HAVE YOU BEEN AFFECTED BY SEXUAL MISCONDUCT?

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

UIC is committed to providing a safe environment in which students and employees can achieve their goals. When individuals experience acts of sexual misconduct (including, but not limited to, sex discrimination, sexual harassment, gender-based harassment, sexual assault, stalking, dating violence, domestic violence), their sense of safety and trust is violated and this can significantly interfere with their success at the university. Our community expects that all interpersonal relationships and interactions – especially those of an intimate nature – are based upon values of mutual respect, dignity, responsibility, open communication, and clear consent.

Responding to incidents of sexual misconduct can be challenging, whether you are the person harmed or someone trying to help. All of us play a vital role in making our campus a respectful and safe place to learn, work, and live. The UIC Sexual Misconduct Policy has been developed to address all types of sexual misconduct. The Comprehensive Policy and Procedures for Sexual Misconduct Grievance Process can be reviewed online at http://sexualmisconduct.uic.edu/policy/.

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

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

Updated August 15, 2020
Option to Report

If you are a Survivor, Witness, Bystander, Third-Party to Sexual Misconduct...

You have the right to choose to report or not report the incident to the University, law enforcement, or confidential services, individually or simultaneously.

**Reporting to the University**

*Private/Non-Confidential*

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

**Office of the Dean of Students**
Office for Access and Equity
809 S. Marshfield Ave
Room 717 (M/C 602)
Chicago, IL 60612
(312) 996-8670

**Reporting to Law Enforcement**

*Private/Non-Confidential*

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

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

**Reporting to Confidential Advisors**

*Confidential*

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

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

Survivors have the option of seeking support and assistance through community organizations.

Outside agencies do not have the same obligations as the university to report or investigate incidents of sexual misconduct. These agencies also do not have authority to independently work with university departments to arrange academic accommodations, on-campus housing changes, access to university facilities, programs, or services and other on-campus interventions.

Chicago Rape Crisis Hotline - 1-888-293-2080
Chicago Domestic Violence Hotline - 1-877-863-6388
RAINN Hotline (Rape, Abuse, and Incest National Hotline) - 1-800-656-HOPE

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<thead>
<tr>
<th>Resilience (formerly Rape Victim Advocates)</th>
<th>(312) 443-9603</th>
<th>180 North Michigan Ave. Suite 600 Chicago, IL 60601</th>
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<tr>
<td>Services include medical and legal advocacy as well as free counseling services. Provides medical advocacy to the UIC Emergency Room and surrounding area hospitals.</td>
<td><a href="http://www.ourresilience.org/">www.ourresilience.org/</a></td>
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<tr>
<th>Mujeres Latinas En Accion</th>
<th>(773) 890-7676</th>
<th>2424 West 21st Place Chicago, IL 60608</th>
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<tr>
<td>Serving Latina survivors of domestic violence and sexual assault and their families; offers advocacy and counseling. Spanish speaking services available.</td>
<td><a href="http://www.mujereslatinasesnaccion.org">www.mujereslatinasesnaccion.org</a></td>
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<tr>
<th>The Center on Halsted</th>
<th>(773) 472-6469</th>
<th>3656 North Halsted Ave Chicago, IL 60613</th>
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<tr>
<th>Apna Ghar</th>
<th>(773) 883-4663</th>
<th>4350 North Broadway, 2nd Floor Chicago, IL 60613</th>
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<tr>
<td>Multilingual domestic violence shelter, counseling, and advocacy for Asian women and children.</td>
<td><a href="http://www.apnaghar.org">www.apnaghar.org</a></td>
<td>24-Hour Crisis Line: (800) 717-0757</td>
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<tr>
<th>Life Span Legal Services</th>
<th>(312) 408-1210</th>
<th>70 E. Lake Street, Suite 600 Chicago, IL 60601</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provides representation in civil court and advocacy in criminal court for domestic violence, stalking and sexual assault survivors.</td>
<td><a href="http://www.life-span.org">www.life-span.org</a></td>
<td>24-Hour Crisis Line: (847) 824-4454</td>
</tr>
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Right to Receive Assistance and Protection
**Notifying Law Enforcement**

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

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

**Accessing and Navigating Health Services**

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

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

**Requesting Supportive Measures**

You have the right to request supportive measures, including referrals to counseling, academic or course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, and/or changes in work or housing locations.

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

*Privacy and Confidentiality*

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

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

*Prohibition of Retaliation*

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

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

*Student Amnesty*

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

**Step 1**
- An intake meeting with the individual affected by sexual misconduct will be held following receipt of the report of alleged sexual misconduct to the Title IX Coordinator.
- If a formal complaint requesting a Title IX investigation is submitted and if Title IX sexual harassment is alleged, the Title IX Coordinator will issue a Notice of Investigation.

**Step 2**
- The investigators will schedule investigative interviews with Complainant and Respondent, collect evidence from the parties, and conduct interview with witnesses.

**Step 3**
- Upon completion of interviews and collection of documentation, the investigator will generate a report with a statement of facts. The Complainant and Respondent will be provided ten days to review the report and evidence, and provide feedback.

**Step 4**
- The Title IX Coordinator will then refer the formal complaint, the investigative report, and any written responses to the report submitted by the parties, to the respective hearing officer. The referral will be transmitted simultaneously to the Complainant, Respondent, and their advisors, if identified.

**Step 5**
- The respective hearing officer decision-maker will conduct a live hearing in accordance with UIC’s Comprehensive Policy and Procedures for Sexual Misconduct Grievance Process.

**Step 5**
- After the conclusion of the hearing, the hearing officer(s) will issue a written determination regarding Respondent’s responsibility by using the preponderance of evidence standard.

**Step 6**
- The parties may appeal the determination on the bases of procedural irregularity, new evidence not reasonably known, or conflict of interest. If an appeal is filed, an appeal officer will be assigned and determination will be issued in accordance with UIC’s Comprehensive Policy and Procedures for Sexual Misconduct Grievance Process.

*This summary applies only to allegations Title IX sexual harassment. For procedures related to allegations of other sexual misconduct, see Comprehensive Policy and Procedures for Sexual Misconduct Grievance Process.*