

## Sexual Misconduct Data Report September 1, 2017-August 31, 2018

### 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 Office of Equity sends an outreach email 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. Disciplinary action can be taken against any student, staff, or faculty member who is determined to have violated this policy. Northwestern's complaint resolution process for complaints of sexual misconduct can be found in Section III of the [Policy on Sexual Misconduct](#). This process is separate and distinct from any law enforcement investigation.

This report presents data on the number of sexual misconduct concerns reported to the University, the nature of those concerns, and the disposition of those reports during the academic year beginning September 1, 2017 and ending August 31, 2018.<sup>1</sup> During this time period, the Office of Equity responded to all reports of sexual misconduct. Reports filed with University or local police that were shared with the Office of Equity are also included in this data.

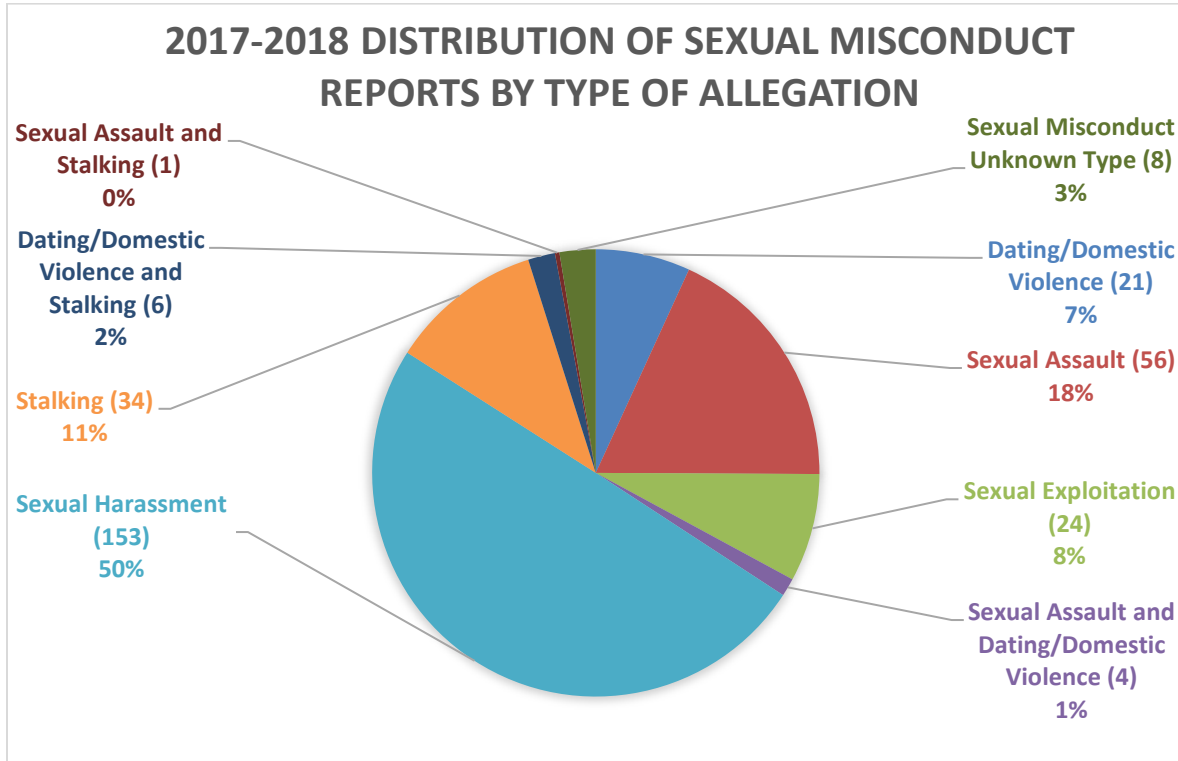
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<sup>1</sup> Note that the number of incidents in this report will not align with the numbers in [Northwestern's Annual Security and Fire Safety Report](#) made pursuant to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics 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 reports of sexual misconduct made to the Office of Equity, regardless of the location of the alleged conduct. Further, Clery Act data is limited to specific crimes, while this report includes all allegations of sexual misconduct, including non-criminal behavior. Similarly, the number of incidents in this report will not align with the numbers in [Northwestern's Annual Report for the Illinois Preventing Sexual Violence in Higher Education Act](#) as that report contains information about certain reports of sexual violence, domestic violence, dating violence, and stalking brought by or on behalf of students during calendar year 2017.

# Data

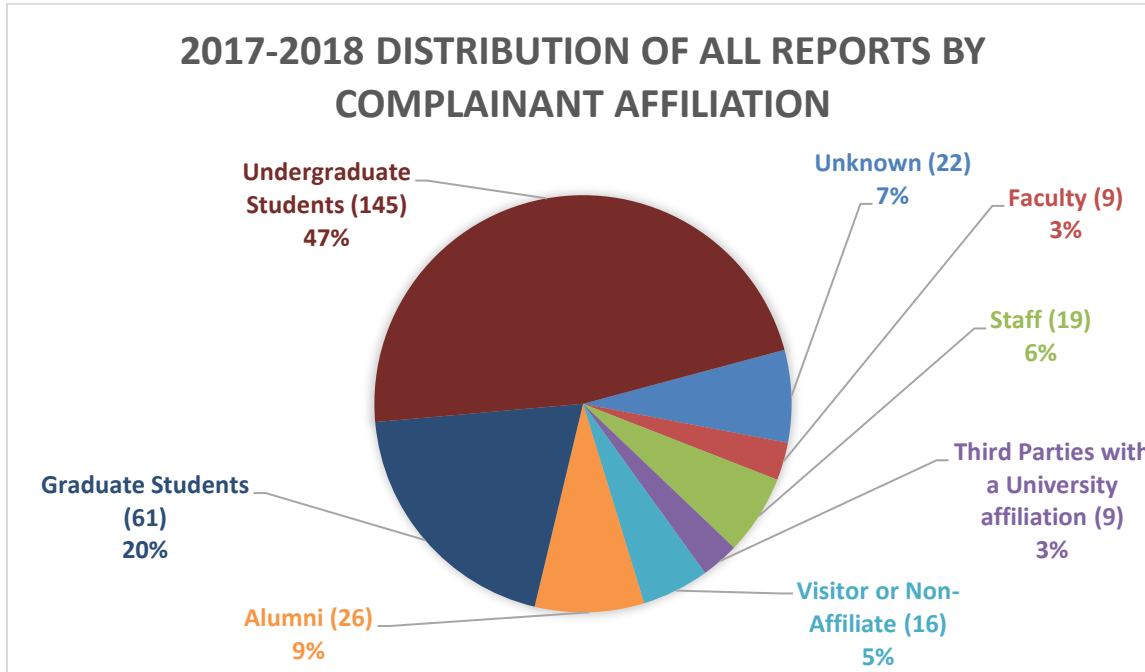
## 1. Distribution of All Reports by Type of Allegation

The following chart illustrates the distribution by type of sexual misconduct allegation of the 307 reports received by the University in the 2017-2018 academic year. Additional categories were added to reflect combined reports of sexual assault, dating/domestic violence, and stalking. When a report involved allegations of other combinations of sexual misconduct offenses (e.g. sexual assault and sexual harassment), it was categorized on the basis of the primary allegation.



## 2. Distribution of All Reports by Complainant Affiliation

This chart illustrates the complainant affiliation for each of the 307 sexual misconduct reports received by the University in the 2017-2018 academic year. The **complainant** is the person who is alleged to have been impacted by sexual misconduct. It is important to note that 38 complainants either held no affiliation with Northwestern, or remained unidentified.<sup>2,3</sup>

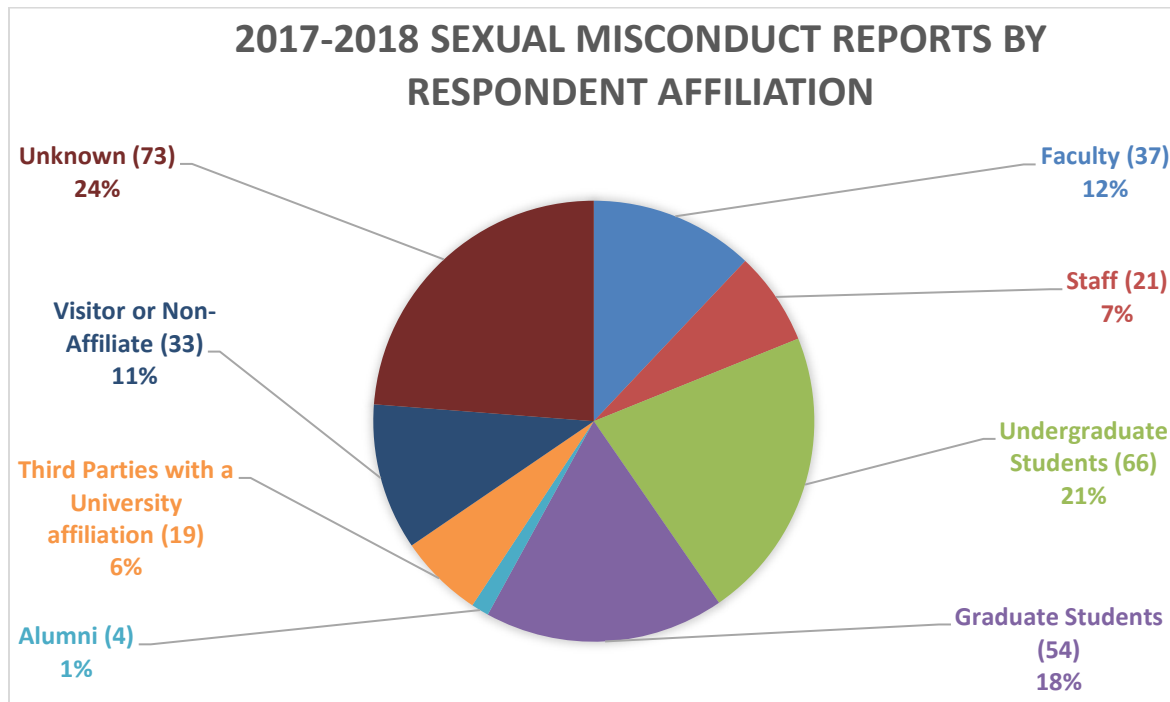


<sup>2</sup> When it receives reports from individuals who are unknown or unaffiliated, Northwestern evaluates whether the report indicates an impact on Northwestern’s working or learning environments to determine the appropriate response. An appropriate response may, but does not necessarily, include a formal investigation. In all reports in which a complainant can be identified, Northwestern offers support and resources to the impacted individual(s). In reports where a complainant cannot be identified, Northwestern may take steps within its control to eliminate, prevent, and address the reported conduct.

<sup>3</sup> In two reports, the complainants’ identities were unknown, but the allegations suggested student complainants. In one report, allegations suggested multiple graduate students as impacted parties, and in the second report, allegations suggested an undergraduate student as the impacted party. For the purposes of this chart, the Office of Equity counted the first report as having a “Graduate Student” complainant, and the second report as having an “Undergraduate Student” complainant.

### 3. Distribution of All Reports by Respondent Affiliation

This chart illustrates the distribution by respondent affiliation of the 307 sexual misconduct reports received by the University in the 2017-2018 academic year. The **respondent** is the person who is alleged to have engaged in sexual misconduct. It is important to note that 109 (35%) of the reports received were against people not affiliated with Northwestern or people whose identity was unknown.<sup>4</sup> 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>5</sup>



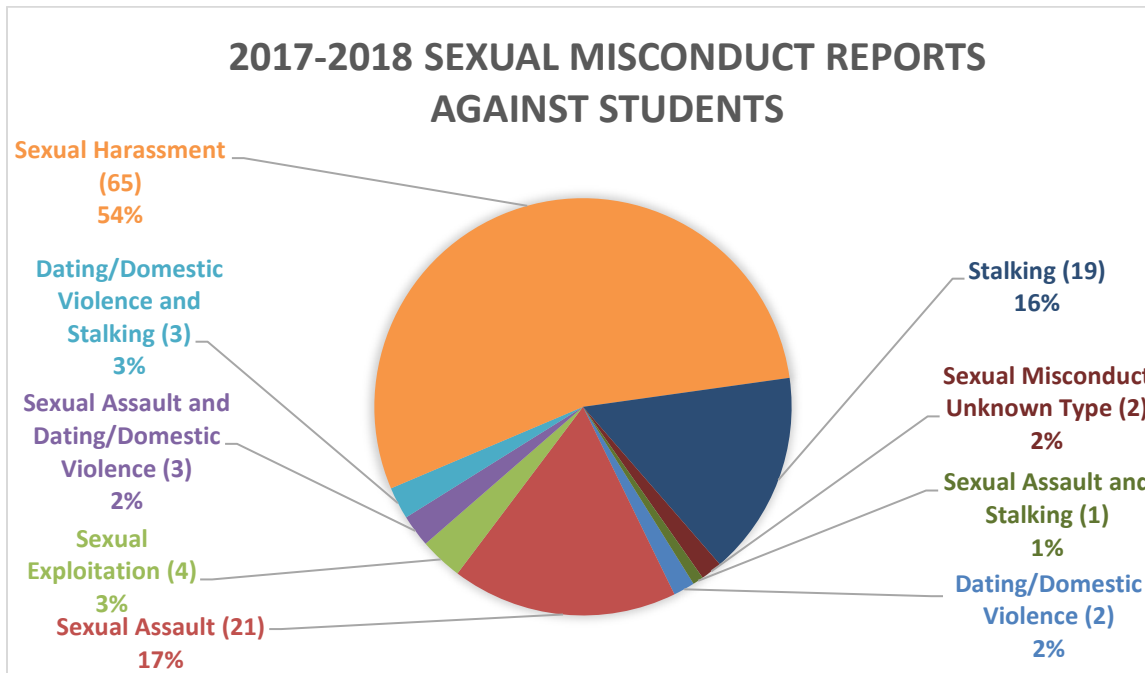
<sup>4</sup> In two reports, the respondents' identities were unknown, but the allegations suggested student respondents. In one report, allegations suggested multiple graduate students, and in the second report, allegations suggested multiple undergraduate students. For the purposes of this chart, the Office of Equity counted the first report as having a "Graduate Student" respondent, and the second report as having an "Undergraduate Student" respondent.

<sup>5</sup> When Northwestern receives reports alleging sexual misconduct by unidentified persons, or persons 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; however, in most circumstances, the University will not conduct an investigation.

## 4. Reports Against Students

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

Between September 1, 2017, and August 31, 2018, Northwestern received 120 reports alleging that Northwestern students engaged in sexual misconduct. The following chart illustrates the types of violations that were reported. For the purposes of this chart, reports are categorized as sexual assault, sexual exploitation, stalking, dating/domestic violence, sexual harassment, or combinations of sexual assault, dating/domestic violence, and stalking.

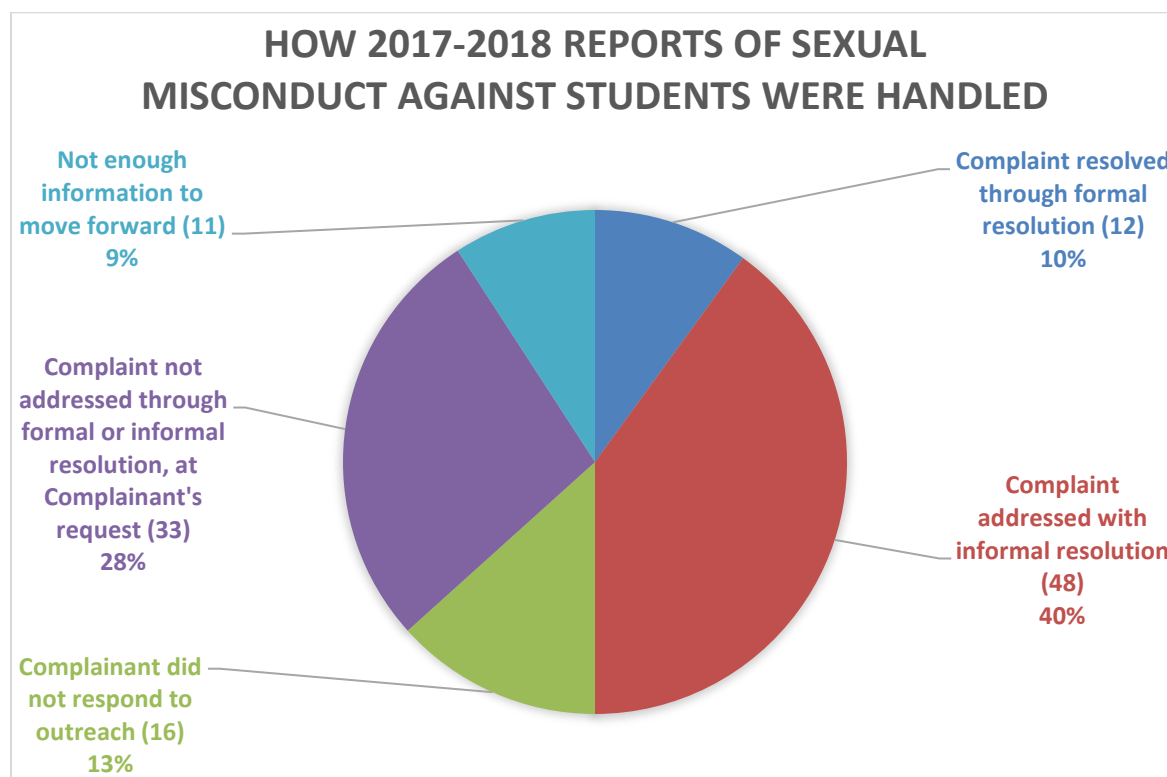


### B. How Complainants Elected to Proceed

When a report is received from any source, including directly from impacted individuals and indirectly through others, the University reaches out to the individual(s) who may have experienced sexual misconduct to make them aware of the options and resources available to them. In cases where an individual reporting sexual misconduct requests anonymity or does not wish to proceed with an investigation, the University will attempt to honor that request but, in some cases, the Office of Equity may determine that the University needs to proceed with an investigation.

The following chart illustrates how the 120 reports of sexual misconduct against students were handled. In cases where a complainant wished to proceed with adjudication of a complaint against a student and there was reasonable information to suggest a policy violation may have occurred, the case was handled through **formal resolution**, which involved investigation and, in some cases, a panel hearing. In some cases where formal resolution was not desired by the complainant or when there was not enough information to proceed with formal resolution, **informal resolution** was 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. For example, informal resolution may have included no-contact directives or educational or advisory meetings with respondents.



### C. Outcomes in Adjudicated Student Cases

In student matters, cases that did not have the potential to result in separation from the University were investigated and resolved through **administrative resolution**. Cases that had the potential to result in separation from the University, including suspension, exclusion<sup>6</sup>, or expulsion, were investigated and then resolved by **panel hearing**.

The following chart illustrates adjudication outcomes in the 12 student cases that proceeded through the formal resolution process during the 2017-2018 academic year.<sup>7</sup> Note that 3 of these 12 cases were reported during the prior academic year (Sept. 1, 2016-Aug. 31, 2017). An additional 3 cases reported in the 2017-2018 academic year were not resolved until the 2018-2019 academic year.

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

<sup>6</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.

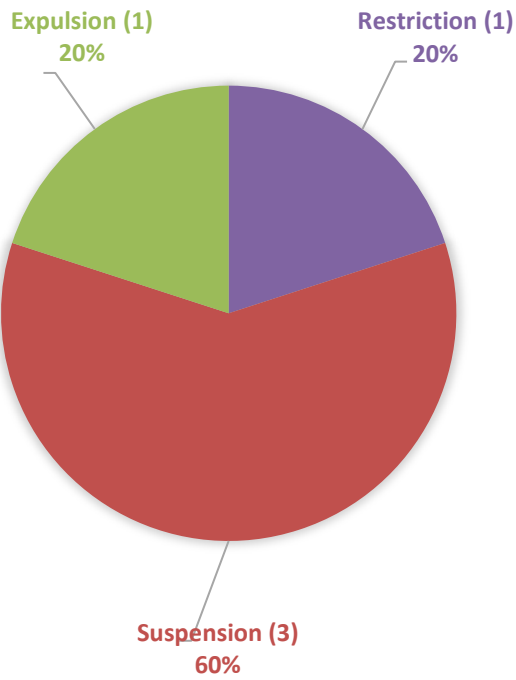
<sup>7</sup> In cases where a student was alleged to have violated multiple categories of the Policy on Sexual Misconduct, or to have acted against multiple complainants, the outcome is listed as "Not Responsible" only when the student was found Not Responsible for *all* sexual misconduct allegations against *all* complainants.

## 2017-2018 FINDINGS IN STUDENT MATTERS THAT PROCEEDED THROUGH FORMAL RESOLUTION

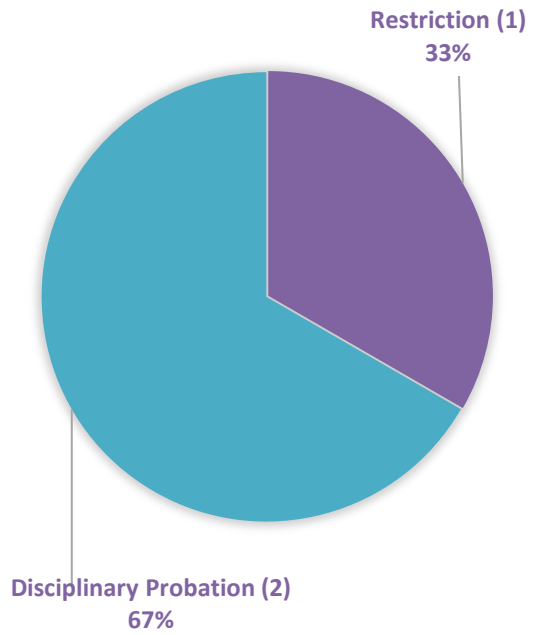
■ Responsible   ■ Not Responsible



### PANEL HEARING OUTCOMES



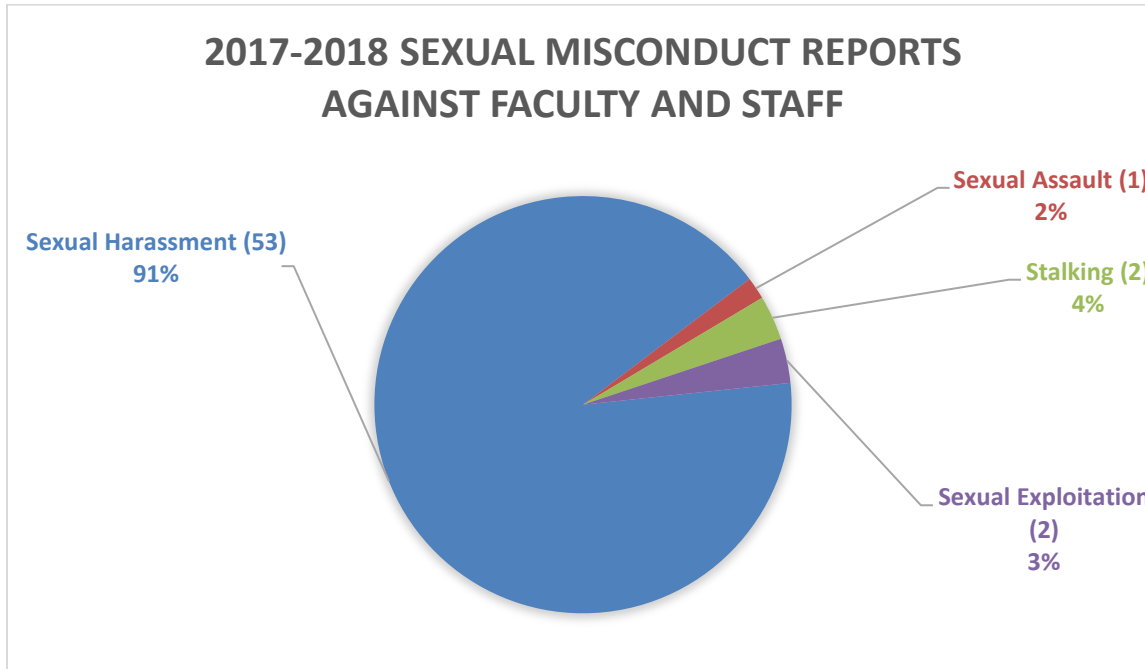
### ADMINISTRATIVE RESOLUTION OUTCOMES



## 5. Reports Against Faculty and Staff

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

During the 2017-2018 academic year, Northwestern received 58 reports alleging sexual misconduct by faculty or staff respondents. The following chart illustrates the types of violations that were reported.



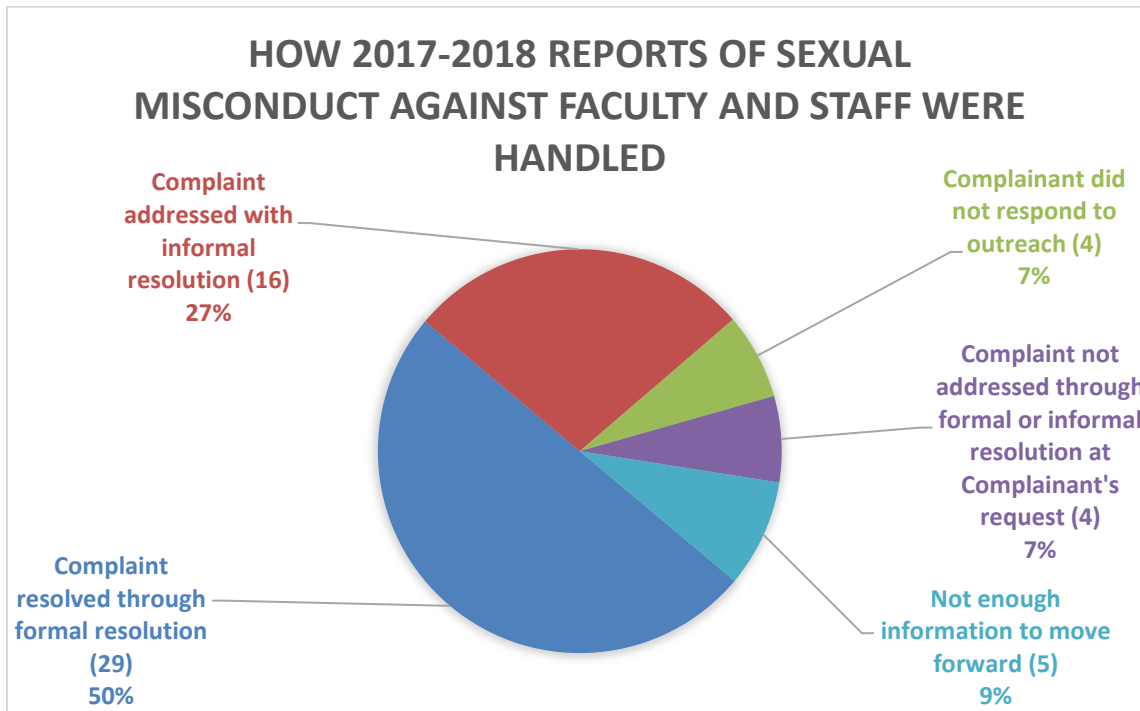
### B. How Complainants Elected to Proceed

When a report is received from any source, including directly from impacted individuals 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 an individual reporting sexual misconduct requests anonymity or does not wish to proceed with an investigation, the University will attempt to honor that request but, in some cases, the Office of Equity may determine that the University needs to proceed with an investigation.

The following chart illustrates how reports of sexual misconduct against faculty and staff were handled. In cases where a complainant wished to proceed with adjudication of a complaint against a faculty or staff member, and there was reasonable information to suggest a policy violation may have occurred, the case was handled through **formal resolution**, which involved investigation. In some cases where formal resolution was not desired by the complainant or when there was not enough information to proceed with formal resolution, **informal resolution** was 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. For example, informal resolution may have included no-contact directives or educational or advisory meetings with respondents.



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

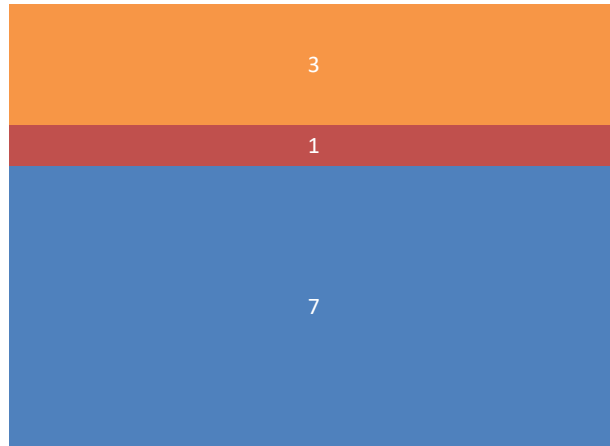
The following chart illustrates the outcomes of the 11 cases<sup>8</sup> against faculty and staff that were formally resolved through investigation that concluded by August 31, 2018. Note that 3 of these 11 cases were reported in the 2016-2017 academic year. One additional case reported in the 2017-2018 academic year was not resolved until the 2018-2019 academic year.

In the following chart, “Administrative sanction response” refers to the imposition of sanctions such as restrictions, changes in compensation, or training requirements. These kinds of sanctions do not alter the respondent’s employment relationship with Northwestern.

<sup>8</sup> These 11 cases are comprised of 29 reports. Per the Policy on Sexual Misconduct, depending on the circumstances and in its discretion, the University may consolidate for investigation and sanctioning multiple complaints involving the same respondent and/or complaints where the parties have made sexual misconduct allegations against each other. In cases where a faculty or staff member was alleged to have violated multiple categories of the Policy on Sexual Misconduct or to have acted against multiple complainants, the outcome is listed as “Not Responsible” only when the faculty or staff member was found Not Responsible for *all* sexual misconduct allegations against *all* complainants.

## 2017-2018 FINDINGS IN FACULTY AND STAFF MATTERS THAT PROCEEDED THROUGH FORMAL RESOLUTION

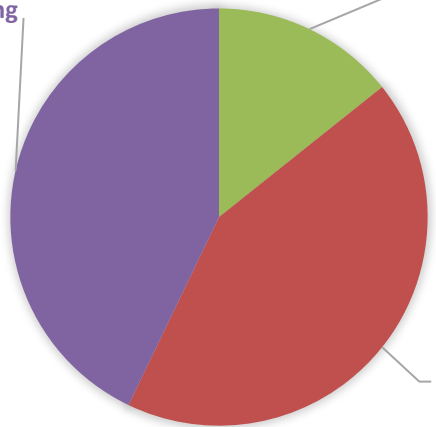
- Policy violation found (7)
- Respondent resigned prior to investigation (1)
- No policy violation found (3)



INVESTIGATIONS (11)

## FORMAL RESOLUTION OUTCOMES

Respondent No Longer Employed At Time of Sanctioning (3) 43%



Separation (1) 14%

Administrative Sanction Response (3) 43%

## **Conclusion**

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).

Questions or comments about this report can be directed to:

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<https://www.northwestern.edu/equity/>