HAVE YOU BEEN AFFECTED BY SEXUAL MISCONDUCT?

This guide is a comprehensive resource with information on rights, options, and resources for students, faculty, staff, and the UIC community.
Introduction

UIC is committed to providing a safe environment in which students and employees can achieve their goals. When individuals experience acts of sexual misconduct (i.e. sex discrimination, sexual harassment, gender-based harassment, sexual assault, stalking, dating violence, domestic violence), their sense of safety and trust is violated and this can significantly interfere with their success at the university. Our community expects that all interpersonal relationships and interactions – especially those of an intimate nature – are based upon values of mutual respect, dignity, responsibility, open communication, and clear consent.

Responding to incidents of sexual misconduct can be challenging, whether you are the person harmed or someone trying to help. All of us play a vital role in making our campus a respectful and safe place to learn, work, and live. The Sexual Misconduct Policy has been developed to address all types of sexual misconduct, including sexual assault, sexual harassment, stalking, dating violence and domestic violence. The Sexual Misconduct Policy can be reviewed online at http://oae.uic.edu/sexual-misconduct/policies-procedures/

UIC takes all complaints and accusations of sexual misconduct seriously. We welcome your involvement in our mission to foster a campus environment that strives to prevent sexual misconduct and promotes the reporting of sexual misconduct, compassionate responses to survivors of sexual violence, and equitable treatment of Reporting Parties and Responding Parties.

This sexual misconduct guide serves as a comprehensive resource for students, faculty, staff and the UIC community. This guide includes information about rights and options for individuals affected by sexual misconduct, helpful resources that are available on-campus and in the community, and a summary of UIC’s investigative and complaint resolution processes.

Updated August 15, 2017
Option to Report

If you are a Survivor, Witness, Bystander, Third-Party to Sexual Misconduct...
You have the right to choose to report or not report the incident to the University, law enforcement, or confidential services, individually or simultaneously.

Reporting to the University

**Title IX Coordinator**
Office for Access and Equity
809 S. Marshfield Ave
Room 717 (M/C 602)
Chicago, IL 60612
(312) 996-8670
TitleIX@uic.edu

**Office of the Dean of Students**
Student Services Building
1200 West Harrison Street
Room 3030
Chicago, IL 60607
(312) 996-4857

Reporting to Law Enforcement

**UIC Police Department**
943 West Maxwell Street
Room 211
Chicago, IL 60608
(312) 355-5555

**Chicago Police Department**
Emergencies: Dial 9-1-1
Non-Emergencies: Dial 3-1-1

Reporting to Confidential Advisors

**Campus Advocacy Network (CAN)**
1101 W. Taylor Street
Suite 310 (M/C 363)
Chicago, IL 60607
(312) 413-8206

**Confidential Advisor**
Office for Access and Equity
809 S. Marshfield Ave
Room 717 (M/C 602)
Chicago, IL 60612
(312) 996-8670
Right to Receive Assistance and Protection

Notifying Law Enforcement
You have the right to request and receive assistance from campus authorities in notifying law enforcement.

Request assistance by contacting:
- Title IX Coordinator in the Office for Access and Equity
- Office of the Dean of Students
- Campus Advocacy Network (CAN) or Confidential Advisor

Accessing and Navigating Health Services
You have the right to request and receive assistance from campus authorities in accessing and navigating campus and local health and mental health services, counseling, and advocacy services.

Request assistance by contacting:
- Title IX Coordinator in the Office for Access and Equity
- Office of the Dean of Students
- Campus Advocacy Network (CAN) or Confidential Advisor

Requesting Interim Protective Measures and Accommodations
You have the right to request interim protective measures and accommodations, including without limitation:

- Changes to academic, living, dining, working, and transportation situation;
- Obtaining and enforcing campus-issued order of protection or no contact order;
- Obtaining and enforcing a state court-issued order of protection or no contact order.

Request assistance by contacting:
- Title IX Coordinator in the Office for Access and Equity
- Campus Advocacy Network (CAN) or Confidential Advisor
Expectations of Reporting

*Privacy and Confidentiality*

Private/Non-Confidential means that information disclosed by the student will be considered private but not confidential. For example, reports of sexual misconduct must be shared with appropriate administrators and the Title IX Coordinator so that UIC can take necessary action to ensure the safety of the university community.

Confidential means that the information disclosed by the student, verbally or in writing, will be maintained in a confidential manner to the extent allowable by law and will not be disclosed to anyone outside the office to which it is reported without the student's consent. Consent may not be required, however, in situations involving suspected child or adult abuse or neglect, court orders or subpoena or danger to self or others.

*Prohibition of Retaliation*

UIC will take appropriate steps to ensure that a person who reports or participates in a sexual misconduct investigation or proceeding will not be subjected to retaliation by the Responding Party or by others with knowledge of the report. Anyone who believes they are experiencing retaliation is strongly encouraged to report the concern.

Report Retaliation by contacting:
- Title IX Coordinator in the Office for Access and Equity
- Office of the Dean of Students

*Student Amnesty*

UIC recognizes that sometimes students are reluctant to seek help after experiencing sexual misconduct, or may be reluctant to help others who may have experienced sexual misconduct, because they fear being held responsible by UIC or law enforcement for underage alcohol consumption or drug use. To encourage reporting, UIC will not pursue disciplinary actions for alcohol/drug violations against a student making a good faith report of sexual misconduct.
UIC’s Complaint Resolution Process: Title IX Investigation of the Report

Step 1
• An initial meeting with the Reporting Party following receipt of the report of alleged sexual misconduct to the Title IX Coordinator.
• If a Title IX investigation is requested, the Reporting Party will be given the option to participate in the investigative process.

Step 2
• Upon initiation of a Title IX investigation, an Investigator will be assigned.
• If there is a request for interim protective measures or accommodations, the Responding Party will be notified following the initial meeting with the Reporting Party.

Step 3
• The collection of relevant information from the Reporting Party, interviews of the Reporting Party’s witnesses and any follow-up interviews with the Reporting Party will take place one to two weeks following Reporting Party’s initial meeting.

Step 4
• A Notice of Investigation will be sent to the Responding Party that outlines specific allegations and policy violations. An initial interview with the Responding Party will be scheduled. The collection of relevant information from the Responding Party, interviews of the Responding Party’s witnesses and any follow-up interviews with the Responding Party will occur.

Step 5
• Upon completion of interviews and collection of documentation, the Investigator will generate a Statement of Facts and summary of evidence. The Reporting Party and Responding Party will be provided five business days to review the document and provide additional information. The Investigator will modify as appropriate following this review.

Step 6
• The Investigator will issue a report, including the Statement of Facts, evidence, and a determination of finding on each allegation as to whether or not the sexual misconduct Policy was violated, based on a preponderance of evidence. The findings will be provided simultaneously and in writing to both the Reporting Party and Responding Party.

Step 7
• If Student Responding Party, the written notice of the Investigator’s recommendation will also be sent to the Office of the Dean of Students for a hearing in accordance with the Student Disciplinary Policy and a determination of whether the alleged conduct constitutes a violation of the UIC policy on sexual misconduct.
• If Employee Responding Party, the written notice of the Investigator’s recommendation will be referred to supervisor, unit head, Vice Chancellor or other relevant administrator when a violation of the Sexual Misconduct Policy has been made by the Title IX Investigator.
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<tr>
<th>Step 1</th>
<th>• <strong>Hearing Process:</strong> Sexual misconduct hearings are conducted as described in the Student Disciplinary Policy. A staff member in the Office of the Dean of Students will meet separately with the Reporting Party and the Student Responding Party to discuss the incident, explain the student conduct process, and answer any questions.</th>
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<td>Step 2</td>
<td>• <strong>Presentation of Evidence:</strong> The Title IX Coordinator or designee will present a summary of the recommended findings from the investigation. The Reporting Party, Student Responding Party, and student conduct board members will have an opportunity to ask questions related to the findings. The parties cannot cross-examine each other during a hearing.</td>
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<td>Step 3</td>
<td>• <strong>Standard of Evidence:</strong> The outcome of a student conduct proceeding will be made using the preponderance of the evidence standard. The preponderance of the evidence standard requires the student conduct administrator and/or the student conduct board to determine whether or not it is more likely than not that sexual misconduct occurred.</td>
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<td>Step 4</td>
<td>• <strong>Sanctions:</strong> Sanctions may include, but are not limited to, one or more of the following: Warning, Developmental Sanction, Recommended Counseling, Restitution and Fines, Failure or Grade Modification, University Probation, Suspension, Dismissal, Expulsion. A full description of the sanctions is included in the Student Disciplinary Policy.</td>
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<td>Step 5</td>
<td>• <strong>Notice of Outcome:</strong> A written notice will be sent to both parties informing each student about the outcome of the student conduct hearing as determined by the responsible hearing committee.</td>
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<td>Step 6</td>
<td>• <strong>Appeal:</strong> Both the Reporting Party and Responding Party have the right to appeal the hearing outcome within five days after the date of the issuance of the decision. Both parties will receive written notification, simultaneously, of the final determination of the appeal committee. The appeal process is described in the Student Disciplinary Policy.</td>
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