

Northwestern University Office of Equity and CARE

Ish Orkar (Office of Equity): You might have heard that there have been changes to Federal Title IX Regulations and to Northwestern's Policy on Sexual Misconduct. We're here to talk about what has changed and what hasn't.

Kate Harrington-Rosen (Office of Equity): Like Ish said, some things have changed but what's the same is that staff from CARE and Equity are still here to support you and you still have options.

Shá Norman (Office of Equity): Yes, we've invited some friends to come and help us answer some frequently asked questions we've received.

Chayda Harding (SHAPE): How has Northwestern's sexual misconduct policy changed, and will you still be investigating sexual misconduct that falls outside of the new federal regulations?

KHR: I really like this question. And the short answer is yes, Northwestern is still investigating all complaints of sexual misconduct. We now have two policies, one called the Policy on Institutional Equity and the other, the Interim Policy on Title IX Sexual Harassment. All forms of sexual misconduct that were previously covered under our Policy on Sexual Misconduct remain in the Policy on Institutional Equity. And so, if anyone on our campus is experiencing forms of sexual misconduct such as those that can be reported and investigated, and that student can access resources and support through the Policy on Institutional Equity. There are a number of other forms of sexual harassment and misconduct that are specific to Title IX under the new federal regulations and those are now covered under the Interim Policy on Title IX Sexual Harassment.

Erin Claeys (SHAPE): I see that there are two reporting forms on the Office of Equity Website, which one should I fill out? How do I know if I want to file a report or complaint? And how do I know which policy will apply?

IO: Those are really great questions. Any individual who has experienced sexual misconduct has the right to choose where to report the incident and request an investigation. It's important to remember that filing a report and filing a formal complaint are two different things. If you're unsure of whether or not you want to file a complaint, start with filing a report. Because regardless of which policy the misconduct falls under, reporting through the sexual misconduct report form can be a great first step for anyone who has experienced sexual misconduct. Once a report has been filed someone from Equity or CARE can walk you through your options; including filing a complaint if that's what you do. They can also discuss which policy may be applicable in your specific situation.

Sian Shin (SHAPE): Can someone support me while I go through the process?

Kyra Jones (Center for Awareness, Response, and Education – CARE): Yes. Both parties, the complainant and the respondent get to choose someone who can support them through the process. And that can be anyone. It can be a professor, it can be maybe a lawyer, it can be a trusted staff member, it can even be a friend. And if you are someone who is reporting sexual misconduct, you can ask somebody from CARE like myself to be your support through the process.

Spencer Colton (Office of Equity Student Advisory Board): Can I get support from the university even if I don't want to go through a formal process?

SN: CARE is a great resource for students who have experienced sexual misconduct. And also the Office of Equity offers supportive measures that anybody who has been impacted by sexual

misconduct can be extended. And some examples of those might be academic assistance, housing and workplace relocation, time off from classes or work, financial aid arrangements and no contact directives.

Lucas Vime-Olive (MARS): Who can I talk to if I'm confused about all this or don't understand my options? Where can I get more information?

KHR: We know that you might have more questions, and this is a lot of information. Even those of us on this call who do this work all the time are still sort of sorting through some of the implications of the new policy. So, you're not alone in that. In the Office of Equity we are always happy to take those questions from you, so that means, myself, Kate, Shá who you've seen, Ish who you've seen, as well as any of our other colleagues we're happy to talk through these questions. And students also get to choose how much information they want to share with staff in our office. You might call and sort of say, "what would happen if this? Or, "if a friend doesn't know which report form she should use what should I tell them?" And we're never going to pressure you to provide more information than you want to.

KJ: Additionally, CARE is also a great and confidential resource for students who are trying to get more information about what their options are after they experience some sort of sexual misconduct. We're here to listen to you, help you process, talk about your options, refer you to other resources, and if you do decide that reporting is the best option for you, we can support you through that process. Both emotionally, and you know, through information, and as an advisor.

KHR: You can find a lot more information as well as all of our contacts info on each of our websites; the Equity site and the CARE site, and on the next screen you're going to see some more information about that. What we want to make sure you know is that we're here to continue that conversation with you. It doesn't have to end here.

KJ: As we said, somethings have changed but what's the same is that we're still here to support you and you still have options.

For more information, please visit our websites:

northwestern.edu/equity/

northwestern.edu/care/