NONDISCRIMINATION AND RETALIATION COMPLAINT RESOLUTION PROCEDURES

I. Preamble

The University of Illinois Chicago (hereinafter "University" or “UIC”) is committed to providing learning and working environments that are free from discrimination and harassment. The University’s Non-Discrimination Policy Statement prohibits discrimination and harassment against any person because of race, color, religion, sex, pregnancy, disability, national origin, citizenship status, ancestry, age, order of protection status, genetic information, marital status, sexual orientation including gender identity, unfavorable discharge from the military, and status as a protected veteran (“Protected Categories”). The University also prohibits retaliation pursuant to its Prohibition of Retaliation Following Claims of Unlawful Discrimination (“Retaliation Policy”).

The University will conduct a prompt, fair, and impartial investigation of complaints of Discrimination, Harassment, and Retaliation. If an individual is found to have violated the Non-Discrimination Policy Statement or Retaliation Policy, the University will take appropriate action to prevent recurrence of the Discrimination, Harassment, and/or Retaliation and take appropriate steps to correct its effects on the complainant and others. Individuals found responsible for Discrimination, Harassment, or Retaliation may be subject to disciplinary action, up to and including dismissal or termination.

II. Scope of Procedures

These Complaint Resolution Procedures (“Procedures”) govern the University’s process for responding to complaints alleging a violation of the University’s Non-Discrimination Statement or Retaliation Policy. Complaints may be filed by students, applicants, faculty, staff, employees, former students, former employees, or visitors of the University of Illinois Chicago.

Complaints involving sexual misconduct are addressed exclusively through the University’s Sexual Misconduct Policy and its related Comprehensive Policy and Procedures for Sexual Misconduct Grievance Process. These Procedures address claims of sex-based discrimination that do not constitute sexual misconduct.

Student and employee complaints of disability discrimination, including disability harassment, will be processed pursuant to these Procedures, which constitute the University’s Section 504 grievance procedures. Age or disability discrimination complaints filed by third parties are processed pursuant to the Public Formal Grievance Procedures.

For interpersonal conflicts that fall outside the scope of the University’s Non-Discrimination Policy Statement, students or employees may have access to other resources or problem-solving processes on campus, including those offered through their departments and units, Dispute Resolution Services, the Office of the Dean of Students, and negotiated grievance procedures in collective bargaining agreements.

Investigations under these Procedures may be implemented regardless of any concurrent criminal proceeding or administrative action pending in accordance with applicable University policies, procedures, and/or rules.

III. Key Definitions

A. Discrimination: Treating someone differently because of their membership in a Protected Category (or a perception that someone is a member of a Protected Category) in matters of admissions, employment, housing, services, or any other educational programs or activities of the University. Disparate treatment discrimination occurs when there has been an adverse impact on the individual's work or educational environment, individuals outside of the Protected Category have received more favorable treatment, and there is no legitimate, non-discriminatory reason for the action. Disparate impact discrimination occurs when a University policy, procedure, or rule adversely impacts persons in a Protected Category even though the policy, procedure, or rule is neutral on its face.

B. Harassment: Verbal or physical conduct (including conduct using technology) directed toward an individual because of their membership in a Protected Category (or a perception that someone is a member of a Protected Category) that has the purpose or effect of substantially interfering with the individual's educational or work performance, or creating an intimidating, hostile, or offensive working or academic environment. *Quid pro quo* harassment occurs where submission to or rejection of prohibited conduct is used, explicitly or implicitly, as the basis for decisions adversely affecting an individual's education, employment, or participation in a University program or activity.

In determining whether an intimidating, hostile, or offensive working environment exists, the University examines the context, nature, scope, frequency, duration, and location of incidents, as well as the relationships of the persons involved. Conduct that does not meet the definition of Harassment may still violate other policies, rules, and/or expectations for appropriate or professional conduct set by the University and, accordingly, may result in discipline as determined appropriate by the University.

Petty slights, annoyances, and isolated incidents (unless extremely serious) generally do not constitute Harassment. To constitute Harassment, the conduct must meet the definition set forth above. Examples of conduct that may rise to the level of Harassment are set forth below, but the list is not exhaustive:

- Verbal conduct such as use of epithets; derogatory remarks; comments or slurs; offensive, lewd, vulgar, or obscene remarks or jokes;
- Visual conduct such as displaying in a public area derogatory, lewd, vulgar, or obscene posters or cartoons; and
- Physical conduct such as assault, blocking normal movement, interfering with work, touching, or other unwelcome physical contact.

C. Retaliation: Taking materially adverse action against a person because the person made a good faith report of Discrimination or Harassment to OAE or an external agency or participated in the investigation or adjudication of such a report of Discrimination or Harassment. Examples of materially adverse actions in the academic context include issuing lowered or failing grades, preventing students from participating in extracurricular activities, or threatening expulsion.

Examples of materially adverse actions in the employment context include refusal to hire, denial of job benefits, warning or reprimand, denial of promotion, demotion, suspension, discharge, work-related threats, negative or lowered evaluations, transfers to less prestigious or desirable work, making false reports to government authorities, filing a civil lawsuit, requiring re-verification of work status, or taking adverse action against a participating individual's close family member.

D. Appeal: A written request by the Complainant and/or Respondent to reconsider a determination issued pursuant to these Procedures. Appeals are governed by Section XII of these Procedures.

E. Applicant: An individual who has applied for admission as a student or program participant, or for employment with the University of Illinois Chicago.

F. Business Days: Weekdays, excluding University holidays, semester breaks, and other days when classes are not in session.

G. Complainant: The individual(s) reported to be the recipient of conduct that could constitute a violation of the University's Non-Discrimination Policy Statement or Retaliation Policy. In situations when OAE proceeds with an investigation without a formal complaint, the individual alleged to have experienced the prohibited conduct will be considered the Complainant for purposes of notices and rights.

H. Employee: Any individual who performs services for the University in exchange for pay, benefits, or University affiliate status, including but not limited to: tenure and tenure track faculty, specialized faculty, academic professionals, visiting academic professionals, civil service personnel, extra-help personnel, academic hourly personnel, graduate assistants (including teaching assistants and research assistants), pre-professional graduate students, pre- and postdoctoral fellows, medical residents, and undergraduate and graduate hourly students.

I. Informal Resolution Process: The process for resolving complaints of Discrimination and/or Harassment outside of the formal investigative process. Informal resolutions are designed to facilitate a mutually satisfactory resolution. Examples of informal resolutions can include, but are not limited to, development of action plans, educational conversations, and mutually voluntary resolutions.

J. Interim Measures: Temporary, non-punitive actions taken prior to the completion of the informal or formal resolution process to address concerns regarding either party's safety or well- being, continued access to the University's employment or education programs and activities, the safety or educational or work climate for third parties on campus, and/or the integrity of the investigative or response process.

K. Investigator: An OAE staff person, or designee, assigned to investigate a complaint of Discrimination, Harassment, or Retaliation pursuant to these Procedures. The Investigator is neutral and does not act as an advocate for either party.

L. OAE: The Office for Access and Equity at UIC.

M. Respondent: The individual(s) or unit alleged to have violated the University's Non-Discrimination Policy Statement or Retaliation Policy.

IV. Submitting a Report

Individuals who believe that they have been subjected to Discrimination or Harassment in violation of the University's Non-Discrimination Policy Statement or Retaliation in violation of the Retaliation Policy should submit an online incident report to OAE via its online incident report form[1] or contact OAE at (312) 996-8670 or via email at oae@uic.edu. For individuals who require a reasonable accommodation in filing an incident report, please contact OAE for assistance at (312) 996-8670 or via email at oaeada@uic.edu.

While there is no time limit for reporting, the University strongly encourages prompt reporting so that a fair investigation can be conducted, and appropriate action taken in a timely manner. Former employees and students are encouraged to file incident reports within thirty (30) calendar days following the individual's last day of employment or enrollment with the University.

Individuals are encouraged to provide as much information as possible about the alleged Discrimination, Harassment, or Retaliation, including:

- The name(s) of the individual(s) alleged to have experienced the discriminatory, harassing, or retaliatory conduct (the Complainant);
- The name(s) of the individual(s) alleged to have engaged in the discriminatory, harassing, or retaliatory conduct (the Respondent);
- A description of the alleged discriminatory, harassing, or retaliatory conduct that forms the basis of the report;
- A list of the dates upon which the alleged discriminatory, harassing, or retaliatory conduct took place as well as any other relevant date(s); and
- The name(s) and contact information of any witnesses who might be able to verify the allegations, if applicable.

The incident report should also identify the Protected Category/Protected Categories at issue in the Discrimination and/or Harassment allegations.

Even absent an incident report or investigation request, if OAE is aware of suspected violations of the University's Non-Discrimination Policy Statement and/or Retaliation Policy, OAE may investigate to the extent possible and to the extent necessary to comply with applicable law.

V. Third-Party Reporting

[1] Online form hyperlink: https://oae.uic.edu/discriminationharassment/reporting/

Any individual may make a report of Discrimination, Harassment, or Retaliation. The report may be made without disclosing the identities of the parties involved. However, the University's ability to respond to a third-party report (i.e., a report about Discrimination/Harassment/Retaliation experienced by someone other than the person making the report) may be limited by the amount of information provided.

VI. Employee Reporting

All employees are strongly encouraged to report alleged Discrimination, Harassment, or Retaliation when they receive a report of such conduct from or witness such conduct directed at a member of the UIC community. The report should be made to OAE and should include all known details of the alleged Discrimination, Harassment, or Retaliation.

Employees with supervisory authority over other employees are required to report alleged incidents of Discrimination, Harassment, and Retaliation to OAE about which they have information, except mental health counselors or other employees with a professional license that requires confidentiality.

VII. Preliminary Assessment

After receiving an incident report alleging a violation of the Non-Discrimination Policy Statement or Retaliation Policy, OAE staff will typically schedule an initial meeting with the Complainant (if identified). The purpose of the meeting is to provide the Complainant with campus and community resources, explain the Complainant's rights and options under these Procedures, identify interim measures (when applicable), gather information about the reported conduct, and discuss whether the Complainant wishes to participate in an informal resolution and/or formal investigation or not proceed with any action.

After conducting the initial meeting with the Complainant and gathering any additional, necessary information, OAE will determine whether the conduct, as reported, falls, or could fall, within the scope of the Non-Discrimination Policy Statement or Retaliation Policy. If the report falls within the scope of the Non-Discrimination Policy Statement or Retaliation Policy and the Complainant wishes to proceed with a formal investigation or OAE determines the conduct poses a safety risk or risk of discrimination or harassment to others within the University community, OAE will initiate an investigation. When a matter proceeds to investigation, the incident report will constitute the formal complaint. If OAE determines that the report falls within the jurisdiction of a different University policy, procedure, or rule, it will refer the report to the appropriate campus office and notify the Complainant of the referral.

If OAE determines that the conduct alleged in incident report would not constitute a violation of the University's Non-Discrimination Policy Statement or Retaliation Policy even if proved, the incident report will be dismissed. The Complainant shall be directed to other University resources, as appropriate, and notified of the appeal rights set forth below.

VIII. Informal Resolution

If the Complainant requests to engage in an informal resolution process, OAE will defer or suspend the investigation process while the informal resolution process is pending. The University has several forms of informal resolution available, including conducting an educational conversation with the Respondent or referral to Dispute Resolution Services for mediation. Matters that are referred to Dispute Resolution

Services require the agreement of both parties to participate. If one party does not agree to participate, the matter will be returned to OAE for investigation.

If the Informal Resolution Process is initiated and results in a mutually agreed upon resolution, the matter will be closed. If a mutually agreed upon resolution is not reached, the investigation process will resume.

IX. Notice of Investigation

OAE will notify the Respondent in writing within seven (7) business days after assigning a complaint for investigation. Written notice to the Respondent will include a physical copy or link to these Procedures and sufficient details so that the Respondent may prepare for an initial interview with the Investigator, to include the identities of the parties involved, the conduct allegedly violating the Non-Discrimination Policy Statement or Retaliation Policy, and the date and location of the alleged incident(s) (if known). A copy of the Notice of Investigation will also be provided to the Respondent's supervisor and relevant department head or other appropriate leadership officer, as appropriate.

Should the University elect, at any point, to investigate allegations that are materially beyond the scope of the initial written notice, the University will provide a supplemental written notice describing the additional allegations to be investigated.

X. Rights of the Parties

During the investigation and resolution of a complaint, the Complainant and Respondent shall have equal rights. They include:

- The opportunity to speak on their own behalf.
- The opportunity to choose a support person to assist them with the investigation process and have that support person accompany them to any interview or meeting with the Investigator.
- Timely notice of meetings providing sufficient time to prepare for meaningful participation.
- The opportunity to identify witnesses who have information about the alleged conduct at issue.
- The opportunity to submit evidence on their behalf.
- The opportunity to submit relevant questions for the Investigator to consider posing to the other party and witnesses.
- The opportunity to review any information that will be offered by the other party in support of the other party's position (consistent with the Family Educational Rights and Privacy Act ("FERPA") and other applicable law).
- The right to be informed of the outcome of the investigation (consistent with FERPA and other applicable law).

- The opportunity to appeal the outcome of the investigation in accordance with Section XII of these Procedures.

XI. Investigation Process

OAE will determine the most effective method of investigating alleged violations of the University's Non-Discrimination Policy Statement and Retaliation Policy. In the normal course, an investigation will include: (a) interviewing the Complainant(s), the Respondent(s), and any other relevant individuals and witnesses, and (b) reviewing written statements, documents, records, and other relevant evidence.

After conducting investigatory interviews, the Investigator will send each party and witness a written summary of their own interview statement and invite them to submit a written response within five (5) business days. Unless an extension is granted from OAE, failure to respond within the deadline will be construed as the individual having no revisions, additions, or clarifications to the interview summary.

Both parties may submit information and documents and identify witnesses to the Investigator throughout the investigation. The Investigator will use their professional judgment to assess the relevance of the information submitted. The Investigator will share materials submitted by one party with the other party as the Investigator deems appropriate. In some instances, the Investigator may interview the Complainant, Respondent, and witnesses more than once.

The Investigator may consult others who may provide specific knowledge and who have no connection to the reported incident when expertise on a specific topic or submitted evidence is needed to gain a fuller understanding of the relevance or value of the evidence or the issue at hand or to provide factual detail relevant to the investigation.

The investigation is a party's opportunity to present testimonial and other evidence that the party believes is relevant to resolution of the allegations in the complaint. A party that is aware of and has a reasonable opportunity to present particular evidence and/or identify particular witnesses during the investigation, and elects not to, will generally be prohibited from introducing any such evidence or witness testimony during the appeal. The Investigator retains discretion to limit the number of witnesses interviewed during the investigation. The Investigator may choose not to interview individuals where the testimony would be unreasonably cumulative, if the individual does not have information relevant to the allegations at issue, or if the individual is offered to render testimony that is categorically inadmissible.

The University's ability to investigate a specific allegation, as well as the extent to which an allegation can be investigated, will be affected by any number of factors, including the nature of the allegations, the availability of evidence, whether the Complainant is willing to participate in an investigation, the location where the alleged conduct occurred, and UIC's access to information relevant to the alleged or suspected violation of this policy. UIC is nonetheless committed to fully investigating all alleged and suspected violations of the Non-Discrimination Policy Statement and Retaliation Policy.

A. Investigation Timeframe

OAE strives to complete an investigation within 90 business days after issuance of the notice of investigation, unless good cause exists to extend the period for investigation. Both parties will be

provided periodic updates of the status of the investigation and will be notified if the period for investigation has been extended.

B. Evidentiary Standard of Proof

The Investigator shall use the preponderance of the evidence standard (i.e., more likely true than not true) in reaching a determination as to whether the Respondent has violated the Non-Discrimination Policy Statement or Retaliation Policy.

C. Investigation Report

Once the fact-gathering portion of the investigation is complete, the Investigator will prepare an investigation report that sets forth the alleged potential violations of the Non-Discrimination Policy Statement or Retaliation Policy and a chronology of the investigation. The investigation report will include a summary of the Complainant's allegations, the Respondent's response to the allegations, witness statements, and other information gathered during the investigation. The investigation report will also include findings of fact, made under a preponderance of the evidence standard, and a determination with respect to each alleged policy violation. All findings of fact and determinations contained in the investigation report shall include a supporting rationale.

The investigation report will be sent to both parties along with notice of the procedures to file an appeal. A copy of the investigation report will also be sent to the Respondent's supervisor, relevant department head, or other appropriate leadership officer.

When a preponderance of the evidence supports a determination that the Non-Discrimination Policy Statement or Retaliation Policy has been violated, the matter will be referred for appropriate disciplinary and remedial action in accordance with relevant University policies, procedures, and/or rules.

When there is insufficient evidence to find a violation of the Non-Discrimination Policy Statement or Retaliation Policy, the complaint will be closed. Such a determination does not preclude further review or action by other administrative offices if the underlying conduct could constitute a violation of other University policies, procedures, and/or rules.

D. Allegations Must Be Made in Good Faith

If there is evidence that the incident report was submitted without a reasonable basis in fact and honest belief, the Investigator shall include that evidence in the investigation report. Such conduct could constitute a violation of the University's Code of Conduct and will be reported to the appropriate supervisor and relevant department head or other appropriate leadership officer for appropriate action, including possible disciplinary action.

XII. Appeals

A Complainant may appeal OAE's decision to dismiss a complaint when the dismissal was based on OAE's conclusion that the conduct alleged could not violate the University's Non-Discrimination Policy Statement or Retaliation Policy even if proved. Following an investigation, either party may appeal an OAE determination.

Appeals must be submitted to OAE, in writing via its online appeal form or via email at oae@uic.edu, no later than five (5) business days after OAE issues the notice of dismissal or investigation report. Either party may contact OAE at (312) 996-8670 with any questions about the appeal process.

An appeal must be based on one or more of the following reasons:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination was made that could affect the outcome of the matter;
- The Investigator(s) had a conflict of interest or bias for or against complainants or respondents generally or an individual Complainant or Respondent, which affected the outcome of the matter.

The appeal should indicate the specific grounds for the appeal, supporting arguments and documentation, and any other relevant information that the appellant deems relevant.

Upon receipt of the written appeal, OAE will provide written notice to the other party that an appeal has been filed and the other party may submit a written response to the appeal. Any written response must be submitted within five (5) business days after receiving notice of the appeal.

OAE will appoint an appeal officer to conduct a review of the relevant documents. The appeal officer will not be the same person as the Investigator(s) of the matter. Appeals are determined solely on the merits of the supporting arguments and documents submitted; therefore, documents should be as complete as possible.

The appeal officer is charged with deciding whether OAE's determination is eligible for review under the appeal procedures, and whether OAE's determination should be affirmed, overturned, or remanded based on the merits of the appeal. The appeal officer will render a written decision to the Complainant, the Respondent, the relevant leadership stakeholders, and OAE within fourteen (14) business days after receiving all relevant appeal materials.

The decision of the appeal officer cannot be appealed and represents the final decision under these Procedures.

XIII. Discipline and Corrective Action

Individuals who violate the Non-Discrimination Policy Statement or Retaliation Policy may be subject to disciplinary action, up to and including termination or dismissal. If a third party engages in Harassment, Discrimination, or Retaliation, the University will take appropriate corrective action, up to and including termination of the business relationship or limits on access to campus.

OAE does not determine or impose discipline or other sanctions. If an investigation determines that a violation of the University's Non-Discrimination Policy Statement or Retaliation Policy has occurred, the relevant University department or unit shall determine and take appropriate action. All corrective action and discipline will be imposed in accordance with applicable University policies, procedures, and/or

rules. Nevertheless, OAE will be notified of the disciplinary action and/or corrective action imposed, which will be documented in the OAE case file.

If the investigation does not result in a determination that the University's Non-Discrimination Policy Statement or Retaliation Policy has been violated, the University may still take other action if other unit or University policies, procedures, and/or or rules have been violated and/or when otherwise required based on institutional interests and needs.

XIV. Other Procedural Considerations

A. Modifications of these Procedural Guidelines

OAE may modify these Procedures in the interests of promoting full and fair resolution of suspected or alleged violations of the University's Non-Discrimination Policy Statement or Retaliation Policy in accordance with applicable law (e.g., during an investigation or appeal, timelines may be modified).

B. Support Persons

The Complainant and Respondent have the same opportunity to be accompanied to any related meeting by one person for support, guidance, and/or advice, provided that the support person complies with the guidelines outlined in these Procedures. The support person may not be a witness or a supervisor or department head who may be involved in addressing the outcome of an investigation. In cases involving multiple complainants or respondents, the support person cannot be another complainant or respondent. If the support person is an attorney, the Complainant or Respondent must provide OAE with the attorney's name and contact information at least two (2) business days prior to the party's scheduled meeting with OAE.

The support person's role is to provide support, guidance and/or advice only. The support person may not stand in place of either the Complainant or the Respondent or otherwise participate in the process. The support person may not: (1) address or question the Investigator, or other parties or witnesses; (2) present evidence or make arguments; or (3) have any role other than to accompany and communicate with the party requesting support, guidance, and/or advice. The Complainant or the Respondent may request a break during any meeting and/or proceeding to allow the Complainant or the Respondent to confer with their respective support person in private. Support persons are held to the same standards of confidentiality as other participants in the process.

The University reserves the right to remove or dismiss a support person who fails to follow these Procedures, in which case the party will be allowed to select a different support person.

The University may consider reasonable requests to reschedule a meeting or proceeding because a support person cannot be present; however, the University is not required to do so and will not do so if it unreasonably delays the process.

Witnesses are not allowed to bring a support person because of the confidential nature of the process. If, over the course of an investigation, the facts and allegations indicate that a witness should be

considered a co-complainant or respondent, that witness shall be so apprised and allowed to bring a support person to subsequent interviews.

C. Conflicts of Interest and Bias

All University officials participating in this process shall be free of any material conflicts of interest or material bias. A conflict of interest may arise if a participant, administrator, or Investigator has a significant professional or personal involvement with the facts or the parties to an investigation.

Any participant (other than relevant witnesses), administrator, or Investigator who has a conflict of interest in a matter subject to an investigation covered by these procedures, or a concern about a conflict on the part of another, shall report it to OAE's Associate Chancellor. The Associate Chancellor shall decide how to address the situation. If there is a conflict of interest involving the Associate Chancellor or successively higher-level administrators, the next higher-level administrator shall decide how to address the situation.

The failure of a party to timely raise a concern of a conflict of interest or bias may result in a waiver of the issue for purposes of any appeal.

D. Interim Measures

At any time after an incident report has been filed or, if no report has been filed, upon the initiation of an investigation of suspected violations of the University's Non-Discrimination Policy Statement or Retaliation Policy, OAE may work with the appropriate administrative offices to implement interim measures deemed necessary by OAE to protect the safety, security and/or educational opportunities of the Complainant and/or Respondent in the best interests of the University.

Interim measures include, but are not limited to, removing a student from campus housing or an employee from a particular work environment, modifying work or course schedules, issuing an interim suspension, administrative leave, and issuing a no-contact directive prohibiting the parties from having contact with each other.

The University reserves the right to implement an emergency removal of any member of the UIC community who is suspected or accused of violating the University's Non-Discrimination Policy Statement or Retaliation Policy or to take any other interim measures deemed appropriate, pending the outcome of an investigation, so long as such action is permitted by and taken in accordance with other applicable policies, procedures, and/or rules.

XV. Duty of Cooperation

All parties and witnesses have an obligation to cooperate and provide truthful information during investigations of alleged violations of the University's Non-Discrimination Statement and Retaliation Policy.

A Complainant's failure to participate (e.g., by failing to furnish information requested by the Investigator or to be available for interview by the Investigator) may affect the University's ability to investigate the matter and may result in the complaint being dismissed.

XVI. Confidentiality

The confidentiality and privacy of parties and witnesses to an investigation will be maintained to the greatest extent possible. The University will keep identifying information about complainants, respondents, and witnesses as confidential as possible, and such information will generally only be shared on a need-to-know basis with individuals who have a role in the investigation or resolution of a complaint or who are legally required to receive such information.

All participants (including Complainant(s), Respondent(s), witnesses, support persons, and administrators) involved in proceedings under these Procedures, or who otherwise gain knowledge about the matter subject to the proceedings, shall treat all information acquired, whether written or oral, as confidential, provided however, that the parties to a proceeding may share such information with their personal advisors, advocates, and representatives and as necessary to respond to the allegations.

The University requests that the parties, witnesses, and other University Community members with knowledge of the matter refrain from unnecessary disclosures of investigatory details and/or other complaint related information. Restraint of disclosure regarding details of the University's investigation provides the best opportunity for the University to obtain accurate, unbiased, uninfluenced recollections of events and/or otherwise known information from parties, witnesses, and others with knowledge of the matter. Disclosure of complaint and/or investigation information for the purpose of influencing and/or obstructing the University's investigation is prohibited.

XVII. Non-Retaliation

The University does not tolerate Retaliation in any form against any person who: brought a claim of Discrimination, Harassment or Retaliation; participated in an investigation pursuant to these Procedures; or who in good faith has opposed a practice the individual reasonably believes constitutes Discrimination, Harassment, or Retaliation. Such conduct is prohibited and violates the Retaliation Policy. UIC will take prompt and fair action to investigate and address Retaliation using these Procedures.

XVIII. Free Expression and Academic Freedom

The University values freedom of expression, academic freedom, and the open exchange of ideas; the expression of controversial ideas and differing views is vital to university discourse. The University is equally committed to fostering a safe, healthy, and harassment-free environment for all members of its community, and firmly believes that these two legitimate interests can coexist. Discrimination, Harassment, and Retaliation against members of the University community are not protected expression or the proper exercise of academic freedom. The University will consider its commitment to free expression and academic freedom in the investigation of reports of Discrimination, Harassment, and Retaliation that involve an individual's statements or speech.

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