You have options. Northwestern can help.

Resource Guide on Sexual Misconduct and Title IX

Northwestern
Northwestern University does not discriminate or permit discrimination by any member of its community against any individual on the basis of race, color, religion, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, parental status, marital status, age, disability, citizenship status, veteran status, genetic information, or any other classification protected by law in matters of admissions, employment, housing, or services or in the educational programs or activities it operates. Harassment, whether verbal, physical, or visual, that is based on any of these characteristics is a form of discrimination.

Northwestern University complies with federal and state laws that prohibit discrimination based on the protected categories listed above, including Title IX of the Education Amendments of 1972, which prohibits discrimination based on sex (including sexual misconduct) in the University’s educational programs and activities. In addition, Northwestern provides reasonable accommodations to qualified applicants, students, and employees with disabilities and to individuals who are pregnant.

Any alleged violations of this policy or questions with respect to nondiscrimination or reasonable accommodations should be directed to Northwestern’s Director of Equal Opportunity and Access and Section 504 Coordinator, 720 University Place, Evanston, Illinois 60208, 847-491-7458, eeo@northwestern.edu.

Any alleged violations of this policy or questions with respect to sexual misconduct or sexual harassment should be directed to Northwestern’s Title IX Coordinator, 633 Clark Street, Room 2-636, Evanston, Illinois 60608, 847-491-3745, TitleIXCoordinator@northwestern.edu.

A person may also file a complaint with the Department of Education’s Office for Civil Rights regarding an alleged violation of Title IX by visiting www2.ed.gov/about/offices/list/ocr/complaintintro.html or calling 800-421-3481.

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Northwestern University is committed to fostering an environment in which all members of our campus community are safe and free from sexual misconduct of any form.

Sexual misconduct may include

**Sexual assault:** sexual penetration without consent, sexual contact without consent, incest, or statutory rape

**Sexual exploitation:** taking sexual advantage of another person without consent (i.e., voyeurism, lewd exposure, recording intimate activity, etc.)

**Sexual harassment:** unwelcome conduct of a sexual nature that creates a hostile, intimidating, or offensive environment

**Dating/domestic violence:** intimidation, harassment, physical abuse, sexual abuse, or emotional abuse by someone in an intimate relationship

**Stalking:** a course of unwelcome conduct that causes a person to fear for their safety (i.e., threats, following, monitoring, communication, etc.)

**Retaliation:** adverse action taken against someone because they reported or provided information about a violation

Consent

Consent is a knowing and voluntary agreement to engage in specific sexual activity at the time of the activity.

Consent must be **knowing, voluntary, active,** and **present and ongoing.**

Consent is not present when an individual does not have the capacity to give consent due to age, alcohol, drugs, sleep, or other physical condition or disability.

Title IX

Title IX is a federal civil rights law that prohibits discrimination on the basis of sex in federally funded educational programs and activities.
If you believe that you have experienced sexual misconduct, you have options.

You have options

Seek medical attention to treat any injuries, test for sexually transmitted infections, obtain emergency contraception (if needed), and/or perform a rape evidence collection procedure. A medical forensic exam can be performed up to 120 hours (five days) after an incident but is most effective if performed sooner.

Speak with a confidential resource about your options, on or off campus. See page 8 for a list of Northwestern confidential counselors.

Contact the police to file a report. See the back cover for contact information.

Contact the Title IX Coordinator or a Deputy Title IX Coordinator to report the incident to Northwestern. See page 9 for contact information.

Preserve any physical evidence you have in case you decide to report the incident at a later date.

Preserving evidence

Northwestern encourages individuals who have experienced sexual misconduct to preserve evidence to the greatest extent possible, as this will maintain more options for them in the future. Some suggestions include

- Preserve evidence of electronic communications, such as text messages, pictures, and/or social networking pages, by saving them and/or taking screen shots.

- If there is suspicion that a drink may have been drugged, inform a medical assistance provider and/or police as soon as possible so they can collect evidence (e.g., from the drink, through urine or blood sample).

- Because evidence that may be located on the body can dissipate quickly, consider going to a hospital or medical facility immediately to seek a medical exam. Do not shower, brush teeth, or eat before going to the hospital or seeking medical attention. Do not wash clothes or bedding.
Northwestern can help you

Connect with on-campus and off-campus resources—including medical, counseling, immigration, student financial aid, and legal resources.

File a police report or a complaint with the University.

Understand your right to seek protective measures, such as no-contact directives from the University, protective orders from a court, or housing, academic, working, or transportation accommodations.

Protective measures and accommodations

The University can put in place measures to provide support and protection to an individual who reports having experienced sexual misconduct. Such measures include:

- academic assistance
- housing or work space relocation
- time off from class or work
- student financial aid arrangements
- transportation arrangements
- no-contact directives

Contact CARE (see page 8) or a Title IX Coordinator (see page 9) for help. Such measures will be kept confidential to the extent possible.

For students, faculty, and staff abroad

Northwestern can work with you to help create a safe environment and prioritize healing. Community members abroad seeking assistance can contact Deputy Title IX Coordinator Julie Friend (see page 9).

Referrals for medical care may be obtained through Northwestern’s international medical assistance provider, HTH Worldwide (610-254-8771); the nearest United States embassy or consulate (www.usembassy.gov); or by calling American Citizens Services (202-501-4444).
About reporting

You may choose whether to report sexual misconduct to law enforcement, Northwestern, or both.

Campus sexual misconduct investigations can occur at the same time as police investigations.

Northwestern can help you file a police report.

Reporting to police does not obligate you to testify in court.

Individuals who report sexual misconduct will not be subject to disciplinary action by the University for their own consumption of alcohol or drugs at or near the time of the incident, provided such action posed no health or safety risk to any other person.

Reporting options

You may report an incident to law enforcement and request a police investigation. See the back cover for Northwestern, Evanston, and Chicago police contact information.

You may report an incident to Northwestern and request protective measures and/or a University investigation by contacting a Title IX Coordinator. See page 9 for contact information.

You may make an anonymous report to Northwestern by contacting

**EthicsPoint**
866-294-3545
www.northwestern.edu/ethics

**Sexual Misconduct Online Reporting Form** (for reports against students)
bit.ly/NUReportSexualMisconduct

Reporting obligation

Except for the confidential resources listed on page 8, all other Northwestern employees, including student employees, as well as nonemployees with teaching or supervisory authority (e.g., TAs) are obligated to report sexual misconduct that they observe or are told about to a Title IX Coordinator.
Privacy

Northwestern handles sexual misconduct reports discreetly, with information shared only with those who need to know in order to investigate and resolve the matter.

Complaint/report investigation and resolution

Northwestern investigates complaints by meeting with parties and witnesses and reviewing relevant evidence. The University uses the preponderance of the evidence standard, which means that if the evidence shows that it is more likely than not that sexual misconduct occurred, the respondent will be found responsible.

Investigations are usually conducted by the University’s Title IX Investigator or one of the Title IX Coordinators, who are trained in handling sexual misconduct matters.

Violations of the Sexual Misconduct Policy may result in sanctions and corrective actions. These actions may include required training or counseling, warning, probation, suspension, expulsion, demotion, termination, or revocation of tenure.

Services or other measures to help remedy the effects of sexual misconduct and prevent recurrence may also be provided.

What if a person does not want Northwestern to investigate?

In cases where a person who may have experienced sexual misconduct does not wish to proceed with an investigation, Northwestern will try to honor that request. In some cases, the Title IX Coordinator may determine that the University needs to proceed with an investigation based on concern for the safety and well-being of the community.

If you are unsure about whether you want to make a report or proceed with an investigation, a confidential resource can help you explore your options and provide additional resources, support, and information. See page 8 for a list of confidential resources.
Overview of the sexual misconduct investigation process

The Title IX Coordinator or Deputy Title IX Coordinator receives a report of sexual misconduct.

A Title IX staff member contacts the person who may have experienced sexual misconduct to provide information about resources and options, a link to University policy and procedures, an overview of the investigation process, and an invitation to meet.

The person who may have experienced sexual misconduct decides whether or not to meet with a Title IX staff member.

The person chooses to meet. The staff member goes over resources and options. The person may request protective measures and accommodations.

The person chooses not to meet or chooses not to proceed with an investigation. Typically, the University can honor that request (see page 5).

The person chooses to proceed with an investigation. A Title IX investigation begins.

The complaint is against faculty, staff, or a third party and is investigated and resolved by the University Sexual Harassment Prevention Office.

The complaint is against a student and is handled by the Office of Student Conduct (OSC).

The case is resolved through the University Hearing and Appeals System (UHAS). For more information on UHAS, see the Student Handbook.

For more information, see www.northwestern.edu/sexual-misconduct
How to help someone who tells you about an incident of sexual misconduct

Individuals who have experienced sexual misconduct often respond in a variety of ways, including anger, sadness, confusion, or withdrawal.

Listen: Give the survivor your complete attention. Try not to interrupt or discuss your personal history.

Support: Survivors are often met with skepticism or disbelief. Offering nonjudgmental support and acknowledging the feelings of the survivor can help create a safe space for them to process the next steps.

Refer: You do not have to have all of the answers, and it is not your responsibility to fix the problem or determine what occurred. An important part of being helpful to a survivor is providing them with information about options and resources. Please refer survivors to the confidential resources and other options in this brochure.

Except for employees identified as confidential resources, all employees, including student employees, are obligated to promptly report sexual misconduct to a Title IX Coordinator.

Do

Tell the survivor: This was not your fault. You have options.

Give the survivor options:
- to sit or stand
- to share or be silent
- to call CARE or other referrals or to have you facilitate the connection

Say that the survivor is not alone.

Tell the survivor that resources are available to help.

Take care of yourself. Get support if you need it.

Don’t

Say that you know what the survivor is going through.

Ask questions that suggest blame, such as “Why were you drinking?” or “Why didn’t you get help sooner?”

Question whether the survivor is telling the truth.

Touch the survivor’s leg, shoulder, hand, etc., without permission.

Panic. Take a deep breath and focus on the survivor.
Confidential Resources

Confidential resources are privileged to keep communications confidential, except in very limited situations (e.g., minors, imminent danger). Except for the confidential resources listed below, all other Northwestern employees, including student employees, as well as nonemployees with teaching or supervisory authority (e.g., TAs) are obligated to report sexual misconduct that they observe or are told about to a Title IX Coordinator.

**CARE: Center for Awareness, Response, and Education**
(provides support, advocacy, and education to students)
847-491-2054
www.northwestern.edu/care

**Women’s Center**
(provides counseling services to faculty, students, and staff of any gender)
847-491-2733 (Evanston)
312-503-3400 (Chicago)
www.northwestern.edu/womenscenter

**CAPS: Counseling and Psychological Services**
(provides counseling services to students)
847-491-2151
847-491-8100 (24 hours)
www.northwestern.edu/counseling

**Office of the University Chaplain**
(provides spiritual counseling and advice to members of the University community)
847-491-7256
www.northwestern.edu/religious-life

**NU Life Matters**
(provides crisis intervention and short-term counseling to faculty and staff members, as well as their household family members)
855-547-1851
www.northwestern.edu/hr/work-life/nu-life-matters.html

For more information, see www.northwestern.edu/sexual-misconduct
Title IX Coordinators (to report concerns to Northwestern)

Joan Slavin, Title IX Coordinator
847-491-3745
j-slavin@northwestern.edu

Tara Sullivan, Deputy Title IX Coordinator
(for complaints against students)
847-467-5078
tara.sullivan@northwestern.edu

Julie Friend, Deputy Title IX Coordinator for global safety and security
(for community members abroad)
847-467-3175
julie.friend@northwestern.edu

Janna Blais, Deputy Title IX Coordinator
(for Title IX athletics compliance issues)
847-491-7893
j-blais@northwestern.edu

Roberto Sanabria, Deputy Title IX Coordinator
(for Title IX sex discrimination complaints)
847-491-7458
eeo@northwestern.edu

Kathryn Symank, Deputy Title IX Coordinator
(for complaints on the Qatar campus)
+974-4454-5155
kathryn.symank@northwestern.edu

For more information, see www.northwestern.edu/sexual-misconduct
Emergency Resources

Northwestern University Police Department
(has officers who are specially trained to work with victims of sexual violence)
847-491-3456 (Evanston)
312-503-3456 (Chicago)
www.northwestern.edu/up

Evanston Police
911 or 847-866-5000
www.cityofevanston.org/police

Chicago Police
911 or 312-744-4000
home.chicagopolice.org

Medical Resources

Northwestern University Health Service
847-491-8100 (Evanston)
312-695-8134 (Chicago)

NorthShore University Health System/Evanston Hospital
847-570-2111

Northwestern Memorial Hospital
(Chicago)
312-926-5188

24-Hour Services

CAPS: Counseling and Psychological Services
(provides counseling services to students)
847-491-2151
847-491-8100 (24 hours)
www.northwestern.edu/counseling

Chicago Metro Rape Crisis Hotline (YWCA)
888-293-2080

Chicago Domestic Violence Line
877-863-6338

Evanston Domestic Violence Line (YWCA)
877-718-1868

RAINN: Rape, Abuse & Incest National Network
800-656-HOPE

SASHAA: Sexual Assault Help and Support for Americans Abroad
sashaa.org

For more information, see www.northwestern.edu/sexual-misconduct