Use:	N/A
Sanctions:	<ul style="list-style-type: none"> • Warning • Developmental Sanction • Recommended Counseling • Restitution and Fines • Failure or Grade Modification • UIC Probation • Suspension • Dismissal • Expulsion

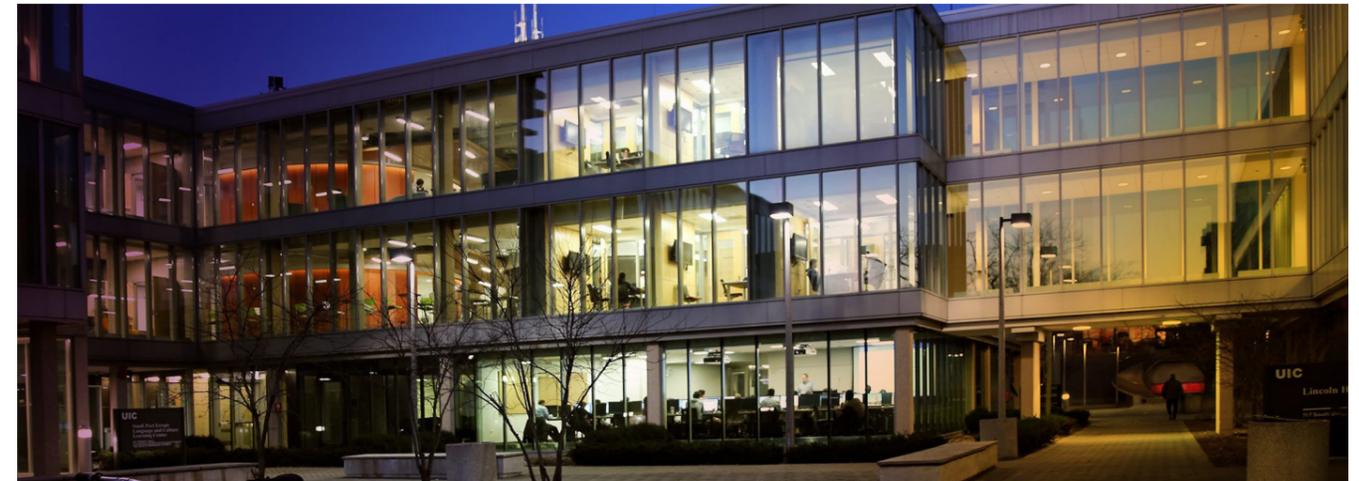
Confidentiality

UIC will protect the identity of persons who report having been victims of sexual assault, sexual harassment, domestic violence, dating violence, or stalking to the fullest extent of the law and as previously mentioned in this document.

Sex Offender Registration

The federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, volunteers services or is a student.

If the offender resides in an unincorporated area, he or she will register with the County Sheriff's Office. You can link to this information, which appears on the Illinois State Police website, by accessing <http://www.isp.state.il.us/sor/>.



UIC INVESTIGATION AND RESPONSE TO SEXUAL MISCONDUCT

Complaints of sexual misconduct are referred to the Title IX Coordinator for a fair, prompt and equitable investigation. The University will take all reasonable steps to respond to the complaint and the Complainant and the Respondent will both have an opportunity to provide their account of the events, witnesses and/or corroborating information.

Following the receipt of a report, the Complainant is invited to meet with the Title IX Coordinator or designee for an initial review of the matter to see if there is a basis for a Title IX complaint and whether he/she wants to participate in the investigative process. The safety and the academic and professional success of the Complainant is important to the University. Consequently, the Title IX Coordinator or designee will (a) make referrals to confidential advocacy services,

health care services and counseling, (b) arrange for interim safety measures, (c) arrange for reasonable workplace, academic, living, and administrative accommodations, (d) issue no contact or no retaliation directives, and when necessary (e) collaborate with the Office of the Dean of Students on issuance of interim suspensions, and/or the employing unit and Faculty and Staff Response Team regarding workplace bans and administrative leaves. Examples of reasonable academic accommodations include flexibility in course assignments, extensions in time for the completion of academic assignments, or withdrawal from or ability to re-take a class without financial or academic penalty.

It is possible to make an anonymous or confidential Title IX complaint or to request that an investigation not be pursued. The Title IX Coordinator will evaluate the individual's request for anonymous or confidential reporting as well as requests to not pursue an investigation, employment action, or Student Conduct Process and may grant these requests when a safe and nondiscriminatory environment can be maintained for the individual and campus community. The individual will be informed that honoring the request for an anonymous or confidential complaint may limit the University's ability to fully respond to the incident. Even when requests for confidentiality/anonymity are granted, the University may still implement other preventative or education measures. If the Title IX Coordinator determines that an investigation is necessary to maintain a safe and non-discriminatory environment, the individual who experienced the behavior will be notified and may choose whether or not to participate in the process.

Title IX Investigation Process

The Title IX investigation process is conducted by Title IX designated investigators who will meet separately with the Complainant and the Respondent. The investigator will provide information about: (a) the rights for each party, (b) option to law enforcement or decline to do so (c) the investigative process, (d) employment action (e) the student conduct process, (f) available resources, (g) the University's policy prohibiting retaliation, (h) interim safety measures, (i) workplace or academic accommodations, (j) evaluation for confidentiality or anonymous reporting, and (k) community remedies.

The investigator will request that each party (i.e. the Complainant and Respondent) provide all information relevant to the allegations, including the names of witnesses, documents, emails, text messages, or other recordings, or any other information the parties feel may be relevant. Both parties may also submit supplemental information during the course of the investigation, until the investigator issues findings regarding the case.

At their respective meetings with the investigator, the Complainant, and the Respondent may have an advisor or advocate present while being interviewed. The advisor or advocate is selected by the Complainant or Respondent (e.g., a parent, staff member, union representative, an advocate provided through Campus Advocacy Network (CAN) for the Complainant, or an attorney). Advisors and/or advocates will be limited to advising and supporting the Complainant or Respondent, and will not have an active part in the meeting. If the one of the parties intends to bring an attorney as his/her advisor, he/she must notify the investigator at least five (5) business days in advance in order to allow the investigator time to arrange for a representative from the Office of University Counsel to be present.

Information about the Complainant's past sexual history with anyone other than the alleged Respondent will not be considered. Additionally, the mere fact of a previous consensual dating or sexual relationship between the parties does not, itself, imply consent to the act(s) under investigation or preclude a finding of sexual misconduct. The investigator will determine if consent was given based on the definitions of consent within the policy and the guidance provided by federal and state legislation.

As part of the investigation, the investigator may consider or seek out any relevant information including, but not limited to, student and personnel files, and law enforcement records.

All parties are expected to participate fully and truthfully in university investigations, however, participation in the investigation is voluntary. A refusal or failure to respond or participate in the investigation will not be construed as an admission of wrongdoing or a retraction of initial allegations, nor will it prevent the investigation or referral to the appropriate student conduct process or employment action.

Once the investigation is completed, the investigator will issue his/her written findings as to whether or not, by a preponderance of the evidence, the alleged conduct occurred and, if so, whether or not that conduct constituted a violation of the University or campus policies on sexual misconduct, harassment or discrimination. The Title IX Coordinator or designee will provide a review of the evidence and findings to affirm, remand for further investigation or reverse the findings of the investigator as a de facto appeals process. The Title IX investigation does not determine whether or not a crime has been committed, as that can only be determined through the criminal/legal process. The notice of findings shall be sent to both parties simultaneously and shall contain a summary of the allegations, the information and materials considered, the investigator's findings of fact and conclusions, the basis for the findings, and any recommended actions. Notice of finding will also be sent to the appropriate University official (e.g. Office of the Dean of Students) and unit(s), department, college(s), and/or Vice Chancellor of both the Respondent and Complainant.

If the investigator finds that the Respondent's conduct constituted a violation of policy, the University will take prompt and effective steps reasonably calculated to end the sexual misconduct, eliminate the hostile environment, prevent its recurrence and, as appropriate, remedy its effects.

Title IX Investigation Timeframe

The University strives to complete sexual misconduct investigations, employment actions and student conduct hearings within sixty (60) calendar days, excluding the time for any appeal processes. There are, however, many factors that may affect the length of time needed

to complete various portions of the resolution process fairly and equitably. These include things like a) the number of Complainants, Respondents, and alleged policy violations, b) timeframe it takes to submit relevant information or evidence, c) availability of witnesses, d) semester breaks, and e) whether an active police investigation was accommodated. Consequently, some matters will be resolved before the designated time frames and some may be resolved afterward. The suggested time frame for the major milestones for the Title IX investigation is as follows:

1. The Responsible Employee will contact the Title IX Coordinator within 24 hours or the next business day following a report of alleged sexual misconduct.
2. Upon being notified, the Title IX Coordinator or designee will provide the identified Complainant within 24 hours or by the next business day information about
 - a. The Sexual Misconduct Policy,
 - b. Rights (including the right to report to law enforcement or decline to do so),
 - c. Resources,
 - d. Standards of Proof,
 - e. Prohibition against Retaliation,
 - f. The Role of the Title IX Coordinator,
 - g. Options for Interim Safety Measures or Academic Accommodations,
 - h. Options to Initiate a Title IX Investigation and
 - i. The right to have an advisor, support person, advocate, union representative or legal counsel attend meetings
 - j. Option or request to meet with the Title IX Coordinator or designee.

3. The initial meeting with the Complainant or reporting party will occur within five business days following the report to the Title IX Coordinator to determine Title IX eligibility, initiation of an investigation, and to discuss and implement interim safety measures, and work and academic accommodations.

4. If there is a request for interim safety measures involving the Respondent or a Title IX investigation is initiated, the Respondent will be notified within one business day following the initial meeting with the Complainant. The Respondent would receive information about:

- a. The Sexual Misconduct Policy,
- b. Rights,
- c. Resources,
- d. Standards of Proof,
- e. Prohibition against Retaliation,
- f. The Role of the Title IX Coordinator,
- g. Options for Interim Safety Measures or Academic Accommodations, and
- h. The right to have others present at meetings (e.g. an advisor, support person, union representative or legal counsel).

5. Title IX investigators will be assigned to the case within two business days following the initial meeting with the Complainant or reporting party.

6. Receiving relevant information, interviewing the Complainant's witnesses and any follow-up interviews with the Complainant will take place between five and fifteen days following the initial meeting with the Complainant.

7. Based on this information, a more detailed letter may be sent to the Respondent that outlines specific allegations, dates

and times of the conduct and specific policy violations. The initial interview with the Respondent will be scheduled as soon as is practical after the interview with the Complainant. The Respondent will be provided the same opportunity to provide relevant information, follow up interviews and witnesses within five to fifteen days.

8. Upon completion of the Complainant, Respondent, and witness interviews and gathering of all pertinent information, the Complainant and Respondent will be provided five days to review all of the statement of facts and information generated in the Title IX investigation in order to corroborate their account of the events in question and to provide clarifications or rebuttals.
9. The investigators will make a determination of finding regarding whether or not the Sexual Misconduct Policy was violated within five days. The findings and investigative report will be reviewed by the Title IX Coordinator or designee in order to affirm, remand for further investigation, or reverse the findings of the investigator as a de facto appeals process.
10. Once the review is completed and the findings and investigative report are completed, the matter is referred to the student conduct hearing process for sanctions within 15-60 days of when the report was received.

Procedural Rights during the Title IX Investigation

Significant procedural protections are provided to both the Complainant and the Respondent. Both the Complainant and the Respondent are granted the following procedural protections:

1. The University will provide both parties with the following:
 - a. Written notice that a Title IX investigation has been initiated;
 - b. A summary of the allegations that prompted the investigation;

- c. A relevant summary of rights;
- d. An explanation of the investigation process;
- e. A list of appropriate resources;
- f. A copy of the policy prohibiting retaliation;
- g. The location/URL for the following policies: The UIC Student Sexual Misconduct Policy; the UIC Student Disciplinary Policy; the University Statement on Sexual Discrimination, Sexual Harassment and Sexual Misconduct; and, the University Nondiscrimination Statement;
- h. Information about interim safety measures and suspensions and the actions taken by the University aimed at preventing and/or eliminating a hostile environment as well as preventing recurrence of the alleged acts;
- i. Written notice of the date, time and location of meeting(s) with the Title IX Investigator and the fact that the Investigator may proceed with the investigation when the Respondent refuses or fails to respond to the allegations, attend the scheduled meeting(s) and/or otherwise participate in the investigation. The University will take reasonable steps to reach the student before proceeding in his/her absence;
- j. Where the Complainant has requested that the University not proceed with an investigation, the Investigator will provide notice to the Complainant of his/her determination in regard to that request; and
- k. Simultaneous written notice of the Title IX Investigation findings of fact, conclusions, basis of the conclusions and any recommended actions.

2. During the investigation, both parties shall have the right to:
 - a. Provide names and contact information of witnesses;
 - b. Present information/materials to support his/her position;
 - c. Be accompanied by an advisor of his/her choice to any meetings (an advisor may be an attorney, advocate, support person or union steward);
 - d. Decline to participate, in which case the decision not to participate will not be construed as evidence of either wrongdoing (by the Respondent) or lack of veracity/credibility of the allegations (by the Complainant);
 - e. Inspect and review the Statement of Facts, documents and/or relevant information submitted as part of the Title IX fact finding investigation, as well as the Final Title IX report; and
 - f. To provide corrections or rebuttals to the Statement of Facts and other materials submitted as part of the Title IX investigation.

Standard of Proof

The outcome of an investigation will be made using the preponderance of the evidence standard. The preponderance of the evidence standard requires the investigator to determine whether or not it is more likely than not that sexual misconduct occurred.

Interim Safety Measures

When the University becomes aware of possible sexual misconduct, it will take the appropriate steps to protect student Complainants from continued sexual misconduct, minimize or eliminate contact with the Respondent, and provide appropriate academic, housing, and/or administrative accommodations. These interim safety measures may be imposed at any time after the initial reporting of the incident.

Interim safety measures will vary depending upon the facts of each case. Appropriate interim safety measures are also available to the Respondent; however, every attempt is made to minimize the burden on the Complainant when the interim safety measures are implemented.

Interim safety measures may include, but are not limited to:

- Directing the Respondent to avoid all forms of contact (i.e. telephone, text, email, social media) with a specifically named individual(s) for a specified period of time;
- Change of Campus Housing room assignment or removal/ban from Campus Housing;
- Change of dining and/or parking arrangements;
- Restriction on participation in student organizations and student/university activities;
- Alteration in work or academic schedules to minimize contact between the parties
- Withdrawal from/retake a class without penalty;
- Limitations on access to academic support services such as tutoring;
- Restriction on access to university buildings/facilities;
- Issuance of University No Contact Orders.
- Providing an escort to ensure that the Complainant can move safely between work assignments, classes and activities;
- Ensuring the Complainant and the Respondent do not share workspace, classes or co-curricular activities;

Except in those cases where the Office of the Dean of Students invokes the interim suspension process, interim safety measures will not terminate the Respondent's status as a student, and will not be construed as a finding of responsibility on the part of any student.

A Respondent's failure to abide by these interventions may be considered a violation of the Sexual Misconduct Policy and Student Disciplinary Policy. The Title IX Coordinator may request that the Office of the Dean of Students issue an interim suspension of the Respondent for an area of campus or for the campus at large.

The Title IX coordinator may request employee interim safety measures through the Faculty and Staff Response Team. Through the appropriate University processes, employees may be temporarily reassigned, put on administrative leave with pay or suspended without pay pending the results of a Title IX investigation or discharge process. Interim safety measures for employees may include restricted access to certain buildings or in some cases to the campus at large.

The Complainant will be notified of the interim safety measures the University has put into place. Unless the Respondent is required to comply with any or all of those measures, he or she will not receive specific information about interim safety measures and academic accommodations afforded to the Complainant.

Academic Accommodations

Experiencing sexual misconduct can interfere with the Complainant's academic or workplace performance and thus, potentially constitute unlawful discrimination. Therefore, the Title IX Coordinator or designee will review with the Complainant their rights to academic accommodations and will assist with making these requests to the appropriate advisors, faculty, department chair/head, or Dean or administrators. Academic accommodations include, but are not limited to:

- Working with advising staff to minimize the negative impact on their completion rate and financial aid
- Arranging for extra time to complete assignments, projects or exams
- Arranging for test or class re-takes, or withdrawal from a class or the campus without an academic or financial penalty, to the extent possible

- Reviewing any sanctions imposed on the Complainant to determine if there may be a causal connection between those sanctions and the harassment or sexual misconduct experienced by the Complainant

Additional Individual and Community Remedies

Imposing sanctions on a Respondent for violations of the sexual misconduct policy without taking further measures may not always eliminate a hostile environment or create a safe campus environment for the university community. Consequently, additional safety measures may be necessary. These may include, but are not limited to:

- Providing increased monitoring, supervision, or security at locations or activities where the sexual misconduct occurred;
- Offering comprehensive, holistic Complainant services including medical, counseling, and academic support services, such as tutoring;
- Training and retraining University employees on the University's responsibilities to address allegations of sexual misconduct and interpersonal violence;
- Developing additional materials on sexual misconduct and interpersonal violence;
- Conducting additional bystander intervention and sexual violence prevention programs with Complainants and employees;
- Re-issuing policy statements or taking additional steps that clearly communicate that the University does not tolerate sexual misconduct or interpersonal violence and will respond to any and all reports of such behavior;
- Conducting or re-conducting campus climate surveys;

- Conducting targeted training for a specific group of Complainants or employees

Referrals to employment action and/or student conduct process

Individuals at the University may hold more than one classification at one time. Such is the case with teaching, housing and graduate assistants who are both students and employees. All relevant University processes will be pursued for each classification held by individuals who are found to have violated the Sexual Misconduct Policy.

Employment Action for Staff and Faculty

The Title IX Coordinator issues findings and recommendations to the appropriate supervisor, unit head, Vice Chancellor or other relevant administrator when a violation of the Sexual Misconduct Policy is found for staff or faculty. The appropriate process will be engaged based on the Respondent's employment classification at the University. Consequences can include discipline, administrative or managerial actions, and/or educational remedies. The following criteria should be utilized to determine what type of discipline and/or administrative and/or other remedies is most appropriate:

- The nature of the misconduct at issue;
- The impact of the misconduct on the Complainant;
- The impact or implications of the misconduct on the community or the University;
- Any prior sexual misconduct by the Respondent at the University or anywhere else that is known to the University;
- Respondent's prior disciplinary history at the University;

- The requirements of any applicable collective bargaining agreement;
- For employees in the classified service, the requirements of the State Universities Civil Service Act, and the Policy and Rules for Civil Service Staff; and
- Any other aggravating, mitigating, or compelling circumstances.

For staff, discipline, remedies, and other administrative or managerial action may include, but are not limited to, the following, as permitted by the employment classification of the Respondent in accordance with the Board of Trustees Statutes and the General Rules concerning University Organization and Procedure:

- Unit transfers;
- Reassignment of duties;
- Mandatory individualized sexual misconduct training;
- Coaching and counseling;
- Oral Reminders;
- Written Reminders/Letters of Reprimand;
- Suspension With Pay Pending Investigation;
- Discharge from Probation;
- Suspension Without Pay;
- Suspension Pending Charges of Removal;
- Discharge;
- Termination of Contract; and
- Non-Reappointment

For Faculty, discipline, remedies, and other administrative actions

may include, but are not limited to, the following:

- Reassignment of duties;
- Mandatory individualized sexual misconduct training;
- Coaching and counseling;
- Oral Reminders;
- Written Reminders/Warnings/Letters of Reprimand;
- Suspension With or Without Salary (full or partial), in accordance with the campus procedures established pursuant to the Board of Trustees Statutes, Article IX, Section 6 for a period not to exceed one-half of the individual's normal appointment period. During the suspension period, health and retirement benefits shall be maintained (a "Severe Sanction Other Than Dismissal for Cause" pursuant to the Board of Trustees Statutes, Article IX, Section 6.e);
- Request to Resign; and
- Dismissal for Cause

Referrals to the Student Conduct Process

The Title IX Coordinator and/or investigator may file a student conduct complaint with the Office of the Dean of Students when the findings of the investigation indicate that a violation of the Student Disciplinary Policy has occurred. Although it is generally up to the discretion of the victim as to whether she/he files a student conduct complaint against the respondent, the Title IX Coordinator may deem a conduct hearing necessary for the safety and security of the student victim and/or the broader campus community. The complaint will request that the Office of the Dean of Students hold a formal student conduct hearing to determine whether the respondent is responsible for the charges as related to the Student Code of Conduct and, if so, issue appropriate sanctions. In such a case, the Title IX Coordinator

will notify the victim that the case has been forwarded to the Office of the Dean of Students for adjudication through the student conduct process. The victim is not required to participate in the student conduct process.

Procedural Rights During the Investigation

Significant procedural protections are provided to both the victim and the respondent. Both the victim and the respondent are granted the following procedural protections:

1. Written notice of the initial report that specifies the nature of the alleged misconduct and the basis for the charge including the date or period of time and location regarding the alleged incident.
2. Written notice of the published location of the Student Disciplinary Policy, the UIC Statement on Sexual Discrimination, Sexual Harassment, and Sexual Misconduct, the Student Sexual Misconduct Policy, and/or the UIC Nondiscrimination Statement.
3. Written notice of the requirement to meet with the investigator. UIC reserves the right to conduct investigations in absentia when a student respondent fails to respond after proper notice has been given or after UIC has exercised reasonable effort to notify the student of the allegations. Also, there may be times when UIC in its discretion decides to proceed with the investigation even when the victim or other complaining party does not wish to proceed.
4. At the start of the investigation, a summary of rights, the investigation procedures, and an avenue of appeal (if any) are provided to the student victim and the student respondent.
5. The right to inspect documents and/or relevant information gathered as part of the investigation (though medical/mental health information may be kept confidential). A

request to inspect documentation or evidence should be directed to the investigator at any time during the process. Requests must be presented in writing at least three (3) working days in advance.

6. Both parties will have the opportunity to provide names of relevant witnesses and an advisor and/or advocate.
7. If the respondent declines to present information on his/her own behalf, this will not be construed as an admission of responsibility. If the victim declines to participate in the investigation, this will not be construed as evidence that favors the respondent.
8. The victim will be informed about (1) whether or not UIC found the respondent responsible for the alleged misconduct, (2) any interim interventions imposed on the respondent, and (3) other steps UIC has taken to eliminate the hostile environment, if UIC finds that one exists, and measures taken to prevent recurrence.
9. A written notice of finding simultaneously will be sent to both parties outlining the results of the investigation, explaining the basis for the conclusion, and setting forth recommendations. Notice may be delivered by: email to each party's UIC email address of record in the campus directory, U.S.P.S. mail to the party's last known address on record, or hand delivered.

Standard of Proof

The outcome of an investigation will be made using the preponderance of the evidence standard. The preponderance of the evidence standard requires the investigator to determine whether or not it is more likely than not that sexual misconduct occurred.

Interim Interventions

UIC will take the appropriate steps to protect student victims of sexual misconduct, to minimize or eliminate contact with the

respondent, and to provide appropriate academic and administrative accommodations in accordance with the Clery Act and Title IX. UIC may implement interim interventions, as appropriate, for the students involved in a reported incident of sexual misconduct. The interim interventions may be imposed at any time after the initial reporting of the incident, (e.g. prior to or during the investigation and the student conduct processes, and through the completion of any appeal process).

Interim interventions will vary depending upon the facts of each case. The interventions may include options for the victim to change academic, living, transportation, and working situations if those changes are requested by the victim and reasonably available. The victim will be notified of interim interventions required and/or offered to the respondent. The respondent will not be notified of the interim interventions offered or provided to the victim.

Except in those cases where the Office of the Dean of Students invokes the interim suspension process, interim interventions will not terminate the respondent's status as a student, and will not be construed as a finding of responsibility on the part of any student. A respondent's failure to abide by these interventions may be considered a violation of the Student Disciplinary Policy. The Title IX Coordinator may request that the Office of the Dean of Students issue an interim suspension of the respondent.

Interim interventions may include, but are not limited to:

- Directing students to avoid all forms of contact (i.e. telephone, text, email, social media) with a specifically named individual(s) for a specified period of time;
- Change of Campus Housing room assignment or removal/ban from Campus Housing;
- Change of dining/parking/arrangements;
- Restriction on participation in student organizations and student/UIC activities;
- Change in work schedules;

- Alteration of academic schedules;
- Withdrawal from/re-take a class without penalty;
- Limitations on access to academic support services such as tutoring;
- Restriction on access to UIC buildings/facilities;
- Issuance of no contact orders.

Additional Measures

There are some cases in which imposing sanctions for violations of the sexual misconduct policy without taking further measures will not eliminate a hostile environment and provide a safe campus environment for the UIC community. Consequently, additional measures may be necessary. Depending upon the facts of a given case, these may include, but are not limited to:

- Providing an effective escort to ensure that the victim can move safely between classes and activities;
- Providing increased monitoring, supervision, or security at locations or activities where the sexual misconduct occurred;
- Ensuring the victim and the respondent do not share classes or co-curricular activities;
- Providing comprehensive, holistic victim services including medical, counseling, and academic support services, such as tutoring;
- Arranging for the victim to have extra time to complete or re-take a class or withdraw from a class without an academic or financial penalty to the extent possible;
- Reviewing any disciplinary actions taken imposed on the victim (unrelated to the reported sexual misconduct) to determine if there may be a causal connection between the

sexual violence suffered by the victim and the misconduct;

- Training and retraining UIC employees on UIC's responsibilities to address allegations of sexual misconduct and interpersonal violence;
- Developing additional materials on sexual misconduct and interpersonal violence;
- Conducting additional bystander intervention and sexual violence prevention programs with students and employees;
- Re-issuing policy statements or taking additional steps that clearly communicate that UIC does not tolerate sexual misconduct or interpersonal violence and will respond to any incidents and to any person who reports such incidents;
- Conducting or re-conducting campus climate surveys;
- Conducting targeting training for a group of students or employees; and,
- Developing additional protocols for working with the various campus units



STUDENT CONDUCT PROCESS

Students assume an obligation to conduct themselves in a manner compatible with the UIC's function as an educational institution and suitable as members of the UIC community. The UIC Standards of Conduct, described in the Student Disciplinary Policy, outline the types of unacceptable behavior that may result in disciplinary action, including sexual misconduct.

Student Conduct Complaint

Any member of the UIC community can file a complaint regarding student misconduct with the Office of the Dean of Students. Students have the right to file a complaint related to sexual misconduct in conjunction with or after the completion of a UIC Title IX investigation. The findings of the investigation will not prohibit a student from filing a student conduct complaint. The findings will be presented during the student conduct proceeding.

Multiple Student Respondents

In reviews of incidents involving more than one student respondent, the student conduct administrator in the Office of the Dean of Students will determine whether the reviews for each student are conducted separately.

Sexual Misconduct Hearings

Sexual misconduct hearings are conducted as described in the Student Disciplinary Policy. A staff member in the Office of the Dean of Students will meet separately with the student victim and the student respondent to discuss the incident, explain the student conduct process, and answer any questions. The victim and the

respondent are informed about the hearing procedures and the opportunity to present witnesses and other relevant information and to have an advocate or advisor participate in the hearing.

Generally it is up to the discretion of the victim as to whether she/he files a student conduct complaint against the respondent. If the victim reported the sexual misconduct to the UICPD/UIPD and a report was generated that indicates a possible violation of the UIC Student Standards of Conduct occurred, the victim can choose to be a co-complainant with the UICPD or serve as a witness during the student conduct hearing. Accommodations can be arranged such as allowing the victim to participate in the hearing via teleconference.

During the presentation of the evidence segment of the student conduct hearing, the Title IX Coordinator or designee will present a summary of the findings from the investigation. The student victim, student respondent, and student conduct board members will have an opportunity to ask questions related to the investigative findings.

Testimony and Evidence

In cases concerning accusations of sexual misconduct, past sexual history of any involved party will not be admitted in evidence or testimony unless directly relevant to the matter under consideration. The parties will not be allowed to personally cross-examine each other during a student conduct hearing.

If the respondent declines to present information on his/her own behalf, this will not be construed as an admission of responsibility. If the victim declines to participate in the student conduct hearing, this will not be construed as evidence that favors the respondent.

Standard of Proof

The outcome of a student conduct proceeding will be made using the preponderance of the evidence standard. The preponderance of the evidence standard requires the student conduct administrator and/or the student conduct board to determine whether it is more likely than not that sexual misconduct occurred.

Sanctions

The sanctioning process for sexual misconduct is designed to eliminate the misconduct, prevent its recurrence, and remedy its effects, while supporting UIC's educational mission and Title IX obligations. Sanctions may also serve to promote safety or deter students from similar future behavior. Sanctions will take into consideration the gravity of the student's actions and the student's entire conduct record at the university and will be designed to (1) hold students accountable for their actions and the resulting or potential consequences of such actions, and (2) protect the safety of the university community.

Sanctions may include one or more of the following: Warning, Developmental Sanction, Recommended Counseling, Restitution and Fines, Failure or Grade Modification, UIC Probation, Suspension, Dismissal, Expulsion. A full description of the sanctions is included in the Student Disciplinary Policy.

Notification of Hearing Outcome

A written notice will be sent to both parties informing each student about the outcome of the student conduct hearing as determined by the responsible hearing committee. Notices will be sent to the students via email to the students' official UIC email address, U.S. Postal Service mail to the students' address located in the official records held by the Office of Admissions and Records, or hand delivered to each student.

The respondent will be informed about whether UIC found the respondent responsible for the alleged misconduct, any sanctions imposed, and information regarding the appeal process. The respondent will not be notified of the remedies offered or provided to the victim.

The victim will be informed as to whether or not the university found the respondent responsible for the alleged misconduct, any sanctions imposed on the respondent, and other steps the university has taken to end the sexual misconduct, eliminate the hostile

environment, prevent its recurrence and, as appropriate, remedy its effects. The written notice will also provide information on the appeal process.

Appeals

Both the respondent and the victim have the right to appeal the hearing outcome within five days after the date of the issuance of the decision. Both students will receive written notification, simultaneously, of the final determination of the appeal committee. The appeal process is described in the Student Disciplinary Policy at dos.uic.edu/docs/Student%20Disciplinary%20Policy.pdf.

Status of Student Respondents

In most cases, the status of a student respondent will not be altered and disciplinary sanctions will not be initiated until completion of the investigation, the student conduct hearing, or an appeal. Interim interventions may be initiated whenever there is evidence that a student or student organization may pose an ongoing threat (1) to the safety or well-being of one or more members of the university community, (2) to property within the university community, (3) or that disrupts or interferes with normal university life or functions. Refer to Interim Interventions for more information.

Administrative holds affecting registration transactions, posting of degrees, and students' ability to acquire copies of their transcripts may be placed when students fail to fulfill terms of their disciplinary obligations. Such situations may include failure to respond to a written notice indicating a required meeting with a designated student conduct official and failure to complete disciplinary sanctions by an established deadline. This restriction normally will remain in effect until disciplinary obligations are met or adjudication of the matter is complete.

When the outcome of a student conduct action is suspension from the university, the student will not be allowed to register for classes during the period of the suspension. The restriction will not be removed, and the student will not be allowed to register until the stated period of suspension has expired and all disciplinary

obligations are met.

Campus Roles and Responsibilities

UICPD, UIPD, or local law enforcement agency will:

- Inform the complainant/victim of various options for addressing the complaint.
- Generate a police report if the victim wants to file a formal complaint.
- Notify the Title IX Coordinator, Office of the Dean of Students, CAN, and Campus Housing (where appropriate) about reports of sexual misconduct.
- Investigate and refer for prosecution when warranted.
- Log and report the incident as required under the Clery Act and issue a timely warning as appropriate.
- Identify the appropriate law enforcement agency for reports of off-campus sexual misconduct.
- Assist with reports to local law enforcement.
- Assist the victim with safety planning.

The Title IX Coordinator will:

- Inform the Complainant and Respondent about their rights, role of Title IX Coordinator, available resources, and process involved in Title IX investigations.
- Conduct a prompt, fair, equitable and thorough investigation in which both parties have an opportunity to provide their account of events, corroborating information and witnesses.
- Address concerns about safety and academic success

through implementing interim safety measures such as escorts or changing course sections and requesting flexibility in deadlines or approvals for absences for court visits.

- Coordinate with advising and financial aid to remedy the impact of sexual misconduct on academic success.
- Provide referrals to confidential on and off campus resources including Complainant assistance and advocacy through the Campus Advocacy Network and counseling/support through the Counseling Center or other off campus resources.
- Evaluate any requests for confidential or anonymous reporting
- Implement individual and campus-wide remedies in response to sexual misconduct
- Inform the Respondent about, interim safety measures, an inquiry into allegations of a violation of our Sexual Misconduct Policy or notice of a Title IX investigation into specific allegations.

Office of the Dean of Students will:

- Meet with a student who reports an incident of sexual misconduct to discuss reporting options and offer services and resources.
- Respond promptly to complaints of sexual misconduct and refer incidents to the student conduct process as appropriate.
- Provide students with information regarding the student conduct process, assist students with filing complaints, explain the student's rights in the conduct process, offer appropriate hearing accommodations, and give the student victim and the student respondent the same rights including participation by advisors and witnesses, the right to appeal, and written notification of the outcome of the hearing and



the final determination of an appeal process.

- Inform the victim of her/his right to report the incident to campus or local police, and assist in making the report if requested by the victim.
- Inform the victim about the process to obtain a no contact order/order of protection.
- Report the incident to the Title IX Coordinator.
- Assist the victim in obtaining medical care if needed.
- Encourage the victim to contact CAN, the Counseling Center, or community resources for support and advocacy.
- Encourage the respondent to seek assistance and support from the Counseling Center or other appropriate UIC staff.
- Coordinate the provision of appropriate administrative, academic, and living accommodations for the student victim and the student respondent.
- Make appropriate reports for purposes of Clery Act crime statistics.

Campus Advocacy Network (CAN) will:

- Maintain the contacts with victims as confidential to the extent permitted by law.
- Provide crisis intervention and advocacy, in some cases including assisting victims in seeking restraining orders, orders of protection and no contact orders.
- Assist and support the victim in contacting campus or local police and/or reporting to other UIC offices (e.g. Title IX Coordinator, Office of the Dean of Students) if the victim consents.
- Assist students in preparing reports and completing paperwork required for UIC and legal proceedings.
- Accompany students to court, the police station, the student conduct process or Title IX investigations.
- Referrals to on and off campus resources.
- Assistance with emergency housing.
- Assist the victim in obtaining medical assistance and

counseling, changing academic programs or housing, and making other appropriate accommodations.

- Contact community victim organizations as requested by the victim.

Counseling Center will:

- Maintain the contacts with victims and respondents as confidential to the extent permitted by law.
- Encourage and support the victim in contacting campus or local police and/or reporting to other UIC offices (e.g. Title IX Coordinator, Office of the Dean of Students), if the victim consents.
- Offer counseling services and support for student respondents.
- Provide appropriate counseling and medical services.

Campus Housing will:

- Inform the victim of her/his right to report the incident to the campus or local police, and assist in making the report

if requested by the victim. The Campus Housing staff may report to the police that an allegation of sexual misconduct was reported.

- Make determinations regarding temporary relocation of residents and regarding interim suspensions from Campus Housing pending a student conduct proceeding through the Office of the Dean of Students.
- Provide appropriate support and assistance for student victims and respondents.
- Report the incident to the Office of the Dean of Students to set up a meeting with a staff member in the Dean of Students office, the student victim, and as appropriate, a staff member from Campus Housing.
- Report the incident to the Title IX Coordinator with the assistance of the Office of the Dean of Students.
- Contact, or encourage contact with CAN, and assist in obtaining medical care if needed.
- Make appropriate reports for purposes of Clery Act crime statistics.

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ASSISTANCE FOR VICTIM: RIGHTS AND OPTIONS

ASSISTANCE FOR VICTIM: RIGHTS AND OPTIONS

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, UIC will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights and options.

To Make a Report to Law Enforcement

Although UIC strongly encourages all members of its community to report violations of this policy to law enforcement, it is the victim's choice whether or not to make such a report and victims have the right to decline involvement with the police. UIC will assist any victim with notifying local law enforcement agencies if they so desire. The law enforcement agencies that serve UIC are the UICPD and UIPD (sworn law enforcement empowered and trained to respond and investigate sexual assault, stalking, dating violence and domestic violence), the City of Chicago Police Department, the Moline Police Department, the Rock Island Police Department, the Peoria Police Department, the Rockford Police Department, the

Champaign Police Department, and the Urbana Police Department. UIC will provide resources, on campus, off campus or both, to include medical and health services to persons who have been victims of sexual assault, domestic violence, dating violence, or stalking, and will apply appropriate disciplinary procedures to those who violate this policy. The procedures set forth below are intended to afford a prompt response to charges of sexual assault, domestic or dating violence, and stalking, to maintain confidentiality and fairness consistent with applicable legal requirements, and to impose appropriate sanctions on violators of this policy.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should

consider speaking with UICPD or other law enforcement to preserve evidence in the event that the victim changes her/his mind at a later date.

The contact information for these agencies is noted below for your reference:

Law Enforcement Agency	Address	Phone
Champaign Police Department	82 E University Ave, Champaign, IL 61820	(217) 351-4545
City of Chicago Police Department – 12th District	1412 S Blue Island Ave, Chicago, IL 60608	(312) 746-8396
Moline Police Department	1640 6th Ave, Moline, IL 61265	(309) 797-0401
Peoria Police Department	600 SW Adams St, Peoria, IL 61605	(309) 673-4521
Rock Island Police Department	316 16th St, Rock Island, IL 61201	(309) 732-2677
Rockford Police Department	420 W State St, Rockford, IL 61101	(815) 966-2900
Urbana Police Department	400 S Vine St, Urbana, IL 61801	(217) 384-2320

ABUSE AND NEGLECT REPORTING

The Illinois Abused and Neglected Child Reporting Act (325 ILCS 5/) mandates that all personnel of an institution of higher education immediately report cases of suspected child abuse or neglect of minors (children under the age of 18) directly to the Department of Child and Family Services (DCFS) at 1-800-25-ABUSE (1-800-252-2873) as soon as abuse or neglect is suspected. University of Illinois policy also requires that all members of the university community report suspected child abuse or neglect to the appropriate University of Illinois Police Department (UIC: 312-996-2830; UIUC: 217-333-1216).

What to Do If You Are a Victim/Survivor:

1. If you are in immediate danger, [call 9-1-1](#).
2. [Get to a place of safety as soon as you can.](#)
3. [Contact someone you trust to be with you and support you.](#) A staff member at UIC can help you through the process, provide emotional support and explain options.
4. [Preserve any physical evidence.](#) Preserving evidence is important because evidence can be key in identifying the perpetrator in a sexual assault case, especially those in

which the offender is a stranger, may assist in proving the alleged criminal offense occurred, and may be helpful in obtaining a protection order. Sexual assault forensic evidence is an integral part of a law enforcement investigation that can build a strong case and so it is important to preserve evidence in case the decision is made to take legal action or press charges. Sexual assault physical evidence must be collected in a timely manner by a certified medical facility (see Get Medical Attention section below).

- Preserving sexual assault evidence. If you are interested or undecided about pressing charges, you can consent to the evidence collection process in the emergency room which entails a rape kit. Evidence can be collected up to 96 hours following a sexual assault. The rape kit is an evidence collection tool that documents physical injury and gathers physical evidence (e.g. DNA, fibers, hair) that may have been transferred during the sexual assault. It is your choice to have evidence collected. You have the right to agree to some parts of the exam but not others or refuse all parts of the kit. It is important to know that agreeing to the evidence collection process does not in any way force you to proceed with criminal charges. Evidence is best preserved by not washing away the evidence and collecting all the items that may have evidence on them such as clothing. In order for the kit to be most effective, follow these guidelines: Do not shower, bathe, douche, wash or use the toilet (if possible). Do not smoke or brush teeth. Do not eat or drink. Do not wash clothes or clean the bed/linens/area or other items. Place anything of evidentiary value in a paper bag. Choose either to not change your clothes or if you do change your clothes, put all of the clothing you were wearing at the time of the assault in a paper (not plastic) bag and bring the bag with you to the hospital. The hospital will provide you with scrubs or sweats or you can have someone bring clothing.

- Preserving evidence for victims of dating and domestic violence or stalking. It is important to preserve evidence if you experience dating/domestic violence or stalking. Seeking medical attention for physical assaults that occur as part of dating/domestic violence or stalking can provide documentation of the physical injuries that were sustained. You can keep a record of witnesses or people to whom you disclosed that you were experiencing these forms of interpersonal violence. You can have a friend take pictures of bruising. If you choose to make a police report, physical injuries and property damage can be documented as part of the report process. In addition, it is helpful to preserve any e-mails, texts, voice mails, written notes, and pictures of property damage which are useful in documenting dating/domestic violence or stalking. Additionally, you can keep a record of all of the incidents in a spiral notebook with a date and time and description of the abusive or harassing behavior.

5. Get medical attention as soon as possible. Getting medical attention is important for addressing the physical consequences of any type of assault, even if you do not wish to press charges or collect evidence. If you can, seeking medical attention within 24 hours of a sexual assault is most ideal for medical and preventative treatment. Survivors of sexual or physical assault can have health issues that include: bruising, cuts, abrasions, internal injuries not readily apparent or broken bones. Sexual assault survivors can also have additional health concerns such as: tearing or bruising of the labia, vaginal or anal wall, or urethra; sexually transmitted infections such as chlamydia, gonorrhea, and herpes; pregnancy; and HIV. To seek medical assistance, you can go to a hospital emergency room, clinic or your primary care physician.

If you are on UIC – Chicago Campus East or Chicago Campus West, medical treatment can be obtained at:

University of Illinois Hospital Emergency Room (312) 996-7298 1740 West Taylor, Chicago, IL. 60612	Family Medicine Center (East Side) (312) 996-2901 University Village 722 W Maxwell Street, 2nd Floor, Chicago, IL 60607	Family Medicine Center (West Side) (312) 996-2901 Outpatient Care Center, M/C 197 1801 West Taylor Street, Suite 4E, Chicago, IL. 60612
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If you are off campus, call the Chicago Rape Crisis Hotline (888) 293-2080 for information about which hospitals have advocates specifically trained to work with survivors of sexual assault. (All hospitals, however, treat survivors of sexual assault and have general support services.)

If you are on UIC Rockford Regional Campus, medical treatment can be obtained at:

Rockford Memorial (815) 971-5000 2400 N. Rockton Avenue, Rockford, 61103	Swedish American Hospital (815) 968-4400 1401 E. State Street, Rockford, 61104	St. Anthony Medical Center (OSF) (815) 226-2000 5666 E. State Street, Rockford, 61108
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If you are on UIC Peoria Regional Campus, medical treatment can be obtained at:

OSF Saint Francis Medical Center (309) 655-2000 530 NE Glen Oak Ave, Peoria, IL 61637	Unity Point Health Methodist (309) 672-5522 221 NE Glen Oak Ave, Peoria, IL 61636	Proctor Hospital (309) 689-8603 5409 N Knoxville Ave, Peoria, IL 61614
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If you are on UIC Quad Cities Regional Campus, medical treatment can be obtained at:

Unity Point Health Trinity Rock Island (309) 779-5000 2701 17th St, Rock Island, IL 61201	Trinity Regional Health System (309) 779-5000 500 John Deere Rd, Moline, IL 61265	Genesis Health System Hospital (563) 421-1000 1401 W Central Park Ave, Davenport, IA 52804
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If you are on UIC Urbana-Champaign Regional Campus, medical treatment can be obtained at:

Carle Foundation Hospital (217) 383-2436 611 W. Park St., Urbana	Presence Covenant Medical Center (217) 337-2000 1400 W. Park St., Urbana
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If you go to the emergency room, you will receive preventative care, treatment, and referrals to follow-up care, and you have the option of evidence collection (i.e. a rape kit). For sexual assault, the emergency room charge nurse should contact a medical advocate from Rape Victim Advocates to accompany you through the evidence collection process.

The emergency room will also contact the police. It is your choice whether or not you talk with the police. If you choose to talk with the UICPD, they will take information for a police report and this information will be forwarded to the Title IX Coordinator. If local police are contacted, the student victim should contact the Title IX Coordinator if he/she wants to report the sexual assault to UIC. If a sexual assault or rape, domestic or dating violence and/or stalking should occur, staff on the scene, including UICPD, will refer to the Campus Advocacy Network, Title IX Coordinator and provide information about other support services. Incidents of Sexual Misconduct should be reported to the Title IX Coordinator to conduct a Title IX investigation using a preponderance of evidence standard, provide interim safety measures and recommend academic

accommodations or other remedies. Findings of policy violations and recommendations are forwarded to the appropriate University authorities for students, faculty and/or staff for educational remedies, sanctions or employment action.

You do not have to pay for the emergency room or follow-up medical care required as a result of a sexual assault. For confidential treatment, you can choose not to disclose Campus Care or other insurance information and request that the costs be automatically billed through the Sexual Assault Survivors Emergency treatment Act (SASETA). Otherwise the statement for the emergency room visit will be sent to your permanent address.

6. Consider your options for assistance, support, resources and on- and off-campus services. UIC will provide options for, and available assistance in, changing applicable academic, living, transportation and/or work situations, if those changes are requested by the victim/survivor and reasonably available, regardless of whether the victim/survivor chooses to report the crime to UICPD or local law enforcement or whether the offense occurred on or off campus.



Victim's Rights Provided Under Illinois Law

1. The right to be treated with fairness and respect for their dignity and privacy throughout the criminal justice process.
2. The right to notification of court proceedings.
3. The right to communicate with the prosecution.
4. The right to make a statement to the court at sentencing.
5. The right to information about the conviction, sentence, imprisonment, and release of the accused.
6. The right to timely disposition of the case following the arrest of the accused.
7. The right to be reasonably protected from the accused throughout the criminal justice process.
8. The right to be present at the trial and all other court proceedings on the same basis as the accused, unless the victim is to testify and the court determines that the victim's testimony would be materially affected if the victim hears other testimony at the trial.
9. The right to have present at all court proceedings, subject to the rules of evidence, an advocate or other support person of the victim's choice.
10. The right to restitution.

UIC Student Victim Rights

1. To have any and all reports of sexual misconduct treated seriously and to be treated with respect and dignity by UIC officials.
2. To file a complaint about sexual misconduct with UIC and/or receive assistance with notifying campus or other police

departments.

3. To request an interim intervention which may include a change in academic and living situations after an alleged sex offense and to be informed in a timely manner of available academic, living, and administrative options.
4. To be informed in writing about campus and community resources for victim assistance and advocacy, counseling, and other resources and options for victims of sexual misconduct.
5. To receive information on UIC's responsibility to make a confidential report, required by the Clery Act, for the purposes of tracking campus crime.
6. To be informed of the criminal and campus processes to investigate reports of sexual misconduct and informed about the options to participate in these processes.
7. To inspect documents and/or relevant information gathered as part of the investigation and the student conduct process (though medical/mental health information may be kept confidential). A request to inspect documentation or evidence should be directed to the investigator or student conduct official at any time during the process. Requests must be presented in writing.
8. To have the same rights as the student respondent to have witnesses and an advocate or advisor present during an investigation and student conduct proceedings and to have accommodations made that minimize face to face contact with the student respondent.
9. To be informed of the initial outcome, in writing, of an investigation and/or a student conduct proceeding involving sexual misconduct and the right to appeal the outcome and receive written notification of the final determination.
10. To be free from undue coercion or retaliation from any member of the university community resulting from a report of sexual misconduct.

UIC Student Respondent Rights

1. To be treated with respect and dignity by UIC officials.
2. A fair, thorough, neutral, and impartial investigation of the incident.
3. To be informed about UIC and community resources for counseling, support, and other student services.
4. To request interim academic or housing accommodations when such accommodations are related to problems associated with the allegation of sexual misconduct.
5. To be informed of the university investigation and student conduct processes and procedures.
6. To inspect documents and/or relevant information gathered as part of the investigation and the student conduct process (though medical/mental health information may be kept confidential). A request to inspect documentation or evidence should be directed to the investigator or student conduct official at any time during the process. Requests must be presented in writing.
7. To have an advisor or an advocate and witnesses present during investigative and student conduct proceedings.
8. To be informed of the initial outcome, in writing, of an investigation and/or a student conduct proceeding involving sexual misconduct and the right to appeal the outcome and receive written notification of the final determination.
9. To receive information on the university's responsibility to make a confidential report, required by the Clery Act, for the purposes of tracking campus crime.
10. To be free from undue coercion or retaliation from any member of the university community resulting from a report of alleged sexual misconduct.

Other Expectations, Rights and Procedures

Respect for Privacy

Information regarding sexual misconduct reports and investigations, including any outcomes, will be shared with UIC employees with a legitimate educational interest or with external individuals or entities only on a need-to-know basis and only as permitted under University policy and applicable law.

In accordance with the UIC Student Records Policy, the results of a student conduct hearing can be released on a case-by-case basis to UIC officials with a legitimate educational interest. The results will not include the names of the victim(s). Refer to the [UIC Student Records Policy \(https://registrar.uic.edu/campus_policies/records_policy.html\)](https://registrar.uic.edu/campus_policies/records_policy.html) for more information.

Student Choice to File a Complaint

Reporting experiences of sexual misconduct to certain university officials such as faculty, advisors, Campus Housing staff, Dean of Students staff, the Title IX Coordinator, and UICPD/UIPD will initiate a Title IX investigation and possible student conduct process. Victims who are uncertain about filing a complaint or who are not certain about what processes they want to pursue can talk to confidential resources such as the Campus Advocacy Network for victim assistance and advocacy or the Counseling Center staff for support.

Student Choice to Participate

While UIC must investigate all cases of reported sexual misconduct, students will not be forced to talk with UIC officials. Students may choose to participate or decline to participate in any university process related to sexual misconduct. However, even if a student declines to participate, UIC may continue to investigate the matter, initiate a formal proceeding/hearing, and issue findings based on available information.

Protection from Retaliation

UIC will take appropriate steps to ensure that a person who reports or participates in a sexual misconduct investigation or proceeding will not be subjected to retaliation by the student respondent or by others with knowledge of the report. Anyone who believes they are experiencing retaliation is strongly encouraged to report the concern. Reports of student misconduct should be reported to the UIC Police Department or the Office of the Dean of Students. A report of retaliation will be reviewed as a separate offense under this policy. A person can be found responsible for retaliation even if not found to be responsible for the reported sexual misconduct.

Pending Legal Proceedings

Students may initiate and participate in criminal and/or civil proceedings in connection with a sexual misconduct report alone or in conjunction with a Title IX investigation and/or the student conduct process. The University is committed to coordination between University processes and UICPD/UIPD/local law enforcement, and may share information with those agencies, as appropriate.

The University will fulfill its legal and ethical obligation to take immediate and appropriate action to investigate possible sexual misconduct, even if there are other external processes or procedures pending in connection with that same sexual misconduct report. Similarly, if the University finds sexual misconduct has occurred, the University will take effective steps to end it, prevent its recurrence, and address its effects, regardless of what external proceedings may also be pending. A pending criminal investigation does not relieve the university from its obligation to investigate and take corrective action.

Standards for criminal investigations are different than the standards for a violation of this policy, and therefore the University will not base its decisions under this policy solely on law enforcement reports and/or actions. Accordingly, the University will not normally wait for the conclusion of a criminal investigation or other proceedings before implementing its review of reported sexual misconduct under this policy and taking appropriate action.

Notification to Complainant

If a student complainant has chosen not to participate in UIC's review of the sexual misconduct report but desires to be notified of the outcome, UIC will notify the student. If the student has expressed a desire, in writing, not to be notified of the outcome, UIC will honor that decision. In such cases, UIC will not send the notification itself to the student, but may proceed with any necessary follow-up and may need to provide notification of that follow-up if appropriate.

Timeliness of Process

UIC strives to complete sexual misconduct investigations, excluding the time for any hearings or appeal processes, within sixty (60) calendar days. There are, however, many factors that may affect the length of time needed to complete various portions of the resolution process fairly and equitably. Consequently, some matters will be resolved before the designated time frames and some may be resolved afterward.

Amnesty Provision for Alcohol/Drug

UIC recognizes that sometimes students are reluctant to seek help after experiencing sexual misconduct, or may be reluctant to help others who may have experienced sexual misconduct, because they fear being held responsible by UIC or law enforcement for drug use or underage alcohol consumption. To encourage reporting, the university will not pursue disciplinary actions for alcohol/drug use violations against a student making a good faith report of sexual misconduct. The university may utilize educational responses as appropriate through the Office of the Dean of Students.

You Have Options

Survivors of sexual assault, dating/domestic violence and stalking have a number of different options available for reporting sexual misconduct and seeking help and support.

Ask for an Accommodation for Academic and Safety Concerns

Experiencing sexual assault, dating/domestic violence or stalking can impact academic performance in a number of ways, such as having to miss classes for medical appointments or court dates, difficulty completing assignments or problems studying for exams. You have the right to reasonable academic accommodations following any form of sexual misconduct. The Title IX Coordinator, the Office of the Dean of Students, or the Campus Advocacy Network can help you with interim interventions related to academics such as deadline extensions, arrangements to re-take a course, withdrawal from a class without penalty, and/or ensuring changes do not negatively impact academic records.

You have the right to feel safe on campus and avoid contact with the respondent. These interventions can include a change in campus living situations, class schedules, and parking assignments. For instance, the Title IX Coordinator or the Office of the Dean of Student's may prohibit the alleged respondent from having any contact with you, or the Campus Advocacy Network can assist you with obtaining an order of protection. You have the right to not bear an undue burden of the changes that are made and the above offices will consult with you in this process. Refer to Interim Interventions for more information.

File a Complaint with the Title IX Coordinator

Title IX Coordinator - (312) 996-8670 - Office for Access and Equity

The Title IX Coordinator conducts Title IX investigations for sexual misconduct. The Title IX Coordinator can implement interim interventions such as changing campus living assignments and course sections. The Title IX Coordinator conducts an investigation to determine if the reported conduct meets the definition of sexual misconduct and makes recommendations to UIC based on the findings. If there is a finding that the respondent violated the UIC Statement on Sexual Discrimination, Sexual Harassment, and Sexual Misconduct, the Student Sexual Misconduct Policy, and/or the UIC Nondiscrimination Statement, a referral to the Office of the Dean of Students is made for possible sanctions through the student conduct process. The Title IX Coordinator also refers students to the Campus

Advocacy Network for support and assistance and can assist victims with making a report to university or local law enforcement.

File a Complaint with the Student Conduct Process

Office of the Dean of Students - (312) 996-4857

The Office of the Dean of Students oversees the student conduct process, which is responsible for hearing cases involving sexual misconduct. This is the place to report violations of UIC policy and the Standards of Conduct. The staff can issue interim interventions as appropriate based on the nature of the complaint. Hearings can result in a range of sanctions ranging from warnings to expulsion from UIC.

Obtain Orders of Protection/No Contact Orders

Civil options allow you to obtain a court order that bans contact from the respondent to address harassment and the potential for future harm. Some examples of civil options include a Sexual Assault or Stalking No Contact Order, or an Order of Protection if there was a pre-existing relationship with the respondent. In pursuing civil options, you are not asking the court to arrest the respondent and put him/her in jail. Instead you are asking the court to protect you from further contact with the respondent. A violation of the civil No Contact Order or Order of Protection can result in an arrest. Victims of sexual assault are also able to pursue damages from the respondent in civil court.

The Campus Advocacy Network (CAN) provides assistance with civil options. CAN will contact the relevant campus offices (e.g. UICPD, Office of the Dean of Student's and UIC departments) to inform these offices of the presence of a No Contact Order or Order of Protection. CAN assists victims with reporting violations of the orders to the UIC Police, the State's Attorney's Office and/or the Office of the Dean of Students. Contact CAN at (312) 413-8206 for more information about what civil options are available to survivors of sexual misconduct.

Make an Anonymous Crime Report

UIC provides an option for anonymous reporting of campus crime by the crime victim or a third party reporting on behalf of a crime victim.

To fill out an online crime reporting form go to: <https://illinois.edu/fb/sec/5019834>

Contact an Advocate

Campus Advocacy Network - (312) 413-8206

The Campus Advocacy Network (CAN) is a confidential service that provides advocacy, coordination of the UIC's community response to civil orders of protection and no contact orders, information about UIC processes related to reporting and investigation of sexual misconduct, and crisis support and safety planning and risk reduction strategies for victims/survivors.

Talk to Someone at the Counseling Center

(312) 996-3490

The Counseling Center offers confidential counseling services and crisis intervention to students. The staff has expertise in working with survivors of trauma including sexual assault and other types of interpersonal violence. In addition, the Counseling Center provides support and guidance to help manage immediate emotional trauma and strengthen resilience in response to trauma. Counseling and crisis intervention can be easily arranged by calling or coming to the Counseling Center. Counselors will arrange to meet with students who have urgent needs within the same day or the next day. Crisis intervention or personal counseling can help students identify and consider options such as to notify appropriate law enforcement and campus authorities, pursue student conduct processes, meet with an advocate, talk to a family member/partner, etc. The Counseling Center can also provide consultation to faculty, staff, students, partners/parents, and others concerned about how to help a student in distress.

Help for International Students

International student victims/survivors may encounter unique challenges. They may have concerns about visa status, unfamiliarity with policies and laws, and/or language barriers.

Risk Reduction

With no intent to victim-blame and recognizing that only rapists are responsible for rape, the following are some strategies to reduce the risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org):

1. Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to avoid isolated areas. It is more difficult to get help if no one is around.
3. Walk with purpose. Even if you don't know where you are going, act like you do.
4. Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
5. Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
6. Make sure your cell phone is with you and charged and that you have cash money.
7. Don't allow yourself to be isolated with someone you don't trust or someone you don't know.
8. Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
9. When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 9-1-1 in most areas of the U.S.).
11. Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
12. Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
13. Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
14. If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 9-1-1 in most areas of the U.S.). Be explicit with doctors so they can give you or your friend the correct tests (you or your friend will need a urine test and possibly others).
15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
 - a. Remember that being in this situation is not your fault. You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
 - b. Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
 - c. Have a code word with your friends or family so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
 - d. Lie. If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
16. Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
17. If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.