

Comprehensive Policy and Procedure on Sex Discrimination, Including Harassment¹

I. Statement of Policy

The University of Illinois Chicago (“University”) does not discriminate on the basis of sex and prohibits discrimination on the basis of sex including harassment in any education program or activity that it operates, as required by Title IX and other laws, including in admission and employment.

Discrimination on the basis of sex, which will hereafter be referred to as “Sex Discrimination,” includes:

- Discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity; and
- Sex-based harassment including both
 - Sexual harassment including specific offenses such as sexual assault, dating violence, domestic violence, and stalking, and
 - Other harassment on the basis of sex.

The University prohibits and will not tolerate Sex Discrimination of any kind, of or by students, employees, or others in its educational programs and activities, including in admissions and employment, and will take action to provide appropriate remedies when such conduct is determined to have occurred. The University is committed to providing an educational and work environment free of all forms of Sex Discrimination. In furtherance of this commitment, the University will impose appropriate sanctions and take corrective and remedial action to address discriminatory conduct and/or will respond to all reports or complaints of Sex Discrimination consistent with this Policy and Procedure.

II. Public Notice

The University does not discriminate on the basis of sex and prohibits Sex Discrimination in any education program or activity that it operates, as required by Title IX and its regulations, including in admissions and employment.

Inquiries about Title IX may be referred to the University’s Title IX Coordinator, the U.S. Department of Education’s Office for Civil Rights, or both. The University’s Title IX Coordinator is

¹ This Comprehensive Policy and Procedure, Including Harassment, is effective August 1, 2024. For incidents that occurred prior to August 1, 2024, use definitions located on the Comprehensive Policy and Procedures for Sexual Misconduct Grievance Process located [here](#).

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This Comprehensive Policy and Procedure on Sex Discrimination, Including Harassment, can be located on the University website [here](#)².

To report information about conduct that may constitute Sex Discrimination, including any form of sex harassment, please use the form available on the University website [here](#)³.

III. Title IX Coordinator

The University's Title IX Coordinator is responsible for and authorized to coordinate the University's efforts to comply with and carry out its responsibilities under Title IX, which prohibits Sex Discrimination in education programs and activities for institutions that receive federal financial assistance, as well as retaliation for the purpose of interfering with any right or privilege protected by Title IX. The Title IX Coordinator also oversees the University's response to all reports and complaints of Sex Discrimination, including harassment, to monitor outcomes, identify any patterns, and assess their effects on the campus climate. The Title IX Coordinator evaluates requests for confidentiality by those who report or complain about Sex Discrimination, including harassment, in the context of the University's responsibility to provide a safe and welcoming campus environment for all students free from Sex Discrimination. The Title IX Coordinator is also responsible for effective implementation of any supportive measures or remedies for Sex Discrimination, including harassment, and for overseeing the University's recordkeeping obligations under Title IX.

The Title IX Coordinator may appoint designees to assist in the implementation of their functions.

IV. Confidentiality

All individuals engaged in the administration or execution of this grievance procedure shall keep confidential the identity of any individual who has made a report of Sex Discrimination, any Complainant, any Respondent, and any witness, except (i) as may be permitted by the Family Educational Rights and Privacy Act (FERPA) and its implementing regulations, or (ii) as required by law, or to carry out the purposes of this grievance procedure, including but not limited to the conduct of any investigation, hearing, or judicial proceeding arising thereunder, and implementation or enforcement of supportive measures, remedies, or disciplinary sanctions.

² <https://sexualmisconduct.uic.edu/wp-content/uploads/sites/33/2022/08/2022.08.15.Comprehensive-Policy-and-Procedures-for-Sexual-Misconduct-Grievance-Process.pdf>

³ https://cm.maxient.com/reportingform.php?UnivofIllinoisChicago&layout_id=33

The University prohibits Complainants, Respondents, Advisors, and other participants to the grievance process from unauthorized disclosure of information or evidence obtained solely through the grievance process. This prohibition does not restrict the ability of the Parties to obtain and present evidence, including by speaking to witnesses; consulting with their family members, confidential resources, or advisors; or otherwise preparing for or participating in the grievance procedures.

V. Responsible Employees/Mandatory Reporters

Employees who are not Confidential Advisors must notify the Title IX Coordinator when the employee has information about conduct that reasonably may constitute Sex Discrimination. Responsible Employees/Mandatory Reporters may report [here](#)⁴.

Confidential Advisors must explain their status as confidential for purposes of this policy and procedures, including circumstances in which the employee is not required to notify the Title IX Coordinator about conduct that may reasonably constitute Sex Discrimination to any person who informs them of such conduct. Confidential Advisors must also explain how to contact the Title IX Coordinator and how to make a complaint of Sex Discrimination and that the Title IX Coordinator may be able to offer and coordinate supportive measures, as well as institute an informal resolution process or an investigation under the grievance procedures.

VI. Contact Information / Where to Report

Those who believe they have been subjected to a violation of this Policy have the right to choose to report or not report incidents of Sex Discrimination to University officials, on-campus or local law enforcement, and/or confidential services, separately or simultaneously. A report may be made to the local police department; the University Police Department; the campus Title IX Coordinator; Dean of Students; Campus Advocacy Network (CAN), Counseling Center; or local and national crisis centers. Reporting may be anonymous, confidential, or made by a third party or bystander.

Anonymous reporting may limit the University’s ability to investigate (e.g., if the Complainant or Respondent cannot be identified).

Type of Report	To Whom to Report	How to Report
To report a crime off-campus	Chicago Police Department or local Police Department (Non-Confidential)	Call 911 if off-campus
To report a crime on-campus	UIC Police Department (Non-Confidential)	Call 312-355-5555 or x5-5555
To report Sex Discrimination	Title IX Coordinator, Office for Access and Equity (Non-Confidential)	Call (312) 996-8670 Email titleix@uic.edu or here ⁵

⁴ https://cm.maxient.com/reportingform.php?UnivofIllinoisChicago&layout_id=33

⁵ https://cm.maxient.com/reportingform.php?UnivofIllinoisChicago&layout_id=33

To report violations of the UIC Student Conduct Code / Student Disciplinary Policy not related to Sex Discrimination	Assistant Dean of Students, Office of the Dean of Students (Non-Confidential)	Call (312) 996-4857 Email dos@uic.edu or here ⁶
To explore your options or ask questions in a confidential setting with a Confidential Advisor	Campus Advocacy Network (CAN), Women’s Leadership & Resource Center (Confidential)	Call (312) 413-8206 Email can-appointment@uic.edu
To report an incident to a Campus Security Authority (CSA) for inclusion in the annual disclosure of crime statistics	A Campus Security Authority (Non-Confidential)	Visit ready.uic.edu/planning/clery-compliance-2/ to learn more about CSAs
To report anonymously or electronically	Reports are received by the Title IX Coordinator.	Submit the Anonymous (or Voluntary) Incident Reporting Form located at https://oae.uic.edu/report-a-problem/
<p>Upon receiving a report of an alleged violation of this policy and procedures, the University will provide the reported Complainant with their rights and options under this policy.</p> <p>Information on medical services and additional community-based, state, and national sexual assault crisis centers and additional resources, including counseling services or local and national crisis centers, are available in Appendix B.</p> <p>The Title IX Office and CAN may assist in filing a case with the local police.</p>		

Amnesty: A student who reports, in good faith, an alleged violation of this Policy & Procedure to a responsible employee will not receive a disciplinary sanction for student conduct violation(s), such as underage drinking or possession of a controlled substance, that is revealed in the course of such a report, unless the Dean of Students or designee, determines that the violation was egregious, including, without limitation, an action that places the health or safety of any other person at risk.

VII. Prohibited Conduct

A. Sex Discrimination

Discrimination on the basis of sex including on the basis of:

- Sex-based stereotypes
- Sex characteristics
- Pregnancy and related conditions
- Sexual Orientation
- Gender Identity

⁶ https://cm.maxient.com/reportingform.php?UnivofIllinoisChicago&layout_id=0

Discrimination is different treatment with respect to an individual's employment or participation in an education program or activity based, in whole or in part, upon the individual's actual or perceived protected characteristic that:

- a. Excludes an individual from participation in;
- b. Denies the individual benefits of; or
- c. Otherwise adversely affects a term or condition of an individual's participation in an educational program or activity.

Discrimination includes allegations of a failure to provide reasonable accommodations or modifications for pregnancy or related conditions.

In the limited circumstances in which Title IX law permits different treatment or separation on the basis of sex, the University must not carry out such different treatment or separation in a manner that discriminates on the basis of sex by subjecting a person to more than de minimis harm, except as permitted by the exceptions and corresponding regulations in the [U.S. Code](#).

B. Sex-Based Harassment

Sex-Based Harassment is a form of Sex Discrimination and means sexual harassment and other harassment on the basis of sex. Sex-Based Harassment includes the following:

1. Quid Pro Quo Sexual Harassment

A University employee, agent, or other person authorized by the University to provide an aid, benefit, or service under the University's education program or activity explicitly or impliedly conditioning the provision of an aid, benefit, or service on a person's participation in unwelcome sexual conduct.

2. Hostile Environment Harassment

Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the University's education program or activity. Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:

- i. The degree to which the conduct affected the Complainant's ability to access the University's education program or activity;
- ii. The type, frequency, and duration of the conduct;
- iii. The Parties' ages, roles within the University's education program or activity, previous interactions, and other factors about each Party that may be relevant to evaluating the effects of the conduct;
- iv. The location of the conduct and the context in which the conduct occurred; and
- v. Other Sex-Based Harassment in the University's education program or activity.

3. Specific Offenses

a. [Dating Violence](#)

Dating violence means violence committed against the victim by a person:

- i. who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- ii. where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - 1. the length of the relationship;
 - 2. the type of relationship; and
 - 3. the frequency of interaction between the persons involved in the relationship.

Dating violence does not include acts covered under the definition of domestic violence.

b. **Domestic Violence**

Domestic violence means any felony or misdemeanor crime(s) committed against the victim by a person who:

- i. Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of Illinois, or a person similarly situated to a spouse of the victim;
- ii. Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
- iii. Shares a child in common with the victim; or
- iv. Commits acts against a victim who is protected from those acts under the family or domestic violence laws of Illinois, including but not limited to, domestic battery, aggravated domestic battery, stalking, aggravated stalking, cyberstalking, sexual assault, and sexual abuse.⁷

c. **Sexual Assault**

Includes the following, which are classified as forcible or nonforcible sex offenses under the FBI’s Uniform Crime Reporting system (which may be updated from time to time and incorporated herein):

i. **Forcible Fondling**

Fondling is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim. Private body parts includes breast, buttocks, groin, and sex organs.

⁷ “Domestic Violence” includes the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal, psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who is a current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim; is cohabitating or has cohabitated with the victim as a spouse or intimate partner; shares a child in common with the victim; or commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of Illinois.

- ii. **Incest**
Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- iii. **Rape**
The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes attempted rape and assault with intent to commit rape.
- iv. **Sexual Assault with an Object**
Use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim.
- v. **Forcible Sodomy**
Oral or anal sexual intercourse with another person, without the consent of the victim.

d. **Sexual Exploitation**

Sexual Exploitation means the use of another person's nudity or sexual activity without consent for the purpose of sexual gratification, financial gain, or anyone's advantage or benefit other than the person whose nudity or sexual activity is being used. Sexual exploitation includes, but is not limited to:

- i. Observing, recording, or photographing nudity or sexual activity of one or more persons without their consent in a location where there is a reasonable expectation of privacy;
- ii. Allowing another to observe, record, or photograph nudity or sexual activity of one or more persons without their consent; or,
- iii. Otherwise distributing recordings, photographs, or other images of the nudity or sexual activity of one or more persons without their consent.

e. **Stalking**

Stalking means engaging in a course of conduct directed at a specific person based on sex that would cause a reasonable person to:

- i. Fear for the person's safety or the safety of others; or
- ii. Suffer substantial emotional distress.

For the purposes of this definition:

- i. **Course of conduct** means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third Parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

- ii. **Reasonable person** means a reasonable person under similar circumstances and with similar identities to the victim.
- iii. **Substantial emotional distress** means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

VIII. Consent

For the purpose of the University's Comprehensive Policy and Procedure on Sex Discrimination, Including Harassment, consent is defined as follows:

Consent means mutually understood words or actions indicating a freely given, informed agreement to engage in a particular sexual activity with a specific person or persons. Consent must be voluntarily given and cannot be the result of coercion. A person's lack of verbal or physical resistance or submission resulting from the use or threat of force does not constitute consent. A person's manner of dress does not constitute consent. A person's consent to past sexual activity does not constitute consent to future sexual activity. A person's consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another. A person can withdraw consent at any time.

A person cannot consent to sexual activity if that person is unable to understand the nature, fact, or extent of the activity or give knowing consent due to circumstances, including without limitation the following:

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

To be found responsible in a case involving a Complainant who could not consent to sexual activity, the Respondent must have known, or should have known, the Complainant was unable to understand the nature of the sexual activity or give knowing consent due to the circumstances. "Should have known" is determined using an objective, reasonable person standard. That is, would a reasonable person have recognized that the Complainant could not consent to the sexual activity.

IX. Retaliation

The University prohibits Retaliation by the University, students, employees, or other persons authorized by the University to provide any aid, benefit or service under the University's education programs and activities. Retaliation includes intimidation, threats, coercion, or discrimination for the purpose of interfering with any right or privileged secured by Title IX and these procedures because the targeted person(s) has reported, made a complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing, including informal resolution, under these procedures. This includes action taken or attempted against a bystander who intervened to stop or attempt to stop Sex-Based Harassment. Retaliation includes Peer Retaliation, which is retaliation by one student against another student.

X. Other Definitions

Additional definitions can be found in Appendix A.

XI. Supportive Measures

Supportive measures are non-disciplinary, non-punitive individualized services or interventions offered as appropriate and as reasonably available, without fee or charge to the Complainant or the Respondent before, during, or after the filing of a complaint or where no complaint has been filed. Such measures are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening either Party, including, but not limited to measures designed to protect the safety of all Parties or the University's educational environment; provide support during the University's grievance procedures or during an informal resolution process; or deter sex discrimination.

- Supportive measures may include without limitation changes to academic, living, dining, transportation and working situations. Examples include referrals for counseling; extensions of deadlines or other course-related adjustments; modifications of work or class schedules; use of campus escort services; issuing and enforcing mutual restrictions on contact between the Parties; changes in work or housing locations; voluntary leaves of absence; increased security and monitoring of certain areas of the campus; restriction to use a facility; and other similar measures.
- The University will maintain as confidential any supportive measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the supportive measures or to restore/preserve a Party's access to the University's education program or activity.
- The Title IX Coordinator or designee is responsible for coordinating the effective implementation of supportive measures.

Supportive measures may be denied, removed, or modified as deemed necessary by the Title IX Coordinator or designee. When a supportive measure is provided, denied, modified, or removed, the person who requested the supportive measure shall be provided with a timely opportunity to seek, from an appropriate and impartial employee, modification or reversal of the University's decision to provide, deny, modify, or terminate supportive measures applicable to them. The impartial employee shall be someone other than the employee who made the challenged decision and shall have the authority to modify or reverse the decision if the impartial employee determines that the decision to provide, deny, modify, or terminate the supportive measure was inconsistent with this definition of supportive measure. Either Party may also request modification or termination of supportive measures applicable to them if circumstances materially change.

The University may re-assess supportive measures needed to maintain access to the education program or activity at any time if it determines additional supportive measures are necessary.

XII. Resources

See Appendix B

XIII. [Emergency Removal and Administrative Leave](#)

The University may remove a student Respondent from the University's education program or activity on an emergency basis. Any such removal will be based on an individualized safety and risk analysis that determines that the Respondent poses an imminent and serious threat to the health or safety of a Complainant or any students, employees, or other persons arising from the allegations of Sex Discrimination justifying removal. Immediately after the removal, the University will provide Respondent with notice and an opportunity to challenge the decision.

The University may place an employee Respondent (to include employees who are paid or unpaid, and volunteers) on administrative leave during the pendency of the applicable grievance process, subject to applicable laws, regulations, collective bargaining agreements, and policies.

XIV. [Dismissal of a Complaint](#)

- A. The University may dismiss a complaint of Sex Discrimination in whole or in part, if:
1. The University is unable to identify the Respondent after taking reasonable steps to do so;
 2. The Respondent is not participating in the University's education program or activity and is not employed by the University;
 3. The Complainant voluntarily withdraws any or all allegations in the complaint, the Title IX Coordinator declines to initiate a complaint, and the University determines that, without the Complainant's withdrawn allegations, the conduct that remains alleged in the complaint, if any, would not constitute Sex Discrimination under this Comprehensive Policy and Procedure on Sex Discrimination, Including Harassment; or
 4. The University determines the conduct alleged in the complaint, even if proven, would not constitute Sex Discrimination.
- B. Upon dismissal, the University will promptly notify the Complainant of the basis for the dismissal. If the dismissal occurs after the Respondent has been notified of the allegations, then the University will also notify the Respondent of the dismissal and the basis for the dismissal concurrently with notification to the Complainant. The notice will include the availability of the appeal procedure.
- C. The University will provide appropriate supportive measures following any dismissal.
- D. The Title IX Coordinator will take other prompt and effective steps to ensure Sex Discrimination does not continue or recur within the University's education program or activity.

XV. [Investigation Procedures--Generally](#)

A. Preliminary Assessment

After a report is filed, OAE will determine in a preliminary assessment if OAE has jurisdiction over the alleged complaint. OAE will determine the most effective method of investigating alleged violations of the University's Comprehensive Policy and Procedures on Sex Discrimination, Including Harassment. Upon initiation of the Investigation process under these procedures, notice will be provided to all Parties whose identities are known.

B. Presumption Respondent Not Responsible

The Respondent is presumed not responsible for the alleged Sex Discrimination until a determination is made at the conclusion of the University's procedures as described herein.

C. Consolidation

The University may consolidate complaints of Sex Discrimination against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one Party against another Party, when the allegations of Sex Discrimination arise out of the same facts or circumstances. If one of the Complaints to be consolidated is a Complaint of Sex-Based Harassment involving a student Complainant or Student Respondent, the procedures for investigating and resolving the consolidated Complaint must comply with the requirements found in Section XVI (Student Cases Involving Allegations of Sex-Based Harassment).

D. Notice of Investigation

Upon receipt of a Complaint of Sex Discrimination, and if the Complaint is not dismissed, the Title IX Coordinator will provide the following notice to the Parties who are known:

1. Notice of the University's Procedures, including any informal resolution process (if applicable)
2. Notice of the allegations of Sex Discrimination, including:
 - a. The identities of the Parties involved in the alleged Sex Discrimination, if known;
 - b. The conduct allegedly constituting Sex Discrimination;
 - c. The date and location of the alleged incident, if known;
3. Statement that retaliation is prohibited
4. Statement that the Parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence or an accurate description of this evidence. If a summary of the evidence is provided, then the Parties may equally access the evidence upon request of any Party.

If applicable to an investigation, an updated written notice will be provided to the Respondent of any additional allegations added after the initial notice to the Parties whose identities are known.

E. Investigation-General

The investigation will be adequate, reliable, and impartial. In the normal course, an investigation will include: (a) interviewing the Complainant(s) and the Respondent(s); (b) identifying, locating, and interviewing other relevant individuals and witnesses; and (c) reviewing written statements, documents, records, and other relevant evidence that is not otherwise impermissible. The Investigator is not required to follow any particular order for interviewing the Complainant, Respondent, or any witnesses. When the Decision Maker is not the Investigator and a Party's or witness's credibility is in dispute and the individual has information relevant to the determination of Sex Discrimination, the Decision Maker will meet with such individuals with disputed credibility to assess the same.

F. Burden

The burden is on the University to conduct an investigation that gathers sufficient evidence to determine whether Sex Discrimination occurred.

G. Evidence

Both Parties will have an equal opportunity to present evidence, both inculpatory and exculpatory, and witnesses to the Investigator throughout the investigation. The Investigator will use their professional judgment to assess the relevance and permissibility of the information submitted. In some instances, the Investigator may interview the Complainant, Respondent, and witnesses more than once.

The investigation is a Party's opportunity to present testimonial and other evidence, either inculpatory or exculpatory, that the Party believes is relevant and not otherwise impermissible to resolution of the allegations in the complaint. Both Parties will be given equal opportunity to do so. 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 Parties will be allowed an equal opportunity to access relevant and not otherwise impermissible evidence or an accurate description of the evidence and be given an equal opportunity to respond to the evidence or description.

It is important to preserve physical evidence where you believe a sexual assault, or any sexual misconduct occurred. If you choose to also obtain an order of protection or pursue this matter criminally, outside of this process, the physical evidence may assist in prosecution or obtaining an order of protection.

H. Objective Evaluation of Evidence

The Decision Maker will objectively evaluate all evidence that is relevant and not otherwise impermissible—including both inculpatory and exculpatory evidence—and provide credibility determinations not based on a person's status as a Complainant, Respondent, or witness.

I. Impermissible Evidence

The following types of evidence and questions seeking such evidence will be excluded from consideration as impermissible regardless of whether they are relevant:

1. Evidence that is protected under a privilege as recognized by Federal or State law or evidence provided to a Confidential Advisor, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality.
2. A Party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the Party or witness, unless the University

obtains that Party's or witness's voluntary, written consent for use in the University's grievance procedure.

3. Evidence that relates to the Complainant's sexual interests or prior sexual conduct, unless evidence about the Complainant's prior sexual conduct is offered to prove that someone other than the Respondent committed the alleged conduct or is evidence about specific incidents of the Complainant's prior sexual conduct with the Respondent that is offered to provide consent to the alleged Sex-Based Harassment or preclude determination that Sex-Based Harassment occurred.

J. Parties' Access to and Review of Evidence

The University will provide the Parties with an equal opportunity to access the evidence that is relevant to the allegations of Sex Discrimination and not otherwise impermissible through either access to such evidence or to an accurate description of such evidence. If the University provides a description of the evidence, then the Parties will have an equal opportunity to also access the relevant and not otherwise impermissible evidence upon request. The Parties will have a reasonable opportunity to review and respond to the evidence or description within 3 Days.

K. Consultation

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.

L. Limitations

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, but not limited to 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 the University's access to information relevant to the alleged or suspected violation of this policy.

M. Investigation Timeframe

OAE strives to complete an investigation within 90 Days after issuance of the notice of investigation, unless good cause exists to extend the period for investigation and notice is given to the Parties with the reason for delay. The Parties will be provided periodic updates of the status of the investigation and will be notified if the period for investigation has been extended. The University may extend the timeframes in this procedure on a case-by-case basis for good cause with notice to the Parties.

N. Concurrent Legal Investigations & Proceedings

Where appropriate, the Title IX Coordinator or Investigator may contact and cooperate with law enforcement.

The Title IX Coordinator or Investigator may, however, decide not to wait for the conclusion of any criminal or civil investigation or proceeding before initiating these procedures. The Title IX Coordinator or Investigator may determine that a temporary delay is needed where

the evidence gathering stage of the investigation under this Policy and Procedures is interfering with a police investigation. In such cases, the University simultaneously will provide written notice of the delay and the reason for it to the Complainant and the Respondent. As soon as it is appropriate to proceed, the Investigator will promptly notify the Parties and resume the investigation.

O. Equitable Treatment of Parties

The University will treat Complainants and Respondents equitably.

P. Conflict of Interest and Bias Prohibited

The University will designate a Title IX Coordinator, Investigator, and Decision Maker who does not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent. The Decision Maker may be the same person as the Title IX Coordinator or Investigator except where a University policy designates otherwise. The Title IX Coordinator may also serve as Investigator.

Q. Determination

Following the investigation and evaluation of all relevant and not otherwise impermissible evidence, the Decision Maker shall use the preponderance of evidence standard of proof to determine whether a violation of the University's Policy and Procedures on Sex Discrimination, Including Harassment, has occurred. The Decision Maker will notify the Parties in writing of the determination of whether Sex Discrimination has occurred including the rationale for such determination and the procedures for appeal, if applicable. The Title IX Coordinator shall coordinate the provision and implementation of remedies to a Complainant and other persons the University identifies as having had equal access to the University's education program or activity limited or denied by a policy violation, coordinate imposition of any disciplinary sanctions on a Respondent, including notification to the Complainant of any such disciplinary sanctions, and take other appropriate prompt and effective steps to ensure that Sex Discrimination under this policy does not continue or recur within the University's educational programs or activities.

Either Party may appeal a determination. If no appeal is timely filed, the determination will be deemed final, at which time, if the Respondent has been found to have not violated the policy, the matter will be closed. If the Respondent is found to have violated the policy, sanction(s) will be determined.

XVI. [Student Cases Involving Allegations of Sex-Based Harassment](#)

For cases involving Sex-Based Harassment where either the Complainant(s) or Respondent(s) are students, the procedures in Section XV (Investigation Procedures—Generally) will apply in addition to the following:

A. The Notice of Allegations shall be in writing and include:

1. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process;
2. A statement that a determination regarding responsibility is made at the conclusion of the grievance process;

3. Notice to the Parties that they may have an advisor of their choice, who can be, but is not required to be, an attorney;
4. Notice of the relevant prohibitions on knowingly making false statements or knowingly submitting false information during the grievance process; however, a determination of responsibility, alone is not sufficient to conclude that a Party made a false statement.
5. Confirmation that Parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence or an accurate description of the evidence

If, in the course of an investigation, the University decides to investigate additional allegations of Sex-Based Harassment by the Respondent toward the Complainant that are not in the initial written notice, the University will provide written notice of the additional allegations.

The written notice may be delayed to the extent that the University has reasonable concerns for the safety of any person as a result of providing this notice in order to address the safety concern.

B. Dismissal

In the event of a dismissal, notice of the dismissal shall be in writing and provide the basis for the dismissal.

In the event that a dismissal is based on the withdrawal of allegations by the Complainant, the Complainant's withdrawal must be in writing.

C. Adjudication

1. Student Respondent Cases: All Sex Discrimination cases involving a student Respondent shall be referred to the Dean of Students Office after the Investigator has completed their investigation, and the Student Disciplinary Policy, including the appeal process there, shall be followed. Additional information regarding the Office of the Dean of Students' Student Disciplinary Policy, hearing process, and appeals process can be found [here](#)⁸.
2. Non-student Respondent Cases: For cases with a non-student Respondent, the Decision Maker will have an opportunity to ask questions to Parties and witnesses during individual meetings. The Decision Maker will allow the Parties to propose questions for any Party or witness. The Decision Maker will ask the Party or witness the questions seeking relevant and not otherwise impermissible evidence and record (through transcription or audio or audiovisual recording) the response. The Decision Maker will provide the record of question responses to the Parties with a reasonable opportunity to ask follow-up questions. If a submitted question is unclear or harassing, the Decision Maker will give the Party an opportunity to revise the question.

D. Written Notice

The University shall provide written notice to the Parties of the date, time, location, participants, and purpose of all meetings or proceedings with sufficient time for the Party to

⁸ go.uic.edu/disciplinarypolicy

prepare to participate.

E. Advisor of Choice

The Parties will have the same opportunity to be accompanied to any meeting or proceeding by the Advisor of Choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of the Advisor of Choice for the Complainant or Respondent in any meeting or proceeding; however, the University may establish restrictions regarding the extent to which the advisor may participate in the grievance procedures, as long as the restrictions apply equally to the Parties.

F. Support Person

The Parties will have the same opportunity to be accompanied by not more than one support person other than the advisor of choice during any meeting or proceeding.

G. Expert Witness

The University may determine whether expert witnesses may be presented by the Parties.

H. Extensions

The University will allow for the reasonable extension of timeframes on a case-by-case basis for good cause with written notice to the Parties that includes the reason for the delay.

I. Parties' Access to and Review of Evidence

The University will provide Parties and their advisors with an equal opportunity to access the evidence that is relevant to the allegations of Sex-Based Harassment and not otherwise impermissible through either access to such evidence or to a written investigative report that accurately summarizes this evidence. If the University provides access to the investigative report, then the Parties and their advisors will have an equal opportunity to also access the relevant and not otherwise impermissible evidence upon request. The Parties will have a reasonable opportunity to review and respond to the evidence or investigative report prior to the determination of whether Sex-Based Harassment occurred. For cases in which a live hearing is held, the review opportunity will be in advance of the live hearing.

J. Weight of Evidence

A Decision Maker may choose to place less or no weight on statements by a Party or witness who refuses to respond to questions deemed relevant and not impermissible. The Decision Maker must not draw an inference about whether Sex-Based Harassment occurred based solely on a Party's or witness's refusal to respond to such questions.

K. Written Determination

The University will provide a written determination including the following to the Parties simultaneously, which will become final either on the date on which an appeal would no longer be considered timely or following an appeal decision upholding the determination, if an appeal is timely filed:

1. A description of the alleged Sex-Based Harassment;
2. Information about the policies and procedures that the University used to evaluate

the allegations;

3. The Decision Maker's evaluation of relevant and not otherwise impermissible evidence;
4. A determination of whether Sex-Based Harassment in violation of the University's Comprehensive Policy and Procedures on Sex Discrimination, Including Harassment, occurred;
5. When a finding of Sex-Based Harassment in violation of the University's Comprehensive Policy and Procedures on Sex Discrimination, Including Harassment, is made, any disciplinary sanctions the University will impose on the Respondent, and whether other remedies will be provided by the University to the Complainant, and when appropriate, other students identified by the University experiencing the effects of the Sex-Based Harassment; and
6. Procedures for the Parties to appeal the determination.

L. Appeals

1. Student Respondent Cases: Student Respondents and Complainants in such cases will have the appeal rights set out in the Student Disciplinary Policy.
2. Non-Student Respondent Cases: Parties will have the opportunity to appeal a determination under Section XVII (Appeals—Generally). The appeal notifications will be made in writing.

M. Informal Resolution

If informal resolution is appropriate, the University will provide the Parties with written notice of the offer to participate in Informal Resolution and the rights and responsibilities in the Informal Resolution Process.

XVII. Disciplinary Sanctions and Remedies

Following a determination of a violation of the University's Policy and Procedure on Sex Discrimination, Including Harassment, or a finding that an individual has engaged in Retaliation, the University may impose disciplinary sanctions, which may include sanctions for student Respondents set out in the Student Disciplinary Policy ranging from a warning to dismissal. Employee Respondents are subject to a range of sanctions from a warning to termination. Other Respondents are subject to a range of sanctions from a warning to a complete ban on participation in the University's education programs and activities. The University may also provide remedies, ranging from educational conversations through removal of contact with Respondent.

XVIII. Appeals—Generally

Unless specified otherwise for the type of complaint, a dismissal of a Complaint or any allegations therein, and a determination may be appealed by a Party in writing within 5 Days of receipt of the notice of dismissal or of receipt of the determination through notice (Appeal Form available [here](#)⁹) to the Title IX Coordinator on any of the following bases:

1. Procedural irregularity that would change the outcome of the matter;

⁹ https://cm.maxient.com/reportingform.php?UnivofIllinoisChicago&layout_id=66

2. New evidence that was not reasonably available at the time the determination regarding dismissal was made, that would change the outcome of the matter; and
3. The Title IX Coordinator, Investigator(s), or hearing officers(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent, which would change the outcome of the matter.

The University will notify the Parties of any appeal and include notice of the allegations if not previously provided to the Respondent.

The appeal procedure will apply equally for the Parties. The appeal Decision Maker will not have taken part in the investigation of the allegations or dismissal of the Complaint. The appeal Decision Maker shall provide the parties 5 Days to make a statement challenging or supporting the outcome. The appeal Decision Maker will review the appeal and notify the parties of a determination within 10 Days.

APPENDIX A

Supplemental Definitions

Bystander

Individual who observes or witnesses Sex Discrimination but was not involved as a Party.

Coercion

Coercion is the use of force, threats, intimidation, or severe or persistent pressure that would reasonably cause an individual to fear significant consequences if they refuse to engage in sexual contact. In evaluating whether Coercion was used, UIC will consider: (1) the frequency, intensity, and duration of the pressure; (2) the degree of isolation of the person being pressured; and (3) any actual or perceived power differential between the parties in the context of their respective roles within UIC. For example, when a person expresses a decision not to participate in a particular sexual activity, a decision to stop, or a decision not to go beyond a certain sexual interaction, continued pressure can become coercive.

Complainant

- (1) A student or employee who is alleged to have been subjected to conduct that could constitute Sex Discrimination; or
- (2) A person other than a student or employee who is alleged to have been subjected to conduct that could constitute Sex Discrimination and who was participating or attempting to participate in UIC's education program or activity at the time of the alleged Sex Discrimination.

Complaint

An oral or written request to UIC that objectively can be understood as a request for UIC to investigate and make a determination about alleged Sex Discrimination.

Days

Days means business days, excluding UIC holidays and semester breaks.

Decision Maker

A person or persons who makes a determination on the outcome of the investigation.

Disciplinary Sanctions

Consequences imposed on a Respondent following a determination that the Respondent violated UIC's prohibition on Sex Discrimination.

Evidence

Something (including testimony, documents, and tangible objects) that tends to prove or disprove the existence of an alleged fact.

Party/Parties

Either Complainant or Respondent.

Pregnancy or related conditions

- (1) Pregnancy, childbirth, termination of pregnancy, or lactation;
- (2) Medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or
- (3) Recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

Relevant

Related to the allegations of Sex Discrimination under investigation. Questions are relevant when they seek evidence that may aid in showing whether the alleged Sex Discrimination occurred, and evidence is relevant when it may aid a Decision Maker in determining whether the alleged Sex Discrimination occurred.

Remedies

Measures provided, as appropriate, to a Complainant or any other person UIC identifies as having had their equal access to UIC's education program or activity limited or denied by Sex Discrimination. These measures are provided to restore or preserve that person's access to UIC's education program or activity after UIC determines that Sex Discrimination occurred.

Respondent

A person who is alleged to have violated UIC's prohibition on Sex Discrimination.

Student

A person who has gained admission to UIC.

Witness

An individual who has direct or relevant knowledge of events, issues, or circumstances related to a Sex Discrimination investigation. Witnesses are encouraged to participate in the investigation process, but they are not guaranteed confidentiality or anonymity.

APPENDIX B

On Campus Non-Confidential Reporting Resources

Title IX Office at the Office for Access and Equity (All UIC Campuses)

Phone: 312-996-8670

Website: [Sex Discrimination Title IX](#)

Reporting: [Online Reporting Form](#)

809 S. Marshfield Avenue, Suite 717

Title IX Coordinator and Investigators are tasked with ensuring the University's compliance with Title IX of the Education Amendments Act of 1972, which prohibits sex-based discrimination in education programs and activities at institutions receiving federal financial assistance. They provide guidance, support, and resources to help students understand their rights and the procedures in place to protect them. Whether students need clarification on specific aspects of this sexual discrimination including harassment, assistance with addressing a concern, or information about available support services, the Title IX Office is there to offer expert advice and assistance, fostering a safe and inclusive educational environment.

UIC Police

Phone: 312-355-5555 (emergency) 312-996-2830 (non-emergency)

Website: [UIC Police](#)

943 W. Maxwell Street

The UIC Police are fully-sworn officers who serve the University, UI Health and surrounding community. UIC Police investigate, arrest, and assist in the prosecution of offenders. UIC Police will provide testimony for proceedings in criminal and student conduct hearings. UIC Police will transport individuals to the emergency room and court appearances. The UIC Police cooperate with investigations conducted by the Chicago Police Department.

When an individual files a complaint with the UIC Police, the police document the information in a report and discuss various options with the victim for further action. If the victim wants to press charges, a police report is created, the individual is informed about the criminal process and the police conduct a criminal investigation. If the police determine that the elements of a crime have been met, they forward the police report to the State's Attorney's office who determines if offenses will be prosecuted. A copy of the police report may also be submitted to the Title IX Coordinator.

The UIC Police inform victims about available victim assistance and advocacy resources at the Campus Advocacy Network (CAN) and counseling support available at the Counseling Center.

UIC Dean of Students

Phone: 312-996-4857

Website: [Dean of Students](#)

Reporting: [Online Reporting Form](#)

809 S. Marshfield Avenue, Suite 717

The [Office of the Dean of Students](#) offers several services to students. In addition to serving as the place to report student conduct complaints, the staff can provide information about campus support services. Various options include referrals to the Title IX Coordinator, Campus Advocacy Network, and the Counseling Center. Assistance is provided with supportive measures, including academic accommodations, campus/off campus living arrangements, parking assignments, health, and other safety concerns.

On-Campus Confidential Resources (Chicago)

On-Campus Confidential Services are required to provide the contact information for the Title IX Coordinator for any reports of sexual discrimination including harassment.

Campus Advocacy Network (CAN)

Phone: 312-413-8296 1200 West Harrison – 2010 SSB Website: can.uic.edu
Email: can-appointment@uic.edu

The Campus Advocacy Network (CAN) is an on-campus service center dedicated to providing confidential, anonymous, free services to UIC students, staff and faculty who have experienced sexual assault, domestic/dating violence, stalking and hate crimes. Our advocates are fully trained to state standards (40 hours sexual assault advocacy and 40 hours domestic violence advocacy) and have extensive training in stalking. They have many years of experience helping victims navigate systems they need to access on campus, including university administrative systems such as Title IX investigations and student conduct hearings, and off campus, including the criminal court system and the civil court system for obtaining Orders of Protection and No Contact Orders.

Family Medicine

East Side: Phone: 312-996-2901 722 W. Maxwell – 2nd Floor, Chicago. IL
West Side: Phone: 312-996-2901 1801 W. Taylor Street, Suite 4E, Chicago, IL

UI Hospital Emergency Room (Ask for a Sexual Assault Advocate)

Phone: 312-996-7298 1740 W. Taylor Street, Chicago, IL

Counseling Center (Students)

Phone: 312-996-3490 1200 West Harrison – 2010 SSB Website: [Counseling Center](#)

The UIC Counseling Center provides mental health services to UIC students. We provide a wide range of clinical services, outreach and educational programming, consultation, and professional training. Our staff is committed to social justice and proud to provide culturally-affirming mental health services to UIC's diverse student body.

InTouch Support and Crisis Hotline

Phone: 312-996-5535 Website: [Crisis Services](#)

The InTouch Hotline is a free crisis intervention, counseling, and referral service offered to UIC students and members of the greater Chicagoland area. The InTouch Hotline is staffed by student volunteers trained through the UIC Counseling Center Paraprofessional Program. Calls placed to the InTouch Hotline remain confidential and are treated in an objective, non-judgmental fashion.

Employee Assistance Service (Faculty and Staff)

Phone: 312-996-3588 Website: [EAP](#)

The Employee Assistance Program (EAP) provides free, professional, confidential assessments, short-term counseling, referrals, and follow-up for UIC employees and their families. A licensed clinical social worker is available for counseling support to all employees, faculty, and staff. The EAP is located on campus and is available to individuals or units in crisis.

Student Legal Services

Phone: 312-996-9214 Website: [Student Legal Services](#)

The Student Legal Service provides confidential legal assistance to students. The attorney can answer questions related to legal matters, provide information about legal proceedings, and assist students with appropriate referrals. The UIC Student Legal Service cannot represent students accused of violations of the Student Disciplinary Policy.

Medical Resources (Rockford)

UIC Rockford Student Medical Clinic

Phone: 815-395-5870 1601 Parkview Avenue Room N 115, Rockford, IL

Website: [Rockford Student Health and Wellness](#)

UIC Rockford – University Family Health (Located inside UW Health Swedish American Hospital)

Phone: 815-972-1000 1221 E. State Street, Rockford, IL

Mercy Javon Bea Hospital – Rockton

Phone: 815-971-5000 2400 N Rockton Avenue, Rockford, IL

Website: [Javon Bea Hospital](#)

Medical Resources (Springfield)

St. Johns Hospital

Phone: 217-544-6464 800 E Carpenter Street, Springfield, IL

Website: [St. Johns Hospital](#)

General Supportive Services On-Campus (Non-Confidential)

Gender and Sexuality Center

Phone: 312-413-3036

Website: [UIC Gender and Sexuality Center](#)

Wellness Center

Phone: 312-413-2120

Website: [UIC Wellness Center](#)

UIC Law School Counseling Center

Phone: 312-722-6932

Website: [UIC Law School Counseling Center](#)

Office of International Services

Phone: 312-996-3121

Website: [Office of International Services](#)

Campus Safety Resources

[UIC Safe App](#). UIC SAFE app is a **FREE** personal security tool that provides students, faculty and staff with added safety on the campus.

The app's user-friendly interface allows users to easily connect with friends and family to share their location in real-time as they walk. It allows direct and easy contact with dispatchers and first responders in case of emergencies and provides access to easy reporting forms, emergency guidelines and to a comprehensive list of support resources for students faculty and staff.

[Self-Defense for Women Workshop](#)

This free four-hour course is designed to introduce adult women participants (18 years and older) to basic techniques that she can use to defend herself physically and to win a fight in a dangerous or potentially lethal situation. This course focuses on building the student's confidence in her ability to defend herself, and in encouraging a defiant and aggressive attitude toward an attacker.

[UIC Night Ride](#)

The mission of the UIC Night Ride is to provide a SAFE and DEPENDABLE means for students, staff, and authorized visitors of the UIC community to move about within the boundaries of the represented service area after the cessation of our intracampus fixed-route transportation services.

[Walking Safety Escort](#)

This service is an alternative to walking alone at night, on and around campus. A member of the security team (Student Patrol or Police Officer) will be dispatched to your location. Escorts should be requested 10 to 15 minutes before your departure to allow for proper availability of security personnel.

To schedule a walking safety escort for the UIC main campus, please call (312)996-2830, 24 hours a day, 7 days a week.

To schedule a walking safety escort for the University of Illinois Chicago School of Law, please call (312)427-2730. Security walks to surrounding JMLS areas are typically available from 7:00 a.m. to 10:30 p.m., Monday through Friday, and 8:00 a.m. to 9:30 p.m. on Saturday and Sunday.

Local and State Resources

Resilience

(312) 443- 9603
180 North Michigan Avenue, Suite 600
Chicago, IL 60601

<https://www.ourresilience.org/>

Services include medical and legal advocacy as well as free counseling services. Provides medical advocacy to the UIC Emergency Room and surrounding area hospitals. All services are free.

Other Resilience Locations:

Austin Community Office
4909 W Division St. Suite 407
Chicago, IL 60651
Phone: 773-287-6057

Chicago Police Department Area North Detective Division Office
2452 W Belmont Ave.
Chicago, IL 60618
Phone: 312-744-0665

YWCA

YWCA Medical District Center
1340 S Damen Avenue Mezzanine Suite C
Chicago, IL 60608
Counseling: 312-733-2102
Legal Advocacy: 773-302-2044
Services include medical and legal advocacy as well as free counseling services and crisis intervention. Provides medical advocacy to surrounding area hospitals. All services are free.

Other YWCA Locations:

Parks-Francis YWCA (South Side)
6600 S. Cottage Grove
Chicago, IL 60637
Counseling: 312-733-2102
Legal Advocacy: 773-302-2044

YWCA Cynthia R. Lafuente Center (Logan Square)
2754 W. Fullerton
Chicago, IL 60647
Counseling: 312-733-2102
Legal Advocacy: 773-302-2044

YWCA Patterson and McDaniel Family Center (DuPage County only)
2055 Army Trail Rd. Suite 140
Addison, IL 60101
Phone: 630-790-6600
Counseling: 630-580-3128
Legal Advocacy: 630-790-6600

YWCA-South Suburban
320 W. 202 St. 2nd Floor

Chicago Heights, IL 60411
Counseling: 630-580-3128
Legal Advocacy: 708-754-0486

Mujeres Latinas En Accion

(773) 890-7676
2424 W. 21st Place
Chicago, IL 60608
www.mujereslatinassenaccion.org

Serving survivors of domestic violence and sexual assault and their families; offers advocacy and counseling. Spanish speaking services available. All services are free.

Other Mujeres Latinas En Accion Locations:

Brighton Park Office
4700 S. California
Chicago, IL 60632
Phone: 773-890-8620

West Suburban Office
7222 W. Cermak Road Suite 509
North Riverside, IL 60546
Phone: 704-442-1299

The Center on Halsted

(773) 472-6469
3656 N. Halsted Ave
Chicago, IL 60613
www.centeronhalsted.org

Serving Gay, Lesbian, Bisexual, & Transgender survivors of domestic violence and sexual assault. Offers advocacy and counseling. All services are free or sliding scale.

Apna Ghar, Inc.

(773) 883-4663
24 Hour Crisis (Phone): ((773) 334-4663
24 Hour Crisis (Text): (773) 899-1041
4350 N. Broadway 2nd Floor
Chicago, IL 60613
www.apnaghar.org

Multilingual domestic violence shelter, counseling, and advocacy for Asian women and children. All services are free

HAS - BASTA Domestic Violence Program

(773) 745-7107

5005 W. Fullerton Ave.
Chicago, IL 60639

www.hascares.org/programs/domestic-violence/

Serving survivors of domestic violence; offers advocacy and counseling. Spanish speaking services available. All services are free.

Life Span Legal Services

Legal Assistance: (312) 408-1210

Counseling: (847) 824-0382

24-Crisis Lines:

70 E. Lake Street Suite 600

Chicago, IL 60601

www.life-span.org

Provides information, legal representation in civil court, counseling and advocacy in criminal court for domestic violence, stalking and sexual assault survivors within Chicago and Suburban Cook County. Spanish and Polish speaking services available. Fees are free and confidential.

Between Friends

(773) 274-5232

24 Hour Hotline: (800) 603-4357

P.O. Box 608548

Chicago, IL 60660

<https://betweenfriendschicago.org/get-help/>

Provides free counseling and helps survivors of domestic violence find safety and healing, as well as legal support/services. Also, provides 24-hour battered women and homeless shelter referral service.

The Network (also known as the State of IL Domestic Violence Hotline)

(877) 863-6338

<https://the-network.org/>

Crisis safety planning and referrals to emergency housing and support services to survivors of domestic violence in Illinois. Services are available 24/7 in over 240 languages, and via text message.

Connections for Abused Women and their Children (CAWC)

(773) 489-9081

24 Hour Hotline: (773) 278-4566

<https://www.cawc.org/>

1116 N. Kedzie Avenue

Chicago, IL 60651

Provides individual and group counseling and court advocacy to survivors and children of domestic violence. Spanish speaking services are available. All services are free.

Ascend Justice

Order of Protection Clinic (Domestic Violence Courthouse)

(312) 325-9155

Remote OP Hotline: (312) 239-0413

<https://www.ascendjustice.org/> 555 W. Harrison Street Suite 1900

Chicago, IL 60607

Provides free civil legal assistance to low income individuals and families in Cook County for domestic violence.

Other Ascend Justice Legal/Extended Services Location:

177 N. State St., Suite 500

Chicago, IL 60601

Phone: (312) 971-5932

Domestic Violence Counseling Program (Metropolitan Family Services)

(773) 884-2235DV Crisis Line: (312) 986-4265

3843 W. 63rd St.

Chicago, IL 60629

Provides free individual, family and group counseling services for survivors and their families. Spanish speaking services are available.

National Resources

If you or someone you know has been sexually assaulted or is in an abusive relationship, help is available. In addition to the resources on your campus, the following organizations provide information, support, and resources to survivors of sexual and relationship violence, as well as those who want to help them.

[Select an organization to learn more about available resources.](#)

Changing Our Campus

[The Center for Changing Our Campus Culture](#) is an online resource of research, policies, and best practices to address sexual and relationship violence, and stalking, that is supported by the Department of Justice's Office on Violence Against Women.

FORGE

[FORGE](#) supports, educates, and advocates for the rights and lives of transgender individuals and their significant others, friends, family, and allies.

JED Foundation: Mental Health Resource Center

[JED Foundation: Mental Health Resource Center](#) provides essential information and resources to strengthen the mental and emotional health of young adults, and to prevent substance abuse and suicide.

Men Can Stop Rape

The [Men Can Stop Rape](#) site provides information on awareness and involvement programs, and resources for perpetrators and male survivors of sexual violence.

myPlan

[myPlan](#) is a tool to help someone with safety decisions if they are experiencing abuse in their intimate relationship.

National Sexual Violence Resource Center

Advocates at the [National Violence Hotline](#) are available 24/7 to talk confidentially with anyone experiencing relationship violence or an unhealthy relationship, or seeking resources or information. 1.800.799.SAFE (7233) 1.800.787.3224 (TTY)

National Network to End Domestic Violence

[The National Network to End Domestic Violence \(NNEDV\)](#) is dedicated to creating a social, political, and economic environment in which relationship violence no longer exists.

National Sexual Assault Hotline

The Rape, Abuse, and Incest National Network (RAINN) operates the [National Sexual Assault Hotline](#) at 1-800-656-HOPE (4673) in partnership with rape crisis centers across the nation, providing free, confidential advice 24/7. RAINN also provides helpful information for supporting friends or finding local counseling and advocacy organizations.

National Sexual Violence Resource Center

The [National Sexual Violence Resource Center](#) provides information and tools to prevent and respond to sexual violence.

National Suicide Prevention Hotline

The [National Suicide Prevention Lifeline](#) (1-800-273-8255) provides 24/7, free and confidential support for people in distress, prevention and crisis resources, and best practices for professionals.

National Women's Law Center

[National Women's Law Center](#) works to protect and promote equality and opportunity for women and families through legal and public policy efforts. They combat sex discrimination by providing information, resources, and referrals to legal professionals for those who have experienced sexual misconduct.

Office for Civil Rights

The Department of Education's [Office for Civil Rights](#) (OCR) enforces federal civil rights laws that prohibit discrimination in programs or activities that receive federal financial assistance. Questions and complaints regarding Title IX rights or violations may be referred to our Title IX Coordinator or to the [OCR](#).

Online: You may file a complaint with OCR using OCR's electronic complaint form at the following website: <http://www.ed.gov/about/offices/list/ocr/complaintintro.html>.

Mail or Facsimile: You may mail or send by facsimile information to the address or phone number available at [this link](#). You may use OCR's [Discrimination Complaint Form](#) or write your own letter. If you write your own letter, please include:

- The complainant's name, address and, if possible (although not required), a telephone number where the complainant may be reached during business hours;
- Information about the person(s) or class of persons injured by the alleged discriminatory act(s) (names of the injured person(s) are not required);
- The name and location (city and state) of the institution that committed the alleged discriminatory act(s); and
- A description of the alleged discriminatory act(s) in sufficient detail to enable OCR to understand what occurred, when it occurred, and the basis for the alleged discrimination.

Email: You may email OCR's [Discrimination Complaint Form](#) or your own signed letter to ocr@ed.gov. If you write your own letter, please include the information identified above.

For those without current email accounts, Internet access may be freely available from your local public library, and free email accounts are available from several large providers.

The OCR office for Illinois is located at:

Chicago Office

Office for Civil Rights
U.S. Department of Education
John C. Kluczynski Federal Building
230 S. Dearborn Street, 37th Floor
Chicago, IL 60604
Telephone: 312-730-1560
FAX: 312-730-1576; TDD: 800-877-8339
Email: OCR.Chicago@ed.gov

The OCR National Headquarters is located at:

U.S. Department of Education
Office for Civil Rights
Lyndon Baines Johnson Department of Education Bldg
400 Maryland Avenue, SW
Washington, DC 20202-1100

Telephone: 800-421-3481
FAX: 202-453-6012; TDD: 800-877-8339
Email: OCR@ed.gov

Protection Orders

WomensLaw.org provides state-by-state legal information on obtaining a protection order, and the Battered Women's Justice Project supports inter-jurisdictional enforcement of protection orders.

The National Coalition Against Domestic Violence

[The National Coalition Against Domestic Violence](http://TheNationalCoalitionAgainstDomesticViolence.org) works to raise awareness about domestic violence and to support those impacted by relationship violence.

Victim Rights Law Center

The [Victim Rights Law Center](http://VictimRightsLawCenter.org) provides legal services to sexual assault survivors, as well as education, housing, and employment resources.