

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](#).

Donald Kamm, J.D.
Title IX Coordinator and Director – Office for Access and Equity
809 S. Marshfield Avenue
Chicago, IL 60612
(312) 996-8670
Email: titleix@uic.edu

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://oae.uic.edu/wp-content/uploads/sites/32/2024/07/PolicyandProcedureSexDiscriminationHarassmentAndAppendices.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 at go.uic.edu/disciplinarypolicy.
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 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](#)⁸) to the Title IX Coordinator on any of the following bases:

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

⁸ https://cm.maxient.com/reportingform.php?UnivofIllinoisChicago&layout_id=66

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.

XIX. [Violence Against Women Act Amendments Compliance](#)

These procedures are in compliance with the Violence Against Women Act (VAWA) Amendments, inclusive of 34 CFR 668.46(B)(11)(vii) and 34 CFR 668.46(k)(2) through (k) (3).

See Appendix C.

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](#)

Resources (Springfield)

UIS Counseling Center (Confidential)

Confidential Advisor Phone Number: 217-206-7122

UIS Health Services

Phone Number: (217) 206-6676

St. Johns Hospital

Phone: 217-544-6464

800 E Carpenter Street, Springfield, IL

Website: [St. Johns Hospital](#)

Memorial Medical Center

Emergency Room: (217) 544-6464

OSF St. Francis (Peoria)

Main Number: 309-655-2000

Prairie Center Against Sexual Assault

Confidential: (217) 744-2560

General Phone Number- (217) 744-2560

Sojourn Shelter & Services (Domestic & Dating Violence)

Confidential 24/7 hotline: (217) 726-5200

Illinois Coalition Against Sexual Assault (ICASA)

Confidential: (217) 753-4117

RAINN (Rape, Abuse & Incest National Network)

Confidential 24/7 hotline: 800-656-HOPE (4673)

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.mujereslatinasenaccion.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 works to raise awareness about domestic violence and to support those impacted by relationship violence.

Victim Rights Law Center

The Victim Rights Law Center provides legal services to sexual assault survivors, as well as education, housing, and employment resources.

APPENDIX C

Violence Against Women Act Compliance

Violence Against Women Act (VAWA) Amendments

The [2013 VAWA amendments](#) to the Clery Act established the first ever federal requirement for prevention programming and response procedures for the crimes of dating violence, domestic violence, sexual assault, and stalking as well as universal standards for disciplinary procedures at institutions of higher education. These requirements ensure that students and employees on college campuses can recognize these types of crimes, intervene safely, understand consent and what constitutes a healthy relationship, and receive due process when resolving complaints. The VAWA amendments also require institutions to include policy statements specific to dating violence, domestic violence, sexual assault, and stalking in their annual security report, outlining the procedures an institution will follow after an incident of dating violence, domestic violence, sexual assault, or stalking, and identify the rights and options available to survivors.

Student and Employee Rights and Options

When a student or employee reports to the university that the student or employee has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the university will provide the student or employee a written explanation of the student's or employee's rights and options, including:

- Procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred, including written information about –
 - The importance of preserving evidence that may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order;
 - How and to whom the alleged offense should be reported;
 - Options about the involvement of law enforcement and campus authorities, including notification of the victim's option to –
 - Notify proper law enforcement authorities, including on-campus & local police;
 - Be assisted by campus authorities in notifying law enforcement authorities if the victim so chooses; and
 - Decline to notify such authorities; and
 - Where applicable, the rights of victims and the institution's responsibilities for orders of protection, “no-contact” orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court or by the institution;
- Information about how the institution will protect the confidentiality of victims and other necessary parties, including how the institution will –
 - Complete publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the victim, as defined in section 40002(a)(20) of the Violence Against Women Act of 1994 (42 U.S.C. 13925(a)(20)); and
 - Maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures;
- Notification of existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community;

2024 Clery Report Content for VAWA Compliance (not including student conduct procedures)

- Notification of options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures. The institution must make such accommodations or provide such protective measures if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement.

Universal Standards for Disciplinary Procedures

UIC provides a prompt, fair, and impartial proceeding from the initial investigation to the final result to address grievances of dating violence, domestic violence, sexual assault, and stalking. *Proceedings* include all activities related to a non-criminal resolution of an institutional disciplinary complaint, including but not limited to, factfinding investigations, formal or informal meetings, and hearings. The following shall apply to such proceedings:

- Proceedings will be completed within reasonably prompt timeframes designated by the university's policy, including a process that allows for the extension of timeframes for good cause with written notice to the complainant and respondent of the delay and the reason for the delay;
- Proceedings will be conducted in a manner that:
 - Is consistent with the university's policies and is transparent to the complainant and the respondent;
 - Includes timely notice of meetings at which the complainant and/or respondent may be present; and
 - Provides timely and equal access to the complainant, respondent, and appropriate officials to any information that will be used during informal and formal disciplinary meetings and hearings.
- Proceedings will be conducted by officials who:
 - Do not have a conflict of interest or bias for or against the complainant or the respondent
 - At minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
- Proceedings will provide the complainant and the respondent with the same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by their advisor of choice.
- Proceedings will not limit the choice of advisor or presence for either the complainant or respondent in any meeting or institutional disciplinary proceedings; however, the university may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties.
- Proceedings will require simultaneous notification, in writing, to both the complainant and respondent, of:
 - The results of any institutional disciplinary proceeding that arises from an allegation of dating violence, domestic violence, sexual assault, or stalking;
 - The institution's procedures for the respondent and the complainant to appeal the result of the institutional disciplinary proceeding, if such procedures are available;
 - Any change to the result; and
 - When such results become final.
 -

Training for UIC Officials Involved in the Complaint Resolution Process

All individuals involved in a grievance process for allegations of dating violence, domestic violence, sexual assault, and stalking, including the Title IX Coordinator, investigators, hearing officer(s)/panel(s), appeal officer, and any person designed to facilitate an informal resolution process, will receive training on the definition of dating violence, domestic violence, sexual assault, and stalking, the scope of UIC's education program and activity, how to

2024 Clery Report Content for VAWA Compliance (not including student conduct procedures)

conduct an investigation and grievance process (including hearings, appeal, and informal resolution processes), how to serve impartially (by avoiding prejudice of facts at issue, conflicts of interest, and bias), any technology to be used at a live hearing, issues of relevance of questions and evidence, and issues of relevance to create an investigative report that fairly summarizes relevant evidence.

Further, all individuals whose duties include resolution of such complaints receive a minimum of 8 to 10 hours of annual training on issues related to sexual assault, dating violence, domestic violence, and stalking, and how to conduct the higher education's complaint resolution procedures in addition to the annual training required by all university employees.

The materials used to train the individuals involved in the grievance process or informal resolution process will not rely on sex stereotypes and will promote impartial investigations and adjudications of complaints of dating violence, domestic violence, sexual assault, and stalking.

Summary of Disciplinary Proceedings for Alleged Violations of UIC's Comprehensive Policy and Procedures on Sex Discrimination, Including Harassment

The Comprehensive Policy and Procedures is included in its entirety on the following pages. Below, is a summary of the Comprehensive Policy and Procedures.

[How to file a disciplinary complaint](#)

Contact the Title IX Coordinator (Call (312) 996-8670; email titleix@uic.edu, or submit [a Sexual Misconduct/Title IX Report](#))

[Anticipated timeline](#)

The Office for Access and Equity (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.

[Standard of evidence used](#)

The decision maker shall use the preponderance of evidence standard of proof to determine whether a violation of the university's Comprehensive Policy and Procedures on Sex Discrimination, Including Harassment, has occurred.

[Range of protective measures that may be offered](#)

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.

[Major steps include](#)

1. **Incident report filed**
2. **Dismissal of complaint:** The university may dismiss a complaint in whole or in part under certain conditions.
3. **Investigation process:** Notice of investigation will be provided to known parties. The normal course of investigation will include (a) interviewing the complainant(s) and 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.

4. **Evaluation of evidence:** The decision maker will objectively evaluate all evidence that is relevant and not otherwise impermissible and provide credibility determinations. The university will provide the parties with an equal opportunity to access relevant evidence or a description of such evidence, and to review and respond to the evidence or description within 3 days.
5. **Determination:** The decision maker shall use the preponderance of evidence standard of proof to determine whether a violation of the university's Comprehensive Policy and Procedures on Sex Discrimination, Including Harassment, has occurred and will notify the parties in writing of the determination and procedures for appeal.
6. **Appeals process:** Parties may file an appeal within 5 days of receipt of the notice of dismissal or determination. If an appeal is filed, the appeal decision maker will review the appeal and notify the parties of a determination.
7. **Additional considerations for student cases:**
 - a. All Sex Discrimination cases involving a student respondent shall be referred to the Office of the Dean of Students 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](#), and is described on the following pages.
 - b. For cases with a non-student respondent, the decision maker will: (a) have an opportunity to ask questions to parties and witnesses during individual meetings; (b) allow the parties to propose questions for any party or witness; (c) ask the party or witness the questions seeking relevant and not otherwise impermissible evidence and record the response and provide the record to the parties with a reasonable opportunity to ask follow-up questions.
8. **Sanctions and remedies:** The university may impose disciplinary sanctions, which may include sanctions for student respondents set out in the Student Disciplinary Policy ranging from warning to termination. The university may impose sanctions on employee respondents ranging from 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.
 - a. **Possible employee sanctions include:**
 - Unit transfers
 - Reassignment of duties
 - Mandatory individualized sexual misconduct training
 - Coaching and counseling
 - Oral reminders
 - Written reminders/letters of reprimand
 - Suspension with pay pending investigation
 - Discharge from probation
 - Suspension without pay
 - Suspension pending charges of removal
 - Discharge
 - Termination of contract
 - Non-reappointment

Programs To Prevent VAWA Crimes

The VAWA amendments to the Clery Act require that institutions must put into place prevention programs that aim to stop crimes outlined in the Clery Act before they occur. These programs should promote positive behaviors that foster healthy, mutually-respectful relationships and sexuality, encourage safe bystander intervention tactics, and seek to change behavior and social norms in safe, healthy directions.

UIC, including its regional campuses, engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking that:

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Programs to prevent dating violence, domestic violence, sexual assault, and stalking include both primary prevention and awareness programs directed at incoming students and new employees, as well as ongoing prevention and awareness campaigns directed at current students and employees.

Programs include:

- A statement of policy that UIC prohibits the crimes of domestic violence, dating violence, sexual assault, and stalking and the procedure and disciplinary sanctions in cases of alleged sexual misconduct;
- Definition of what behavior constitutes domestic violence, dating violence, sexual assault, and stalking using definitions provided both by the Violence Against Women Act (VAWA) and state law (as defined in the [Definitions](#) section of this report);
- Definition of what behavior constitutes consent to sexual activity in the State of Illinois (as defined in the [Definitions](#) section of this report);
- Definition of what behavior constitutes consent to sexual activity at UIC and the purposes for which the definition is used (as defined in the UIC Comprehensive Policy and Procedures on Sex Discrimination, Including Harassment);
- A description of safe and positive options for bystander intervention;
- Information on risk reduction;
- An overview of associated information contained in the UIC Annual Security and Fire Safety Report in compliance with the Clery Act (information within the VAWA section of this report).

Primary Prevention Programs for Incoming Students and New Employees

Primary prevention programs mean programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

Mandatory Sexual Misconduct Training

The University of Illinois' Prohibition of Sex Discrimination, Sexual Harassment, and Sexual Misconduct policy requires all incoming, returning, and transfer students, as well as all faculty and staff, to be regularly educated on discrimination and harassment prevention, sexual violence, and reporting options and obligations. New students are required to complete training before or early in their first semester. All returning students are provided training materials and encouraged to review those materials each academic year. Paid university employees,

2024 Clery Report Content for VAWA Compliance (not including student conduct procedures)

including faculty, staff, and extra help, are expected to complete their designated training annually for sexual misconduct as well, though this occurs during the spring semester, and training for discrimination and harassment under all protected categories under state and federal law occurs in the fall semester. Though all courses are administered by University Ethics and Compliance Office staff, login support and course management are handled through the training vendor, Get Inclusive, via their course functionality. Survivors who are unable to complete the training because of trauma can request accommodations by emailing the Title IX Coordinator at titleix@uic.edu.

It is important to note that employees who are also enrolled as students at the University of Illinois are expected to complete the employee training, in addition to their student training. The reason we require the completion of both courses is that the roles and responsibilities of employees are not addressed in *Voices for Change*, which focus on the student's perspective, along with prevention tips, bystander intervention, reporting options, and student resources.

Student Training: Sex-Based Discrimination and Harassment Prevention for Graduate/Undergraduate Students

All newly enrolled students are required to complete the assigned **Sex-Based Discrimination and Harassment Prevention for Graduate/Undergraduate Students** training. This course is available to all continuing students with an undergraduate or graduate enrollment classification. Any new students who do not complete the training will have a hold that prevents all registration activity placed on their account for the upcoming semester until the coursework is complete. The course can be accessed by logging in to go.uillinois.edu/sexual_misconduct_training. Additional training opportunities and safety resources can be located at can.uic.edu.

Employee Training: Faculty and Staff Title IX Training

The **Faculty and Staff Title IX Training** course is a mandatory requirement for all faculty and staff of the University of Illinois System educating on rights and responsibilities to address, report and prevent sexual misconduct, and foster a safe, respectful learning and working environment, which is to be completed during the spring semester, annually. This training is a mandatory, annual requirement, based on the Clery Act (Clery), the Violence Against Women Act (VAWA), and the Illinois Preventing Sexual Violence in Higher Education Act. All employees*, including those on paid sabbaticals, are required to complete the course. The course will be available during the spring semester. Employees who are unable to complete the course online should contact their respective Title IX Coordinator to seek alternate training accommodations. Any employees who do not fully complete the course (partial completions will not be honored) will be disciplined for noncompliance, up to and including dismissal.

*Please note undergraduate student workers and extra help employees satisfy their training requirements as part of their **Seasonal, Temporary and Medical Resident Ethics Act Training**, which is available year-round and must be completed by 12/31 annually, if not sooner).

Awareness Programs for Incoming Students and New Employees

Awareness programs mean community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration.

To prepare for New Student Orientation, survivor advocates and prevention educators introduce Orientation Leaders to the concepts of gender-based violence, bystander intervention, and survivor advocacy. Orientation Leaders learn how to connect with a campus advocate and support student survivors. They then share this information with incoming undergraduates during Orientation. Throughout Orientation and Weeks of Welcome, campus advocates and prevention educators raise awareness of services and share information about violence prevention, consent, and safety through tabling and programming geared at incoming students.

Advocates and prevention educators from the Campus Advocacy Network, a program of the Women's Leadership and Resource Center also regularly participate in new faculty and graduate and professional students' orientations to share information about confidential advocacy and trauma-informed classrooms. Faculty and teaching assistants are given promotional materials and information to share with their students during class, via Blackboard, and in their syllabi.

The Title IX coordinator, through the Office for Access and Equity, provides compliance education about sexual harassment and other forms of sexual misconduct, policies, bystander information, options and resources for all orientations held for incoming graduate students, residents, post-doctoral students, and fellows in the health professions as well as new faculty and hospital employee orientations; professional staff in Campus Housing; student staff in Residence Life; and Dean of Students Title IX hearing boards. OAE also provides a general presentation to the Office of the Dean of Students staff.

Ongoing Prevention and Awareness Campaigns

Ongoing prevention and awareness campaigns means programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution.

Annual Programs

- **Domestic Violence Awareness Month** occurs in October during the fall semester and consists of a series of events including tabling, movie screenings, exhibits, workshops, and educational programs. Participants are made aware of the resources on campus through announcements and brochures.
- **Peers to Allies: Lighting the Flame in UIC Social Justice Leadership** is an intermittent program that occurs in the fall semester and is a violence prevention program that situates leadership, ally building, bystander education, crisis support and social justice as the cornerstones for student engagement. Through a three-day retreat, students learn leadership skills and how to recognize interpersonal violence, effectively intervene as a bystander and refer students to advocacy services and available campus options to file complaints or pursue the student conduct process.
- **Intergroup Dialogue: Exploring Race and Gender** occurs in the fall semester and is a three-credit class offered through the honors college that explores the construction of social identities, how interpersonal violence can be an outgrowth of power, privilege and oppression, how to dialogue across difference, intervene as a bystander, become an ally and social change agent.
- **Anti-Violence Advocacy at UIC & Beyond** occurs in the spring semester and is a one-credit seminar offered through the Honors College that explores the forms that violence takes in the lives of our community members, applying an intersectional lens to challenge popular misconceptions about survivors, anti-violence activism, and what trauma looks like. Students will learn to better advocate for themselves and for the survivors in their own lives by developing practical skills for listening, dispelling myths, sharing resources, and safety planning. Throughout the course, students will center the voices of survivors and activists through film, podcasts, art, poetry, and memoir, in addition to scholarly texts to build toward a collaborative project in which groups will develop and present resource guides for raising awareness about different topics related to sexual and gender-based violence.
- **Sexual Assault Awareness Month** occurs in April during the spring semester and consists of a series of events including tabling, movie screenings, artmaking, exhibits, workshops, and educational programs. Participants are made aware of the resources on campus through announcements, social media campaigns, and brochures.

Annual Campaigns

- **Enough is Enough** occurs during the spring semester and is a campaign and program series organized by the Wellness Center in collaboration with campus units to highlight other forms of interpersonal violence such as bullying that stem from homo and transphobia, racism and sexism.
- **Posters** are displayed at bus shelters and in campus buildings to increase awareness of Campus Advocacy Network services, consent, and forms of gender-based violence (stalking, domestic/dating violence, sexual assault, harassment). Posters are also distributed throughout campus housing, colleges, and departments, and promoted online through email, webpages, and social media.
- **Social Media** is utilized to promote programs, safety, healing, and bystander messages. For example, educational campaigns posted on the Campus Advocacy Network's Facebook page during Stalking Awareness Month in January and Teen Dating Violence Awareness Month in February amplify information about signs and effects of violence, safety planning, bystander intervention, and healing. The Women's Leadership and Resource Center also connects with students, faculty, staff, and community partners over Instagram and X (formerly Twitter).

Annual Workshops

Workshops addressing domestic violence, dating violence, sexual assault, stalking, sexual harassment, and bystander intervention are offered to students and employees upon request (learn more at sexualmisconduct.uic.edu/education-and-training). Students, faculty, and staff can request a CAN workshop on a variety of topics using the "Request a Training" online form or by emailing can@uic.edu. Instructors can request a workshop during their classes through CAN's Don't Cancel Your Class! (DCYC!) program using the DCYC! [online form](#) or by emailing can@uic.edu. CAN workshops are tailored to meet the needs of student, staff, or faculty groups and may address topics such as the roots and red flags of gender-based violence; safety planning; healthy relationships, consent, and boundaries; bystander intervention; and/or sexual, racial, homophobic, and ableist harassment. On an annual basis, workshops are presented to students who live in the residence halls; are a member of student organizations, fraternities and sororities; or who are taking academic classes; as well as faculty and staff in academic departments, campus units and the UIC Hospital.

Title IX workshops addressing sexual misconduct cover information about sexual misconduct definitions, UIC's policy against sexual misconduct, consent, on- and off-campus resources, as well as campus advocacy technical assistance with helping students file a complaint with the police, Title IX investigations, student conduct process and/or seeking civil or criminal orders of protection, academic accommodations and other remedies.

Bystander workshops focus on assisting students in recognizing interpersonal violence, taking ownership of their role in interpersonal violence prevention and teaching students the various ways in which they can safely and effectively intervene.

Examples of annual workshops include:

- **Gender-Based Violence 101 workshops** for student leaders, organizations, and campus units
- **We Can All Be Advocates: Bystander 101** workshops for Greek Organizations and other student organizations
- **Don't Cancel Your Class! program** available to instructors teaching undergraduate, graduate, and professional courses
- **Healthy Relationships and Intimate Partner Violence** workshop for Campus Housing, College of Architecture, Design and the Arts, Gender and Women's Studies, and Liberal Arts and Sciences students, in addition to any other orgs interested
- **Gender-Based Violence in Medicine** seminar for College of Medicine students
- **Trauma-Informed Teaching and Advising** workshops for UIC faculty and student-facing staff
- **Campus SaVE Trainings** for Greek Organizations

- **Supporting Survivors, Preventing Harm, and Acting For Change** workshops for student-facing staff in Housing and other campus units
- **Clery Act and VAWA training** for Campus Housing

Safe and Positive Options for Bystander Intervention

Sexual assault and relationship abuse impacts many people on college campuses. Nationally, it's estimated that 1 in 5 (18.3%) women and 1 in 71 men (1.4%) will be sexually assaulted in their lifetimes. Women in particular are most vulnerable between the ages of 16 and 24. LGBTQ students face an increased risk of violence: nearly 1 in 4 undergraduate students identifying as transgender, gender non-conforming, questioning or other experience sexual assault after enrolling in a higher education institution. College aged men, women, and non-binary folks also experience relationship abuse and stalking at high rates.

UIC Community Members Can Be Active Bystanders!

What Is Bystander Intervention?

Bystander intervention is a prevention strategy that encourages witnesses to take safe action when they see a situation that might lead to sexual violence or abuse, and to support victims after an incident. At UIC, we all have a part to play in keeping the community safe. As a bystander, you can serve a critical role in preventing interpersonal violence on campus. It is just like the public transportation safety campaigns; "If you see something, say something." Your role in maintaining a safe campus environment is the same.

While this sounds easy, sometimes it is not. The first step is for a bystander to recognize that a certain action/comment/situation may be a stepping stone to increasingly severe acts of violence. If something makes you feel uncomfortable or makes you concerned for the safety of another person, trust your gut feeling. The second step is knowing what to do. We know that intervening in these situations can be overwhelming. UIC offers bystander workshops through the Campus Advocacy Network in order to help identify what safe and positive options you have and to build your confidence and skills.

What Can I Do to Help?

When you are in a situation in which you feel uncomfortable or feel someone is at risk for harm, the 5 D's will help you select a course of action:

Direct

The **DIRECT** approach uses words or actions to stop what is going on. For example, telling someone that "It's not going to happen, that person is too drunk to go home with you tonight" or saying "I don't appreciate hearing those kinds of jokes" in response to a racist, sexist ableist, or homophobic joke. This approach is useful in situations in which you feel safe and capable enough to intervene directly.

Distract

The **DISTRACTION** approach is exactly what it sounds like; using indirect strategies to interrupt what is going on. It is especially useful when a direct approach may escalate things for the person involved or result in harm to you. Examples include telling someone, "I think someone called the police because of the party noise" in response to an escalating fight or asking someone to help you find your lost cell phone to interrupt attempts to "hook up" with an incapacitated person.

Delegate

DELEGATING is when you involve someone who has social power in that situation or some type of authority. You can get your friends, housing RA's, club advisors, course instructors, or the Office of the Dean of Students involved.

2024 Clery Report Content for VAWA Compliance (not including student conduct procedures)

You do not have to do this alone. Delegation is useful when there is an emergency situation or when personal risk of harm or retaliation are a possibility.

Delay

DELAYED RESPONSE is when you had concerns about a situation and you may not have done anything about it at the time. It's not too late! There is still an opportunity to talk to the person you were concerned about and provide them with support and referrals, or to the person whose behavior made you feel uncomfortable and tell them what they did or said was not alright with you. You may check in with the victim and say, "I saw what happened, and it wasn't right. Are you okay?" You can also enlist the help of others by going to the police or others in authority such as the Office of the Dean of Students or Title IX Coordinator, or confidentially to the Campus Advocacy Network.

Document

DOCUMENTING is when you take notes on an incident, record it, or offer to serve as a witness when a victim files a report. First, assess if it is safe to record and, after the incident, if you have taken photographs, screenshots, or audio/video recording, ask the victim what they want to do with the documentation. You can also offer to provide a written report or serve as a witness to what happened.

What Can My Friends and I Do to be Safe?

As members of the UIC community you can help keep yourself and your friends safe. Remember these tips when you plan to go out:

Have A Plan.

Talk with your friends about your plans for the night BEFORE you go out. Do you feel like drinking? Are you interested in hooking up? Where do you want to go? Having a clear plan ahead of time helps friends look after one another.

Go Out Together.

Go out as a group and come home as a group. Never separate and never leave your friend(s) behind. Being with others is a good idea when a situation looks dangerous.

Watch Out for Others.

If you are walking at night with friends and notice someone walking by themselves in the same direction, ask them to join you so that they don't have to walk alone.

Defuse Situations.

If you see a friend coming on too strong to someone who may be too drunk to make a consensual decision, interrupt, distract, or redirect the situation. If you are too embarrassed or shy to speak out, get someone else to step in. Ask a friend or the party host to intervene with you; call (911), the UIC Police at (312) 355-5555, or someone else in authority; or yell for help to draw attention to the situation.

Trust Your Instincts.

If a situation or person doesn't seem "right" to you, trust your gut and remove yourself, if possible, from the situation.

The bottom line? Don't blame victims of harm, and ask for help if you need it.

No matter what steps you and/or your friends take – or don't take – to be safe, **it is not your fault** if harm happens. You deserve to have fun, explore, and get to know people without encountering violence. If you or

someone you care about does experience violence, contact the Campus Advocacy Network, Counseling Center, or a 24-hour crisis line for support and resources.

- **Campus Advocacy Network:** email can-appointment@uic.edu, call 312-413-8206
- **Chicago Rape Crisis Hotline:** 888-293-2080
- **Illinois Domestic Violence Hotline:** 877-863-6338
- **UIC Counseling Center:** 312-996-3490 (select option "2" if you get an automated message)
- **Crisis Text Line:** Text HOME to 741741

Risk Reduction Strategies

The Rape, Abuse, & Incest National Network recommends the following risk reduction strategies:

Increasing on-campus safety

The following are some strategies to reduce the risk for many different types of crimes, including sexual violence:

- **Know your resources.** Who should you contact if you or a friend needs help? Where should you go? Locate resources such as the Campus Advocacy Network, Centers for Cultural Understanding and Social Change, campus health center, campus police station, and a local sexual assault or domestic violence service provider. Notice where emergency phones are located on campus, and program the campus security number into your cell phone for easy access.
- **Stay alert.** When you're moving around on campus or in the surrounding neighborhood, be aware of your surroundings. Consider inviting a friend to join you, using the SAFE App's Virtual Friend Walk or Virtual Police Escort, or asking campus security for an escort. If you're alone, only use headphones in one ear to stay aware of your surroundings.
- **Be careful about posting or sharing your location.** Many social media sites, like Facebook and Foursquare, use geolocation to publicly share your location. Consider disabling this function and reviewing other [social media settings](#). If you are in a relationship, consider turning off location sharing and keeping your passwords private.
- **Make others earn your trust.** A college environment can foster a false sense of security. They may feel like fast friends, but give people time to earn your trust before relying on them.
- **Think about Plan B.** Spend some time thinking about back-up plans for potentially sticky situations. If your phone dies, do you have a few numbers memorized to get help? Do you have emergency cash in case you can't use a credit card? Do you have the address to your dorm or college memorized? If you drive, is there a spare key hidden, gas in your car, and a set of jumper cables?
- **Be secure.** Lock your door and windows when you're asleep and when you leave the room. If people constantly prop open the main door to the dorm or apartment, tell security or a trusted authority figure.

Safety in social settings

It's possible to relax and have a good time while still making safety a priority. Consider these tips for staying safe and looking out for your friends in social settings.

- **Make a plan.** If you're going to a party, go with people you trust. Agree to watch out for each other and plan to leave together. If your plans change, make sure to touch base with the other people in your group. Don't leave someone stranded in an unfamiliar or unsafe situation.
- **Protect your drink.** Don't leave your drink unattended, and watch out for your friends' drinks if you can. If you go to the bathroom or step outside, take the drink with you or toss it out. Drink from unopened containers or drinks you watched being made and poured. It's not always possible to know if something has been added to someone's drink. In [drug-facilitated sexual assault](#), a perpetrator could use a substance that has no color, taste, or odor.

- **Intervene when you can.** If you notice someone putting something into a drink, say something - you can speak directly with the perpetrator or delegate to a friend or authority figure. If you notice a friend flirting with someone who can't consent, speak up.
- **Know your limits.** Keep track of how many drinks you've had, and be aware of your friends' behavior. If one of you feels extremely tired or more drunk than you should, you may have been drugged. Leave the party or situation and find help immediately.
- **It's okay to lie.** If you want to exit a situation immediately and are concerned about frightening or upsetting someone, it's okay to lie. You are never obligated to remain in a situation that makes you feel uncomfortable, **pressured**, or threatened. You can also lie to help a friend leave a situation that you think may be dangerous. Some excuses you could use are needing to take care of another friend or family member, an urgent phone call, not feeling well, and having to be somewhere else by a certain time.
- **Stay safe online.** If someone bothers you on a social media or dating site, take a screenshot and then report the post or account. You deserve to be safe online, just like in person.
- **Be a good friend.** Trust your instincts. If you notice something that doesn't feel right, it probably isn't. If you think someone may be feeling unsafe, pull them aside and ask if they need assistance. (The "distract" technique works well in these situations.) If you notice inappropriate or harmful posts online, in a group chat, or on BlackBoard, take a screenshot, report the posts, and intervene if you feel safe to do so. Learn more about how to **keep your friends safe** in social settings.

Safety in Relationships

You deserve to feel safe while exploring new relationships and dating. Consider these tips from Love Is Respect and the Campus Advocacy Network for staying safe and looking out for your friends who are dating.

- **Establish clear boundaries.** Boundaries empower you to decide what you feel comfortable with and how you want to be treated, while honoring your partner's boundaries can help you be supportive of them. We can create several types of boundaries—for example, digital, physical, financial, and emotional. Learn more about how to **set boundaries** for yourself.
- **Be careful about sharing passwords and location.** Protect your digital boundaries by keeping your passwords and location private. Learn more about how to **stay safe online and on your phone**.
- **Watch out for red flags.** Relationships exist on a spectrum, and it can sometimes be hard to tell when a behavior goes from healthy to unhealthy, or even abusive. Dating abuse is a pattern of coercive, intimidating, or manipulative behaviors used to exert power and control over a partner. Learn about the **warning signs of abuse**, and trust your instincts if something feels wrong or unsafe.
- **Ask for help when you need it.** If you notice signs of abuse, reach out for support from a confidential advocate at the Campus Advocacy Network, talk to a friend or mentor that you trust, or call a 24-hour hotline. Abuse is never your fault, and you deserve help to feel safe and supported.
- **Support friends when harm happens.** If you think a friend is experiencing violence, ask how you can help or offer to connect them with resources like the Campus Advocacy Network, Counseling Center, or Title IX office. Let them take the lead; they are the expert on their experience, and showing you believe them and want them to feel safe can go a long way in their healing journey.

Campus and Community Resources

Following an allegation of dating violence, domestic violence, sexual assault, or stalking, UIC will provide written notification to students and employees about existing resources available within the institution and within the larger community that include: counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims. UIC School of Law and the UIC Regional Health Sciences Campuses in Peoria, the Quad Cities, Rockford, Springfield, and Urbana, may also use

any of the on-campus resources available on Chicago Campus East and Chicago Campus West, including the UIC Title IX Coordinator who may be contacted at [\(312\) 996-8670](tel:3129968670) or titleix@uic.edu.

Campus and community resources can be reviewed in Appendix B of the Comprehensive Policy. Online [campus and community resources](#), in addition to other support resources for [complainants](#), [family members](#), [friends](#), [faculty and staff](#), and [respondents](#) on the [sexual misconduct website](#). In addition, the UIC booklet, [When You are Ready: People and Places for Info and Support](#), provides information that you or a friend may find helpful if you or someone you care about have been the subject of sexual discrimination, harassment, or assault.

Orders of Protection

University will provide written instructions on how to obtain a campus-issued and - enforced no-contact directive and/or an order of protection or no-contact order issued by a state court.

The university complies with Illinois law in recognizing orders of protection. Any person who obtains an order of protection from Illinois or any other state should provide a copy to University Police and the Title IX Coordinator. A complainant may then meet with a representative of the University Police Department or to develop a Safety Action Plan, which is a plan for police and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include resources and accommodations from various departments of the institution, but is not limited to: escorts, special parking arrangements, changing classroom location, or allowing a student to complete assignments from home. A Confidential Advisor can accompany the complainant to provide confidential insight and weigh relevant options. The university cannot apply for a legal order of protection, no contact order or restraining order for a victim from the applicable jurisdiction(s). The victim is required to apply directly for these services. To obtain an order of protection, you can: ask your attorney to file in civil court; request an order with your divorce; request an order during a criminal trial for abuse; go to the local County Circuit Clerk's office and get papers to seek an order of protection for yourself, or contact Campus Advocacy Network (CAN) to ask for assistance in completing the forms. The University Police Department will also, as warranted, contact the appropriate Threat Assessment Team and convene its membership as stated in the Campus Violence Prevention Plan in accordance with the Campus Threat Assessment Policy.

The university may issue an institutional no-contact directive if deemed appropriate or at the request of the complainant or respondent. To the extent of the complainant's cooperation and consent, university offices will work cooperatively to protect the complainant's health, physical safety, work and academic status, pending the outcome of a formal university investigation of the complaint. For example, if reasonably available, a complainant may be offered changes to academic, living, or working situations in addition to counseling, health services, visa/immigration assistance and assistance in notifying appropriate local law enforcement.

Different types of protection

If the offender is a student or faculty/staff member of the university, the university may issue its own no-contact directive. This means that the offender will not be allowed to be in direct or indirect contact with the victim. If the order is disobeyed, the offender may face academic discipline up to and including dismissal from the university.

Whether or not the offender is affiliated with the university, a victim may seek an order of protection from a state court. An order of protection issued by a circuit court judge will generally prohibit the offender from coming into direct or indirect contact with the victim. If the order is disobeyed, the offender will face criminal penalties. No-contact orders issued by a judge are different in that they are usually issued as a condition of bail in relation to a crime with which the offender has been charged.

Sex Offender Registration

The federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a state concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a state to provide notice, as required under state law, of each institution of higher education in that state at which the person is employed, carries on a vocation, volunteers services, or is a student.

If the offender resides in an unincorporated area, he or she will register with the County Sheriff's Office. You can link to this information, which appears on the Illinois State Police website, by accessing www.isp.state.il.us/sor.

UIC Sex Offender Registration Policy

The University of Illinois Chicago complies with the Illinois Sex Offender Registration Act (730 ILCS 150), which requires all sex offenders employed by or attending an institution of higher education to register with the public safety or security director of the institution of higher education.

In compliance with this Act, any student, faculty or staff member who is required to register as a sex offender must register in person, at the [University of Illinois Chicago Police Department](#), within 3 days of beginning classes or employment.

Those that are required to register will complete the [Institutions of Higher Education Employment/Student Information Form](#), in-person, Monday through Friday between 7:00 am-3:00 pm, or by appointment.

For information about sex offenders near UIC campus or in Illinois, search the [Illinois State Police sex offender database](#).