

Comprehensive Policy regarding Dating Violence, Domestic Violence, Stalking and Sexual Assault at the University of Illinois at Chicago

UIC is committed to providing a safe environment in which students and employees can achieve their educational and employment goals. When someone experiences sexual misconduct (i.e. sexual assault, stalking, dating violence, domestic violence, discrimination, harassment), their sense of safety and trust is violated and this can significantly interfere with their success. 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 UIC a respectful and safe place to learn, work, and live. The UIC Prohibition of Sex Discrimination, Sexual Harassment and Sexual Misconduct, also referred to as the UIC Sexual Misconduct Policy, has been developed to address all types of sexual misconduct, including sexual assault, sexual harassment, stalking, dating violence and domestic violence.

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 individuals who have experienced sexual violence, and equitable treatment of both student reporting and responding parties.

UIC Prohibition of Sex Discrimination, Sexual Harassment and Sexual Misconduct

UIC is committed to providing an educational and work environment that is free from all forms of sex discrimination, sexual violence, and sexual and gender-based harassment (collectively referred to as “sexual misconduct”). UIC prohibits and will not tolerate sexual misconduct of or by students, employees, patients, or visitors. UIC will take prompt and fair action to eliminate such conduct, prevent its recurrence, and remedy its effects through interim protective measures and accommodations, equitable investigations, and disciplinary processes. Employees and students in violation of this policy may face sanctions up to and including termination or expulsion. The Office for Access and Equity, through its Title IX Coordinator, has the authority to conduct investigations, to determine when there have been violations of this policy based on the standard of preponderance of evidence, and then make recommendations in accordance with the relevant University policies for students, employees, patients, or visitors.

UIC encourages good faith reports of sexual misconduct and prohibits retaliation against any person who reports sexual misconduct and/or who participates in a Title IX investigation or resultant disciplinary process.

All employees are considered to be “Responsible Employees” with the authority and responsibility to report sexual misconduct to University Officials. Employees who are exempted from this reporting requirement are professional or pastoral counselors who provide work-related mental-health counseling, campus advocates who provide confidential victim assistance, and employees who are otherwise prohibited by law from disclosing information received in the course of providing professional care and treatment.

UIC prohibits conduct that violates Title IX of the Education Amendments Act of 1972 (“Title IX”), Title VII of the Civil Rights Act of 1964 as amended (“Title VII”), the Illinois Human Rights Act, and the Illinois Preventing Sexual Violence in Higher Education Act, and supplements related campus and University of Illinois policies and laws. Title IX states as follows:

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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.

Unlawful discrimination on the basis of sex includes: (a) sexual harassment, (b) gender-based harassment, which is unwelcome conduct based on actual or perceived sex, or harassment based on gender identity or nonconformity with sex stereotypes, and/or (c) all forms of sexual violence including, but not limited to, sexual assault, sexual battery, sexual abuse, sexual coercion, sexual exploitation, dating violence, domestic violence, and stalking.

Sexual misconduct is the term used in this policy to encompass unwanted or unwelcome conduct of a sexual nature that is committed without valid consent. Also included in this term is any abusive behavior that arises out of an actual or perceived intimate relationship (e.g. domestic or dating violence and stalking). Sexual misconduct may occur between people of the same gender or different gender identifications.

To file a formal complaint with UIC, contact:

UIC's Title IX Coordinator
Michael Diaz, J.D.
Office for Access and Equity
Marshfield Avenue Building
809 S Marshfield Ave, 717 MAB (M/C 602)
(312) 996-8670, TitleIX@uic.edu
<http://oae.uic.edu/sexual-misconduct/report-an-incident/>

To file a formal complaint with a government agency, contact:

U.S. Department of Education
Office for Civil Rights – Chicago Office
500 West Madison, Suite 1475
Chicago, Illinois 60661-4544
(312) 730-1560
OCR.Chicago@ed.gov
www2.ed.gov/about/offices/list/ocr/complaintintro.html

Sexual Misconduct Definitions

Consent

For the purpose of UIC's Sexual Misconduct Policy and programs to prevent dating violence, domestic violence, sexual assault, and stalking, consent is defined as follows:

Consent means clear and unambiguous agreement by a competent person that is freely given and expressed in mutually understandable words or actions, to engage in a particular sexual activity with a specific person or persons. Consent must be voluntarily given and cannot be the result of force, threats, intimidation and/or coercion (e.g. emotional or psychological pressure); A person's lack of verbal or physical resistance or submission resulting from the use of threat of force does not constitute consent; Neither the manner of dress nor consent to past sexual activity constitute consent; Consent to past sexual activity does not constitute consent to future sexual activity; The absence of a response does not communicate consent; A person's consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another; Consent can be withdrawn by either party at any time; A person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent due to circumstances, including without limitation the following:

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- The person is incapacitated due to the use or influence of alcohol or drugs;
- The person is asleep or unconscious;
- The person is under the age of consent;
- The person is incapacitated due to mental or physical disability.

Other Definitions

For the definitions of dating violence, domestic violence, sexual assault, rape, fondling, incest, statutory rape, and stalking, see the Definitions section on sexualmisconduct.uic.edu/sexmisdefinitions.shtml.

Reporting Sexual Misconduct to UIC

UIC strongly encourages the prompt reporting of sexual misconduct either disclosed, experienced, or observed. The report may be made by anyone, including: 1) a person who has experienced sexual misconduct; or 2) a third party or bystander who has information that sexual misconduct may have occurred.

Where to Report an Incident at UIC

An individual may choose to report sexual misconduct to one or more of the following: law enforcement, the institution, or confidential resources. The report may be made to the City of Chicago Police Department or other local police department; the UIC, UIS or UIUC Police Departments; UIC's Title IX Coordinator; UIC's Dean of Students; UIC's Campus Advocacy Network (CAN), UIC's Counseling Center; or local and national crisis centers.

Type of Report	Contact	Address	Phone	Electronic Contact
To report a possible crime	Law Enforcement	See listing of local offices below in Resources section.	9-1-1	N/A
To report possible sexual misconduct which may result in a response that can include interim safety measures, academic accommodations or a Title IX investigation.	Title IX Coordinator, Michael Diaz Office for Access and Equity	Marshfield Avenue Building 809 S Marshfield Ave. 717 MAB (MC 602), Chicago, IL	(312) 996-8670	titleix@uic.edu
To report possible violation of the Student Conduct Code	Assistant Dean of Students, Office of the Dean of Students	Student Services Building 1200 W Harrison St. 3030 SSB, Chicago, IL	(312) 996-4857	go.uic.edu/conductIR
To explore your options or ask questions in a confidential setting	Campus Advocacy Network (Confidential Advisor)	1101 W Taylor St, 3 rd Floor (Above Chicago Public Library) Chicago, IL	(312) 413-8206	can-appointment@uic.edu
To explore your options or ask questions in a confidential setting	Chorlatte Mack (Confidential Advisor)	809 S Marshfield Ave. 717 MAB (MC 602), Chicago, IL	(312) 996-8670	N/A
To report an incident to a Campus Security Authority (CSA) for inclusion in the annual disclosure of crime statistics	A Campus Security Authority	CSAs include the UICPD, campus security personnel, and other individuals with significant responsibility for student and campus activities. CSAs are required to report Clery Act qualifying crimes. See clery.uic.edu/campus_safety_security to learn more about CSAs		

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To report anonymously or electronically	Anonymous (or Voluntary) Incident Reporting Form	The Anonymous (or Voluntary) Incident Reporting Form is submitted to the UICPD, and the Title IX Coordinator for incidents involving sexual misconduct. Personally identifying information may be provided on the form, but is not required to be.	bit.ly/UICAV-REPORT
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Rights and Options in Reporting

Option to Report

Individuals have the right to choose to report or not report the incident to UIC officials, on-campus or local law enforcement, or confidential services, separately or simultaneously.

The Right to Receive Assistance from Campus Authorities

Individuals have the right to request and receive assistance from UIC in notifying law enforcement and in accessing and navigating on- and off-campus health and mental health services and counseling.

The Right to Request Protective Measures and Accommodations

Individuals have the right to request interim protective measures and accommodations from UIC, including without limitation:

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

Right to Privacy/Request for Confidentiality

For the purposes of Clery Act reporting and disclosures, no identifying information about the victim or reporting person will be disclosed in publically available recordkeeping, such as the Daily Crime Log or the Annual Security and Fire Safety Report (ASFSR).

UIC will maintain as confidential any accommodations or protective measures provided to an individual, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

If an individual requests confidentiality when reporting, UIC will take all reasonable steps to honor the request, taking into account that confidentiality may not be possible in every case given UIC's responsibility to provide a safe environment for all members of the UIC community.

Respect for Privacy

Information regarding sexual misconduct reports and investigations, including any outcomes, will be shared with UIC employees with a legitimate educational interest or with external individuals or entities only on a need-to-know basis or as permitted under UIC policy and applicable law, and shall protect the privacy of the participating parties and witnesses. Identities of parties will not be disclosed except as necessary to resolve the complaint or to implement interim protective measures and accommodations.

When a Report is Made to UIC Officials

Reports of sexual misconduct are referred by Responsible Employees, UICPD/UISPD/UIPD, and the Office of the Dean of Students to the Title IX Coordinator.

When the Title IX Coordinator receives a report that a student or employee has experienced dating violence, domestic violence, sexual assault or stalking, regardless of whether the alleged offense occurred on or off campus, the student or employee will be provided with a written explanation including:

- The procedures the individual should follow after a crime of dating violence, domestic violence, sexual assault, or stalking has occurred;
- Information about how UIC will protect confidentiality;
- A list of support services and resources within UIC and the community (*see resources and contact information*);
- Options for available assistance with requesting protective measures and accommodations, including, but not limited to changes to academic, living, transportation, and working situations; and, UIC's procedures for disciplinary action

UIC Investigation and Response to Sexual Misconduct

UIC provides a prompt, fair, and impartial process from the initial investigation of an allegation of sexual misconduct to the final result. Complaints of sexual misconduct are referred to the UIC Title IX Coordinator for investigation. UIC will take all reasonable steps to respond to the complaint, and the Reporting Party and Responding Party will both have an opportunity to provide their account of the events, as well as present witnesses and/or corroborating information.

Title IX Investigation

1. *Outreach to Reporting Party*

The Title IX Coordinator or designee will contact the Reporting Party and provide rights, options, and resources regarding assistance and support, as well as information regarding the preservation of physical evidence and the ability to obtain a medical forensic exam (also referred to as a "rape kit") at no cost. The Title IX Coordinator or designee will explain the investigative process, and offer the option to participate or not participate. If the Reporting Party does not wish to initiate or participate in an investigation, the Title IX Coordinator or designee may proceed with an investigation based on the information available, if the Title IX Coordinator or designee determines that the safety and security of the broader campus community requires that UIC proceed with an investigation. The Reporting Party will be notified prior to the start of any such investigation.

2. Title IX Investigation Requests

- a. At the conclusion of the outreach to the Reporting Party by the Title IX Coordinator or designee, the Reporting Party may request that a Title IX Investigation (complaint resolution process) begin promptly and proceed in a timely manner. When requested by the Reporting Party or when required by law, the Title IX Coordinator or designee will contact and coordinate/cooperate with law enforcement.
- b. The Reporting Party may also request that the Title IX Investigation not be pursued or that the Reporting Party's name or other identifiable information not be revealed to the Responding Party. The Title IX Coordinator or designee will make every effort to respect the request and will evaluate the request in the context of UIC's responsibility to provide a safe and nondiscriminatory environment for the UIC community. The Reporting Party will be informed that honoring the request may limit UIC's ability to fully respond to the alleged incident. Even if UIC cannot take disciplinary action against the Responding Party because the Reporting Party insists on confidentiality, UIC will pursue other steps to limit the effects of the alleged conduct and prevent its recurrence.
- c. If the Title IX Coordinator or designee determines that a Title IX Investigation is necessary and/or that the Reporting Party's name or other identifiable information must be revealed to the Responding Party to maintain a safe and non-discriminatory environment, the Reporting Party will be notified and can elect to participate in the process as much or as little as the Reporting Party chooses. In the event the Reporting Party requests that the Title IX Coordinator or designee inform the Responding Party that

the Reporting Party asked UIC not to investigate or seek discipline, the Title IX Coordinator or designee will honor this request and inform the Responding Party that UIC made the decision to go forward despite the Reporting Party's request. The Title IX Coordinator or designee may also implement any interim measures that are deemed necessary to protect the Reporting Party and ensure the safety of other students.

- d. The Title IX Investigator(s) ("Investigator") will not wait for the conclusion of any criminal investigation or proceedings, including civil proceedings, before beginning UIC's Title IX Investigation. The Investigator may, however, need to temporarily delay the evidence gathering portion of an investigation while the police are gathering evidence. As soon as it is appropriate to proceed, the Investigator will promptly resume and complete the investigation. UIC may take immediate steps to protect the educational setting at any time if it determines such steps are necessary.

3. Interview of Reporting Party and Responding Party

The investigation process is conducted by one or more Investigators designated by the Title IX Coordinator. The Investigator is responsible for contacting and interviewing the Reporting Party, any Reporting Party witnesses, the Responding Party, any Responding Party witnesses, and any witnesses the Investigator deems necessary.

The Investigator will meet separately with the Reporting Party and the Responding Party. During each meeting, the Investigator will provide the following information to the Reporting Party, Responding Party, and witnesses:

- 1) UIC's Sexual Misconduct Policy;
- 2) overview of the investigative process;
- 3) option to participate in the investigative process;
- 4) option to have an advisor present;
- 5) summary of procedural rights;
- 6) option to request accommodations;
- 7) option to request interim protective measures;
- 8) list of available support resources; and
- 9) prohibition of retaliation.

The Investigator will ask for all information relevant to the allegations. For both parties, this is their opportunity to present any information regarding the incident, including names of witnesses, the existence of documents, emails, text messages, or other recordings, or any other information the parties feel may be relevant. The Reporting Party and Responding Party may also submit supplemental information at any time during the investigation until the Investigator issues a recommendation of finding.

4. Interview of Witness and Collection of Relevant Information

As part of the investigation, the Investigator may conduct additional investigative and witness interviews as appropriate and review all available pertinent evidence. This may include reviewing student and/or personnel files and reviewing law enforcement documents or evidence.

5. Issuance of Notice of Finding

Prior to concluding the investigation, the Investigator will make all evidence available to the Reporting Party and Responding Party for review, subject to applicable privacy laws, and response. If either

party submits supplemental information after reviewing the evidence, the other party will be given a reasonable opportunity to review the supplemental information, subject to applicable privacy laws, and respond to the supplemental information. Once the evidence review and supplemental submission process is complete, and the Investigator deems the investigation closed, the Investigator will prepare the investigation report.

The Title IX Investigator shall prepare a written report containing all evidence collected and the Investigator's recommendation as to whether or not, by a preponderance of the evidence, the alleged conduct constitutes a violation of the UIC's Sexual Misconduct Policy. The Investigator will recommend either a finding of a violation or a finding of no violation. The Investigator's report will be subject to an internal review by the Title IX Coordinator within the Office for Access and Equity.

- A. Written notice of the Investigator's recommendation will be sent to the Reporting Party and Responding Party simultaneously. The written notice will contain, subject to applicable privacy laws, a summary of the following:
 - i. the allegations,
 - ii. the information and materials considered during the investigation,
 - iii. the Investigator's recommendation as to whether or not the alleged conduct constitutes a violation of the UIC Sexual Misconduct Policy,
 - iv. the basis for the recommendation, and
 - v. any recommended actions.
- **If Recommended Finding Involves a Student Responding Party See Student Disciplinary Policy for additional information.**
 - a. The written notice of the Investigator's recommendation of finding will also be referred to the Office of the Dean of Students for a hearing in accordance with the Student Disciplinary Policy for determination of whether the alleged conduct constitutes a violation of the UIC Sexual Misconduct Policy. The Office of the Dean of Students is not bound by, nor is it required to adopt, the recommended finding of the Title IX Investigator.
 - b. After the hearing is concluded and upon lapse or exhaustion of the Student Disciplinary Policy's appeal process, the Title IX Coordinator will adopt the outcome and sanctions, if applicable, as determined by the Office of the Dean of Students.
 - c. Additional information regarding the Office of the Dean of Students' Student Disciplinary Policy, hearing process, and appeals process can be found at <http://dos.uic.edu/docs/Student%20Disciplinary%20Policy.pdf>
- **If Finding Involves an Employee Responding Party**
 - a. The parties have the right to appeal the finding of the investigation within five (5) calendar days after receiving the written notice of finding. The request for an appeal must be accompanied by a statement stating the grounds for the appeal and the desired outcome, and include all relevant supporting evidence and documentation. An appeal may be filed based upon the following grounds: (1) Procedural Error: A procedural error occurred in the investigation; or (2) New Evidence: new information exists that would substantially change the outcome of the finding.
 - b. Upon lapse or exhaustion of the appeal process, the Title IX Investigator's finding, as amended by any appeal determination, will be made final.

- c. When the Investigator's finding, as amended by any determination on appeal, is that a violation of UIC's Sexual Misconduct Policy occurred, the final finding will be referred to the appropriate supervisor, unit head, Vice Chancellor or other relevant administrator for appropriate employment action in accordance with applicable employment laws, policies, practices and agreements.

Procedural Rights during the Title IX Investigation

During the investigation, the following procedural protections are provided to both the Reporting Party and the Responding Party:

1. After commencement of an investigation, both parties will receive:
 - Written notice that a Title IX Investigation has been initiated;
 - A summary of the allegations that prompted the investigation;
 - An overview of the investigative process;
 - A list of available support resources;
 - A summary of rights and options;
 - Information about interim protective measures and accommodations;
 - Written notice about the UIC's strict prohibition against retaliation;
 - Written notice of the date, time, and location of meeting(s) with the Title IX Investigator;
 - UIC's Comprehensive Sexual Misconduct Policy; and
 - UIC Student Disciplinary Policy.
2. During the investigation, both parties shall have the right to:
 - Provide names and contact information of witnesses;
 - Present information/materials to support their respective positions;
 - Be accompanied by an advisor or advocate to any meetings;
 - Inspect and review, subject to applicable privacy laws, the statement of facts, witness statements, documents, and/or other information submitted or collected as part of the investigation; and
 - Offer corrections or rebuttals to the Statement of Facts, witness statements, documents and/or other information submitted or collected as part of the investigation; and
 - Decline to participate.
3. Upon conclusion of the investigation, both parties shall receive:
 - a. Simultaneous written notice, subject to applicable privacy laws, a summary of the following:
 - i. allegations;
 - ii. the information and materials considered during the investigation,
 - iii. the Investigator's recommendation as to whether or not the alleged conduct constitutes a violation of the UIC policy on Sexual Misconduct,
 - iv. The basis for the recommendation, and
 - v. Any recommended actions.
 - b. Option to inspect and review, subject to applicable privacy laws, the investigation report.

Additional Information on Procedural Rights during a Title IX Investigation

Voluntary Participation in the Investigation

Participation in the investigation is voluntary. A refusal or failure to respond or participate in the investigation will not be construed as a retraction of initial allegations (by Reporting Party) or an

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admission of wrongdoing (by Responding Party), nor will it prevent the investigation from moving forward. UIC will take reasonable steps to reach the Reporting Party, Responding Party, and witnesses before proceeding in the absence of any one of them.

Presence of Advisor or Advocate

At their respective meetings with the Investigator, the Reporting Party and the Responding Party may have an advisor or advocate present while being interviewed. Reporting Party and Responding Party may select their own advisor or advocate (e.g., a parent, a staff member, a union representative, an advocate provided through Campus Advocacy Network (CAN) for the Reporting Party, or an attorney). Advisors and advocates will be limited to advising and supporting the Reporting Party or Responding Party and will not have an active role in the meeting or investigation.

If either party intends to bring an attorney as an advisor, the party is requested to notify the Investigator at least five (5) business days in advance in order to allow the Investigator time to arrange for a representative from the Office of University Counsel to be present.

Past Dating or Sexual Relationship

Information about the Reporting Party's past sexual history with anyone other than the Responding Party will not be considered. Additionally, the mere fact of a previous consensual dating or sexual relationship between the parties does not, itself, imply consent to the act(s) under investigation or preclude a finding of sexual misconduct. The Investigator will make a recommendation of finding with respect to whether consent was given at the time of the incident under investigation based upon the definitions of consent within the policy and the guidance provided by federal and state legislation and regulations.

Standard of Proof

The Investigator's conclusions and recommendations will be determined using the preponderance of the evidence standard. The preponderance of the evidence standard requires the Investigator to recommend whether it is more likely than not that the alleged conduct constitutes a violation of the UIC Sexual Misconduct Policy.

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 violation against a student making a good faith report of sexual misconduct.

Retaliation

UIC prohibits retaliation against those who, in good faith, report or disclose an alleged violation of the Prohibition of Sex Discrimination, Sexual Harassment, and Sexual Misconduct policy, file a complaint of discrimination or harassment, or otherwise participate in a complaint resolution procedure. Any report of retaliation – including by third parties – will be taken seriously and reviewed as a separate violation under the Prohibition of Retaliation Following Claims of Unlawful Discrimination policy.

Student Disciplinary Policy: Conduct Process

Students assume an obligation to conduct themselves in a manner compatible with UIC's function as an educational institution and suitable as members of the UIC community. The UIC Standards of Conduct, described in the Student Disciplinary Policy, outline the types of unacceptable behavior, including sexual misconduct, which may result in disciplinary action.

A. Student Conduct Complaint

Any member of the UIC community can file a complaint regarding student misconduct with the Office of the Dean of Students. Allegations of sexual misconduct will be referred to the Title IX Coordinator for investigation.

B. Student Rights

The Reporting Party and the Responding Party have similar rights throughout the student conduct process. A full description of Reporting Party and Responding Party rights is included under Addendum C: Student Rights for Sexual Misconduct Cases in the [Student Disciplinary Policy](#).

C. Multiple Student Responding Party's

In reviews of incidents involving more than one student Responding Party, the student conduct administrator in the Office of the Dean of Students will determine whether the reviews for each student are conducted separately.

D. Sexual Misconduct Hearings

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. The Reporting Party and the Responding Party are informed about the hearing procedures and the opportunity to present witnesses and other relevant information and to have an advocate or advisor participate in the hearing.

During the “presentation of the evidence” segment of the student conduct hearing, 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 recommended findings. In addition, other University departments may present information during the “presentation of evidence” segment of the hearing (i.e. Campus Housing, Campus Programs, Athletics).

E. Testimony and Evidence

In cases concerning accusations of sexual misconduct, past sexual history of any involved party will not be admitted in evidence or testimony unless directly relevant to the matter under consideration. The parties will not be allowed to personally cross-examine each other during a student conduct hearing.

If the Responding Party declines to present information on his/her own behalf, this will not be construed as evidence that favors the Reporting Party. If the Reporting Party declines to participate in the student conduct hearing, this will not be construed as evidence that favors the Responding Party.

F. Standard of Proof

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 board to determine whether or not it is more likely than not that sexual misconduct occurred.

G. Quorum

The quorum consists of four voting members of the Sexual Conduct Review Committee who have received training for sexual misconduct hearings.

H. Sanctions

If the hearing committee determines that a violation of the UIC Sexual Misconduct Policy occurred, it will determine appropriate sanctions. The sanctioning process for sexual misconduct is designed to eliminate the misconduct, prevent its recurrence, and remedy its effects, while supporting UIC's educational mission and Title IX obligations. Sanctions may also serve to promote safety or deter students from similar future behavior. Sanctions will take into consideration the gravity of the

student's actions and the student's entire conduct record at UIC and will be designed to (1) hold students accountable for their actions and the resulting or potential consequences of such actions, and (2) protect the safety of the UIC community.

Sanctions may include one or more of the following: warning, developmental sanction, recommended counseling, restitution and fines, failure or grade modification, UIC probation, suspension, dismissal, and expulsion. A full description of the sanctions is included in [Article V of the Student Disciplinary Policy](#).

I. Notification of Hearing Outcome

A written notice will be sent to both parties informing them about the outcome of the student conduct hearing. Notices will be sent to the students via email to the students' official UIC email address, U.S. Postal Service mail to the students' address located in the official records held by the Office of Admissions and Records, or hand delivered to each student.

The Responding Party will be informed about any sanctions imposed and provided information regarding the appeal process. The Responding Party will not be notified of the remedies offered or provided to the Reporting Party.

The Reporting Party will be informed regarding any sanctions imposed on the Responding Party, and other steps UIC has taken to end the sexual misconduct, eliminate the hostile environment, prevent its recurrence and, as appropriate, remedy its effects. The written notice will also provide information on the appeal process.

J. Appeals

Both parties have the right to appeal the hearing outcome and sanctions within five (5) calendar days after receiving the written notice of the hearing committee's finding. The request for an appeal must be accompanied by a statement stating the grounds for the appeal and the desired outcome, and include all relevant supporting evidence and documentation.

An appeal may be filed based upon the following grounds: (1) Procedural Error: A procedural error occurred in the handling of the complaint which substantially affected the outcome of the hearing; (2) New Evidence: new information exists that would substantially change the outcome of the finding; or (3) Sanction(s) Disproportionate with Violation(s): The sanction(s) imposed are substantially disproportionate to the severity of the violation(s) for which the student was found responsible. The Reporting Party and Responding Party will receive simultaneous notification of any change to the result of the disciplinary hearing, as well as when such results become final. The appeal process is described in the [Student Disciplinary Policy](#).

K. Status of Student Responding Party

In most cases, the status of a student Responding Party will not be altered and disciplinary sanctions will not be initiated until completion of the investigation, the student conduct hearing, or an appeal. Interim interventions may be initiated whenever there is evidence that a student or student organization may pose an ongoing threat (1) to the safety or well-being of one or more members of the UIC community, (2) to property within the UIC community, (3) or that disrupts or interferes with normal university life or functions. Refer to Interim Interventions below for more information.

Administrative holds affecting registration transactions, posting of degrees, and students' ability to acquire copies of their transcripts may be placed when students fail to fulfill terms of their disciplinary obligations. Such situations may include failure to respond to a written notice indicating a required meeting with a designated student conduct official and failure to complete disciplinary sanctions by an established deadline. This restriction normally will remain in effect until disciplinary obligations are met or adjudication of the matter is complete.

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When the outcome of a student conduct action is suspension from UIC, the student will not be allowed to register for classes during the period of the suspension. The restriction will not be removed, and the student will not be allowed to register until the stated period of suspension has expired and all disciplinary obligations are met.

Timeline

UIC strives to complete sexual misconduct investigations and any disciplinary proceedings within sixty (60) calendar days, excluding the time for appeals. There are, however, many factors that may affect the length of time needed to complete various portions of the resolution process fairly and equitably. These factors may include, but are not limited to:

- a) the number of Reporting Parties, Responding Parties, and alleged policy violations;
- b) the time it takes to submit/collect relevant information or evidence;
- c) the availability of witnesses;
- d) academic breaks and holidays; and
- e) delays resulting from an active police investigation.

Consequently, some complaints will be resolved before the designated time frame and some may require more time.

The Title IX investigation does not determine whether or not a crime has been committed, as that can only be determined through the criminal justice process.

Range of Protective Measures and Accommodations

Following an allegation of dating violence, domestic violence, sexual assault, or stalking, UIC may offer a range of protective measures and accommodations.

Interim Safety Measures

Interim safety measures will vary depending upon the facts of each case. Interim safety measures may include, but are not limited to:

- Directing the Responding Party to avoid all forms of contact (i.e. telephone, text, email, social media) with a specifically named individual(s) for a specified period of time
- Change of Campus Housing room assignment or removal/ban from Campus Housing
- Change of dining and/or parking arrangements
- Restriction on participation in student organizations and student/UIC activities
- Alteration in work or academic schedules to minimize contact between the parties
- Withdrawal from/retake a class without penalty
- Limitations on access to academic support services such as tutoring
- Restriction on access to UIC buildings/facilities
- Issuance of UIC No Contact Orders
- Providing an escort to ensure that the Reporting Party can move safely between work assignments, classes and activities
- Ensuring the Reporting Party and the Responding Party do not share workspaces, classes or co-curricular activities

Academic Accommodations

Academic accommodations include, but are not limited to:

- Working with advising staff to minimize the negative impact on their completion rate and financial aid

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- Arranging for extra time to complete assignments, projects or exams
- Arranging for test or class re-takes, or withdrawal from a class or the campus without an academic or financial penalty, to the extent possible
- Reviewing any sanctions imposed on the Reporting Party to determine if there may be a causal connection between those sanctions and the sexual misconduct experienced by the Reporting Party

Additional Individual and Community Safety Measures

Additional safety measures may be necessary to eliminate a hostile environment or create a safe environment for the UIC community. These may include, but are not limited to:

- Providing increased monitoring, supervision, or security at locations or activities where the sexual misconduct occurred
- Offering comprehensive, holistic victim/survivor services including medical, counseling, and academic support services, such as tutoring
- Training and retraining UIC employees on UIC's responsibilities to address allegations of sexual misconduct and interpersonal violence
- Developing additional materials on sexual misconduct and interpersonal violence
- Conducting additional bystander intervention and sexual violence prevention programs
- Re-issuing policy statements or taking additional steps that clearly communicate that UIC does not tolerate sexual misconduct or interpersonal violence and will respond to any and all reports of such behavior
- Conducting or re-conducting campus climate surveys
- Conducting targeted training for a specific group
- Obtaining Orders of Protection/No Contact Orders

RESOURCES FOR VICTIMS OF DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, SEXUAL HARASSMENT & STALKING

Following an allegation of dating violence, domestic violence, sexual assault, or stalking, UIC will provide written notification to students and employees about existing resources available within the institution and within the larger community that include: counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services available for victims.

University of Illinois at Chicago – Chicago Campus East & Chicago Campus West

On-Campus

Name	Website	Address	Phone
Office of the Vice Chancellor for Student Affairs	vcsa.uic.edu	Student Services Building, SSB 3010, 1200 West Harrison St, Chicago, IL	(312) 996-7140
Office of the Dean of Students	dos.uic.edu	Student Services Building, SSB 3030, 1200 West Harrison St., Chicago, IL	(312) 996-4857
Campus Advocacy Network (confidential advisor)	can.uic.edu	1101 W Taylor St, 3 rd Floor (Above Chicago Public Library), Chicago, IL	(312) 413-8206
Counseling Center (confidential)	counseling.uic.edu	Student Services Building, SSB 2010, 1200 W. Harrison St., Chicago, IL	(312) 996-3490
In-Touch Hotline	counseling.uic.edu/hotline.shtml	Student Services Building, SSB 2010, 1200 W. Harrison St., Chicago, IL	(312) 996-5535
Office for Access and Equity (Title IX Coordinator)	oae.uic.edu	Marshfield Avenue Building, MAB 717, 809 S. Marshfield Ave., Chicago, IL	(312) 996-8670
Gender and Sexuality Center	genderandsexuality.uic.edu	Behavioral Sciences Building, BSB 181, 1007 West Harrison St., Chicago, IL	(312) 413-8619
Wellness Center	wellnesscenter.uic.edu	Student Center East Building, SCE 238, 750 S. Halsted St., Chicago, IL	(312) 413-2120

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Student Legal Service	dos.uic.edu/studentlegalservices	Student Services Building, SSB 3030, 1200 W. Harrison St., Chicago, IL	(312) 996-9214
University of Illinois Hospital (forensic exams)	hospital.uillinois.edu	1740 West Taylor, Chicago, IL. 60612	(312) 996-7298
Family Medicine Center at the University Village Clinic (East Side)		University Village, 722 W Maxwell St., Suite 235, Chicago, IL 60607	(312) 996-2901
Family Medicine Center (West Side)		Outpatient Care Center (OCC), 1801 West Taylor St., Suite 4E, Chicago, IL. 60612	(312) 996-2901
Office of Student Financial Aid	financialaid.uic.edu	Student Services Building,SSB 800, 1200 W. Harrison St., Chicago, IL 60607	(312) 996-3126
UIC College of Medicine Office of Student Financial Aid		UIC College of Medicine (COM), COM 163, 808 S. Wood St., Chicago, IL. 60612-7301	(312) 413-0127
Office of International Services	ois.uic.edu	Student Services Building, SSB 2160, 1200 W. Harrison St., Chicago, IL	(312) 996-3121
UIC Police	police.uic.edu		

Off-Campus

Name	Services	Website	Address	Phone
Rape Victim Advocates (RVA)	Services include medical and legal advocacy as well as free counseling services. Provides medical advocacy to the UIC Emergency Room and surrounding area hospitals.	www.rapevictimadvocates.org	180 North Michigan Ave, Suite 600 Chicago, IL 60601	(312) 443- 9603
Mujeres Latinas En Accion	Serving Latina survivors of domestic violence and sexual assault and their families; offers advocacy and counseling. Spanish speaking services available.	www.mujereslatinasenaccion.org	2424 W. 21st Pl, Chicago, IL 60608	(773) 890-7676 Crisis Hotline: (312) 738-5358
The Center on Halsted	Serving Gay, Lesbian, Bisexual, & Transgender survivors of domestic violence and sexual assault. Offers advocacy and counseling.	www.centeronhalsted.org	3656 N. Halsted Ave, Chicago, IL 61357	(773) 472-6469
Apna Ghar	Legal, social, protective and support services for immigrant survivors of gender violence. Multilingual services available.	www.apnaghar.org	4350 N. Broadway 2nd Floor, Chicago, IL 60613	(773) 883-4663
Healthcare Alternative Systems Inc.- BASTA Domestic Violence Program	Serving multicultural survivors of domestic violence; offers advocacy and counseling. Spanish speaking services available. Fees are sliding scale to free.	www.hascare.org	2755 W Armitage Ave, Chicago, IL 60647	(773) 252-3100
Life Span Legal Services	Provides representation in civil court and advocacy in criminal court for domestic violence, stalking and sexual assault survivors. Fees are sliding scale to free.	life-span.org	70 E. Lake St, Suite 700, Chicago, IL 60601	(312) 408-1210

UIC Rockford Regional Campus

On-Campus

Name	Website	Address	Phone	
University Psychiatric Services	rockford.medicine.uic.edu/	1601 Parkview Ave, Rockford, IL 61107	(815) 395-5870	
Student Health Services			(815) 395-5870	
Assistant Dean for Student & Alumni Affairs, College of Medicine			(815) 395-5629	
Director of Student Affairs, College of Pharmacy			pharmacy.uic.edu/about/rockford-campus	(815) 395-5736
Director of Healthcare Compliance & Risk Management			N/A	(815) 395-5642
Human Resources			N/A	(815) 395-5864
Office for Access and Equity (Title IX Coordinator)	oae.uic.edu	Marshfield Avenue Building, MAB 717, 809 S. Marshfield Ave., Chicago, IL	(312) 996-8670	

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Off-Campus

Name	Website	Address	Phone
Rockford Sexual Assault Counseling	www.rsaonline.org	4990 E. State St, Rockford, IL 61108	(815) 636-9811
Rockford Police Department	www.rockfordil.gov/police.aspx	420 W State St, Rockford, IL 61101	(779) 500-6555
Rockford Memorial	www.rockfordhealthsystem.org	2400 N. Rockton Ave, Rockford, 61103	(815) 971-5000
Swedish American Hospital	www.swedishamerican.org	1401 E. State St, Rockford, 61104	(815) 968-4400
OSF St. Anthony Medical Center	www.osfhealthcare.org/saint-anthony	5666 E. State St, Rockford, 61108	(815) 226-2000
City of Rockford Human Services Dept.	www.rockfordil.gov/human-services.aspx	612 N. Church St, Rockford, IL 61103	(779) 348-7170
Remedies Renewing Lives	www.remediesrenewinglives.org	220 Easton Pkwy, Rockford, IL 61108	(815) 966-1285

UIC Rockford Regional Campus students may also use any of the on-campus resources available on Chicago Campus East and Chicago Campus West, including the UIC Title IX Coordinator who may be contacted at (312) 996-8670 or titleix@uic.edu.

UIC Peoria Regional Campus

On-Campus

College of Nursing	www.nursing.uic.edu/campus/peoria/#campus_overview	One Illini Dr, Peoria, IL	(309) 671-8464
College of Medicine	peoria.medicine.uic.edu/	One Illini Dr, Peoria, IL	(309) 671-3000
Office for Access and Equity (Title IX Coordinator)	oe.uic.edu	Marshfield Avenue Building, MAB 717, 809 S. Marshfield Ave., Chicago, IL	(312) 996-8670

Off-Campus

Name	Website	Address	Phone
The Center for Prevention of Abuse	www.centerforpreventionofabuse.org/	720 Joan Ct, Peoria, IL 61614	(309) 691-0551
State's Attorney's Office: Domestic Violence Division	peoriacounty.org/statesattorney/domestic-violence-division/	Peoria County Courthouse, 324 Main St, Peoria, IL 61602	(309) 672-6056
Domestic Violence Services	www.centerforpreventionofabuse.org/	720 Joan Ct, Peoria, IL 61614	(309) 691-0551
Family Justice Center	www.familyjusticecenter.org/	435 Hamilton Blvd, Peoria, IL 61602	(309) 676-4280
Order Protection Office		Peoria County Courthouse, 324 Main St, Room 614, Peoria, IL 61602	(309) 672-6074
Batterers Intervention Program	www.centerforpreventionofabuse.org	720 Joan Ct, Peoria, IL 61614	(309) 698-2874
OSF Saint Francis Medical Center	www.osfhealthcare.org/saint-francis	530 NE Glen Oak Ave, Peoria, IL 61637	(309) 655-2000
Unity Point Health Methodist	www.unitypoint.org/peoria/Default.aspx	221 NE Glen Oak Ave, Peoria, IL 61636	(309) 672-5522
Proctor Hospital		5409 N Knoxville Ave, Peoria, IL 61614	(309) 689-8603
Behavioral Health Services	www.unitypoint.org/peoria/services-behavioral-health.aspx	Outpatient Behavioral Health Services-All ages (309) 672-5609 Inpatient Child/Adolescent Services (309) 672-5600 Inpatient Adult Services (309) 672-4787	
Counseling Center at Proctor	www.unitypoint.org/peoria/counseling-center-at-proctor.aspx	5409 N Knoxville Ave, Peoria, IL 61614	(309) 689-6008

UIC Peoria Regional Campus students may also use any of the on-campus resources available on Chicago Campus East and Chicago Campus West, including the UIC Title IX Coordinator who may be contacted at (312) 996-8670 or titleix@uic.edu.

UIC Quad Cities Regional Campus

On-Campus

Office for Access and Equity (Title IX Coordinator)	oe.uic.edu	Marshfield Avenue Building, MAB 717, 809 S. Marshfield Ave., Chicago, IL	(312) 996-8670
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Comprehensive Policy – University of Illinois at Chicago

Off-Campus

Name	Website	Address	Phone
Unity Point Health Trinity Rock Island	www.unitypoint.org/quadcities/Default.aspx	2701 17th St, Rock Island, IL 61201	(309) 779-5000
Trinity Regional Health System		500 John Deere Rd, Moline, IL 61265	
Christian Care	www.christiancareqc.org	2209 3 rd Ave, P.O. Box 4176, Rock Island, IL 61204-4176	(309) 786-5734
Genesis Health System Hospital	www.genesishealth.com/	1401 W Central Park Ave, Davenport, IA 52804	(563) 421-1000
		3900 28 th Ave Dr, Suite 200, Moline, IL 61265	(309) 281-2840
Regional Campus Director, College of Nursing	www.nursing.uic.edu/campus/quad-cities	1515 5th Ave, Suite 400, Moline, IL	(309) 757-9467 x25
Vera French Community Mental Health Center	www.verafrenchmhc.org	1441 W. Central Park Ave, Davenport, IA 52804	(563) 383-1900

UIC Quad Cities Regional Campus students may also use any of the on-campus resources available on Chicago Campus East and Chicago Campus West, including the UIC Title IX Coordinator who may be contacted at (312) 996-8670 or titleix@uic.edu.

UIC Urbana-Champaign Regional Campus

On-Campus

Name	Website	Address	Phone
Counseling Center	counselingcenter.illinois.edu	610 E. John St, Champaign, IL 61820	(217) 333-3704 TTY: (217)
McKinley Health Center	mckinley.illinois.edu	1109 S. Lincoln Ave, Urbana, IL 61801	(217) 333-2701
Women's Resources Center	oir.illinois.edu/womens-center	703 S. Wright St, 2 nd Floor, Champaign, IL 61820	(217) 333-3137
UIUC Police	police.illinois.edu	1110 W. Springfield Ave., Urbana, IL 61801	(217) 333-1216
Office for Access and Equity (Title IX Coordinator)	oe.uic.edu	Marshfield Avenue Building, MAB 717, 809 S. Marshfield Ave., Chicago, IL	(312) 996-8670

Off-Campus

Name	Website	Address	Phone
Rape Advocacy, Counseling, & Education Services	www.cu-races.org	300 S. Broadway Ave, Suite 154A, Urbana, IL 61801	(217) 344-6298
Champaign Police Department	ci.champaign.il.us/departments/police/	102 N Neil St, Champaign, IL 61820	(217) 403-8700
Urbana Police Department	www.urbanailinois.us/police	400 S. Vine St, Urbana, IL 61801	(217) 384-2320
Champaign County State's Attorney Victim Advocacy	www1.co.champaign.il.us/statesatorney/VictimServicesfaq.php	101 E. Main St, Urbana, IL 61801	(217) 384-8625
Courage Connection	courageconnection.org	508 E Church St, Champaign, IL 61820	(217) 352-7151
Land of Lincoln Legal Assistance	lollaf.org	302 N. First St, Champaign, IL 61820	(217) 356-1351
Carle Foundation Hospital	carle.org	611 W. Park St, Urbana, IL 61801	(217) 383-3311
Presence Covenant Medical Center	www.presencehealth.org	1400 W. Park St, Urbana, IL 61801	(217) 337-2000
East Central Illinois Refugee Mutual Assistance Center	ecirmac.weebly.com	302 S. Birch St, Urbana, IL 61801	(217) 344-8455

UIC Urbana-Champaign Regional Campus students may also use any of the on-campus resources available on Chicago Campus East and Chicago Campus West, including the UIC Title IX Coordinator who may be contacted at (312) 996-8670 or titleix@uic.edu.

UIC Springfield Regional Campus

On-Campus

Name	Website	Address	Phone
UIS Health Services	www.uis.edu/healthservices	Business Services Building, BSB 20, One University Plaza, Springfield, IL 62703-5407	(217) 206-6676

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UIS Counseling Center (Confidential)	www.uis.edu/counselingcenter	Human Resources Building, HRB 64, One University Plaza, Springfield, IL 62703-5407	(217) 206-7122
UIS Women's Center	www.uis.edu/womencenter	Student Life Building, SLB 15, One University Plaza, Springfield, IL 62703-5407	(217) 206-7713
LGBTQ Resource Office	www.uis.edu/lgbtqa	Student Life Building, SLB 22, One University Plaza, Springfield, IL 62703-5407	(217) 206-8316
UIS Police	www.uis.edu/police	University Police Department, One University Plaza, Springfield, IL 62703-6407	(217) 206-7777
Office for Access and Equity (Title IX Coordinator)	oae.uic.edu	Marshfield Avenue Building, MAB 717, 809 S. Marshfield Ave., Chicago, IL	(312) 996-8670

Off-Campus

Name	Website	Address	Phone
Prairie Center Against Sexual Assault	www.prairiecasa.org	3 W Old State Capitol Plaza, Springfield, IL 62701	(217) 744-2560
Sojourn Shelter and Service, Inc.	www.sojournshelter.org	1800 Westchester Blvd, Springfield, IL 62704	(217) 726-5200
St. Joseph's Hospital Emergency Room	www.st-johns.org	800 E Carpenter, Springfield, IL 62704	(217) 788-3030
Memorial Medical Center Emergency Room	www.memorialmedical.com	800 N Rutledge, Springfield, IL 62704	(217) 788-3030

UIC Springfield Regional Campus students may also use any of the on-campus resources available on Chicago Campus East and Chicago Campus West, including the UIC Title IX Coordinator who may be contacted at (312) 996-8670 or titleix@uic.edu.

Community Resources

Name	Website/Contact Information
Rape, Abuse and Incest National Network	www.rainn.org
Department of Justice	www.justice.gov/ovw/sexual-assault
Department of Education, Office of Civil Rights	www2.ed.gov/about/offices/list/ocr/index.html
National Coalition Against Domestic Violence	www.ncadv.org
Stalking Resource Center (National Victims of Crime Center)	victimsofcrime.org/our-programs/stalking-resource-center
Sexual Assault Hotline	(800) 656-HOPE (4673)
Domestic Violence Hotline	(866) HELP4DV (435-7438)
Help on Domestic Violence	(877) 863-6338 TTY: (877) 863-6339