

To: Northwestern faculty, staff, and students on all campuses

From: Dwight Hamilton

Date: December 7, 2017

Subject: Recent Sexual Misconduct Policy revisions—seeking community input

Dear students and colleagues:

Northwestern is committed to fostering an environment in which all members of the campus community are safe, secure, and free from sexual misconduct of any form. Sexual misconduct violates the community values and principles of our institution and disrupts the living, learning, and working environment for students, faculty, staff, and other community members.

As you may know, the University recently amended its Policy on Sexual Misconduct, both to improve its organization and formatting and to align the policy with changes or updates in various state and federal laws. Due to the need to have an updated policy by the commencement of the 2017-18 academic year, we adopted and published the policy revisions with the understanding that we would gather input on the policy during the academic year.

Key substantive revisions to the policy have already included:

- making the definition of stalking consistent with Illinois law;
- revising the definitions of dating/domestic violence and sexual harassment to clarify terms and explain how complaints are evaluated;
- amending the section on retaliation to be consistent with the recently revised Non-Retaliation Policy, which provides a uniform definition of retaliation across policies;
- clarifying the role of an advisor during the complaint resolution process;
- adding additional information regarding resources for medical assistance on the University's US and NU-Q campuses and adding an appendix regarding support and resources for NU-Q students; and
- changing references in the policy from "protective measures" to "interim measures and accommodations" to more accurately reflect their nature and purpose

I am writing to let you know that the policy is now open for review and comment from the University community. We encourage you to share your feedback. In an effort to provide the fullest opportunity for review and comment during exams and the holiday break, we are extending the usual 45-day review period to 60 days, through **Monday, February 5, 2018**. You can access the current policy [here](#).

Once the community review period has ended, the submitted comments will be considered and revisions to the policy made, as appropriate. Please be aware that in considering revisions, our policy must remain within the parameters established by federal and state law and guidance (which is subject to change), including:

Violence Against Women Reauthorization Act of 2013: <https://www.gpo.gov/fdsys/pkg/BILLS-113s47enr/pdf/BILLS-113s47enr.pdf>

Preventing Sexual Violence in Higher Education

Act: <http://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=3672&ChapterID=18>

2017 Title IX Guidance: <https://www2.ed.gov/about/offices/list/ocr/letters/colleague-title-ix-201709.pdf>

2017 Title IX Guidance (Q&A Document): <https://www2.ed.gov/about/offices/list/ocr/docs/qa-title-ix-201709.pdf>

2001 Title IX Guidance: <https://www2.ed.gov/about/offices/list/ocr/docs/shguide.html>

We invite your review and comment and encourage you to share this message with other interested members of the University community. Any questions or comments about the policy should be submitted to Karen Halverson Cross, Associate Director, Policy Management, Compliance, Audit, and Advisory Services (karen.cross@northwestern.edu) with a copy to Amanda DaSilva, Deputy Title IX Coordinator for Students, Office of Equity (DeputyTitleIXCoordinator@northwestern.edu). For information on available resources at Northwestern and in the surrounding community, please see our [Resource Guide on Sexual Misconduct and Title IX](#).

Best wishes,

Dwight Hamilton
Associate Vice President for Equity
Title IX Coordinator