

# WHAT YOU SHOULD KNOW ABOUT DISCRIMINATION, HARASSMENT, SEXUAL HARASSMENT, AND SEXUAL MISCONDUCT

## POLICY AND GUIDELINES FOR THE NORTHWESTERN COMMUNITY

### POLICY ON DISCRIMINATION AND HARASSMENT

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. Further prohibited by law is discrimination against any employee and/or job applicant who chooses to inquire about, discuss, or disclose their own compensation or the compensation of another employee or applicant.

Harassment, whether verbal, physical, or visual, that is based on any of these characteristics is a form of discrimination. This includes harassing conduct affecting tangible job benefits, interfering unreasonably with an individual's academic or work performance, or creating what a reasonable person would perceive is an intimidating, hostile, or offensive environment. Prohibited sex discrimination includes sexual harassment and sexual violence.

The University is firmly committed to free expression and academic freedom. However, discrimination, harassment, and retaliation described under these policies, through speech or otherwise, are not protected expression nor the proper exercise of academic freedom.

#### Discrimination and harassment may include

- ▶ Refusing to hire or promote someone because of the person's protected status
- ▶ Demoting or terminating someone because of the person's protected status
- ▶ Teasing, jokes, or epithets about a person's protected status
- ▶ Displaying or circulating written materials or pictures that degrade a person or group
- ▶ Verbal abuse or insults about individuals in a protected group

### SEXUAL HARASSMENT AND SEXUAL MISCONDUCT

Sexual harassment is a type of conduct prohibited under the University's Policy on Sexual Misconduct, which can be found at [northwestern.edu/sexual-misconduct/docs/sexual\\_misconduct\\_policy.pdf](https://northwestern.edu/sexual-misconduct/docs/sexual_misconduct_policy.pdf). Other forms of conduct prohibited by this policy include sexual assault, sexual exploitation, stalking, and dating or domestic violence.

No member of the Northwestern community—students, faculty, administrators, staff, vendors, contractors, or third parties—may sexually harass any other member of the community. Sexual harassment is any unwelcome conduct of a sexual nature where

- ▶ submission to or rejection of such conduct is made—either explicitly or implicitly—a term or condition of a person's employment, academic standing, or participation in any University program and/or activity or is used as the basis for University decisions affecting the individual (often referred to as “quid pro quo” harassment); or
- ▶ such conduct creates a hostile environment. A hostile environment exists when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefiting from the University's education or employment programs and/or activities. The existence of a hostile environment is to be judged both objectively (meaning a reasonable person would find the environment hostile) and subjectively (meaning the impacted individual felt the environment was hostile).

#### Sexual harassment may include

- ▶ Pressure for a dating, romantic, or intimate relationship
- ▶ Unwelcome sexual advances
- ▶ Unwelcome touching, kissing, hugging, or massaging
- ▶ Pressure for or forced sexual activity
- ▶ Unnecessary references to parts of the body
- ▶ Remarks about a person's gender, nonconformity with gender stereotypes, or sexual orientation
- ▶ Sexual innuendoes or humor
- ▶ Obscene gestures
- ▶ Sexual graffiti, pictures, or posters
- ▶ Sexually explicit profanity
- ▶ Cyberbullying
- ▶ Email, texting, “sexting,” and internet use that violates this policy
- ▶ Sexual assault, stalking, dating or domestic violence, or sexual exploitation

### TITLE IX STATEMENT

It is the policy of Northwestern University to comply with Title IX of the Education Amendments of 1972, which prohibits discrimination (including sexual harassment and sexual violence) based on sex in the University's educational programs and activities. Title IX also prohibits retaliation for asserting or otherwise participating in claims of sex discrimination. The Title IX coordinator and the deputy coordinators, listed at right under “For Advice and Help,” have been designated to oversee Northwestern's compliance with Title IX and to respond to reports of violations. For more information about Title IX, go to [northwestern.edu/sexual-misconduct](https://northwestern.edu/sexual-misconduct). 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](https://www2.ed.gov/about/offices/list/ocr/complaintintro.html) or calling 800-421-3481.

### ADDITIONAL GUIDANCE

**Investigation** Reports describing conduct that is inconsistent with these policies will be investigated in a prompt, fair, and impartial manner. The University will handle complaints discreetly, with facts made available to those who need to know to investigate and resolve the matter.

**Non-Retaliation** The University prohibits retaliation against anyone for reporting or otherwise being involved in the process of addressing allegations of discrimination, harassment, sexual harassment, or sexual misconduct. Anyone experiencing any conduct that they believe to be retaliation should immediately report it to one of the individuals listed at right under “For Advice and Help.”

**Reporting** All members of the University community are responsible for creating a working, learning, and living environment that is free of discrimination and harassment, including sexual harassment.

- ▶ The University strongly encourages individuals to report incidents of discrimination or harassment to one of the individuals listed at right under “For Advice and Help.”
- ▶ Individuals in supervisory or teaching positions who are aware of conduct that may violate the Policy on Discrimination and Harassment are obligated to report it.
- ▶ Under the Policy on Sexual Misconduct, all University employees (including student employees), as well as nonemployees with teaching or supervisory authority, are obligated to promptly report sexual misconduct of which they become aware in the scope of their work for the University, unless they are a resource listed in Appendix C of the Policy on Sexual Misconduct, found at [northwestern.edu/sexual-misconduct/docs/sexual\\_misconduct\\_policy.pdf](https://northwestern.edu/sexual-misconduct/docs/sexual_misconduct_policy.pdf).

### FOR ADVICE AND HELP

#### Office of Equity

1800 Sherman Avenue, Suite 4-500,  
Evanston campus

#### Sarah Wake, Interim Associate Vice President for Equity

[sarah.wake@northwestern.edu](mailto:sarah.wake@northwestern.edu),  
847-467-0976

#### Colleen Johnston, Title IX Coordinator

(questions regarding Title IX compliance and concerns about sexual misconduct and sexual harassment)  
[colleen.johnston@northwestern.edu](mailto:colleen.johnston@northwestern.edu)  
847-491.3881

#### Amanda DaSilva, Deputy Title IX Coordinator for Students

(sexual misconduct and sexual harassment complaints involving students)  
[deputytitleixcoordinator@northwestern.edu](mailto:deputytitleixcoordinator@northwestern.edu),  
847-467-6571

#### Sarah Brown, Senior Director and Deputy Title IX Coordinator for Faculty and Staff

(discrimination, harassment, and sexual misconduct complaints involving faculty and staff)  
[eeo@northwestern.edu](mailto:eeo@northwestern.edu), 847-491-7458

#### Office of Student Conduct

**Lucas Christain, Director** (discrimination and harassment complaints against students)  
601 University Place, lower level, room 35,  
Evanston campus  
[student-conduct@northwestern.edu](mailto:student-conduct@northwestern.edu),  
847-491-4582  
[northwestern.edu/student-conduct](https://northwestern.edu/student-conduct)

#### Department of Athletics and Recreation

**Janna Blais, Deputy Director of Athletics (Administration and Policy)/Senior Woman Administrator and Deputy Title IX Coordinator for Athletics Compliance Issues** (Title IX athletics compliance issues) 1501 Central Street, Evanston campus  
[j-blais@northwestern.edu](mailto:j-blais@northwestern.edu), 847-491-7893

#### Discrimination and Harassment Prevention Advisors

In addition to the people listed above, each school or unit of the University has advisors who are able to answer questions about the University's discrimination and harassment policies and to receive complaints. To find an advisor, consult [northwestern.edu/sexual-misconduct/file-a-report/discrimination-and-harassment-prevention-advisors.html](https://northwestern.edu/sexual-misconduct/file-a-report/discrimination-and-harassment-prevention-advisors.html).

### Confidential Resources

If you wish to speak with someone who is legally privileged to keep communications confidential, you may contact a confidential resource. Seeking advice from a confidential resource does not constitute reporting an incident. To find a confidential resource, consult [northwestern.edu/sexual-misconduct/get-help/confidential-support.html](https://northwestern.edu/sexual-misconduct/get-help/confidential-support.html).

### CARE: Center for Awareness, Response, and Education

(sexual violence, relationships, and sexual health for students)  
633 Emerson Street, Evanston campus  
[care@northwestern.edu](mailto:care@northwestern.edu), 847-491-2054  
[northwestern.edu/care](https://northwestern.edu/care)

### EthicsPoint

EthicsPoint provides another means of reporting discrimination, harassment, and sexual harassment. You may file a report online at [northwestern.edu/ethics](https://northwestern.edu/ethics) or by phone at 866-294-3545. Complaints reported via EthicsPoint will be reviewed in accordance with current University procedures.

For more details and additional guidance on these policies, consult

[northwestern.edu/sexual-misconduct](https://northwestern.edu/sexual-misconduct) or  
[northwestern.edu/hr/equopp-access/index.html](https://northwestern.edu/hr/equopp-access/index.html)

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