

# Sexual Misconduct Data Report

## September 1, 2015-August 31, 2016

### Introduction

Northwestern University is committed to fostering an environment in which all members of our community are safe, secure, and free from sexual misconduct of any form. Northwestern's [Policy on Sexual Misconduct](#) prohibits all forms of sexual misconduct, including sexual assault, sexual exploitation, stalking, dating and domestic violence, and sexual harassment.

When an incident of alleged sexual misconduct is reported to the University, whether it is reported in person, by email, electronically, anonymously, or through another person, the Sexual Harassment Prevention Office reaches out to the potentially impacted person(s) to offer information and resources, including "[You Have Options. Northwestern Can Help: Resource Guide on Sexual Misconduct and Title IX.](#)" One of the options that may be available to a person who may have experienced sexual misconduct is a University adjudication of whether a violation of the Policy on Sexual Misconduct occurred. Northwestern uses the [Sexual Misconduct Complaint Resolution Process](#) to investigate and resolve complaints of sexual misconduct. Disciplinary action can be taken against any student, staff, or faculty member who is determined to have violated the policy. This complaint resolution process is separate and distinct from any law enforcement investigation.

This report presents data on the number of sexual misconduct concerns reported to the Sexual Harassment Prevention Office and the Office of Student Conduct, the nature of those concerns, and the disposition of those reports during the academic year beginning September 1, 2015 and ending August 31, 2016.<sup>1</sup> During this time period, the Sexual Harassment Prevention Office responded to complaints of sexual misconduct against faculty, staff, and third parties, and the Office of Student Conduct responded to complaints of sexual misconduct against students.<sup>2</sup> Reports filed with University or local police that were shared with the Sexual Harassment Prevention Office or the Office of Student Conduct are also included in this data.

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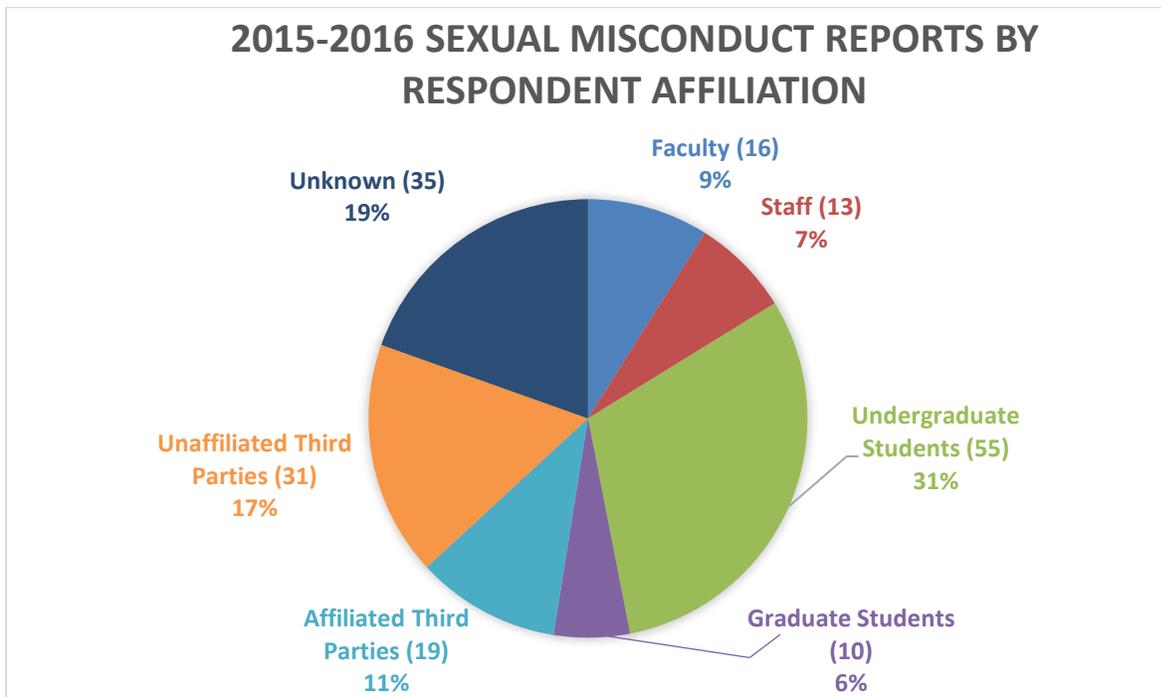
<sup>1</sup> Note that the number of incidents in this report will not align with the numbers in [Northwestern's Annual Security and Fire Safety Report](#) made pursuant to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, as amended by the Violence Against Women Act ("Clery Act"). Clery Act data is limited to incidents occurring on campus or in the area immediately surrounding campus, while the data in this report includes all incidents of sexual misconduct reported to the University, regardless of location. Further, Clery Act data is limited to allegations of specific crimes, while this report includes all allegations of sexual misconduct, including non-criminal behavior.

<sup>2</sup> Complaints on the NU-Q campus were handled by the Deputy Title IX Coordinator for NU-Q in conjunction with the Sexual Harassment Prevention Office. Since September 2016, all sexual misconduct matters have been and will continue to be handled in the Sexual Harassment Prevention Office.

# Data

## 1. Distribution of All Reports by Respondent Affiliation

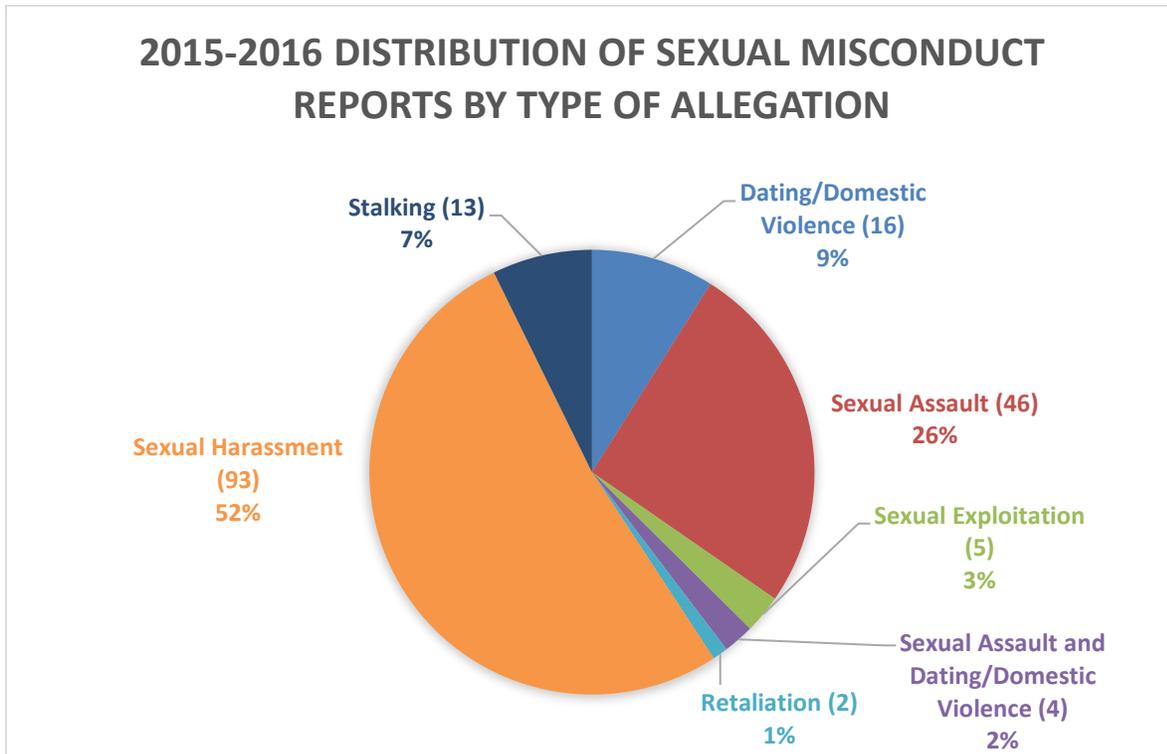
The first chart illustrates the distribution by respondent affiliation of the 179 sexual misconduct reports received by the University in the 2015-2016 academic year. The **respondent** is the person who is alleged to have engaged in sexual misconduct. It is important to note that 36% of the reports received by the Sexual Harassment Prevention Office and the Office of Student Conduct involved reports against people not affiliated with Northwestern or people whose identity was unknown. For example, this includes reports about behavior by unaffiliated dating/domestic partners as well as incidents occurring off campus by non-Northwestern community members.<sup>3</sup>



<sup>3</sup> When Northwestern receives reports alleging sexual misconduct by individuals not affiliated with the University (and not otherwise connected to a University program or activity), support and resources are offered to the impacted individual(s) and other measures that may be needed to secure the safety of the community are taken.

## 2. Distribution of All Reports by Type of Allegation

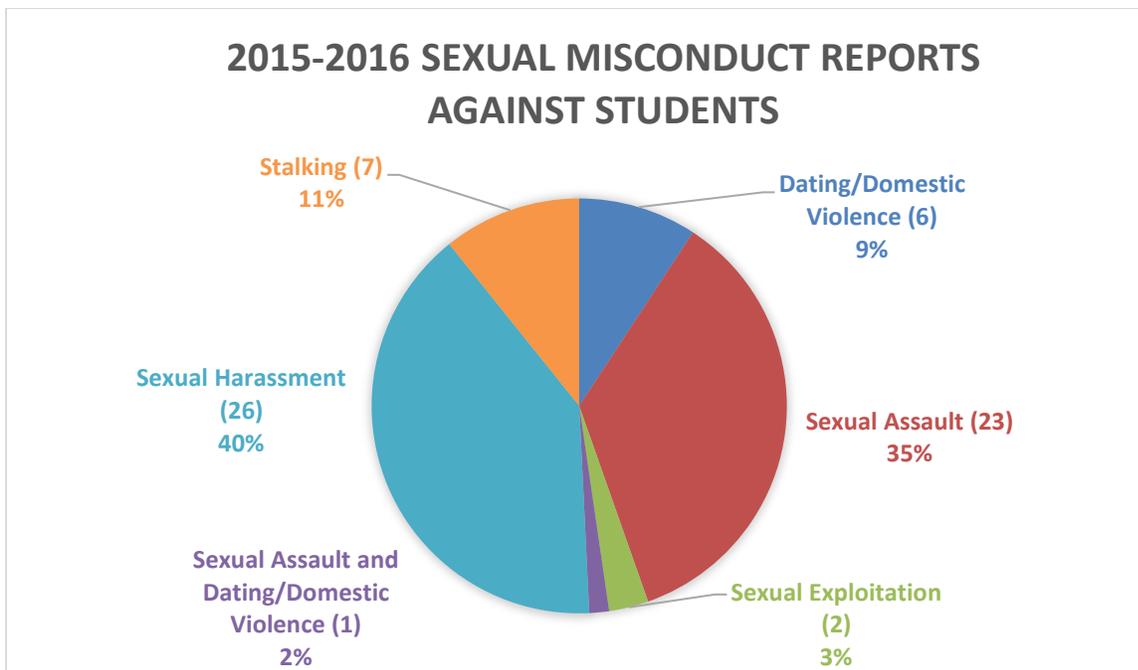
The following chart illustrates the distribution of reports received by type of sexual misconduct allegation. An additional category was added to capture reports that alleged both sexual assault and dating/domestic violence. When a report involved allegations of other combinations of sexual misconduct offenses (e.g. sexual assault and sexual harassment), it has been categorized on the basis of the most severe allegation.



### 3. Reports Against Students

#### A. Distribution of Sexual Misconduct Reports Involving Student Respondents by Category of Violation Alleged

Between September 1, 2015, and August 31, 2016, Northwestern received 65 reports alleging that Northwestern students engaged in sexual misconduct. The following chart illustrates the types of violations that were reported. For purposes of this chart, reports are categorized as sexual assault (including sexual penetration without consent, sexual contact without consent, statutory rape, or incest); sexual exploitation (e.g. voyeurism, indecent exposure, distributing sexual information or images without consent, inducing incapacitation with intent to engage in sexual conduct); stalking; dating/domestic violence; sexual harassment; or a combination of both sexual assault and dating/domestic violence.

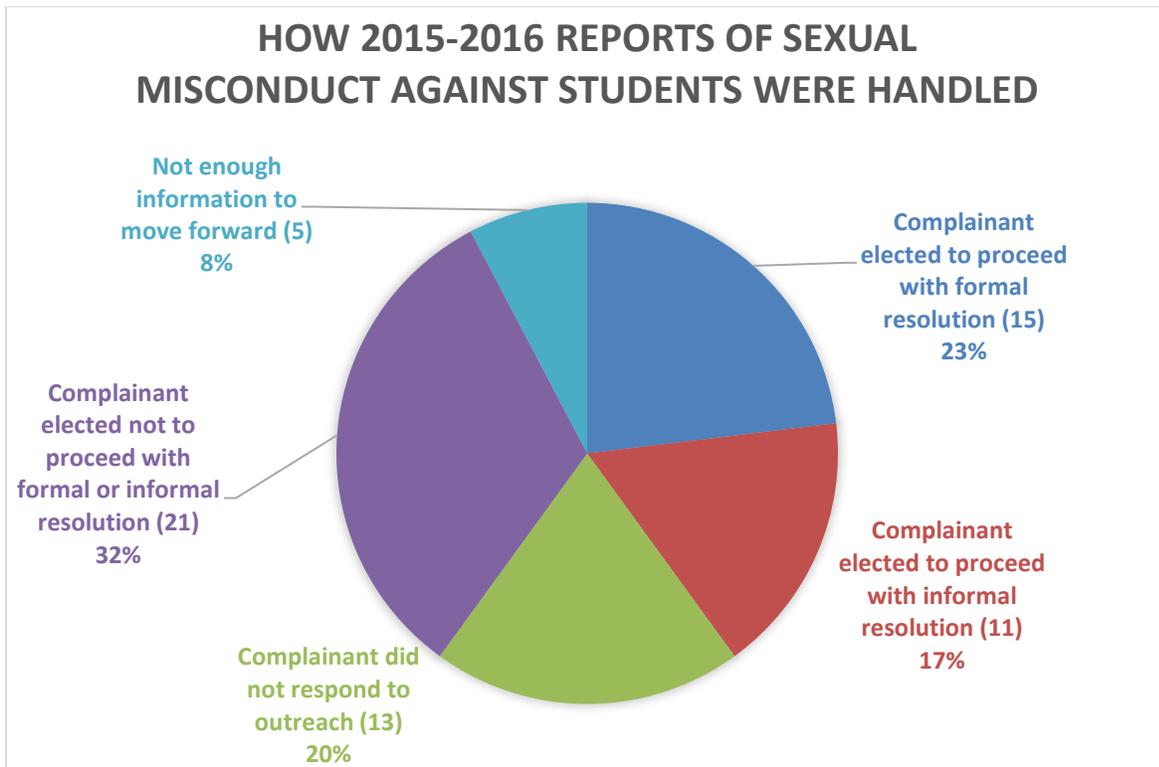


## B. How Complainants Elected to Proceed

The following chart illustrates how the 65 reports of sexual misconduct against students were handled.

When a report is received from any source, including directly from **complainants**<sup>4</sup> and indirectly through others, the University reaches out to the individual(s) who may have experienced sexual misconduct to make them aware of options and resources available to them. In cases where the individual does not wish to proceed with adjudication, Northwestern tries to honor that request. (In some cases, the University may need to proceed with an investigation based on concern for the safety of the community).

In cases where a complainant wishes to proceed with adjudication of a complaint against a student and there is reasonable information to suggest a policy violation may have occurred, the case will be handled through **formal resolution**, which involves investigation and, in some cases, a panel hearing. In cases where formal resolution is not desired by the complainant or when there is not enough information to proceed with formal resolution, **informal resolution** can be used as a way to prevent the recurrence of sexual misconduct and remediate its impact. For example, informal resolution can include no-contact directives, educational or advisory meetings with respondents, or changes to academic, work, or living arrangements.<sup>5</sup> Informal resolution does not result in findings related to responsibility or sanctions.

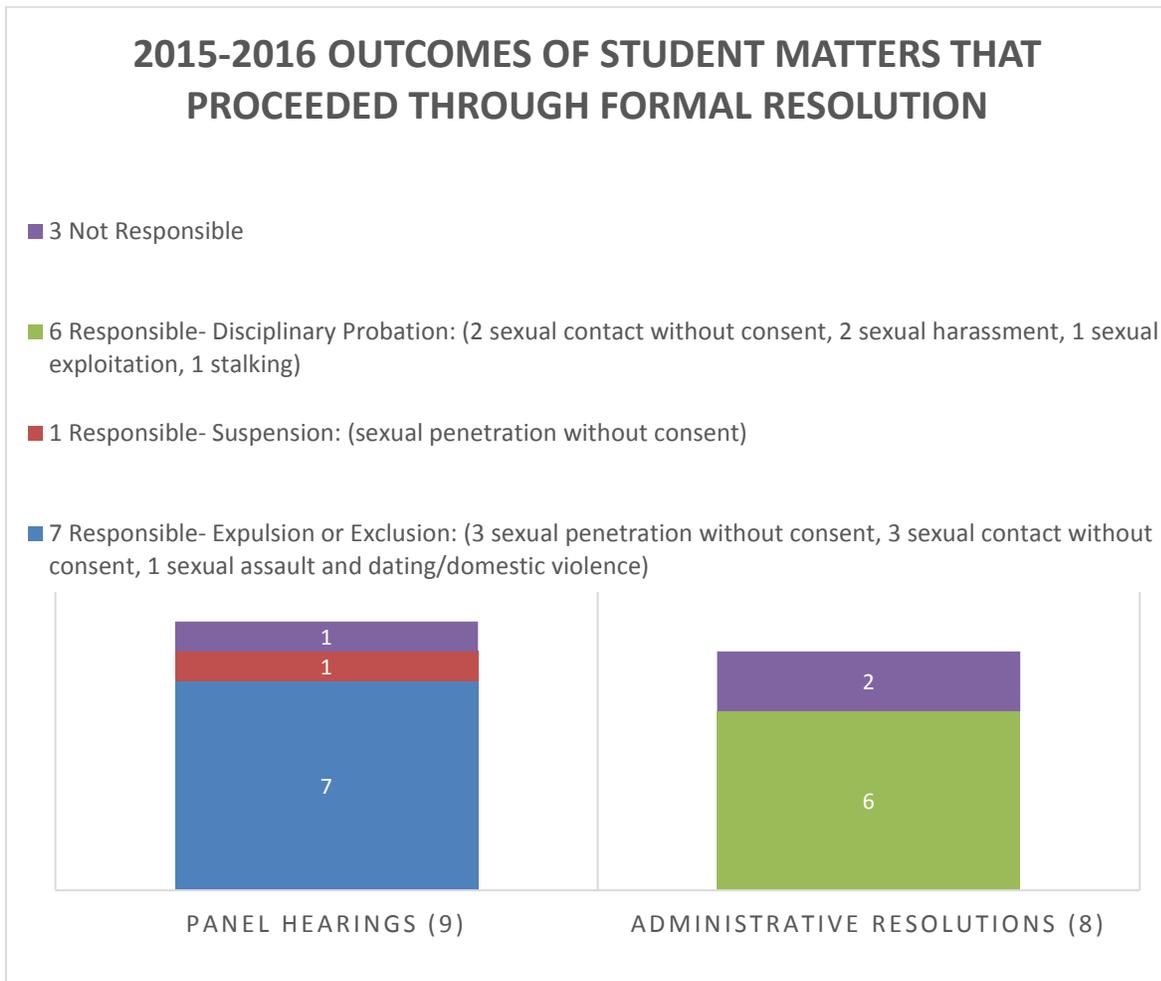


<sup>4</sup> Complainants are individuals who have been impacted by an alleged policy violation.

<sup>5</sup> Mediation is never used as a method of resolving sexual misconduct complaints.

### C. Outcomes in Adjudicated Student Cases

The following chart illustrates adjudication outcomes in the 17 student cases that proceeded through the formal resolution process.<sup>6</sup> In student matters, cases that do not have the potential to result in separation from the University are investigated and resolved through **administrative resolution**, which involves an investigation and determination made by the Sexual Harassment Prevention Office of whether the Policy on Sexual Misconduct has been violated. Cases that have the potential to result in separation from the University, including suspension, exclusion<sup>7</sup>, or expulsion, are investigated by the Sexual Harassment Prevention Office and then a determination is made by a panel of three trained faculty and staff in a **panel hearing** pursuant to the University Hearing and Appeals System (UHAS) Panel Hearing Process.



<sup>6</sup> Note that some cases reported during the prior academic year (Sept. 1, 2014-Aug. 31, 2015) were resolved during the 2015-2016 academic year, and some cases reported in the 2015-2016 academic year were resolved during the 2016-2017 academic year, which explains why the number of complainants electing to proceed with formal resolution in the chart above is different than the number of investigation outcomes in the chart below.

<sup>7</sup> Exclusion and expulsion both mean that a student is removed from the University. Expulsion is a permanent removal, while exclusion is removal for a minimum of two years after which the student may re-apply to the University.

This chart provides outcomes related to sexual misconduct policy violations. Findings for other policy violations (e.g. drug or alcohol policies) are not included in this chart. A student may have been found not responsible for a sexual misconduct violation but may have been found responsible for violating other policies and sanctioned for those violations.

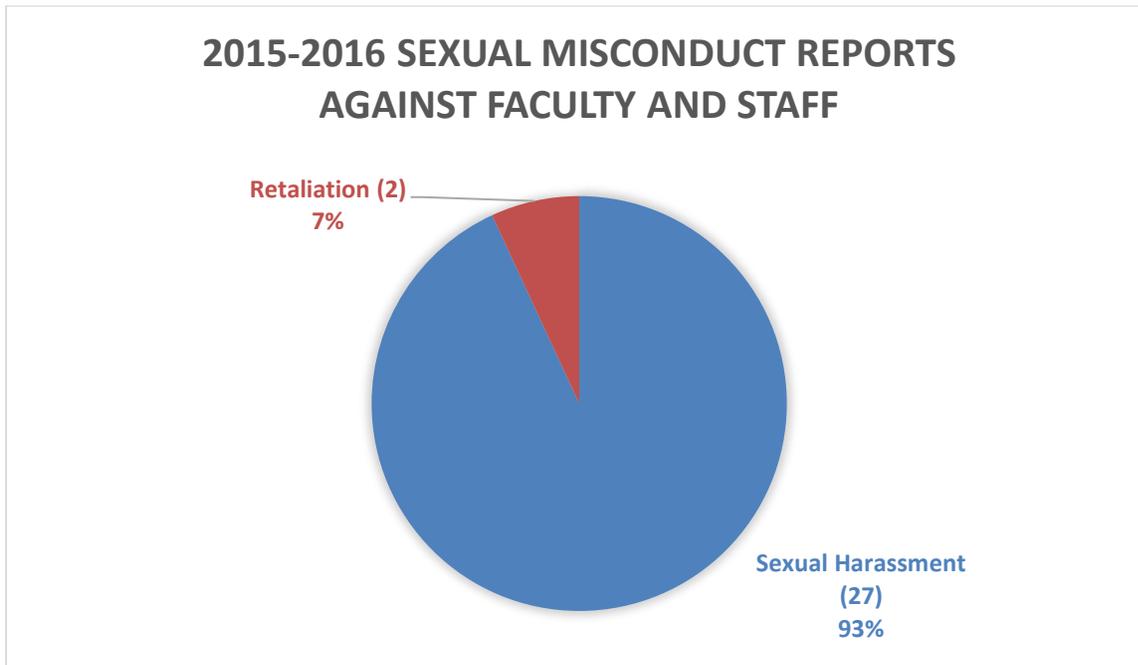
When a report involved allegations of multiple sexual misconduct offenses (e.g. sexual assault and sexual harassment), it was categorized on the basis of the most severe allegation.

Some cases resulted in multiple sanctions for a respondent (e.g. probation and training program). The most severe sanction each respondent received is indicated in this chart.

## 4. Reports Against Faculty and Staff

### A. Distribution of Sexual Misconduct Reports Involving Faculty and Staff Respondents by Category of Violation Alleged

During the 2015-2016 academic year, all 29 reports alleging sexual misconduct by faculty or staff respondents involved allegations of sexual harassment or retaliation, and none involved allegations of sexual assault, sexual exploitation, stalking, or dating/domestic violence.

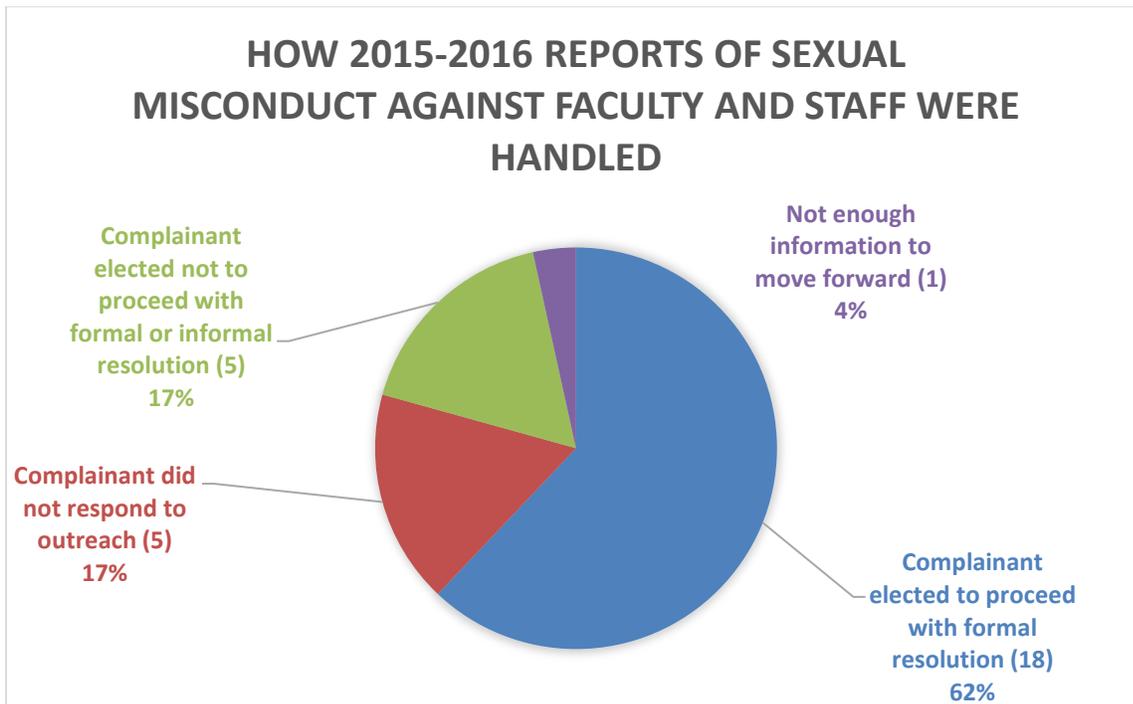


## B. How Complainants Elected to Proceed

The following chart illustrates how reports of sexual misconduct against faculty and staff were handled.

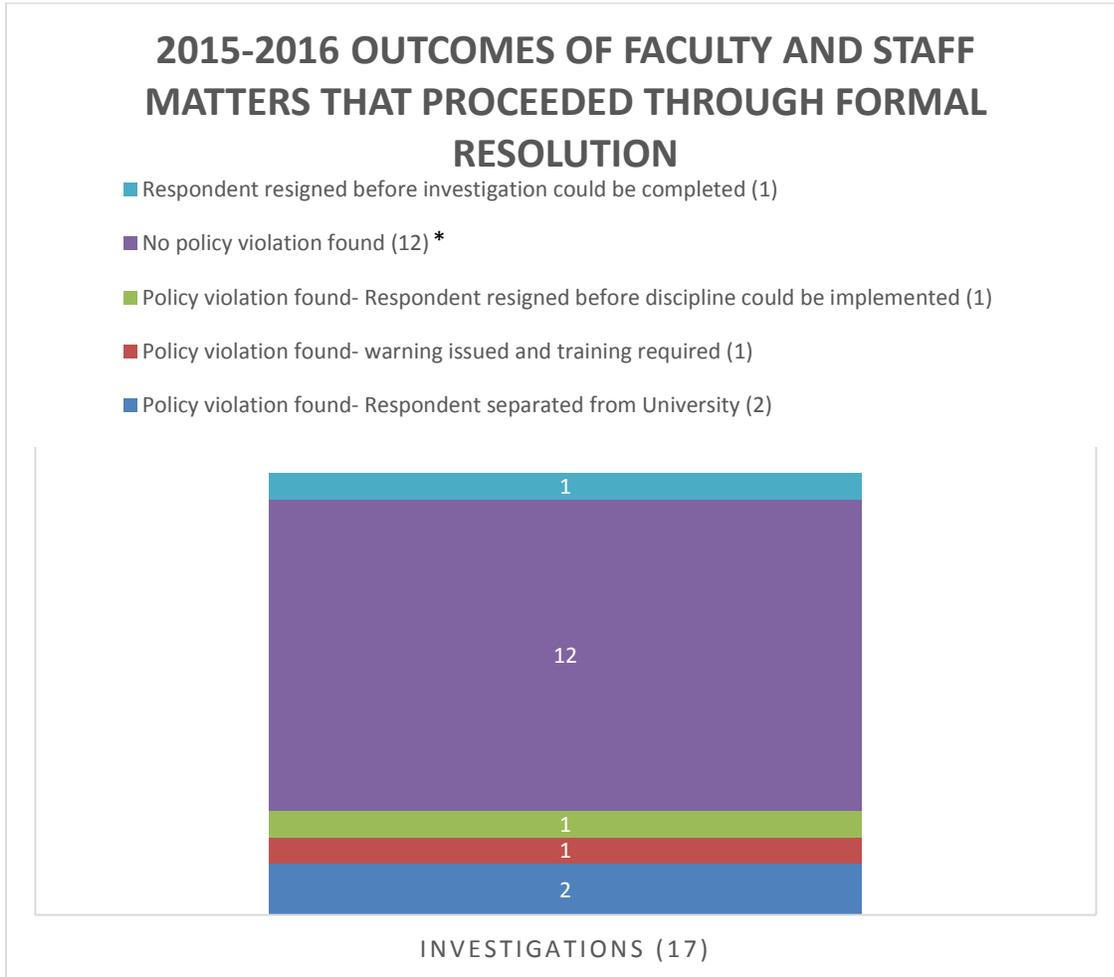
When a report is received from any source, including directly from complainants and indirectly through others, the University reaches out to the individual(s) who may have experienced sexual misconduct to make them aware of their options and the resources that are available to them. In cases where the individual does not wish to proceed with an investigation, Northwestern tries to honor that request. (In some cases, the University may need to proceed with an investigation based on concern for the safety of the community).

In cases where a complainant wishes to proceed with adjudication of a complaint and there is reasonable information to suggest a policy violation may have occurred, the case will be handled through **formal resolution**, which involves an investigation. In cases where formal resolution is not desired by the complainant or when there is not enough information to proceed with formal resolution, **informal resolution** can be used as a way to prevent the recurrence of sexual misconduct and remediate its impact. Informal resolution does not result in findings related to responsibility or in sanctions. Informal resolution can include, for example, no-contact directives, educational or advisory meetings with respondents, or changes to work arrangements.



### C. Outcomes in Adjudicated Faculty/Staff Cases

The following chart illustrates the outcomes of the 17 cases against faculty and staff that were formally resolved through investigation.<sup>8</sup>



\* This includes cases where inappropriate comments or behavior not rising to the level of a policy violation were found and addressed through training.

<sup>8</sup> Note that some cases reported during the prior academic year (Sept. 1, 2014-Aug. 31, 2015) were resolved during the 2015-2016 academic year, and some cases reported in the 2015-2016 academic year were resolved during the 2016-2017 academic year, which explains why the number of complainants electing to proceed with formal resolution in the chart above is different than the number of investigation outcomes in the chart below.

## Conclusion

Northwestern is committed to providing a safe campus environment that is free from sexual misconduct and sex discrimination and where people understand their responsibilities to help prevent sexual misconduct.

In addition to responding to reports of sexual misconduct, Northwestern has been actively involved in educating the community on sexual misconduct. The [Sexual Harassment Prevention Office](#) and the [Center for Awareness, Response and Education](#) (CARE) have led in-person training sessions and workshops for many groups of faculty, staff, and students throughout the University. Undergraduates complete a student-focused online training and interactive live training when they enter Northwestern. In addition, all faculty, staff, and graduate students were asked to complete a customized online educational program on sexual misconduct and sex discrimination in 2015-2016, and new employees and graduate students are expected to complete the course when they join the University. Over 29,000 people have completed this course to date. Students, faculty, and staff may request workshops or training sessions through CARE or the Sexual Harassment Prevention Office.

More information about Northwestern's ongoing efforts to prevent sexual misconduct and respond to reports can be found on the sexual misconduct website: [www.northwestern.edu/sexual-misconduct](http://www.northwestern.edu/sexual-misconduct).

To report a concern to the University, please email [TitleIXReport@northwestern.edu](mailto:TitleIXReport@northwestern.edu). To speak to someone confidentially about a concern, please contact CARE or another confidential resource listed here: <http://www.northwestern.edu/sexual-misconduct/get-help/confidential-support.html>.

Questions or comments about this report can be directed to:

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