

I. Policy Statement

In accordance with "[The University of Illinois Statement on Sex Discrimination, Sexual Harassment, and Sexual Misconduct](#)", the University of Illinois prohibits and will not tolerate sex discrimination, sexual harassment, or other sexual misconduct of any kind (including sexual assault, sexual violence, and sexual abuse) of or by employees, students, and visitors. The University will take action to provide remedies when such discrimination, harassment, or misconduct is discovered. The University complies with applicable federal and state laws to achieve an environment for study, work, and public engagement that is free from sex discrimination, sexual harassment, and sexual misconduct in all of its forms.

In particular, the University is committed to complying with Title IX of the Education Amendments Act of 1972 ("Title IX"), which states as follows:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Discrimination on the basis of sex (i.e., sex discrimination) includes sexual harassment, sexual assault, and sexual violence.

II. Expectations for Responsibility and Cooperation

1. Each of the University of Illinois campuses (at Chicago, Springfield, and Urbana-Champaign) is responsible for maintaining and broadly disseminating a comprehensive written policy that prohibits sex discrimination, sexual harassment, and other types of sexual misconduct (including sexual assault, sexual violence, and sexual abuse). Each campus must also maintain a set of written procedures that include, at minimum, information about (a) the identity of any and all lead and deputy Title IX coordinators on each campus, (b) how to make a complaint or a report of conduct that is alleged or suspected to be a violation of the campus's policy, (c) how complaints and reports will be investigated, and (d) the types of sanctions or other corrective actions available to address violations of each campus's policy and other conduct inconsistent with the campus's policy.
2. Each campus must conduct an education program for all students and employees as part of an ongoing effort to prevent sex discrimination, sexual harassment, and sexual misconduct within the University of Illinois community. At a minimum, each campus's education program must include the following topics: (a) identity of any and all Title IX

coordinators for the University and the campus; (b) overview of applicable federal, state, and local laws (including Title IX); (c) prevention of sex discrimination, sexual harassment, and other types of sexual misconduct (including sexual assault, sexual violence, and sexual abuse); (d) procedures for making a complaint or report of alleged or suspected sex discrimination, sexual harassment, or other type of sexual misconduct; (e) the procedures that will be used to investigate and resolve such complaints and reports; (f) the types of sanctions or other corrective actions available to address violations of each campus's policy and other conduct inconsistent with the campus's policy; and (g) requirements for mandatory reporting of child abuse and neglect under the Illinois Abused and Neglected Child Reporting Act ("ANCRA"). Campuses must provide this education program to all incoming and transfer students each fall and to all employees and designated personnel on a regular interval of not less than every three years. All Title IX coordinators shall also be trained regarding Title IX and the conduct that Title IX prohibits, this policy, and the applicable campus-specific policy and procedures.

3. All members of the University of Illinois community are responsible for reviewing, understanding, and adhering to the policies in place for the campus at which they reside. University of Illinois employees and students will be subject to the campus-specific policy and procedures in place on the campus at which they are employed or enrolled. If more than one policy and procedures could apply to a particular situation, the University will determine in its discretion which policy and procedures shall apply and notify the parties involved of its determination.

III. Website Address For This Policy

This policy and related procedures are published on the University Human Resources website at <http://www.hr.uillinois.edu/> in the *Policy Library* section. Required postings associated with this policy are also available online at the University's [Required Federal and State Posters](#) site.