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Northwestern

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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, reproductive health decision making, or any other classification protected by law in matters of admissions, employment, housing, or services or in the educational programs or activities it operates. Harassment, whether verbal, physical, or visual, that is based on any of these characteristics is a form of discrimination. 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.

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. Title IX requires educational institutions, such as Northwestern, to prohibit discrimination based on sex (including sexual harassment) in the University's educational programs and activities, including in matters of employment and admissions. 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 Office of Equity, 1800 Sherman Avenue, Suite 4-500, Evanston, Illinois 60208, 847-467-6165, [equity@northwestern.edu](mailto:equity@northwestern.edu).

Questions specific to sex discrimination (including sexual misconduct and sexual harassment) should be directed to Northwestern's Title IX Coordinator in the Office of Equity, 1800 Sherman Avenue, Suite 4-500, Evanston, Illinois 60208, 847-467-6165, [TitleIXCoordinator@northwestern.edu](mailto: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](http://www2.ed.gov/about/offices/list/ocr/complaintintro.html) or calling 800-421-3481. Inquiries about the application of Title IX to Northwestern may be referred to Northwestern's Title IX Coordinator, the United States Department of Education's Assistant Secretary for Civil Rights, or both.

sexual penetration without consent, sexual contact without consent, statutory rape, or incest

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- Speak with a confidential resource about your options, on or off campus. See page 11 for a list of Northwestern confidential resources.
- Seek medical attention to treat any injuries, test for sexually transmitted infections, obtain emergency contraception (if needed), and/or perform a rape evidence collection procedure. A medical forensic exam can be performed up to seven days after an incident. Speak with a confidential r

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- 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.

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

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

Contact the Office of Equity to request supportive measures (see page 12). Such measures will be kept confidential to the extent possible.

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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 Director of Global Safety and Security Julie Friend (see page 12). For additional information, see [www.northwestern.edu/rs1.erot5ernati05\(et\)5\(yplanning\)TJETEMC/SpanLang\(en-US\)/MCID](http://www.northwestern.edu/rs1.erot5ernati05(et)5(yplanning)TJETEMC/SpanLang(en-US)/MCID)









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Northwestern typically 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 from 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 Institutional Equity 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.

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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 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 for any meetings. 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 non–Title IX 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 nonparticipatory 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.





# Northwestern University's Policy on Sexual Misconduct

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Northwestern University is committed to providing a safe and healthy environment for all members of our community. We are committed to preventing, investigating, and responding to sexual misconduct. For more information, see [www.northwestern.edu/sexual-misconduct](http://www.northwestern.edu/sexual-misconduct).

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

- Give the survivor your complete attention. Try not to interrupt or discuss your personal history.
- Survivors are often met with skepticism or disbelief. Offering nonjudgmental



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## (Sexual Misconduct Involving Faculty and Staff)

For complaints involving sexual misconduct involving faculty and staff:

847-491-3881

[colleen.johnston@northwestern.edu](mailto:colleen.johnston@northwestern.edu)

For complaints involving sexual misconduct involving students:

(for complaints involving students)

847-467-6571

[amanda.dasilva@northwestern.edu](mailto:amanda.dasilva@northwestern.edu)

For complaints involving sexual misconduct involving faculty and staff:

(for complaints involving faculty and staff)

847-491-6697

[karen.tamburro@northwestern.edu](mailto:karen.tamburro@northwestern.edu)

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## (Sexual Misconduct Involving Community Members)

For complaints involving sexual misconduct involving community members:

(for athletics compliance issues)

847-491-7893

[j-blais@northwestern.edu](mailto:j-blais@northwestern.edu)

For complaints involving sexual misconduct involving community members:

(for community members abroad)

847-467-3175

[julie.friend@northwestern.edu](mailto:julie.friend@northwestern.edu)

For complaints involving sexual misconduct involving community members:

(for complaints on the Qatar campus)

+974 4454 5008

[pim.thukral@northwestern.edu](mailto:pim.thukral@northwestern.edu)







Fostering a culture of access, belonging, and accountability.