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e Provost
1800 Sherman Avenue, S

Per ILCS 155/15, all reports or disclosures made to the Title IX Coordinator or responsible

- Of the 3 reports of sexual violence (reports of sexual penetration without consent or sexual contact without consent under Northwestern's Policy on Sexual Misconduct) received in 2017 that went through the University's complaint resolution process, 2 investigations were completed and resolved in 2017. In these matters, 1 respondent was found not responsible and 1 respondent was expelled from the University. Both of these reports came from the Evanston campus. In addition to the reports received in 2017, 4 reports of sexual violence received prior to 2017 were resolved through the complaint resolution process in 2017. In these matters, 1 respondent was excluded from the University and 3 respondents were found not responsible. All of these reports came from the Evanston campus.
- Of the 2 reports of dating/domestic violence received in 2017 that went through the University's complaint resolution process,

Attachment A:

Northwestern's Comprehensive Policy on Sexual Misconduct

COMPREHENSIVE POLICY ON SEXUAL MISCONDUCT

- I. Policy
 - A. Policy Statement
 - B. Jurisdiction
 - C. Purpose
 - D. Accessibility
 - E. Definitions
 - F. Implementation
 - 1.

I. Policy

A. Policy Statement

Northwestern prohibits all forms of sexual misconduct, including but not limited to, sexual assault, sexual exploitation, stalking, dating or domestic violence, and sexual harassment. Northwestern also prohibits discrimination and harassment on the basis of sex, pregnancy, sexual orientation, gender identity, gender expression, and parental status under the University's Policy on Discrimination and Harassment. Such conduct violates Northwestern's values and disrupts the living, learning, and working environment for students, faculty, staff, and other community members. In furtherance of this policy, the University has adopted the following standards of conduct for all members of our community – students, faculty, n4.2(m) [(s)10.6(t)-2.6(a)11f(ar).8(f)-16(s,)2()10as w[(H)6e6(a)11.2(l)-2.2(

Consent may also be withdrawn at any time, provided the person withdrawing consent makes that known in clearly understandable words or actions.

2. Prohibited Conduct

Northwestern prohibits all forms of sexual misconduct. Such conduct violates our community values and disrupts the living, learning, and working environment for students, faculty, staff and other community members. Therefore, the University prohibits the actions listed below. An attempt to commit an act identified in this policy, as well as assisting or willfully encouraging any such act, is also considered a violation of this policy. An act may violate one or more parts of this policy.

a. Sexual Assault

(i) Sexual penetration without consent Any penetration of the sex organs or anus of another person when consent is not present; any penetration of the mouth of another person with a sex organ when consent is not present; or performing oral sex on another person when consent is not present. This includes penetration or intrusion, however slight, of the sex organs or anus of another person by an object or any part of the body.

(ii) Sexual contact without consent Knowingly touching or fondling a person's genitals, breasts, or buttocks, or knowingly touching a person with one's own genitals or breasts, when consent is not present.

This includes contact done directly or indirectly through clothing, bodily fluids, or with an object. It also includes causing or inducing a person, when consent is not present, to similarly touch or fondle oneself or someone else.

(iii) Statutory rape Sexual intercourse with a person who is under the statutory age of consent under the laws of the state in which the incident occurred. In Illinois, the age of consent is 17 years old. However, if the offender is in a position of authority or trust over the victim, the age of consent is 18.

b. Sexual Exploitation: Taking sexual advantage of another person or violating the sexual privacy of another when consent is not present.

This includes, but is not limited to, the following practices (including when they are done via electronic means, methods or devices):

- x Sexual voyeurism or permitting others to witness or observe the sexual or intimate activity of another person without that person's consent;
- x

- x Distributing sexual information, images, or recordings about another person without that person's consent;
 - x Recruiting, harboring, transporting, providing, or obtaining another person for the purpose of sexual exploitation;
 - x Inducing incapacitation in another person with the intent to engage in sexual conduct, regardless of whether prohibited sexual conduct actually occurs.
- c. Stalking: Knowingly engaging in a course of conduct directed at a specific person that one knows or should know would cause a reasonable person to fear for their safety (or the safety of a third party) or suffer substantial emotional distress.

Conduct that can amount to stalking may include two or more actions directed at another person, whether done directly, indirectly, through others, via devices, or via any other methods or means (specifically including electronic means, including cyberstalking) but not limited to:

- x Following a person;
 - x Being or remaining in close proximity to a person;
 - x Entering or remaining on or near a person's property, residence, or place of employment;
 - x Monitoring, observing or conducting surveillance of a person;
 - x Threatening (directly or indirectly) a person;
 - x Communicating to or about a person;
 - x Giving gifts or objects to, or leaving items for, a person;
 - x Interfering with or damaging a person's property (including pets); or
 - x Engaging in other unwelcome contact.
- d. Dating/Domestic Violence Dating violence is any violence (including but not limited to emotional, physical, sexual, and financial abuse or threat of abuse) between two people who are or have been in a social relationship of a romantic or intimate nature. The existence of such a relationship will depend on the length, type of relationship, and the frequency

(ii) Such conduct creates a hostile environment. A hostile environment exists when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefitting from the University's education or employment programs and/or activities. The existence of a hostile environment is to be judged both objectively (meaning a reasonable person would find the environment hostile) and subjectively (meaning the impacted individual felt the environment was hostile)

Examples of conduct that may constitute sexual harassment include:

x

The staff identified below are specially trained to work with individuals who report or are accused of sexual misconduct and have knowledge of on- and off-campus resources, services, and options including the availability of interim measures, as discussed below Section (F)(4).

Title IX Coordinator

Contact: Colleen Johnston
Location: Office of Equity, 1800 Sherman, Suite 500, Evanston
Phone: (847) 4913881
Email: colleen.johnston@northwestern.edu

Deputy Title IX Coordinator for Students

Contact: Amanda DaSilva
Location: Office of Equity, 1800 Sherman, Suite 500, Evanston
Phone: (847) 4676571
Email: amanda.dasilva@northwestern.edu

To File a Report Electronically

Individuals may use the form at the following link to electronically file a report of sexual misconduct with the Office of Equity: www.bit.ly/NUReportSexualMisconduct

An immediate automated response email with information about resources and options will be sent in response to reports filed electronically.

Other University Reporting Options

EthicsPoint

Third-party service for reporting complaints, including anonymous complaints, by phone or online

Phone: (866) 2943545
Website: <https://www.northwestern.edu/ethics/>

Upon receipt of a report an Office of Equity staff member will contact the person who may have experienced sexual misconduct. The outreach from the Office of Equity staff member will generally include information about: medical and confidential counseling and support resources; options for pursuing a complaint and/or reporting the incident to law enforcement; how to request a protective order or contact directive; how to request interim measures from the University; how to preserve evidence; and where to access more information. This outreach will also include an invitation to meet with or provide additional information to an Office of Equity staff member.

(ii) Reporting Incidents to Law Enforcement

An individual who has experienced sexual misconduct has the right to choose whether to file a police report. Northwestern University encourages individuals to report incidents of sexual misconduct to University Police or local law enforcement. Filing a police report can result in the investigation of whether sexual violence or related crimes occurred and the prosecution of the perpetrator. Timely reporting to the police is an important factor in successful investigation and prosecution of crimes, including sexual violence.

The Office of Equity provides information on contacting local and campus law enforcement

University Police, in emergency situations) suspected abuse and

determines that the violation was serious and/or placed the health or safety of others at risk. Amnesty does not preclude or prevent action by police or other legal authorities. This Amnesty provision may also apply to student groups making a report of sexual misconduct.

7. Free Expression and Academic Freedom

Northwestern is firmly committed to free expression and academic freedom.

- x No trespass order issued by NUPD (with respect to campus locations)
- x No-contact directive (with respect to an individual)
- x Loss of privileges
- x Loss of oversightteaching or supervisory responsibility
- x Probation
- x Demotion
- x Loss of pay increase
- x Transfer (employment)
- x

Resource	Contact Information	Description
Faculty Wellness Program*	Director Richard A. Carroll, PhD (312) 6952323 rcarroll@nm.org http://www.northwestern.edu/provost/faculty-resources/worklife/faculty-wellness.html	Provides free consultations for faculty members to identify appropriate resources for personal and professional concerns. Resources may be offered over the phone, or faculty members can meet with the Faculty Wellness Program director for further discussion.

Employee Assistance Program (855) 5471851 (24 hours)
<http://www.northwestern.edu/hr/worklife/employeeassistanceprogram.html>

Resource	Contact Information	Description
YWCA- Evanston	1215 Church St, Evanston (847) 8648445 www.ywca.org/evanston	Services include: counseling and support for survivors of dating/domestic violence, legal advocacy, and residential services (emergency shelter)
Life Span Center for Legal Services and Advocacy	70 E. Lake Street, Suite 600, Chicago (312) 4081210 life-span@lifefspan.org www.life-span.org	#3717 0 T0(n)2(c-1.j E 23 >>j E 08[0, 39.1.6(ww4(k14 39.ki06 5)7)1

Resource	Contact Information	Description
Network for Victim Recovery of DC	6856 Eastern Avenue NW Washington, DC 20012 (202) 7421727 info@nvrdc.org http://nvrdc.org	Services include: free case management and legal services to victims of crime
Kristi House (Miami)	1265 NW 12th Ave Miami, FL 33136 (305) 5476800 http://www.kristihouse.org/	Services include: connecting victims to case coordinators, therapists, prosecutors, medical professionals, law enforcement, and GAL services
Survivors' Pathway (Miami)	1801 Coral Way, Suite 200 Miami, Florida 33145 (786) 2754364 http://survivorspathway.org	Services include: counseling and social services
San Francisco Women Against Rape	3543 18 th Street #7 San Francisco, CA 94110 (415) 8612024 (415) 6477273 (24hour hotline) http://www.sfwar.org/contact.html	Services include: 24hour crisis hotline, counseling and support groups, legal advocacy, medical accompaniment and advocacy, and case management

Trauma Recovery Center (San

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1. Medical Services Available On or Near the Evanston and Chicago Campuses

Northwestern University Health Service⁷

Evidence collection kit cannot be provided; CARE staff can be contacted to provide support services, if desired. (See Section 11 for more information on CARE)

Evanston Campus 633 Emerson Street, Evanston

Phone: (847) 491-

2. **Medical Services Available Near the Miami, Florida Campus**

Jackson Memorial Hospital Roxcy Bolton Rape Treatment Center (5.8 miles from campus)

Evidence collection kit available at no charge

Location: 1611 NW 12th Avenue Institute Annex^{5th} Floor, Miami

Phone: (305) 5857273

Website: <http://jacksonhealth.org/services/rape-treatment.asp>

D. Educational Training, Awareness, and Prevention Programs

The University offers a variety of training, awareness, and prevention programs to help prevent sexual misconduct within the Northwestern community. The University strives to ensure that such programming is developed be culturally relevant, trauma informed; inclusive of diverse communities and identities; sustainable; responsive to community needs; informed by research or assessed for value, effectiveness, and outcome; and considerate of environmental risk and protection factors as they occur on the individual, relationship, institutional, community, and societal levels. Additionally, the University provides annual training to investigators, and hearing panel members are trained on issues related to sexual misconduct investigation, and resolution. For information on educational training, awareness, and prevention programs offered each year, see the Appendices to each campus' annual time and safety report posted at <http://www.northwestern.edu/up/your-safety/cleryact-safetyreports.html>

III. Sexual Misconduct Complaint Resolution Process

A. Introduction and General Procedures

Introduction

The procedures below outline the process the University follows when it receives a report alleging a violation of the Policy on Sexual Misconduct. The Office of Equity ("the Office") is responsible for handling reports alleging sexual misconduct. In addition, the Office may make findings on other potential policy violations arising out of the same complaint in place of the student conduct administrative hearing process (UHAS) or other University investigation process otherwise would apply. All reports will be handled in a prompt, fair, and impartial manner in accordance with Title IX, the Violence Against Women Act, the Illinois Preventing Sexual Violence in Higher Education Act and other relevant laws and regulations, applicable University policies, and this process

The process described below is Northwestern's internal University process to determine whether Northwestern policy was violated and is not a court system. As such, Northwestern's process does not use the same rules of procedure and evidence as those used by courts or law enforcement. **A person who has experienced sexual misconduct or any other crime has the right to simultaneously file and pursue a criminal complaint with law enforcement and a complaint with the University if they choose, and to be assisted by the University in notifying law enforcement authorities if they choose, or to decline to notify such authorities.** Parties may also have options to file civil actions in court.

Because allegations of sexual misconduct can sometimes raise challenging new issues, the University reserves discretion to take reasonable actions to address those issues in a manner consistent with the spirit of the applicable policies and these guidelines, while preserving fairness for both parties and maintaining the integrity of the resolution process.

Participant Roles

- x A **complainant** is the person who has been impacted by an alleged policy violation and has chosen to participate in the complaint resolution process (this person is called a **reporter** for purposes of other conduct violations handled in the Office of Student Conduct.)
- x A **respondent** is the person who is alleged to have violated University policy.
- x **Parties** is a term that refers to the complainant and the respondent collectively.
- x A **witness** is a person who has knowledge related to specific aspects of a case.

- x An **advisor** is a support person who may be present to provide support to a complainant or respondent throughout an investigation and/or hearing. An advisor ~~can~~ also serve as a witness in the same matter.

Participation in Process

The University invites complainants and witnesses to participate fully in the complaint resolution process. In order for the University to investigate a complaint and/or ~~enable~~ respondent to fully respond to the allegations, most situations will require the complainant's participation and that their identity be disclosed to the respondent. If a complainant decides not to participate, but wants disciplinary action to be taken, the University will determine whether it is possible to move forward with a case without the participation of the complainant. In some cases, it will not be possible for disciplinary action to be taken without the participation of the complainant.

When individuals report allegations of sexual misconduct to the University and do not consent to the disclosure of their names and/or do not disclose the identity of the alleged offenders or identifiable information about the alleged offenders, the University's ~~ability~~ to respond to the complaints may be limited. In cases where an individual reporting sexual misconduct requests anonymity or does not wish to proceed with an investigation, the University will attempt to honor that request but, in some cases, the Office of Equity may determine that the University needs to proceed with an investigation. In such cases, the University will not compel an individual to participate. The Office will consider the following factors in reaching a determination on whether to proceed:

Privacy and Sharing of Information

The University considers complaints and investigations of sexual misconduct to be private matters for the parties involved. For that reason, the University will protect the identity of persons involved in reports of sexual misconduct to the best of its ability. The University will only share personally identifiable information with persons with a need to know, in order for the University to investigate and respond or to deliver resources or support services. The University does not publish the names nor post identifiable information about persons involved in a report of sexual misconduct in the University Police Daily Crime Log (Blotter) or elsewhere online. However, the University cannot promise complete confidentiality or privacy in the handling of sexual misconduct reports or complaints. (e) 1.6 (a) 2 (a) 2.6 (v) 1)-4.66 (nd) 10a.9 (or)-invhandetntsvaifdr (t52 TD [w [(e)-4.6(a)-1.8.8(r)

Standard of Evidence

The University uses the preponderance of the evidence standard in investigations of complaints alleging sexual misconduct and any related violations. This means that the investigation determines whether it is more likely than not that a violation of the policy occurred.

Advisor/Legal Counsel

An advisor is a support person who is present to provide support to a complainant or respondent throughout an investigation and/or sanctioning process. Complainants and respondents may be accompanied by one advisor throughout the investigation and any sanctioning process, provided that the involvement of the advisor does not result in an undue delay of the process. It is the responsibility of each party to coordinate scheduling with their advisor. An advisor may not speak, write, or otherwise communicate with an investigator, conduct administrator, Sanctioning Panel member or appeal reviewer on behalf of the complainant or respondent. Advisors may not engage in behavior or advocacy that harasses, abuses, or intimidates either party, a witness, or individuals involved in resolving the complaint. Advisors who do not abide by these guidelines may be excluded from the process.

In any matter involving a complaint of sexual assault, stalking or dating or domestic violence, the advisor may be any person of the party's choosing, including an attorney. However, an advisor may not also serve as a witness in the same matter. Further, the advisor is still limited to the supportive and non-participatory role described above. A representative from the University's Office of General Counsel may attend any proceeding where an attorney serving as an advisor is present. In matters not involving a complaint of sexual assault, stalking, or dating or domestic violence, advisors cannot be a witness or party in the matter or a related matter, a family member of the complainant or respondent, or an attorney. A union representative may serve as an advisor, where applicable.

B. Initial Inquiry

Wa

x An advisory letter

D. Formal Resolution

Notification to Respondent

The sexual misconduct complaint resolution process operates under a standard for all parties involved. If a case is referred for formal resolution, the Office of Equity

1) Resolution of cases involving faculty, staff, or third party respondents and cases involving student respondents that do not have the potential to result in separation from the University

The Office of Equity will determine whether the Policy on Sexual Misconduct has been violated.

The complainant and the respondent will both be notified simultaneously in writing of the outcome of the investigation.

Notification to the complainant will include findings related to violations of policy, remedies offered or provided to the complainant, sanctions imposed on the respondent that directly relate to the complainant, and any other steps the University has taken to prevent the recurrence and eliminate a hostile environment, if such was found to exist.

In a case related to alleged sexual assault, stalking, or dating or domestic violence, the notification of outcome will also include the rationale for the findings related to violations of policy and all sanctions imposed on the respondent, not just those directly related to the complainant. The respondent

a. Preliminary Investigative Report:

After each party has had the opportunity to meet with investigators, identify witnesses, suggest questions, and the investigators have completed witness interviews and the gathering of evidence, the investigators will prepare a preliminary report. The preliminary report will include the information provided by the complainant, the respondent, and each witness, and either a copy or written summary of all relevant evidence collected during the investigation. The preliminary report will not contain any findings.

The parties will be provided with an opportunity to review the preliminary report and respond. The parties may each submit comments, feedback, additional evidence, requests for additional steps in the investigation, names of additional witnesses, or any other information they deem relevant to the investigators, up to twenty (20) pages, within fifteen (15) calendar days after it is made available for review. The Title IX Coordinator or designee may, in their discretion, waive or adjust the page or time limit for the feedback.

In the event new, relevant information is provided or identified by one of the parties, the information will be incorporated into the preliminary report and the parties will be provided a second and final opportunity to review and provide feedback regarding the new information before the investigators proceed with finalizing the report.

b. Final Investigative Report

After receiving any comments or after the comment period has lapsed without comment, the investigators will make a determination of whether the preponderance of the evidence shows the respondent has violated the Policy on Sexual Misconduct or other identified policies. The complainant and the respondent will both be notified simultaneously in writing of the outcome of the investigation. In the event a policy violation is found, the investigators will refer the matter to the Office of Student Conduct for sanctioning by the UHAS Sanctioning Panel.

c. Sanctioning in Matters Where a Policy Violation has been Found

In matters where a respondent has been found responsible for violating policy, the University will initiate a sanctioning process designed to eliminate the conduct, prevent its recurrence, remedy its effects, and educate the respondent.

The Office of Student Conduct will facilitate the sanctioning process by convening a UHAS Sanctioning Panel. The panel will be made up of three faculty or staff members who have been trained to resolve cases related to sexual misconduct.

d. Format of Sanctioning Panel

A Sanctioning Panel will include the members of the panel, a Panel Coordinator from the Office of Student Conduct, and the Deputy Title IX Coordinator for Students, or designee. The role of the Panel Coordinator is to ensure that the Panel follows the process set forth in this document, clarify any questions about the policies and procedures, and consult on any available and past precedent. Similarly, the Deputy Title IX Coordinator is present to observe the process and ensure compliance with the process.

Each party will receive an opportunity to independently speak to the panel to provide input toward sanctioning. The purpose of this time is to allow parties to explain what sanction(s) they believe the panel should assign and the rationales for their proposals. The parties will each be given 15 minutes to speak.

The parties will not meet with the panel together but may choose to listen to one another from a space provided by the Office of Student Conduct. The complainant's decision whether to participate in the Sanctioning Panel and/or listen to the other party is completely voluntary.

In determining the appropriate sanctions, the panel will consider:

- x The nature of the conduct at issue;
- x The impact of the conduct on the complainant;
- x The impact of the conduct on the community or the University;
- x Prior misconduct by the respondent, including the respondent's relevant prior discipline history;
- x Whether the respondent has accepted responsibility for the conduct, which may be considered as a factor that may lessen, not increase, the severity of the sanctions;
- x The necessity of any specific action in order to eliminate the conduct, prevent its recurrence, and remedy its effects on the complainant or other University community members; and
- x Any other mitigating, aggravating, or compelling circumstances, including those presented

In the event sanctions were imposed, it shall be in the discretion of the Title IX Coordinator and the sanctioning office whether the sanctions shall be implemented or stayed pending appeal.

Appeals will be handled by the following reviewers, who may delegate the review of an appeal to a designee, and will delegate review in any case in which they cannot serve as an impartial reviewer.

An appeal of a complaint against a student should be addressed to:

Lucas Christain
Assistant Dean/Director of Student Conduct
Scott Hall
601 University Place
Evanston, IL 60208
lucas.christain@northwestern.edu

An appeal of a complaint against a faculty member should be addressed to:

Lindsay Chase Lansdale
Vice Provost for Academics and
Associate Provost for Faculty
Rebecca Crown Center
633 Clark Street
Evanston, IL 60208
(847) 4676906
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- x New information discovered after the investigation that could not have reasonably been available at the time of the investigation and is of a nature that could materially change the outcome
- x Procedural errors within the investigation process that may have substantially affected the fairness of the process
- x A finding that was manifestly contrary to the weight of the information presented during the case (i.e., obviously unreasonable and unsupported by the weight of information)

The appeal is not a rehearing of the case; it is a written statement specifically stating the grounds for the appeal and any supporting information. In cases involving multiple parties, the appealing party will be able to review the request for appeal and will be given an opportunity to submit a written response to the Appellate Panel as described further below, within the same time designated for the request for appeal. The appealing party will be able to review the response.

Similar to the original investigation, the appeal and response to the appeal may not include any character or expert witness statements. The appeal is solely conducted via written statements. Neither the respondent nor the complainant will be allowed to request a person meeting with the Appellate Panel. In an extraordinary circumstance, the Appellate Panel may request a person meeting with the complainant and respondent. Should the Appellate Panel request a meeting with one party, a meeting will also be requested with the other party.

Appellate Panel

The Appellate Panel will be appointed by the Vice President for Student Affairs, or designee, and will be trained annually by the Office of Student Conduct. The Appellate Panel will be made up of seniorlevel administrators and academic leaders who represent the Division of Student Affairs and the Office of the Provost. Three members of the Appellate Panel must be involved in each appeal decision, and decisions are made by a majority vote. In times of exigent circumstances, a conduct administrator or hearing panel member who has had no previous involvement in the case can be assigned by the OSC to fill in for a member of the Appellate Panel to ensure expediency of the decision. The OSC Panel Coordinator or designee will be privy to all Appellate discussions to ensure compliance with the UHAS procedures

IV. Appendix A: Summary of Information on Reporting Sexual Misconduct and Receiving Support (including confidential support) and Resources at the NU-Q Campus

Options and Resources

How

Private Hospitals with physical and mental health resources available

Al Ahli Hospital	+974 4489 8888 #9744489 8817
DohaClinic Hospital	+974 4438 4333
American Hospital	+974 4442 1999
Al EmadiHospital	+974 4446 6009
Qatar Foundation for Protectionand SociaRehabilitation (C	+974 4409 0999 Hotline:108

information with persons with a need to know in order for the University to investigate and

of a

Attachment B:

**You Have Options. Northwestern Can Help: Resource Guide on
Sexual Misconduct and Title IX**

You have options.
Northwestern can help.

Resource Guide on
Sexual Misconduct
and Title IX
2018–19

Table of Contents

- 1 Definitions
- 2 Options
- 4 Reporting
- 6 Investigations
- 10 Help Someone Else
- 11 Resources and Help

Northwestern University does not discriminate or permit discrimination by any member of its community against any individual on the basis of race, color, religion, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, parental status, marital status, age, disability, citizenship status, veteran status, genetic information, or any other classification protected by law in matters of admissions, employment, housing, or services or in the educational programs or activities it operates. Further prohibited by law is discrimination against any employee and/or job applicant who chooses to inquire about, discuss, or disclose their own compensation or the compensation of another employee or applicant. Harassment, whether verbal, physical, or visual, that is based on any of these characteristics is a form of discrimination.

Northwestern University complies with federal and state laws that prohibit discrimination based on the protected categories listed above, including Title IX of the Education Amendments of 1972, which prohibits discrimination based on sex (including sexual misconduct) in the University's educational programs and activities. In addition, Northwestern provides reasonable accommodations to qualified applicants, students, and employees with disabilities and to individuals who are pregnant.

Any alleged violations of this policy or questions with respect to nondiscrimination or reasonable accommodations should be directed to Northwestern's Director of Equal Opportunity and Access and Section 504 Coordinator, 1800 Sherman Avenue, Suite 4-500, Evanston, Illinois 60208, 847-467-6165, eeo@northwestern.edu.

Any alleged violations of this policy or questions with respect to sexual misconduct or sexual harassment should be directed to Northwestern's Title IX Coordinator, 1800 Sherman Avenue, Suite 4-500, Evanston, Illinois 60208, 847-467-6165, TitleIXCoordinator@northwestern.edu.

A person may also file a complaint with the Department of Education's Office for Civil Rights regarding an alleged violation of Title IX by visiting www2.ed.gov/about/offices/list/ocr/complaintintro.html or calling 800-421-3481.

Northwestern can help you

- Connect with on-campus and off-campus resources—including medical, counseling, immigration, student financial aid, and legal resources.
- File a police report or a complaint with the University or both.
- Request measures such as no-contact directives from the University, protective orders from a court, or housing, academic, working, or transportation accommodations.

Interim measures and support services

Interim measures are individualized services offered to parties involved in incidents of sexual misconduct. Interim measures may include:

- academic assistance
- student financial aid arrangements
- housing or workspace relocation
- transportation arrangements
- dining arrangements
- no-contact directives
- time off from class or work
- safety planning

Contact the Title IX Coordinator or Deputy Title IX Coordinator for Students to request interim measures (see page 12). Such measures will be kept confidential to the extent possible.

For community members abroad

Northwestern can work with you to help create a safe environment and prioritize healing. Students, faculty, and staff participating in University-sponsored international activities who experience sexual misconduct abroad can receive information about support and services from the Office of Global Safety and Security and from Deputy Title IX Coordinator Julie Friend (see page 12). For additional information, see www.northwestern.edu/global-safety-security/emergencies-abroad/sexual-misconduct.

Referrals for medical care may be obtained through Northwestern's international medical assistance provider, GeoBlue (610-254-8771); at the nearest United States embassy or consulate (www.usembassy.gov); or by calling American Citizens Services (202-501-4444).

About reporting

You may choose whether to report sexual misconduct to Northwestern, law enforcement, both, or neither.

Campus sexual misconduct investigations can occur at the same time as police investigations.

Northwestern can help you file a police report.

Reporting to police does not obligate you to testify in court.

To encourage reporting, an individual who makes a good-faith report of sexual misconduct that was directed at them or another person will not be subject to disciplinary action by the University for a conduct or policy violation that is related to and revealed in the sexual misconduct report or investigation, unless the University determines that the violation was serious and/or placed the health or safety of others at risk.

There is no time limit for reporting an incident. Reports should be made as soon as possible, as the passing of time makes a review of the evidence more difficult and the memories of involved parties may become less reliable.

Reporting options

You may report an incident to Northwestern and request interim measures and/or a University investigation by contacting a Title IX Coordinator. See page 12 for contact information.

You may also report sexual misconduct electronically:

Sexual Misconduct Reporting Form
bit.ly/NUReportSexualMisconduct

You may also file an anonymous report:

EthicsPoint
866-294-3545
www.northwestern.edu/ethics

While anonymous reports are accepted and will be reviewed, Northwestern's ability to address alleged sexual misconduct reported by anonymous sources is significantly limited.

You may report an incident to law enforcement and request a police investigation. See page 13 for Northwestern, Evanston, and Chicago police contact information.

Reporting obligation

All University employees (including student employees), as well as nonemployees with teaching or supervisory authority, are obligated to promptly report to the Title IX Coordinator sexual misconduct of which they become aware in the scope of their work for the University, unless they are a resource not obligated to report as identified in the Policy on Sexual Misconduct. Employees are encouraged to fulfill their reporting obligations by completing the Sexual Misconduct Reporting Form available at bit.ly/NUReportSexualMisconduct.

Privacy

Northwestern handles sexual misconduct reports discreetly, with information shared only with those who need to know in order to investigate and resolve the matter.

Parties in investigations of sexual misconduct are asked to keep the information related to the investigation private, to the extent consistent with applicable law. Witnesses and advisors will be asked to maintain complete confidentiality as to the investigation, to the extent consistent with applicable law.

What if a person does not want Northwestern to investigate or wants to remain anonymous?

In cases where an individual reporting sexual misconduct requests anonymity or does not wish to proceed with an investigation, the University will attempt to honor that request, but, in some cases, the Office of Equity may determine that the University needs to proceed with an investigation based on concern for the safety or well-being of the broader University community. A list of factors that the Office of Equity will consider in making this determination is available in the Policy on Sexual Misconduct. Northwestern reserves the right to take appropriate action in such circumstances, including in cases when the individual reporting the misconduct chooses not to proceed; however, the University will not compel an individual to participate.

If you are unsure about whether you want to make a report or proceed with an investi -

Complaint investigation and resolution

Northwestern investigates complaints by meeting with the complainant, respondent, and witnesses and reviewing relevant evidence. The University uses the preponderance of the evidence standard, which means that if the evidence shows that it is more likely than not that sexual misconduct occurred, the respondent will be found responsible.

Investigations are usually conducted by staff of the Office of Equity, who are trained in handling sexual misconduct matters. See pages 8–9 for a flowchart of the sexual misconduct complaint resolution process.

Violations of the Policy on Sexual Misconduct may result in sanctions and corrective actions. These actions may include required training or counseling, warning, probation, suspension, expulsion, demotion, termination, or revocation of tenure.

Services or other measures to help remedy the effects of sexual misconduct and prevent recurrence may also be provided.

The irrelevant prior sexual history of the parties will not be considered as evidence in the investigation.

Advisor/legal counsel

An advisor is a person who is present to provide support to a complainant or respondent throughout an investigation and any sanctioning process. Complainants and respon -

Timeline

Though the University strives to resolve all cases in a prompt and timely manner, the timeline varies based on the circumstances of the case. Additionally, the timeline for a case may be affected by breaks in the academic calendar, availability of the parties and witnesses (including due to leave of absence), scope of the investigation, need for interim actions, and unforeseen or exigent circumstances. The parties will be periodically updated on the status of their case. In <</Lang (en-)hrties 4()3 (t)3 (<)3 ()p8npID 335 f06t9.13 ((e)3

Overview of the sexual misconduct complaint resolution process

The Office of Equity receives a report of sexual misconduct.

An Office of Equity staff member contacts the person who may have experienced sexual misconduct to provide information about resources and options and extend an invitation to meet.

The person decides whether or not to meet with the staff member.

The person chooses to meet. The staff member goes over resources and options. The person may request interim measures and support services and may elect to proceed with an investigation.

The person chooses not to meet or requests not to proceed with an investigation. The University typically can honor that request.

The complainant chooses to proceed with an investigation. One or more investigators from the Office of Equity meet with the complainant to gather information about the concern. The complainant can suggest witnesses and provide evidence.

An Office of Equity staff member contacts the person who is alleged to have committed sexual misconduct (respondent) to notify them of the complaint, the resolution process, and the resources available to them.


One or more investigators meet with the respondent to get information. The respondent can suggest witnesses and provide evidence.

One or more investigators collect information from the complainant, respondent, and relevant witnesses and review all evidence collected.

If the respondent is a student and the matter has the potential to result in separation from the University, the complainant and respondent each have the opportunity to review a preliminary investigative report and provide additional information.

The investigators complete the investigation and send the complainant and the respondent a final investigative report containing information collected, findings of fact, and a finding of whether there has been a policy violation.

When a policy violation is found, the Office of Equity will refer the matter to the Office of Student Conduct and a sanctioning panel will be convened. The complainant and respondent meet with the panel separately but are given the opportunity to listen to one another. The Office of Student Conduct informs the complainant and respondent of the sanction in writing.



If the respondent is a student and the matter does not have the potential to result in separation from the University or if the respondent is a faculty member, staff member, or third party, the parties are provided a written summary of the information collected and a finding of whether there has been a policy violation.

When a policy violation is found and the respondent is a student, the Office of Equity will determine any sanctions or corrective actions.

When a policy violation is found and the respondent is a staff member, the findings will be forwarded to the Office of Human Resources and the respondent's manager. Any sanctions or corrective actions will be decided in accordance with the Staff Handbook.

When a policy violation is found and the respondent is a faculty member, the findings will be forwarded to the faculty member's dean, depareresources and

How to help someone who tells you about an incident of sexual misconduct

Individuals who have experienced sexual misconduct often respond in a variety of ways, including anger, sadness, confusion, or withdrawal.

Listen: Give the survivor your complete attention. Try not to interrupt or discuss your

Confidential resources

Confidential resources are privileged to keep communications confidential, except in very limited situations (e.g., minors, imminent danger).

Center for Awareness, Response, and Education (CARE)

(provides support, advocacy, and education to students)

847-491-2054

www.northwestern.edu/care

Counseling and Psychological Services (CAPS)

(provides counseling services to students)

847-491-2151 (24 hours)

www.northwestern.edu/counseling

Office of Religious and Spiritual Life

(provides spiritual counseling and advice to members of the University community)

847-491-7256

www.northwestern.edu/religious-life

Employee Assistance Program

(provides crisis intervention and short-term counseling to faculty and staff as well as their household family members)

855-547-1851

www.northwestern.edu/hr/work-life/employee-assistance-program.html

Faculty Wellness Program

(provides free consultations for faculty members to identify appropriate resources for personal and professional concerns)

312-695-2323

www.northwestern.edu/provost/faculty-resources/work-life/faculty-wellness.html

Title IX Coordinator and Deputy Title IX Coordinators (to report concerns to Northwestern)

Colleen Johnston, Title IX Coordinator
847-491-3881
colleen.johnston@northwestern.edu

Amanda DaSilva, Deputy Title IX Coordinator for Students
(for complaints involving students)
847-467-6571
amanda.dasilva@northwestern.edu

Karen Tamburro, Deputy Title IX Coordinator
(for complaints involving faculty and staff)
847-491-6697
karen.tamburro@northwestern.edu

Janna Blais, Deputy Title IX Coordinator
(for Title IX athletics compliance issues)
847-491-7893
j-blais@northwestern.edu

Julie Friend, Deputy Title IX Coordinator
(for community members abroad)
847-467-3175
julie.friend@northwestern.edu

Pim Thukral, Deputy Title IX Coordinator
(for complaints on the Qatar campus)
+974 4454 5008
pim.thukral@northwestern.edu

Office of Equity
Northwestern University

Fostering a culture of access, belonging, and accountability.

Attachment C:

Campus raining nformation

Campus Training, Education and Awareness

The University offers a variety of training, awareness, and prevention programs to help prevent sexual misconduct within the Northwestern community. The University strives to ensure that such programming is developed to be culturally relevant; trauma-informed; inclusive of diverse communities and identities; sustainable; responsive to community needs; informed by research or assessed for value, effectiveness, and outcome; and considerate of environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

The University provides new faculty, staff, graduate students, and professional students with valuable education and resources through an online course, Preventing Sexual Misconduct and Sex Discrimination. The interactive web-based course educates participants about sexual misconduct, the associated laws and University policies, and available resources at Northwestern. Topics such as sex discrimination, sexual assault, sexual harassment, sexual exploitation, dating and domestic violence, and stalking are covered. All incoming undergraduate students are required to complete Haven, an online sexual assault prevention program, prior to arriving at Northwestern.

Northwestern's Office of Equity and Center for Awareness, Response, and Education (CARE) both provide training for staff, faculty, and student leaders about responding to incidents of sexual violence, bystander intervention, and other topics on both the Evanston and Chicago campuses. Additionally, in affiliation with CARE, two peer educator groups, Sexual Health and Assault Peer Educators (SHAPE) and Men Against Rape and Sexual Assault (MARS) provide numerous trainings throughout the year to student groups, including fraternities and sororities. Information on the trainings offered during the 2017 calendar year appears below.

Trainings provided or organized by the Office of Equity (formerly the Sexual Harassment Prevention Office) – 2017 Calendar Year

Name or groups2(

Title IX and Sexual Misconduct	and campus based resources Training on types of sexual misconduct, reporting			
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Title IX and Sexual Misconduct	and campus based resources Training on			
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Mandated obligations, and
Reporting, campusbased
including resourcesThis
Harassment and training also
Discrimination included information
Prevention on discrimination
and harassmc7re W

Harassment and Discrimination Prevention	Training for new employees on discrimination, harassment, and sexual misconduct.	08/23/17	New staff members	48
Sexual Misconduct Prevention and Mandated Reporting, including Harassment and Discrimination Prevention	Training on types of sexual misconduct, reporting obligations, and campus based resources This training also included information on discrimination and harassment.	08/30/17	Online faculty of The Family Institute	11
Sexual Misconduct Prevention and Mandated Reporting	Training on types of sexual misconduct, reporting obligations, and campus based resources	08/30/17	NUPD Supervisors	14
Sexual Misconduct Prevention and Mandated Reporting	Training on types of sexual misconduct, reporting obligations, and campus based resources	08/31/17	Project Wildcat leaders and steering committee members	40
Sexual Misconduct Reporting Responsibilities	Training on reporting obligations.	08/31/17	Project Wildcat Steering Committee	5
Sexual Misconduct Prevention and Mandated Reporting	Training on types of sexual misconduct, reporting obligations, and campus based resources	09/06/17	CATalyst leaders	2
Sexual Misconduct Prevention and Mandated Reporting	Training on types of sexual misconduct, reporting obligations, and campus based resources	09/07/17	Resident Assistants	100
Sexual Misconduct Prevention and	Small group scenario work about	09/07/17	Resident Assistants	85

Sexual Misconduct Prevention and Mandated Reporting	Training on types of sexual misconduct, reporting obligations, and campusbased resources	09/20/17	Graduate students with teaching responsibilities	1
Sexual Misconduct Prevention and Mandated Reporting	Training on types of sexual misconduct, reporting obligations, and campusbased resources	10/02/17	Searle Center Staff	14
Sexual Misconduct Prevention and Mandated Reporting, including Harassment and Discrimination Prevention	Training on types of sexual misconduct, reporting obligations, and campusbased resources This training also included information on discrimination and harassment.	10/04/17	Graduate students	50
Sexual Misconduct Prevention and Mandated Reporting	Training on types of sexual misconduct, reporting obligations, and campusbased resources	10/04/17	Weinberg Graduate Program Assistants	18
Q&A on Sexual Misconduct Prevention and Mandated Reporting	Informal question and answer session on types of sexual misconduct, reporting obligations, and campusbased resources.	10/11/17	Northwestern Postdoctoral Forum	15
Sexual Misconduct Prevention and Mandated Reporting	Training on types of sexual misconduct, reporting obligations, and campusbased resources	10/19/17	Directors of Graduate Study	60
Sexual Misconduct Prevention and	Training on types of sexual misconduct, reporting obligations, and	10/25/17	Academic Advisors and support staff	12

Mandated Reporting	campusbased resources			
Harassment and Discrimination Prevention	Training for new employees on discrimination, harassment, and sexual misconduct.	10/31/17	New staff members	53
Shaping Student Body	Overview of Title IX, the Sexual Misconduct Policy, and Q&A provided as part of Shaping Student Body.	11/01/17	First year students	500
Shaping Student Body	Overview of Title IX, the Sexual Misconduct Policy, and Q&A provided as part of Shaping Student Body.	11/01/17	First year students	500

on discrimination

Poster campaigns	Our You Have Options Poster, Northwestern Diversity Poster, and IDHR Sexual Harassment Poster were each distributed and posted in multiple locations on both campuses.	Ongoing	Students, Faculty, Staff	n/a
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Trainings provided or organized by CARE (Center for Awareness, Response and Education), SHAPE (Sexual Health and Assault Peer Educators) and MARS (Men Against Rape and Sexual Assault) – 2Td ()Tj ETT* [(S)-8 e–

	genderbased violence.			
Open Step Up Workshop	Step up is a bystander intervention training program that aims to create a more engaged			

	<p>participants to critically examine the systemic connections between traditional masculinity and gender-based violence.</p>			
<p>MARS 201 @ Phi Delta Theta</p>	<p>The MARS presentation includes basic information such as the definitions of sexual violence and consent, a discussion on consent, as well as information on bystander intervention.</p>	<p>02/08/17</p>		

	traditional masculinity and genderbased violence.			
Program with Alpha Phi Alpha	A Support Starts Here Presentation. Support Starts Here gives participants the skills to effectively support a survivor of sexual violence, relationship violence, or stalking	03/09/17	Undergraduate Students	12
Open Step Up (Sexual Assault Awareness Month)	Step up is a bystander intervention training program that aims to create a more engaged Northwestern community by providing students, faculty, and staff with the basic tools to safely and effectively intervene in situations where someone might be in danger.	04/11/17	Undergraduate Students	0
Support Starts Here	Support Starts Here gives participants the skills to effectively support a survivor of sexual violence, relationship violence, or stalking	04/14/17	Staff	5

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CARE Class: Immigration	CARE Class is a practiceoriented space to explore how gender based violence interacts and intersects with our world. CARE staff hosted sessions on a variety of topics each week.	05/05/17	Undergraduate Students	2
NÜ Men Spring Cohort Week 5	This 6-week program challenges participants to critically examine the systemic connections between traditional masculinity and genderbased violence.	05/08/17	Undergraduate Students	

Lambda Chi
Alpha MARS
201

The MARS
presentation includes
basic information
such as the
definitions of sexual
violence and
consent, a discussion

RA Training	support first year students. Training for Resident Assistants covering basic information about CARE's resources, the dynamics of relationship violence, and stalking, how to support a student, and how to make a referral to CARE.	09/07/17	Resident Assistants	110
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New Student

	Awareness Month presentation on how to maintain healthy romantic relationship, handle conflict, and spot unhealthy or abusive behaviors			
UHAS Panel Training	Training for UHAS Panel Members.	10/26/17	Staff and Faculty	20
Shaping Student Body	Follow up performances reviewing and expanding the content of The Student Body.	11/01/17	New Students	500

Shaping Student Body Follow up performances reviewing and expanding the content of The Student Body. 4(p)ET Q BT -01001170.007.12486.36012 (171.12 472.56 Tm [(p)-4 (er)-1 (

	genderbased violence.			
Hooking Up 101	A presentation by SHAPE.	11/08/17	Elder Residential Students	10
Supporting Survivors	A presentation by SHAPE.	11/08/17	Zeta Beta Tau Fraternity Members	35

Transforming Rape Culture with Mariame Kaba
 Organizer, pri.6 re W

