

FREQUENTLY ASKED QUESTIONS

University of Illinois Policy: “Prohibition of Sex Discrimination, Sexual Harassment, and Sexual Misconduct, and Related Activities and Educational Programs”

1. How often do I need to complete the education program on sex discrimination, sexual harassment, and other sexual misconduct (including sexual assault, sexual violence, and sexual abuse)?

University policy requires education on sex discrimination, sexual harassment, and other sexual misconduct (including sexual assault, sexual violence, and sexual abuse) be provided by the campus at least once every three years. You will be required to complete the education program on the schedule maintained by your campus.

2. Is the education program on sex discrimination, sexual harassment, and other sexual misconduct (including sexual assault, sexual violence, and sexual abuse) different from the Abused and Neglected Child Reporting Act (ANCRA) education program?

Yes, the education program on sex discrimination, sexual harassment, and other sexual misconduct (including sexual assault, sexual violence, and sexual abuse) is separate and distinct from the ANCRA education program.

3. When do I need to participate in the sex discrimination, sexual harassment, and other sexual misconduct (including sexual assault, sexual violence, and sexual abuse)?

The Equal Opportunity Offices on each campus will be setting up a schedule for all employees to participate. They will contact you or your department when you need to complete it.

4. I already participated in a program that sounds similar to this. Do I need to retake it?

Many employees have already participated recently in this education program and have fulfilled their requirements under the University policy. The Equal Opportunity Office on your campus will let you know if your obligation has already been met.

5. Is this education program the same for each campus?

The Equal Opportunity Offices at each campus develop and offer the programs. While the material will be similar, it may not be exactly the same.

6. Is the education program on sex discrimination, sexual harassment, and other sexual misconduct (including sexual assault, sexual violence, and sexual abuse) offered online?

The education program on sex discrimination, sexual harassment, and other sexual misconduct (including sexual assault, sexual violence, and sexual abuse) is offered online. We expect the majority of

our employees to complete the online program. Arrangements will be made for classroom-based training for those individuals with no computer access in their workplace.

7. What if I do not have access to a computer?

Arrangements will be made for classroom-based training for those individuals with no computer access in their workplace.

8. What if I do not participate in the education program on sex discrimination, sexual harassment, and other sexual misconduct (including sexual assault, sexual violence, and sexual abuse)?

Failure to comply with the provisions of University policy related to education on sex discrimination, sexual harassment, and other sexual misconduct (including sexual assault, sexual violence, and sexual abuse) may result in discipline in accordance with University policy, up to and including termination of employment and/or dismissal from the University. Furthermore, knowingly making a false complaint under this policy, or knowingly providing false or intentionally misleading information during an investigation may also result in disciplinary action up to and including termination of employment and/or dismissal from the University.

9. My campus already has a Sexual Harassment policy in place. Does this policy take the place of my campus' policy?

No. Your campus might have policies or guidelines that are specific to sexual harassment and those are still in effect. The University of Illinois Policy: "Prohibition of Sex Discrimination, Sexual Harassment, and Sexual Misconduct and Related Activities and Educational Programs" was developed to provide a comprehensive sexual harassment program. The policies have been synchronized to allow for campuses to have flexibility to enforce their own procedures. If you have any questions about the content of your campus policies, please contact the appropriate office on your campus.

10. I already signed my "acknowledgement of understanding" which is required by the Abused and Neglected Child Reporting Act (ANCRA). Is this different from the training on sex discrimination, sexual harassment, and other sexual misconduct (including sexual assault, sexual violence, and sexual abuse)?

Yes, the ANCRA education program and acknowledgement form is separate and distinct from the education program on sex discrimination, sexual harassment, and other sexual misconduct (including sexual assault, sexual violence, and sexual abuse). The education program on sex discrimination, sexual harassment, and other sexual misconduct (including sexual assault, sexual violence, and sexual abuse) may reference ANCRA-related issues, but will not contain the acknowledgement of understanding as required by ANCRA.

11. If I have additional questions, whom should I contact?

The following offices are designated contacts under this Policy:

a) Police Services: For all emergencies, dial 911.

Office Name	Telephone Number	E-mail/Web Site
-------------	------------------	-----------------

<u>Chicago</u>		
UIC Police	911 or (312) 355-5555 (Emergency) (312) 996-2830 (Non-Emergency)	http://www.uic.edu/depts/police/index.html
<u>Urbana</u>		
Urbana Police	911 (Emergency) (217) 333-1216 (Non-Emergency)	http://www.dps.uiuc.edu/universitypolice/index.html
<u>Springfield</u>		
Springfield Police	911 or (217) 206-7777 (Emergency) (217) 206-6690 (Non-Emergency)	http://www.uis.edu/police/

b) Complaints of alleged misconduct by an employee or designated personnel

Office Name	Telephone Number	E-mail/Web Site
<u>Chicago</u> Office for Access and Equity	(312) 996-8670	oe@uic.edu http://www.uic.edu/depts/oe/Consultation.html
<u>Springfield</u> Office of Access and Equal Opportunity	(217) 206-6222	aeo@uis.edu http://www.uis.edu/aeo

<u>Urbana</u> Office of Equal Opportunity and Access	(217) 333-0885	oeoa@illinois.edu http://oeoa.illinois.edu/
---	----------------	---

c) Complaints of alleged misconduct by a Student

Office Name	Telephone Number	E-mail/Web Site
<u>Chicago</u> Office of the Dean of Students	(312) 996-4857	http://www.uic.edu/depts/dos/services.html
<u>Springfield</u> The Office of the Vice Chancellor for Student Affairs	(217) 206-6581	http://www.uis.edu/studentaffairs
<u>Urbana</u> The Office of The Vice Chancellor for Student Affairs	(217) 333-1300	http://studentaffairs.illinois.edu/contact/info.html

d) Policy Clarification and Interpretation

Office Name	Telephone Number	E-mail/Web Site
University Human Resources	(217) 333-2590	uihr@uillinois.edu http://www.hr.uillinois.edu/

e) Educational Programs and Resources

Office Name	Telephone Number	E-mail/Web Site
--------------------	-------------------------	------------------------

<u>Chicago</u> Campus Advocacy Network	(312) 413-8393	http://www.uic.edu/depts/owa/advocacy.html
Counseling Center	(312) 996-3490	http://www.uic.edu/depts/counseling/
InTouch Crisis Hotline	(312) 996-5535	http://www.uic.edu/depts/counseling/hotline.shtml
Employee Assistance Program	(312) 996-3588	NA
<u>Springfield</u> Counseling Center	(217) 206-7122	http://www.uis.edu/counselingcenter/
Employee Assistance Program	(866) 659-3848	https://nessie.uihr.uillinois.edu/cf/benefits/index.cfm?Item_id=482&rlink=1#Springfield
<u>Urbana</u> Counseling Center	(217) 333-3704	http://www.counselingcenter.illinois.edu/
Faculty/Staff Assistance Program	(217) 244-5312	http://fsap.illinois.edu/