

SAFETY TIPS | UNIVERSITY POLICIES | EMERGENCY CONTACTS

ANNUAL Security & Fire Safety REPORT 2022-2023



THE UNIVERSITY OF
CHICAGO

Contents

1	Welcome to the University of Chicago and Its Community
2	Reporting Crimes and Other Emergencies
3	UChicago HELP
6	Preparation of the Annual Security Report and Disclosure of Crime Statistics
10	Department of Safety and Security
13	In Case of Disaster
13	In Case of Fire
14	Timely Warning and Emergency Notifications
15	Safety Awareness
17	Keeping Yourself Safe
19	Title IX and Sexual Misconduct
25	Appendix I: Policy on Harassment, Discrimination, and Sexual Misconduct
41	Appendix II: Policy on Title IX Sexual Harassment
58	Appendix III: Missing Student Policy
59	Appendix IV: Fire Safety in On-Campus Student Housing
66	Appendix V: Emergency Communications Plan and Evacuation Procedures
68	Appendix VI: Timely Security Alert Policy and Guidelines
69	Appendix VII: Violence Prevention Policy and Behavioral Intervention Team
71	Appendix VIII: Drug and Alcohol Policies
82	Appendix IX: Clery Act Definitions
84	Important Contact Information

The *Annual Security and Fire Safety Report* is published online at **securityreport.uchicago.edu**.

Printed copies of the *Annual Security and Fire Safety Report* are available upon request from the **University of Chicago Police Department, 850 East 61st Street, Chicago, Illinois 60637**.

The *Annual Security and Fire Safety Report* is compiled by the University of Chicago's Department of Safety & Security, Campus and Student Life, and Office of Legal Counsel.

University programs and policies described in the *Annual Security and Fire Safety Report* are continually reviewed and may change.

Welcome to the University of Chicago and Its Community

Welcome to Chicago—a vibrant and exciting city of 2.7 million people who live in 77 distinctive and diverse communities. While the city and its many neighborhoods have a great deal to offer, they also present all the challenges of a complex, modern, and urban society. Being a member of the University of Chicago community gives you the opportunity to experience the advantages of city life with the support of many resources.

The University takes measures to ensure a safe campus environment, but it is important to keep in mind that a level of responsibility for crime prevention and personal safety also rests with each individual. Whether you are a longtime resident of the city or a newcomer to urban living, we encourage you to spend a few minutes reviewing the contents of this booklet.

Inside, you will find tips for navigating the city while remaining safe and alert, as well as information about the offices and services that provide safety support. This publication also has details on where to go for help in the event of an emergency and how to avoid threatening situations.

Reporting Crimes and Other Emergencies

Reporting Procedures

If you are ever uncomfortable for any reason or need to report a crime or suspicious activity, call the police immediately. The UCPD encourages prompt and accurate reporting of any such problem to UCPD and the appropriate police agencies, when the victim of a crime elects to, or is unable to, make such a report. UCPD's Emergency Communications Center functions like a 911 dispatch center and emergency operations center. Both emergency and non-emergency police requests are coordinated by dispatchers who monitor alarms within campus buildings, coordinate safety escort requests, and handle emergency assistance calls due to illness, injury, or criminal activity. You may call UCPD from any of the campus-wide emergency phones, or directly on the emergency telephone number **123** or **TTY 124** for those who are hearing impaired, or at **773.702.8181**. UCPD can also be contacted through the mobile safety application UChicago Safe. More information about this free application can be found at safety-security.uchicago.edu/services/uchicago_safe_mobile_safety_app.

Response to Reports

In response to a call, UCPD will take the required action, dispatching an officer, and, based on the circumstances, asking the victim to file an incident report. In addition, the University dispatchers coordinate responses with the CPD and Chicago Fire Department. They also serve as the link between the students, faculty, and staff who require police or public safety services.

UCPD investigators will investigate a report when it is deemed appropriate. Crimes should be reported to UCPD for purposes of assessing the crime for distribution in a potential timely security alert (Appendix VI), the accurate reporting in the *Annual Security and Fire Safety Report* and Daily Crime and Fire Log, and disclosure in the annual crime statistics, page 6.

To report a crime or emergency on any of the following separate campuses, contact:

- Downtown Chicago Gleacher Center: Call the Chicago Police Department at **911**.
- Marine Biological Laboratory: Call campus security at **508.289.7217**, or Falmouth Police at **911** or **774.255.4527**.
- Center in Beijing: Call **110** to contact local police.
- Center in Delhi: Call **112** to contact Delhi Police.
- Yuen Campus in Hong Kong: Call **999** to contact local police.
- Chicago Booth Europe Campus (London): Call **999**.
- Center in Paris: Call **112**.

Off-Campus Student Organizations

The University of Chicago does not have officially recognized student organizations with off-campus locations.

Other Reporting Options

While the University encourages community members to promptly report all crimes and emergencies directly to UCPD or local police, the University also recognizes that some may prefer to report certain nonemergency incidents or crimes to people other individuals or University offices.

The Clery Act recognizes certain University officials and offices as "campus security authorities" (CSAs). For the purposes of collecting and classifying incidents of crime, the University's Campus Security Authorities include the following individuals or offices:

- University of Chicago Police Department
- Deans of Students and their professional staffs
- Deans-on-Call
- Sexual Assault Dean-on-Call
- Title IX Coordinator
- Academic advisers in all divisions
- Student organization advisers
- Housing & Residence Life staff
- Athletic coaches
- Sport club advisers

CSAs have a legal obligation to notify the University of any Clery Act crimes that were conveyed to them. While CSAs must report any Clery Act crime that comes to their attention, at the request of the victim(s), identifying information may be excluded from the report (e.g., names, initials, contact information, etc.).

Limited Confidential Reporting Procedures

UCPD encourages anyone who is a victim or witness to any crime to promptly report the incident to the police. UCPD does not have a voluntary confidential reporting policy. Confidential reports for the purpose of inclusion in the annual disclosure of crime statistics can generally be made to other campus security authorities.

Pastoral and Professional Counselors

Pursuant to the Clery Act, pastoral and professional counselors, when acting as such, are not considered CSAs. Nevertheless, they are encouraged, if and when they deem it appropriate, to inform the persons they are counseling of the procedures to report crimes on a voluntary, confidential basis for inclusion in the annual crime statistics.

UChicago HELP

The University of Chicago has a robust set of systems and practices that support and care for our students and members of the University community. Our intent is to create an environment where all can learn and contribute to the creation of knowledge.

The University seeks to engage and support students while respecting each student's independence. Although students are trusted to manage their own affairs, including decisions related to academics, financial concerns, and personal issues, they have access to extensive University resources to help with these issues. In addition to providing daily support and engagement, the University also responds quickly when a student needs help.

Visit help.uchicago.edu.

The Dean-on-Call Program

One of the resources the University makes available to students is the support and guidance of a University administrator who is on call 24 hours a day, 7 days a week. This administrator is the Dean-on-Call and can be reached by calling the University of Chicago Police Department (UCPD) at **773.702.8181**. Please be prepared to leave a 10-digit callback number, as UCPD will page the Dean-on-Call for you. If you prefer to text the Dean-on-Call directly, utilize the UChicago Safe **app** to do so. Once you are in the UChicago Safe app, press the UChicago HELP button. More information about this free application can be found at safety-security.uchicago.edu/services/uchicago_safe_mobile_safety_app.

The Dean-on-Call program is a collaborative effort between Campus and Student Life (CSL) and the University of Chicago Police Department. UCPD provides dispatch and transportation services for the Dean-on-Call program and often accompanies the Dean-on-Call when they respond to a student in person.

Role of the Dean-on-Call

The Dean-on-Call is the University official responsible for providing referrals, information, and support to students during an emergency. The Dean-on-Call intervenes at times to de-escalate a situation between students and other members of the campus and/or community, and works with University resources and offices to coordinate the University's response to ensure students receive due consideration and fair treatment. The Dean-on-Call will monitor an incident to make sure that adequate support continues even after the incident passes.

Engaging the Dean-on-Call

Students, faculty, or staff may contact the Dean-on-Call at any time a student has an emergency to get advice and support in managing the situation. The Dean-on-Call can be reached by following the instructions aforementioned.

UCPD will contact the Dean-on-Call when UCPD has a report of an incident in which:

- a student is the victim of a violent crime, such as a robbery, battery, or assault;
- there are significant concerns about a student's health or well-being, such as a serious accident, a fire, or a student has not been seen for some time;
- a student is engaged in disruptive or dangerous activities, such as loud music or climbing on roofs; or
- a student is detained or arrested by police.

There may be other incidents reported to UCPD involving a student in which UCPD may determine to notify the Dean-on-Call.

Role and Scope

The role of the Dean-on-Call is both supportive and administrative.

The Dean-on-Call tries to inform, comfort, and assist a student.

The Dean-on-Call will answer a student's questions and can assist with:

- Finding emotional support
- Connecting with medical care or student counseling
- Reporting a crime to the police
- Confidentially reporting concerns about a roommate, friend, or fellow student
- Identifying community resources for legal assistance
- Identifying possible resources to assist in adjusting living arrangements
- Helping to connect with academic resources to manage academic obligations
- Emphasizing an environment of civility during protests and demonstrations involving students
- Monitoring and responding to protests, demonstrations, and disruptions, in accordance with the University's commitment to free expression

At times, the Dean-on-Call may counsel a student on the potential emotional reactions a student may experience in the coming days and weeks, and recommend seeking professional help and academic support through a student's Dean of Students Office. At other times, the Dean-on-Call explains and answers questions about procedures at UChicago Student Wellness, the UChicago Medicine Emergency Department, or UCPD.

The scope of the Dean-on-Call role does not include:

- Giving legal advice
- Giving medical advice
- Interfering with law enforcement
- Mediating landlord-tenant disputes or any other contractual disputes
- Using personal resources to provide students with a place to stay, car rides, or financial assistance

Protests and Demonstrations

Often, the Dean-on-Call will be present at and monitor protests, demonstrations, and other events on or adjacent to University property. If called upon, the Dean-on-Call will work actively to preserve an environment of spirited and open discourse and debate, allowing for the opportunity to have all participants contribute to intellectual exchange and full participation in an event. In instances of disruptive behavior or violations of University policies, the Dean-on-Call will respond and provide direct instructions to stop disruption, if it is safe to do so. Failure to adhere to the directives of a Dean-on-Call may result in referral to one or more University disciplinary systems.

Additional Support and Privacy

In consultation with the student, the Dean-on-Call may notify the student's Resident Heads, Area Dean of Students, friends, and/or family about the situation. On some occasions, the Dean-on-Call may determine that a situation is critical enough to require informing the student's Area Dean of Students of a specific incident without consultation with the student.

The Dean-on-Call will ensure the student's privacy; this means that only those people who need to know certain information in order to assist will be given the student's name and other limited information as necessary. In rare instances, the Dean-on-Call may learn information from a student that the University may be obligated to pursue, even against the student's wishes.

Sexual Assault Dean-on-Call Program

The Sexual Assault Dean-on-Call is a University administrator specifically trained for 40+ hours in sexual assault crisis intervention. This administrator is available 24/7. The Sexual Assault Dean-on-Call provides emotional and administrative support to students who are survivors of gender-based violence. By providing basic procedural, legal, and medical information, and referrals to other resources on campus and local community service organizations, the Sexual Assault Dean-on-Call helps students make informed decisions about next steps.

Role of the Sexual Assault Dean-on-Call

The Sexual Assault Dean-on-Call is available to answer any general or personal questions related to gender-based violence, including sexual assault, unwanted sexual touching, intimate partner violence, domestic violence, and stalking. The Sexual Assault Dean-on-Call ensures that all University resources are available to assist students through the traumatic situation. The Sexual Assault Dean-on-Call can explain what to expect at a police station or at the hospital Emergency Department, can provide basic information about the criminal and civil justice system and the University-wide disciplinary process, and may refer the student to counseling and other services, such as the Office of Sexual Misconduct Prevention and Support.

The Sexual Assault Dean-on-Call may speak with a student survivor in confidence and report only to the University that an incident occurred without revealing any personally identifying information. Personally identifying information will only be shared after obtaining the reporting student's consent.

Disclosures to any Sexual Assault Dean-on-Call may lead to the University launching an investigation into the incident, even in the absence of any identifying information or the reporting student's consent. If an investigation does proceed, the reporting student will not be identified and will not be compelled to participate. The reporting student may use the support provided by the Sexual Assault Dean-on-Call for as long as needed.

However, when the Sexual Assault Dean-on-Call honors a student's request for confidentiality, the student must understand that the University's ability to meaningfully investigate the incident and pursue disciplinary action against the alleged respondent may be limited. For more information on resources and confidentiality, visit umatter.uchicago.edu under the tab *Find Support*.

Confidentiality note: All University personnel are "mandated reporters" who are required by law to report child abuse and neglect to the Illinois Department of Children and Family Services. For this reason, confidential resources (Sexual Assault Deans-on-Call, UChicago Student Wellness,

ordained religious advisors) cannot maintain complete confidentiality when they learn of the possible abuse and/or neglect of a person under the age of 18. For more information, see the University's Policy on the Safety of Children in University Programs at minorsoncampus.uchicago.edu. In addition, regardless of the ages of individuals involved, these confidential resources must notify the University officials specified in the aforementioned policy of threats to the physical safety of any person.

UCPD will contact the Sexual Assault Dean-on-Call when:

- A student arrives at the University's Emergency Department and asks for the Sexual Assault Dean-on-Call
- A student reports a sexual assault to the UCPD
- University staff or faculty or other member of the University community requests to speak with the Sexual Assault Dean-on-Call
- A student survivor requests to speak with the Sexual Assault Dean-on-Call
- A friend or support-person of the survivor requests to speak with the Sexual Assault Dean-on-Call

Engaging the Sexual Assault Dean-on-Call

- A student may contact the Sexual Assault Dean-on-Call at any time by calling the UCPD Dispatch at **773.702.8181**. Be prepared to leave a 10-digit call-back number, as UCPD will page the Dean-on-Call for you. If you prefer to text the Sexual Assault Dean-on-Call directly, utilize the **UChicago Safe app**, press the UChicago HELP button.
- A student may contact the Sexual Assault Dean-on-Call even if the student has not yet decided whether to report the incident to the police or to receive guidance and support in helping a peer or a friend.
- In cases in which a student makes a report to UCPD, UCPD will notify the Sexual Assault Dean-on-Call. For the University's policy on Harassment, Discrimination, and Sexual Misconduct, see Appendix I.

Report a Concern

UChicago HELP

If you are concerned about the physical or mental well-being of a student or if a student's behavior is causing you to worry about any future actions, please report your concern online at help.uchicago.edu or call UCPD at **773.702.8181**. Be prepared to leave a 10-digit call-back number, as UCPD will page the Dean-on-Call for you. A Dean-on-Call is available to respond 24/7.

By submitting the report, you can share your concerns about a student's behavior, health, or well-being. The information you provide will help the University assist the student of concern with early intervention resources and strategies. The report will be reviewed and responded to within 24 hours of receipt or by the next business day.

Report your concern to UChicago HELP at cm.maxient.com/reportingform.php?UnivofChicago&layout_id=17.

Bias Education and Support Team (BEST)

Students impacted by bias can seek support through the Bias Education and Support Team (BEST). BEST members will ensure that bias incidents are properly documented so the University can assess the campus climate on an ongoing basis. BEST members will provide follow-up training and educational opportunities when applicable. We can also explore options for informal resolution in collaboration with the student(s).

What Is Bias?

Bias is a natural inclination for or against an idea, object, group, or individual. It is often learned and is highly dependent on variables such as a person's socioeconomic status, race, ethnicity, educational background, gender expression, gender identity, and religion. Biases can be conscious or unconscious—explicit or implicit. In addition, bias can be institutionalized into policies, practices, and structures.

What Is a Bias Incident?

A bias incident is any act that targets individuals or groups based on perceived or actual identity. To be considered a bias incident, the act is not required to be a crime under any federal, state, or local statutes, nor does it have to violate University policy.

Report Bias

The University urges anyone who experiences or witnesses a bias incident to report it to the Bias Education and Support Team. If you are interested in reporting a bias incident, you may do so at cm.maxient.com/reportingform.php?UnivofChicago&layout_id=9.

Bias Education and Support Team

BEST is comprised of staff members from offices across the University, including Campus and Student Life, the Center for Identity + Inclusion, and Equal Opportunity Programs. BEST members receive extensive training on campus cultures, responding to bias and microaggressions, restorative and transformative practices, and conflict management.

BEST assists the Dean of Students in the University in documenting and reporting incidents that affect our students. Bias incident data is used to develop educational and outreach programs. BEST will assist students in determining whether a violation of law or University policy occurred and will refer students to additional resources. However, BEST cannot initiate disciplinary action or impose sanctions.

Role and Scope of BEST

The role of BEST is supportive and administrative. BEST members ensure student(s) who report their experiences of bias are heard throughout the process and understand available options. BEST will validate students' feelings and provide information to assist in the following ways:

- Confidentially report concerns about behavior by a member of the University community
- Create a space for students to process their experiences and get support for their decision, even when their decision is not to proceed now
- Identify University resources for matters implicating the University's policies on Civil Behavior in a University Setting and/or Harassment, Discrimination, and Sexual Misconduct
- Identify campus and community resources for education and other supportive services
- Coach students through difficult conversations and/or written correspondence
- Facilitate listening sessions and healing circles as the situation necessitates
- Provide educational workshops

At times, staff and/or faculty may reach out to BEST for consultation on student issues. BEST may offer recommendations, though the process is always intended to be student-driven. Our primary mission is to focus on students' needs, particularly students with marginalized identities.

The scope of BEST does not include:

- Acting as a disinterested third party
- Giving legal advice
- Mediating any contractual disputes
- Providing services for issues or matters pertaining exclusively to staff or faculty

UChicago HELP FAQ

For more information about UChicago HELP, visit csl.uchicago.edu/get-help/uchicago-help-faq.

Preparation of the Annual Security Report and Disclosure of Crime Statistics

Clery Act

The *Annual Security and Fire Safety Report* is required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”). The report includes, but is not limited to: campus safety and security policy disclosures; statistics for Clery Act crimes that occur in Clery Act geography, as defined by the Clery Act and described in Appendix IX, for the previous three years; and fire statistics for on-campus student housing facilities for the previous three years. To prepare the *Annual Security and Fire Safety Report*, the University collects, classifies, and counts incidents of crime and crime statistics. Crime statistics are collected throughout the year from the University of Chicago Police Department (UCPD) and members of the University designated as Campus Security Authorities (CSAs). Crime statistics are also requested from local law enforcement agencies in jurisdictions where the University of Chicago operates separate campuses.

Crime Information and Statistics

Incidents of crime for the University of Chicago’s main campus in Hyde Park are reflected in Table 1 and include crime statistics from 2019, 2020, and 2021. Statistics were gathered from UCPD reports, Chicago Police Department reports, and reports made by Campus Security Authorities.

Incidents of crime for all separate campuses, as defined by the Clery Act, are collected from the University’s Campus Security Authorities and the local police departments serving those locations. There were no reported Clery crimes for 2019, 2020, and 2021 for the following separate campuses affiliated with the University of Chicago:

- Downtown Chicago Gleacher Center
- Marine Biological Laboratory
- Center in Paris
- Center in Beijing
- Center in Delhi
- Yuen Campus in Hong Kong
- Chicago Booth Europe Campus (London)

The Clery Act also requires reporting of not only arrests for liquor law, drug law, and illegal weapons violations, but also referrals for University disciplinary actions of both students and employees based on these violations. Table 2 highlights statistics for these arrests and referrals for the University of Chicago’s main campus and downtown Chicago Gleacher Center, as well as the Marine Biological Laboratory.

There were no arrests or referrals for the University’s separate campuses located in Beijing, Delhi, Hong Kong, London, or Paris for the 2019, 2020, and 2021 reporting years.

Sex Offender Registry Access

The Chicago Police Department maintains a list of registered sex offenders residing in the City of Chicago, pursuant to the Sex Offender Community Notification Law (730 ILCS 152/101). This information can be located at home.chicagopolice.org/services/sex-offender-database-search. The Illinois State Police also maintain a statewide database, which can be found at isp.state.il.us/sor.

Crime Trends in Our Community

2021 Calendar Year

The following report, prepared by the University of Chicago Police Department, provides a statistical overview of reported violent crimes that occurred in the Hyde Park–South Kenwood community during the calendar year 2021. Violent crime includes murder, criminal sexual assault, robbery, and aggravated assault and battery. For the purpose of this report, the boundaries of Hyde Park–South Kenwood are 47th Street to 61st Street and Cottage Grove Avenue to Lake Michigan.

Trends in Hyde Park–South Kenwood over Time

Last year the incidence of violent crime in the Hyde Park–South Kenwood neighborhood increased 22 percent compared to 2020. Over the 10-year period, violent crime in 2021 increased 26 percent compared to 2012. Criminal sexual assaults increased 70 percent in 2021 compared to 2020. Criminal sexual assaults increased 42 percent in 2021 compared to 2012. All degrees of sexual assault are included in the criminal sexual assault category. Robberies increased 16 percent compared to 2020 and increased 2 percent compared to 2012. Aggravated assaults increased 19 percent compared to 2020 and increased 70 percent compared to 2012. Burglary, a property crime, decreased 24 percent in 2021 compared to 2020 and decreased 58 percent when compared to 2012. Total property crimes increased 33 percent compared to 2020 and showed a 14 percent decrease when compared to 2012. Overall crime in Hyde Park–South Kenwood increased by 30 percent compared to 2020 and decreased 8 percent compared to 2012.

Table 3 reflects crime trends in Hyde Park–South Kenwood over the past five years.

Crime Statistics

TABLE 1 Incidence of Crime: Main Campus 2019-21

Crimes Reported	Campus Residence Halls (CRH)			Total on Campus (includes CRH)			Non-Campus Buildings or Property			Public Property			Total (campus, non-campus, and public property)			Hate Crimes		
	19	20	21	19	20	21	19	20	21	19	20	21	19	20	21	19	20	21
Aggravated Assault	0	0	0	3	2	2	0	0	0	3	3	2	6	5	4	0	0	0
Arson	0	0	1	0	0	2	0	0	0	0	0	1	0	0	3	0	0	0
Burglary	2	2	1	15	11	5	0	0	0	0	0	0	15	11	5	0	0	0
Dating Violence*	3	2	0	3	2	0	0	0	0	0	0	1	3	2	1	0	0	0
Domestic Violence	0	0	2	19	9	11	0	0	0	5	1	3	24	10	14	0	0	0
Manslaughter-Negligent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
Motor Vehicle Theft	0	0	0	1	1	6	0	0	0	11	4	10	12	5	16	0	0	0
Robbery	0	0	0	2	1	0	0	0	0	10	12	6	12	13	6	0	0	0
Sex Offenses-Forcible	9	2	5	14	4	17	0	0	0	2	0	0	16	4	17	0	0	0
Rape	5	2	4	6	2	7	0	0	0	1	0	0	7	2	7	0	0	0
Fondling	4	0	1	8	2	10	0	0	0	1	0	0	9	2	10	0	0	0
Sex Offenses-Non-Forcible	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	3	0	1	9	0	2	0	0	0	0	0	0	9	0	2	0	0	0
Other Hate Crimes**	0	0	0	1**	0	0	0	0	0	0	0	0	1**	0	0	1**	0	0

There were zero (0) unfounded reports in 2021.

*The reported crimes of dating violence are also included in the category of forcible sex offenses.

**The on-campus hate crime reported in 2019 was for the criminal offense of telephone threat and the category of bias was race.

See Appendix IX of the Annual Security and Fire Safety Report for definitions of Clery Act Crimes and Clery Act Geography.

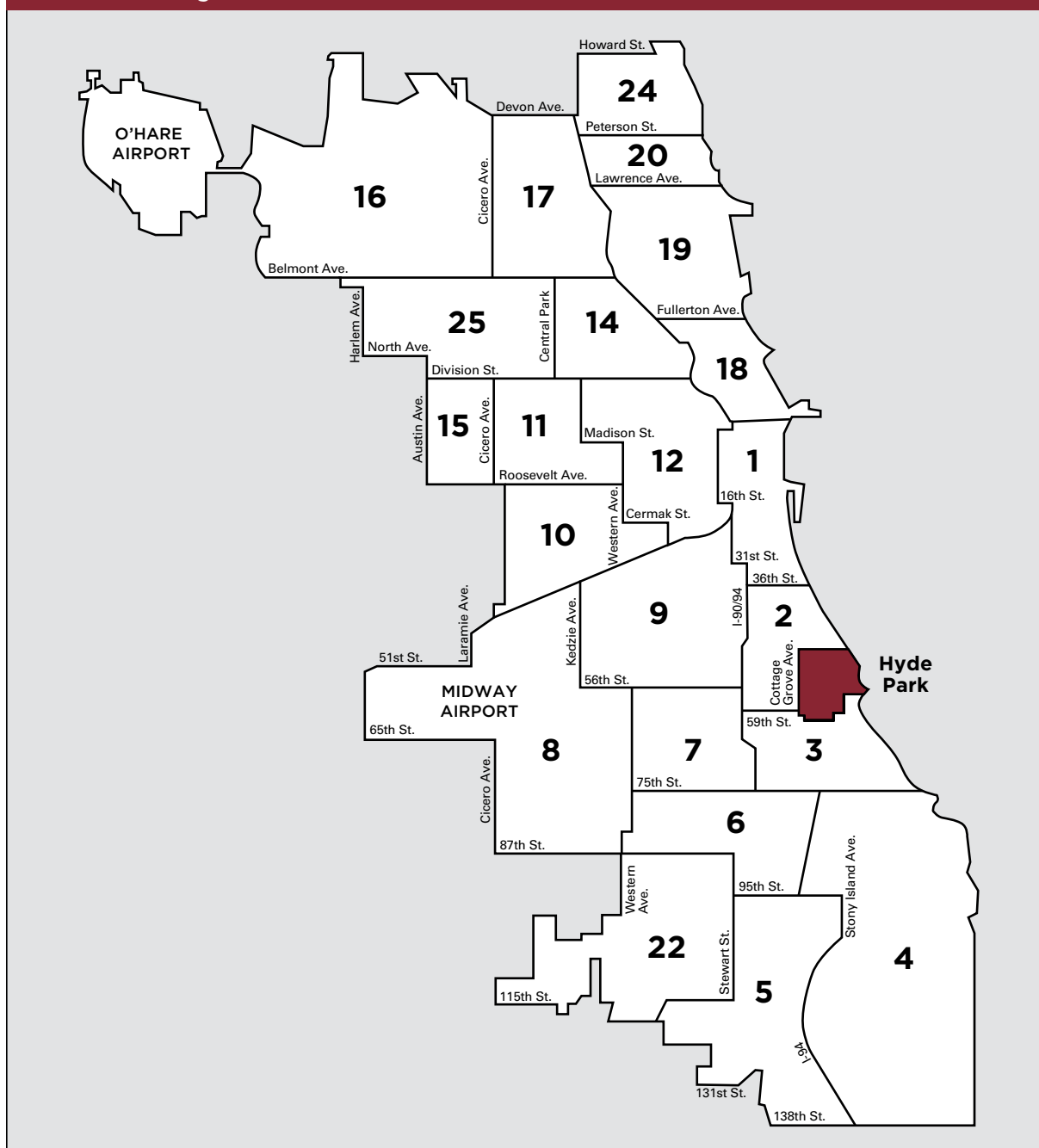
TABLE 2 Arrests and Disciplinary Referrals: 2019-21

	Campus Residence Halls (CRH)			Total on Campus (includes CRH)			Non-Campus Buildings or Property			Public Property		
Arrests	19	20	21	19	20	21	19	20	21	19	20	21
Liquor Law	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law	0	0	0	6	2	2	0	0	0	1	2	2
Illegal Weapons	0	0	0	3	2	2	0	0	0	0	2**	3***
Disciplinary Referrals*	19	20	21	19	20	21	19	20	21	19	20	21
Alcohol	15	16	32	15	0	34	0	0	0	0	0	0
Drugs	9	6	1	9	0	3	0	0	0	0	0	0
Weapons Possession	0	0	0	0	0	0	0	0	0	0	0	0
<p>Note: All information contained in this table refers to the Main Campus in Hyde Park as well as the Gleacher Center where noted.</p> <p>*Persons not arrested for liquor law violations, drug law violations, or illegal weapons possession but who were referred for University disciplinary action</p> <p>**Of the two illegal weapons arrests in 2020, one was located in a vehicle on public property at the Gleacher Center.</p> <p>***Of the three illegal weapons arrests in 2021, one was located on public property at the Gleacher Center.</p>												

TABLE 3 Rate of Crime for Hyde Park-South Kenwood: 2017 and 2021

	2017	2021	% Change
Homicide	2	6	200%
Criminal Sexual Assault	14	17	21%
Robbery	155	149	-4%
Aggravated Assault	62	107	73%
Burglary	147	79	-46%
Theft	627	778	24%
Motor Vehicle Theft	106	165	56%
Violent Crime	233	279	20%
Property Crime	880	1,022	16%
Total Crime	1,113	1,301	17%
<p>Crime statistics reflect Illinois Compiled Statutes and differ from the crime categories of the FBI Uniform Crime Reporting System. All degrees of sexual assault are included in the criminal sexual assault category.</p>			

FIGURE 1 Chicago Police Districts



Chicago Police Districts

1. Central	1718 S. State St.	12. Near West	1412 S. Blue Island Ave.
2. Wentworth	5101 S. Wentworth Ave. (includes Hyde Park-South Kenwood)	14. Shakespeare	2150 N. California Ave.
3. Grand Crossing	7040 S. Cottage Grove Ave.	15. Austin	5701 W. Madison St.
4. South Chicago	2255 E. 103rd St.	16. Jefferson Park	5151 N. Milwaukee Ave.
5. Calumet	727 E. 111th St.	17. Albany Park	4650 N. Pulaski Rd.
6. Gresham	7808 S. Halsted St.	18. Near North	1160 N. Larrabee St.
7. Englewood	1438 W. 63rd St.	19. Town Hall	850 W. Addison St.
8. Chicago Lawn	3420 W. 63rd St.	20. Foster	5400 N. Lincoln Ave.
9. Deering	3120 S. Halsted St.	22. Morgan Park	1900 W. Monterey Ave.
10. Ogden	3315 W. Ogden Ave.	24. Rogers Park	6464 N. Clark St.
11. Harrison	3151 W. Harrison St.	25. Grand Central	5555 W. Grand Ave.

Department of Safety and Security

The Department of Safety & Security is comprised of the University of Chicago Police Department, Campus Safety, Emergency Management and Communications, Environmental Health and Safety, and Transportation and Parking Services. For more information about safety and security at the University, visit safety-security.uchicago.edu or call **773.702.8181**.

University of Chicago Police Department

Enforcement and Authority

The UCPD operates 24/7, on campus and throughout the Hyde Park, Kenwood, Oakland, and Woodlawn neighborhoods. The UCPD jurisdiction extends north to 37th Street, south to 64th Street, east to DuSable Lake Shore Drive, and west to Cottage Grove Avenue. Near the Gleacher Center, the University's downtown Chicago location, the Chicago Police Department (CPD) holds jurisdiction on police matters.

UCPD officers are fully empowered to make arrests in accordance with the requirements of the Illinois Law Enforcement Training and Standards Board and consistent with Illinois state statutes. UCPD officers are authorized as peace officers for an extended jurisdiction off campus in accordance with City of Chicago ordinance.

In addition to sworn personnel, the UCPD includes Records Management, Professional Standards, Training, and Protective Services.

Working Relationship with Local State and Federal Law Enforcement

The UCPD and the CPD work together by monitoring each other's calls within the UCPD's coverage area.

UCPD detectives work closely with the CPD when incidents arise that require joint investigative efforts, resources, crime reports, resources, and sharing information.

While the UCPD and CPD work together in the communities surrounding the University's campus, there is no formal memorandum of understanding between the two agencies. The UCPD occasionally works with other law enforcement agencies in the state, including the Cook County Sheriff's Office, the State of Illinois Police, and the FBI.

Campus Safety Ambassador Program

The University of Chicago contracts security authorities who are posted throughout the campus area to provide additional safety to the campus. Campus Safety Ambassadors are unarmed, trained Campus Security Authorities who are assigned to exterior locations throughout the campus area. The Campus Safety Ambassadors' high-visibility uniforms identify them as members of the Campus Safety team. Campus Safety Ambassadors are on post every day from 3:30 p.m. through 8:30 a.m. They do not conduct enforcement activities and do not have the authority to make arrests.

Campus Safety Ambassadors provide the following services:

- Safety escorts
- Directions and campus information
- Quickly contacting the UCPD and other Department of Safety & Security services

Fingerprint Service

The Community Relations Unit of the UCPD offers a free fingerprinting service to members of the University community. Any member of the University community wanting to use this service can make an appointment by calling **773.702.6008**.

Field Interviews

UCPD officers document all field interviews conducted as part of an investigation into suspected criminal activity. Most of these interviews are the direct result of a call for service placed by a community member, in which they request UCPD to investigate what they have deemed to be suspicious activity. Providing there is no follow up required, UCPD retains field interview information for six months.

Traffic Stops

The UCPD makes traffic stop information available on its website every day. The updates include date, time, location, reason for the stop, disposition of the person stopped, whether a search was conducted, the race and gender of the person stopped, and if any citations were issued.

Complaint Process

The UCPD operates under strict rules and regulations that provide for professional conduct. Occasionally, however, a situation may arise that leads to a formal complaint against the UCPD. Complaints are taken very seriously and investigated thoroughly. To make a formal complaint or to share feedback, talk to the supervisor on duty by calling **773.702.8181** or visit safety-security.uchicago.edu/police/contact_the_ucpd/complaint_process to fill out the University of Chicago Police Compliments & Complaints Form or download the anonymous feedback form.

Once an investigation has been concluded, the complainant(s) will receive a written response from the University's Associate Vice President for Safety and Security explaining the findings. The UCPD submits the completed investigative reports to the Independent Review Committee for the University of Chicago Police Department for review.

The committee consists of University faculty, students, and staff, as well as community members. Its charge is to evaluate all complaints relating to issues of excessive force, violation of rights, and abusive language brought against the UCPD. The committee reviews the actions of the UCPD in handling such complaints and makes recommendations as necessary to the Vice President and General Counsel regarding improvements to departmental policies and procedures. Visit safety-security.uchicago.edu/police/contact_the_ucpd/complaint_process for more information about the UCPD complaint process.

Emergency Phones

There are approximately 350 emergency phones located throughout the campus community (see safety-security.uchicago.edu/clery_act_reporting/emergency_phones_map or page 12). Emergency phones can be identified by the blue lights atop a white pole, and each contains a red button you can push in case of emergency. To use the emergency phones, press the red button and you will be immediately connected to the UCPD Emergency Communications Center. The specific location of a phone is transmitted to the UCPD as soon as it is activated. If you must keep moving to protect yourself, you do not need to say anything; pressing the red button will allow police to follow your course as you continue to use emergency phones along the way. An officer or patrol car will respond immediately.

Security of and Access to University Facilities

University Facilities

UCPD officers who observe potential hazards with landscaping, lighting, or facilities on campus work with our partners in Facilities Services to address these concerns. The University encourages anyone who sees similar issues to report them to the University's Facilities Services department at **facilities.uchicago.edu/services/service-center/service-request**. For emergency facilities issues, the University's Service Center can be contacted directly at **773.834.1414**.

Residence Halls

Each residence hall has a front desk that is staffed by visitor control attendants (front desk clerks) 24 hours a day while residence halls are occupied. In addition, the entrances to the residence halls have security doors which require specifically coded access on UChicago Cards for permission to enter. Visitor control attendants check University identification. Guests must register at the front desk with government-issued photo identification, and are not permitted through the security doors until escorted by their hosts. There are security screens on exterior windows that are at ground level.

Emergency phones that connect directly to the UCPD are located at the entry of most residence halls. There is emergency lighting at the entrance to each residence hall.

Academic Buildings

Most academic buildings are accessible during normal business hours. After 5 p.m., they are locked and accessible only to authorized persons. Security staff members monitor access to a variety of public or semi-public campus events.

The hospitals, libraries, and athletic facilities are monitored by security personnel who provide a variety of services, including monitoring the entrances and verifying University identification or visitors' business within the buildings.

The Gleacher Center is open from 6 a.m. to midnight on weekdays and from 7 a.m. to midnight on Saturdays. On Sundays from 7 a.m. to midnight, it is open only to current MBA students. Security staff monitor the building 24 hours a day. Trespassers are prosecuted.

Residential Properties

Residential Properties is comprised of apartment buildings owned and operated by the University. It offers secure, convenient, and affordable housing to graduate students registered at the University. Every entrance to a University apartment building is protected by at least one locked door. Main entrances open onto well-lit foyers and are equipped with intercoms so that residents may communicate with visitors.

There is an emergency phone that connects directly to the UCPD located near the main entrance of each University apartment building.

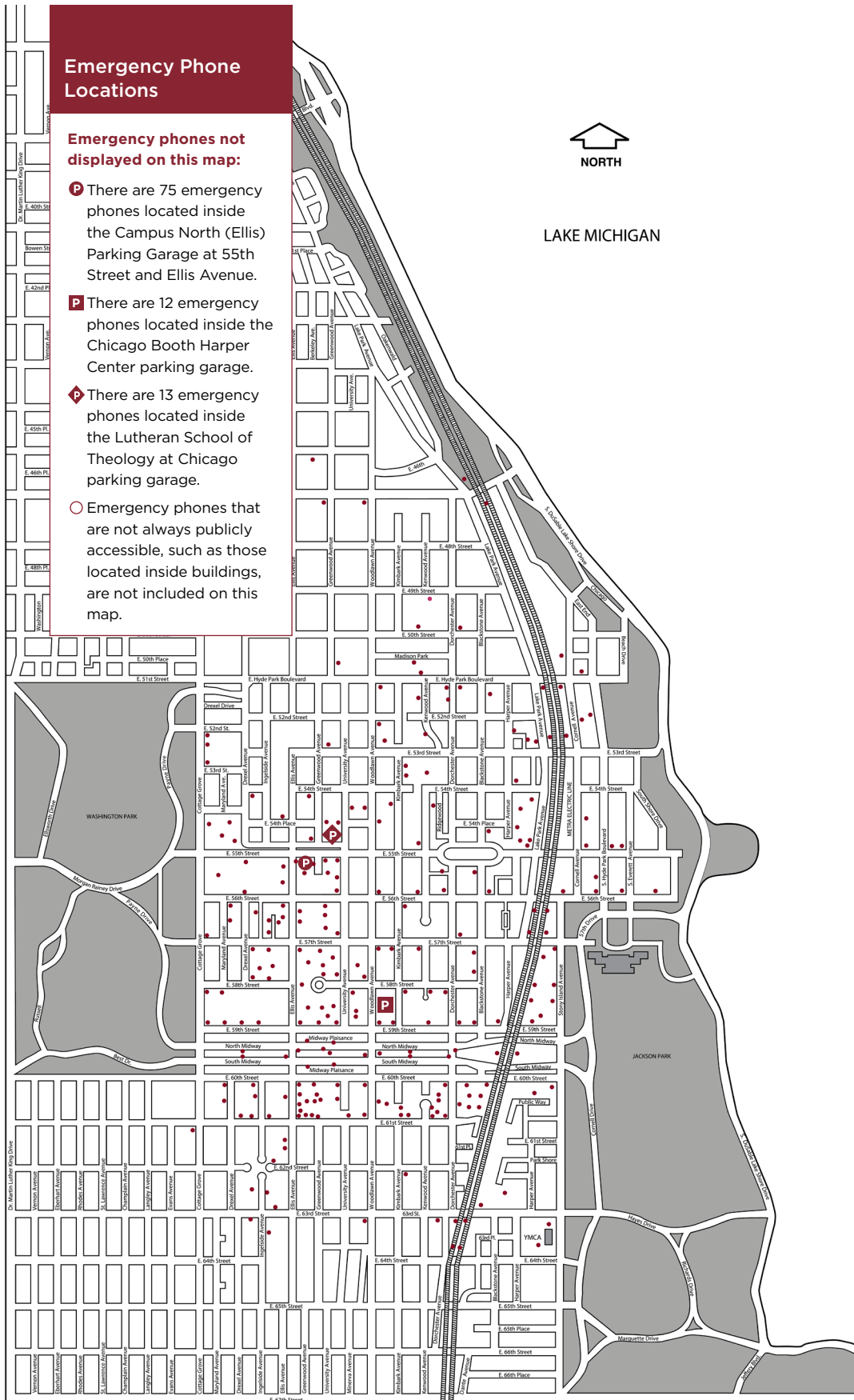
Emergency Phone Locations

Emergency phones not displayed on this map:

- P There are 75 emergency phones located inside the Campus North (Ellis) Parking Garage at 55th Street and Ellis Avenue.
- P There are 12 emergency phones located inside the Chicago Booth Harper Center parking garage.
- P There are 13 emergency phones located inside the Lutheran School of Theology at Chicago parking garage.
- Emergency phones that are not always publicly accessible, such as those located inside buildings, are not included on this map.



LAKE MICHIGAN



In Case of Disaster

Whether natural or man-made, a disaster can strike at any time and in many ways. It can come in the form of a fire, flood, bomb, biological attack, epidemic, or other event.

Emergency Response Plans

Due to the wide scope of possible catastrophes, the University of Chicago and the University of Chicago Medicine each have emergency response plans to ensure effective and efficient response systems for diverse scenarios. In conjunction with these response systems, it is important that all members of the University community know the role they would play in the event of an emergency.

- University students should become familiar with the emergency plan for their residence hall or residential building and their academic unit.
- University faculty and staff should become familiar with their department's emergency plan.

During a Disaster

During a disaster, it is possible you may not be able to return to your home or local residence right away. Some University employees will need to remain at work long after their normal work hours to assist with the University's emergency response. If you are expected to stay at work, it is important to anticipate the impact your extended workday may have on your personal life. Likewise, students must be prepared for a delay in returning to their local residence and must also anticipate the impact a campus or local emergency could have on family members concerned for their well-being.

Personal Preparedness

All members of the University community are encouraged to create a personal emergency response plan to guide the communication and actions between them and their loved ones during a disaster. Having such a plan can lessen the feelings of anxiety that may accompany such situations.

Storing an emergency supply kit in your home, your residence hall, at work, or in your car can also lessen feelings of anxiety. Suggestions for some items to include are bottled water, prescription medicine, copies of important documents, an additional battery or charging device for your mobile phone, change of clothes, non-perishable food, first aid kit, extra cash and credit card, flashlight, and blanket or sleeping bag. For more information about emergency supply kits and emergency planning, visit emergency.uchicago.edu.

It is also important to maintain current contact information with the University to ensure prompt communication in the event of an emergency. The University has created an electronic emergency notification system that requires individuals to provide emergency numbers. To enter your information, visit calert.uchicago.edu.

In Case of Fire

Report all fires to the UCPD at **123** or **773.702.8181**.

If you live in on-campus housing, you should locate and familiarize yourself with all fire alarm pull stations, fire extinguishers, and emergency exits in advance. If you discover a fire, pull the nearest fire alarm pull station. Always assume any fire alarm is an emergency and not a false alarm. During any fire alarm activation, find the nearest emergency exit path, follow it, and proceed to the sidewalk across the street from the main entrance.

If you are in a room when the alarm sounds, feel the door to the corridor before opening it.

- **If the door is hot**, keep it closed. Stuff clothing into the cracks around the door. Do not take unnecessary chances to get out of the room. Unless there is immediate danger, you may be safer sheltering in place. If a window will open, hang a sheet out of it to alert the Chicago Fire Department to your location.
- **If the door is cool**, open it slightly. If the hall appears safe, leave by one of the stairwells or fire escapes. Close the windows and door to the room when you leave. Do not lock the door. Leave the room lights on.

Knock loudly on the neighboring room doors to alert your neighbors.

Do not use the elevators unless you are instructed to do so by the Chicago Fire Department.

**IN CASE
OF FIRE**
123

UNIVERSITY POLICE

- From a campus phone: **123**
- From any phone: **773.702.8181**
- From an emergency phone:
push the button
- From the **UChicago Safe**
mobile safety app

Timely Warning and Emergency Notifications

Public Safety Notification System

The public safety notification system is designed to change and impact behavior to prevent injury or harm and to prevent or reduce the risk of becoming a victim of a crime. The notification system is three tiered.

Safety & Security Website

The **Department of Safety & Security website at safety-security.uchicago.edu** includes daily reports of crime incidents reported to the UCPD. The website also includes aggregate crime data, identification of trends, and safety education materials. Most incidents of crime will be communicated on the website.

Timely Security Alerts

The University of Chicago issues timely security alerts for Clery Act crimes when incidents reported to the UCPD or other Campus Security Authorities represent continuing threats to the campus community. The goal of sending a timely security alert is to give members of the campus community information that will allow them to adjust their behavior to protect their personal safety. Information regarding when timely security alerts are issued can be found in Appendix VI.

The alerts are sent through a bulk email system and the security alert listserv, and posted to the Staying Safe web page at safety-security.uchicago.edu/services/security_alerts. For the most up-to-date information on how to opt in to several communication methods regarding off-campus crime that is reported to UCPD and occurs within UCPD's extended patrol area, please visit **safety-security.uchicago.edu/services/safety_alerts_communications**.

cAlert System

The **cAlert system** sends messages to all University members in the event of a significant emergency that requires immediate action. A significant emergency is defined as one that requires individuals to take urgent and immediate action to protect their health and safety. University students, faculty, staff, postdoctoral researchers, and other academic appointees are automatically enrolled in the cAlert system with the email address provided in the University directory. University members are encouraged to visit **calert.uchicago.edu** to ensure their contact information is accurate and to add additional ways (phone calls, emails, text messages, etc.) to be notified in the event of a significant emergency.

Safety Awareness

Crime Prevention and Safety Awareness Programs

The University of Chicago recognizes the importance of promoting safety awareness to its students, faculty, staff, and members of the community. The following components make up the University's Safety Awareness Program.

Presentations on crime prevention are offered by the Community Relations Unit (CRU), both routinely and in response to special requests from members of the University community. The CRU coordinates crime prevention programs and presentations for students, faculty, staff, visitors, and community members. During these presentations, participants receive important information regarding campus security procedures and practices, including encouragement to be responsible for their own security and the security of others on campus.

Orientation programs for all incoming students and new employees include presentations on security procedures and crime prevention.

UC-RAD is a program of scenario-based self-defense tactics and techniques. This comprehensive course for women begins with awareness, prevention, risk reduction, and avoidance, and progresses to the basics of hands-on defense training. UC-RAD is not a martial arts program. There is no cost for the program and the course is generally taught in three four-hour sessions or four three-hour sessions. The courses are taught by certified UC-RAD instructors, and each student is provided with a workbook/reference manual that outlines the entire program, affording the student an opportunity for continuous personal growth. The University of Chicago Police Department (UCPD) offers the UC-RAD Basic and Advanced Self Defense courses periodically throughout the year. For more information, visit safety-security.uchicago.edu/services/self_defense_class.

Crisis Intervention Team (CIT) is a 40-hour training program many UCPD officers and dispatchers complete so they are knowledgeable about the signs and symptoms of mental illness. These officers and dispatchers are trained how to interact, intervene, and de-escalate situations with anyone who may need a psychiatric evaluation. CIT has been shown to positively impact officer perceptions, decrease the need for higher levels of police interventions, decrease officer injuries, and redirect those in crisis from the criminal justice system to the health care system.

If someone you know is threatening to harm him- or herself or others, immediately call 911 or the University of Chicago Police Department at 773.702.8181.

Crime Prevention through Environmental Design

(CPTED) is a program to influence offender decisions that precede criminal acts. Research into criminal behavior shows that the decision to offend or not to offend is more influenced by cues to the perceived risk of being caught than by cues to reward or ease of entry. These strategies can be as simple as trimming overgrown landscaping or upgrading exterior/interior lighting.

Campus Safety

The Department of Safety & Security's Office of Campus Safety is comprised of the following areas:

Security Services oversees the contract security administration and management of security officers around the greater campus area. Security Services also collaborates with school administrators at the University of Chicago Laboratory Schools and Charter School campuses to provide security personnel and oversight.

Security and Law Enforcement Systems helps provide a safe and secure academic environment at the University of Chicago. The security technology portfolio includes closed-circuit television (CCTV) cameras in high-risk areas, access control of University buildings, duress alarm enunciation, and emergency telephones. This is done through the integration of effective security systems into existing campus spaces and in the base design of new and renovated spaces. The Security and Law Enforcement Systems team meets with vendors to determine the design of these projects and, once implemented, monitors their performance. Additionally, Security and Law Enforcement Systems continuously researches emerging technologies so that systems can be continually improved and updated.

Accountability and Compliance

Accountability and Compliance is responsible for internal affairs investigations, including complaints filed by community members. This unit also manages the department's accreditation program and works collaboratively with the University's Office of Legal Counsel to ensure compliance with the Clery Act.

Emergency Management and Communications

manages the University's Comprehensive Emergency Management Program and the Department of Safety & Security's Emergency Communications Center. The University's Comprehensive Emergency Management Program outlines strategies to protect the life safety of University students, faculty, staff, other academic appointees, and postdoctoral researchers, and to preserve University property and assets in the event of an emergency. The Office of Emergency Management also directs the University's Business Continuity Program, which ensures the continuance of vital business operations after an emergency. These programs are intended to help reduce or alleviate exposure to conditions or actions that can injure students, faculty, staff, other academic appointees, and postdoctoral researchers, or disrupt University operations.

Environmental Health and Safety

The Environmental Health and Safety (EHS) unit develops and coordinates the University's occupational health and safety programs, including fire safety and environmental health programs, while supporting the Office of Research Safety for laboratory safety.

These programs are intended to help reduce or alleviate exposure to conditions or actions that can injure students, faculty, staff, other academic appointees, and postdoctoral researchers, or damage University assets. These programs also help EHS identify, analyze, and develop corrective action plans the University can use to reduce overall health and safety risks.

Additionally, all buildings and laboratories at the University of Chicago are inspected on an annual basis to identify and locate infractions of fire, laboratory, or general safety concerns.

Transportation and Parking Services

Transportation and Parking Services oversees and coordinates transportation services on campus, as well as manages many of the University's parking lots around campus. The University encourages the development of policies and programs that help mitigate the demand for parking by promoting the use of alternate systems and approaches. For more information, visit [**safety-security.uchicago.edu/transportation**](https://safety-security.uchicago.edu/transportation).

Keeping Yourself Safe

Security Procedures and Practices

Being aware of your surroundings and being prepared for unexpected situations go hand in hand with city life. The University of Chicago encourages you to incorporate safety practices into your daily routine. Here are a few simple tips to keep in mind when you are at home or out and about in the city, as well as some resources to help get you around the area.

Tips

Walking

- Plan your way in advance. Choose well-traveled routes. Use discretion when talking or walking with any unknown persons, even if they are offering you help. Walk with purpose.
- When possible, try to travel with friends, whether it is during the day or at night.
- Avoid deserted areas. Do not cut through parks, alleys, or vacant lots at night.
- If you think you are being followed, cross the street, change direction, or go to a well-lit public place where others are present.
- If a person confronts you and demands your money or possessions, give what is demanded and create a safe distance.
- Keep alert. Don't let a conversation on your cell phone or the use of headphones make you unaware of your surroundings.
- Use caution when using automated teller machines (ATMs). Select one located in a busy, well-lit area.

Bicycles

- Use a quality, U-shaped lock to secure the frame of your bike to a bike rack.
- Register your bike with the UCPD by contacting the Community Relations Unit at **773.702.6008**. An officer will give your bike a numbered identification sticker and keep the information on record.
- Obey posted signs, yield to pedestrians and slower moving trail users except when passing, and be aware of any special path rules.
- Keep to the right and slow down through heavy traffic.
- Be careful at crossings. Look both ways.
- Ride with extra caution at night. It is harder to see drivers and predict their moves. There are many tired drivers at night and some may be under the influence.
- Be alert and know your way. Choose a familiar route.

Vehicles

- Keep your car locked and use a car alarm when parked.
- Keep all valuables out of view. Secure them in the trunk if you must leave items in the car.
- If you experience car trouble, pull over to a safe location away from the flow of traffic. Stay in your car with the doors locked. Take a look around and note your surroundings, landmarks, or signs. Contact the police and mention the landmarks near you so they can find you.

Laptops

- Protect your laptop and register your electronic devices with the UCPD by contacting the Community Relations Unit (CRU) at **773.702.6008**.
- A laminated bar code on your laptop computer will allow it to be traced if it's lost or stolen.

Parking on Campus at Night and on Weekends

Transportation and Parking Services manages one parking structure located at 55th Street and Ellis Avenue, as well as a number of surface parking lots on campus. Visitor parking is available at the Campus North (Ellis) Parking Garage. Most University parking lots, including the Campus North (Ellis) Garage, have emergency phones and are well lit. For more information, visit **transportation.uchicago.edu**. You may also email **parking@uchicago.edu** for additional inquiries related to parking services.

University Transportation

Bus Service

The University provides many options for you to travel around the greater campus area. For the most up-to-date information, visit **transportation.uchicago.edu**.

NightRide Shuttle Program

Students, faculty, and staff have access to various University shuttles that operate within the UCPD area of coverage (37th Street to 64th Street, Cottage Grove Avenue to Lake Shore Drive). Be prepared to tap your UChicago-issued ID or University of Chicago Medicine ID when boarding the shuttles. For the most accurate NightRide information, visit **transportation.uchicago.edu**.

Real-Time Transit Tracking

For continuous real-time tracking of University shuttles and CTA buses that serve the campus area, visit **uchicago.transloc.com**.

Safety Escort Program

University students, faculty, or staff within the UCPD service area can request an escort at any time from the UCPD if they feel uncomfortable with their surroundings. Call the UCPD and give your location, and someone will be dispatched to accompany you as you walk.

Injured Student Transportation

A student who needs injured student transportation services should contact Transportation and Parking Services at **773.795.6108** or **bus@uchicago.edu**, Monday through Friday, between 8:30 a.m. and 5 p.m. (except holidays).

Transportation and Parking Services will work with the injured student to collect essential information (through the service request form), including address, phone number, email address, and schedule with locations, dates, and times when transportation is needed. Once service has been confirmed, the student should send any subsequent questions about arrival or departure to **bus@uchicago.edu**.

Students should request service at least 24 business hours in advance of when service should commence. In the interim, the student should arrange other transportation options. Transportation will be provided

on campus for classes, meals, appointments, and other University-related activities between 8 a.m. and 6 p.m., Monday through Friday. Pickup and drop-off times may vary depending on service demands. Injured student transportation will be provided for the student but not for any third party.

All bus and shuttle transportation at the University of Chicago is accessible to individuals with disabilities, including the University-subsidized Chicago Transit Authority bus routes 171, 172, and 192.

Public Transportation

Chicago Transit Authority (CTA)

You can find detailed information at transitchicago.com or by calling **888.YOUR.CTA (888.968.7282)**.

Metra

Trains run daily from Hyde Park to the Loop and south suburbs. Find schedules at metrarail.com or any Metra station.

Car Share

The University offers a car sharing program to students, faculty, and staff ages 18 and older. Applicants must use their @uchicago.edu email address to sign up, have a valid driver’s license, and pay with a credit card. For vehicle locations and more information, visit safety-security.uchicago.edu/services/car_sharing.

City Representatives

The Chicago City Council consists of 50 aldermen, one representing each ward (district). The council meets regularly to discuss legislation, orders, and ordinances affecting the City of Chicago. The Hyde Park, Kenwood, Washington Park, and Woodlawn communities are represented by the following aldermen:

Third Ward

Pat Dowell
5046 South State Street
Chicago, Illinois 60609
773.373.9273
ward03@cityofchicago.org

Fourth Ward

Sophia King
435 East 35th Street
Chicago, Illinois 60616
773.536.8103
ward04@cityofchicago.org

Fifth Ward

Leslie Hairston
2325 East 71st Street
Chicago, Illinois 60649
773.324.5555
ward05@cityofchicago.org

Twentieth Ward

Jeanette B. Taylor
5707 South Wentworth Avenue
Chicago, Illinois 60621
773.966.5336
ward20@cityofchicago.org

Title IX and Sexual Misconduct

I. Title IX and the Violence Against Women Reauthorization Act of 2013

Title IX Policy Notice of Non-Discrimination

In keeping with its long-standing traditions and policies, the University of Chicago considers students, employees, applicants for admission or employment, and those seeking access to University programs on the basis of individual merit. The University does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, age, status as an individual with a disability, protected veteran status, genetic information, or other protected classes under the law (including Title IX of the Education Amendments of 1972). Sexual harassment is a form of sex discrimination prohibited by Title IX, which provides that: *No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance.*

The University prohibits all forms of sexual misconduct, including sexual harassment, dating violence, domestic violence, sexual assault, and stalking, that violate Title IX of the Education Amendments of 1972 and the U.S. Department of Education's implementing regulations for Title IX. For more information regarding the University's Policy on Title IX Sexual Harassment, including definitions of the terms consent, dating violence, domestic violence, sexual assault, and stalking, please see the description in Section II below or the University of Chicago's Policy on Title IX Sexual Harassment in Appendix II of the Annual Security and Fire Safety Report at securityreport.uchicago.edu, and at titleixpolicy.uchicago.edu.

The definition of domestic violence in the University's Policy on Title IX Sexual Harassment will be revised to comply with the VAWA Reauthorization Act of 2022, which has an effective date of 10/1/22, and an updated policy will be included in Appendix II. Domestic violence is also defined in the University's Policy on Harassment, Discrimination, and Sexual Misconduct. The definitions in that policy derive from Illinois State law, as required by VAWA.

Certain matters that involve sexual misconduct, dating violence, domestic violence, sexual assault, or stalking may not fall within the scope of Title IX or the University's Policy on Title IX Sexual Harassment, but may still constitute misconduct that is incompatible with University's standards and thus may be addressed by the **University of Chicago's Policy on Harassment, Discrimination, and Sexual Misconduct**, or other applicable University policies or procedures. Information regarding the University of Chicago's Policy on Harassment, Discrimination, and Sexual Misconduct can be found in Appendix I of the *Annual Security and Fire Safety*

Report at securityreport.uchicago.edu, and at harassmentpolicy.uchicago.edu/page/policy.

When the University receives a report of alleged dating violence, domestic violence, sexual assault, or stalking, it is also required to fulfill certain obligations under the Violence Against Women Reauthorization Act of 2013 and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act).

II. Educational Programs

As part of its commitment to an environment free of harassment, discrimination, and sexual misconduct, the University offers on-going educational and awareness programs, training, and campaigns. Awareness programs consist of community-wide or audience-specific programming, initiatives, and strategies that are designed to increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce incidents/crime. All members of the University community, including incoming students and new employees, participate in annual required training that includes:

The University prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking as defined by the Clery Act.

The State's definition of "Consent" means a freely given agreement to the act of sexual penetration or sexual conduct in question. Lack of verbal or physical resistance or submission by the victim resulting from the use of force or threat of force by the accused shall not constitute consent. The manner of dress of the victim at the time of the offense shall not constitute consent. A person who initially consents to sexual penetration or sexual conduct is not deemed to have consented to any sexual penetration or sexual conduct that occurs after he or she withdraws consent during the course of that sexual penetration or sexual conduct.

The definition of "consent" for the purpose of University policies means voluntary, active, and clear agreement, communicated by words or actions, to participate in specific sexual activity. Consensual sexual activity happens when each participant willingly chooses to participate.

A description of safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or to intervene when there is a risk of prohibited conduct against another person. Bystander Intervention uses a community responsibility approach that teaches bystanders how to safely intervene in instances where harm may be occurring or where there may be risk that harm will occur. Below are some tips from Bringing In The Bystander, a bystander intervention program used by the University, in which individuals can take safe and positive steps to prevent harm and intervene when there is a risk of risk of dating violence, domestic violence, sexual assault, or stalking against another person.

- Realize that it is important to intervene to help others. A community responsibility approach means that everyone works together to create a safe community.
- Recognize the situation: you must understand that the situation you are seeing is an unwelcome one in which an individual(s) is at risk of harm.
- Ask for help. Research shows if people are asked to assist with a situation, they are more likely to intervene.
- Be a role model: people who have seen a positive intervention in action are more likely to intervene in the future (they know what to do, they saw the positive outcomes of the previous intervention).
- When more people are around, people tend to think that others will step in and that they don't need to; think about how you can shrink the

group (enlisting the help of others you know, ask others “is anyone else bothered by this?”).

- If you are concerned for your safety or the safety of others, don’t hesitate to contact the police.

Information on risk reduction, including the following suggestions:

If you find yourself in an uncomfortable sexual situation, these suggestions may help you reduce your risk:

- Communicate your limits to sexual activity with your partner in advance, as well as if you begin to feel uncomfortable.
- You can withdraw consent to sexual activity at any time, by, for example, saying “NO” to your sexual partner clearly and loudly, stopping the sexual activity, and/or removing yourself from the situation.
- Try to remove yourself from the physical presence of the sexual partner. Be direct as possible about wanting to leave the environment.
- Grab someone nearby and ask them for help.
- Be aware of your alcohol and/or drug use. Alcohol and drugs can lower your sexual inhibitions and may make you vulnerable to someone who views an intoxicated/high person as a sexual opportunity.
- Attend large parties with friends you trust. Watch out for your friends and ask that they watch out for you.
- Be aware of someone trying to slip you an incapacitating “rape drug” like Rohypnol or GHB.

If you find yourself in the position of being the initiator of sexual activity, these suggestions may help you to ensure that the person with whom you are engaging consents to sexual activity:

- Remember that you owe sexual respect to the other person.
- Don’t make assumptions about the other person’s consent or about how far they are willing to go. Instead, ask the other person what they are comfortable with and what their limits are with sexual activity.
- Clearly communicate your sexual intentions so that the other person has a chance to clearly tell you their intentions.
- Remember that consent to one form of sexual activity does not necessarily imply consent to another form of sexual activity.
- If your partner expresses a withdrawal of consent (through words or actions), stop immediately.
- Consider “mixed messages” a clear sign that the other person is uncomfortable with the situation and may not be ready to progress sexually.
- Don’t take advantage of someone who is incapacitated, even if they knowingly and intentionally put themselves in that state and appear willing to engage in sexual activity.

Further, don’t be afraid to step in if you see someone else trying to take advantage of an incapacitated person.

- Be aware of the signs of incapacitation, such as slurred speech, bloodshot eyes, vomiting, unusual behavior, passing out, staggering, etc.

It is also important to be aware of the warning signs of an abusive person and to know where to seek help. Some examples include: past abuse; threats of violence or abuse; breaking objects; using force during an argument; jealousy; controlling behavior; quick involvement; unrealistic expectations; isolation; blames others for problems; hypersensitivity; cruelty to animals or children; “playful” use of force during sex.

Information about what procedures the University will follow when an act of sexual misconduct, dating violence, domestic violence, sexual assault, or stalking has occurred is included in Sections VII and VIII below.

Primary Prevention and Awareness Programs

Primary Prevention Programs focus on programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcomes 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.

The University’s annual awareness programs for students and employees include the following:

- All incoming students in the College receive training called “Sexual Assault Prevention for Undergraduates” (an online training program that addresses relationships, sexual health, consent, and sexual assault) and “AlcoholEdu” (an online training program to help reduce high-risk drinking and alcohol-related harm).
- All new graduate and professional students receive training called “Sexual Assault Prevention–Graduate” (an online training program that addresses relationships, sexual health, consent, and sexual assault).
- All continuing students in the College and continuing graduate and professional students receive training called “Sexual Assault Prevention–Ongoing” (an online training program that addresses how to recognize, report, and prevent sexual misconduct and explain what constitutes sexual misconduct, from verbal sexual harassment to sexual and interpersonal violence).
- The University requires that all faculty, other academic appointees, staff, and postdoctoral researchers, including all new employees, receive training annually called “Harassment and Discrimination Prevention Training” or “Bridges: Taking Action” (online trainings which train faculty and staff on how to address workplace discrimination and harassment and how to identify and respond to different types of sexual misconduct).

Ongoing Prevention and Awareness Campaigns

The University also participates in a number of campaigns to raise awareness regarding sexual misconduct offered to students, staff, and faculty and containing the following information: sexual misconduct prevention and related University policies including the definitions of dating violence, domestic violence, sexual assault, stalking, consent; strategies for bystander intervention and risk reduction. These programs include:

Sexual Assault Awareness Month (SAAM): SAAM is a national annual month of programming that occurs in April to raise public awareness about sexual assault and educate communities and individuals on how to prevent sexual violence. SAAM activities and events allow the campus community to make a public stand against victim-blaming and embrace their voices to create a campus where sexual violence has no place. Student Government serves as the centralizing organization for Sexual Assault Awareness Month and partners with numerous campus entities, including Resources for Sexual Violence Prevention (RSVP), University administrators, and Registered Student Organizations, to produce a rich month of programming.

Domestic Violence Awareness Month: Domestic Violence Awareness Month (DVAM) is a nationally recognized awareness month, conceived by the National Coalition Against Domestic Violence and codified into law, going back to 1981. The intent is to connect advocates across the nation who are working to end domestic violence.

Stalking Awareness Month: Stalking Awareness Month occurs in January and provides students an opportunity to learn what stalking is and the various forms it can take, to identify behaviors that indicate stalking, and to learn about interventions.

One Love Workshops: The One Love Escalation Workshop is a film-based discussion on the warning signs of relationship abuse. The workshop consists of a film, *Escalation*, which follows a college-aged couple through the beginnings of their relationship and shows how unhealthy behaviors can escalate into abuse. The post-film discussion is led by a One Love trained facilitator.

Bringing in The Bystander: The Bringing in The Bystander Workshop is an interactive bystander intervention workshop. Rather than focusing strictly on the roles of perpetrator and victim, Bringing in The Bystander® curriculum uses a community responsibility approach. It teaches bystanders how to safely intervene in instances where sexual violence, relationship violence, or stalking may be occurring or where there may be risk that it will occur.

The University's Resources for Sexual Violence Prevention Programming Center (RSVP PC) offers ongoing programming to prevent, and promote awareness of, sexual violence. For example, RSVP PC teaches students to be peer educators through a 20-hour training program and offers a variety of other workshops, activities, and events on an ongoing basis that help educate the University community about sexual violence and related issues. RSVP PC also provides educational and supportive services for the University of Chicago community related to bystander intervention, sexual assault, intimate partner violence, and stalking. For more information regarding RSVP PC, visit cares.uchicago.edu.

Training for Those Involved in the Resolution of Complaints

All individuals tasked with implementing and carrying out the University's Policy on Title IX Sexual Harassment and Policy on Harassment, Discrimination, and Sexual Misconduct receive a minimum of eight hours of annual training on the resolution of complaints on the issues related to dating violence, domestic violence, sexual assault, and stalking, and sexual harassment and sexual misconduct as defined under the policies, and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

Any person serving as a **Decisionmaker** or **Review Decisionmaker** in the University's Policy on Title IX Sexual Harassment will receive training on the issues of relevance of questions and evidence, including about when questions and evidence about the Title IX Complainant's sexual predisposition or prior sexual behavior are not relevant.

Note: Unless otherwise noted, capitalized terms that relate to the Policy on Title IX Sexual Harassment have the same definitions and meanings as in the Policy.

Any person serving as a **Title IX Investigator** under the University's Policy on Title IX Sexual Harassment will receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.

III. Reporting an Incident

Students and employees are encouraged to report sexual misconduct that may constitute a crime to local law enforcement immediately. Law enforcement officials can assist victims of crimes by gathering evidence and making arrests based on probable cause. They can also assist University community members in seeking emergency orders of protection.

University of Chicago Police Department

UCPD officers can be summoned in the following ways:

1. by calling **773.702.8181**
2. dialing **123** from any campus phone
3. push the button from an emergency phone
4. by using the mobile safety application UChicago Safe.

More information about this free application can be found at

safety-security.uchicago.edu/services/uchicago_safe_mobile_safety_app.

Chicago Police Department

Anyone who prefers not to report to the University of Chicago Police Department may contact the Chicago Police Department: **911** (24 hours) or **9.911** from a campus phone.

Title IX Coordinator

Students and employees should report any form of sexual misconduct, including allegations of Title IX Sexual Harassment, to the University's **Title IX Coordinator** or to an **Official with Authority**. Associate Provost Bridget Collier is the University official responsible for coordinating compliance with the Title IX Sexual Harassment Policy and serves as the University's **Title IX Coordinator**, Affirmative Action Officer, and Section 504/ADA Coordinator.

The **Title IX Coordinator** or her designee can advise members of our community on their options regarding anonymity, confidentiality, the University's process for investigating complaints of sexual misconduct, dating violence, domestic violence, and stalking, and the University's disciplinary processes.

The **Title IX Coordinator** will ensure that, whether the offense occurred on or off campus, the complainant receives a written explanation of all available rights and options and is offered the opportunity to meet to discuss those rights and options. You may contact Dr. Collier in person, by mail, by telephone, by electronic mail, or by any other means that results in Dr. Collier receiving a verbal or written report, using the following contact information:

Bridget Collier

The University of Chicago, Office of the Provost
Associate Provost for Equal Opportunity Programs
and **Title IX Coordinator** for the University
bcollier@uchicago.edu

773.702.5671

5525 S. Ellis Ave., Suite B, Chicago, IL 60637

Report an incident online

Any person may report a potential violation of the Title IX sexual misconduct policy by filling out the electronic form available here: cm.maxient.com/reportingform.php?UnivofChicago&layout_id=6. Such a report will be anonymous if filled out without disclosing one's name or contact information.

Designees of the Associate Provost for Equal Opportunity Programs and **Title IX Coordinator** for the University

- Associate Dean of Students for Disciplinary Affairs;
- Assistant Dean of Student in the University for Disciplinary Affairs;
- Executive Director for Labor and Employee Relations;
- Deputy **Title IX Coordinators**.

Individuals have many options with regard to reporting prohibited behavior under Title IX, including the option to be assisted by University officials in reporting these crimes to law enforcement. Victims also have the option to decline to notify such authorities.

IV. Procedures for Victims to Follow

The University encourages anyone who has experienced any form of sexual misconduct, which includes sexual assault, domestic violence, dating violence, or stalking, to seek support as soon as possible to minimize and treat physical harm, to assist with processing the emotional aftermath, and to understand options for pressing charges.

Even for someone who does not want to report the event to the police or to pursue disciplinary action, seeking medical attention as soon as possible is important. This may assist with preserving evidence, which may be necessary to the proof of criminal sexual assault, domestic violence, dating violence, or stalking, or to obtain an order of protection.

V. Support Services and Resources

The University will provide written notification to students and employees about 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. For comprehensive information on accessing University and community resources, including emergency and ongoing assistance; health, mental health, and victim-advocacy services; options for reporting sexual misconduct to the University and/or law enforcement; and available support with academics, housing, and employment, see the University of Chicago Policy on Title IX Sexual Harassment in Appendix II of the *Annual Security and Fire Safety Report* at securityreport.uchicago.edu, and at titleixpolicy.uchicago.edu/policy.

On-Campus and Off-Campus Resources

Emergency Resources

City of Chicago Police Emergency: **911**

City of Chicago Non-Emergency: **311** or **312.744.5000**

University of Chicago Police Department: **773.702.8181** or **123** from any campus phone

University of Chicago Medicine Adult Emergency Department: **773.702.6250**; 5655 S. Maryland Ave.

Confidential Resources

Sexual Assault Dean-on-Call: **773.834.HELP (4357)**

Student Wellness: **773.834.WELL (wellness.uchicago.edu)**

Student Counseling Service: **773.702.9800**

Ordained Religious Advisors: **773.702.2100 (spirit.uchicago.edu)**

Chicago Rape Crisis Hotline: **888.293.2080**

YWCA: **866.525.9922**

Note: A comprehensive list of local and national resources can be found in Appendix I of the University of Chicago Policy on Title IX Sexual Harassment at titleixpolicy.uchicago.edu/policy.

VI. Supportive Measures

The University offers a diverse array of services, and makes referrals to external resources, many of which may be accessed 24 hours a day, so that a person may choose whatever would be most helpful and healing. Written information regarding these services and resources will be provided to individuals who report being victims of misconduct, including Title IX Sexual Harassment, sexual assault, sexual abuse, domestic violence, dating violence, or stalking. The University will offer to provide supportive measures and accommodations, which may include, but are not limited to, University no-contact orders, changes to academic, living, dining, transportation, and working situations, and honoring an order or protection or no-contact order entered by a State civil or criminal court, to any victim who asks for them, so long as they are reasonably available, regardless of whether the victim reports the incident to campus police and local law enforcement. Information regarding accommodations and supportive measures may be obtained from the **Title IX Coordinator** for the University. Any accommodations or supportive measures will be confidential, so long as confidentiality will not impair the University's ability to provide the accommodations or supportive measures.

The University will maintain as confidential any supportive measures provided to victims and the accused, to the extent that maintaining such confidentiality would not impair the ability of the University to provide supportive measures. Personal identifiable information about the parties will be treated as confidential and only shared with persons with a specific need to know who are investigating/adjudicating the complaint or delivering resources or support services to the party. Publicly available record-keeping for the purpose of Clery Act reporting and disclosures will be made without inclusion of identifying information about the victim.

VII. Overview of Procedures for Responding to Complaints of Title IX Sexual Harassment, Dating Violence, Domestic Violence, and Stalking

Generally, the University's response to a complaint involving Title IX Sexual Harassment (which may include dating violence, domestic violence, sexual assault, and stalking), including the preliminary assessment, investigation, and resolution procedures, are the same for matters involving both students and employees. The composition of the Hearing Bodies, imposition of sanctions, and the types of sanctions available differ based on whether the respondent is a student or employee. In all cases, the University is committed to providing a prompt, fair, impartial, and thorough investigation and resolution that is consistent with the University's policies and is transparent to the complainant and the respondent. Detailed procedures on responding to reports of alleged Title IX Sexual Harassment can be found in Section VIII below and the

University of Chicago Policy on Title IX Sexual Harassment in Appendix II of the *Annual Security and Fire Safety Report* at [securityreport.uchicago.edu](#), and at [titleixpolicy.uchicago.edu/policy](#).

In addition, there may be reports of harassment, discrimination, and sexual misconduct (including dating violence, domestic violence, sexual assault, and stalking) that do not constitute Title IX Sexual Harassment, but that may constitute violations of the University Policy on Harassment, Discrimination, and Sexual Misconduct. The Policy on Harassment, Discrimination, and Sexual Misconduct uses the same evidentiary standard and range of possible sanctions as the Policy on Title IX Harassment. The resolution procedures under the Policy on Harassment, Discrimination, and Sexual Misconduct depend on the facts and circumstances of the matter and the relationship of the respondent to the University. Detailed procedures on responding to such complaints can be found in the *Annual Security and Fire Safety Report* in Appendix I at [harassmentpolicy.uchicago.edu/policy](#).

VIII. Resolution Procedures for Complaints under the Policy on Title IX Sexual Harassment

Formal Resolution Process

Timeframe

In most cases, the University's Formal Resolution Process will be complete within 60–90 days of receiving a Formal **Title IX Complaint**. The University, in its discretion, may extend its investigation for good cause. If the timeframe for the investigation is extended, the University will provide written notice to the **Title IX Complainant** and the **Title IX Respondent** of the delay and the reason for the extension.

Advisor of Choice

The Complainant and the Respondent have the same opportunity to have others present during any resolution proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney. The University may not limit the choice of advisor but 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.

Investigative Process and Resolution Procedures generally include:

- Interviewing the Complainant, and or alleged victim if that person is not the same, and providing information to the Complainant, including the importance of preserving physical evidence of the alleged sexual violence and the availability of a medical forensic examination at no charge
- Providing written notice of the allegations to the Respondent
- Interviewing the Respondent
- Identifying and interviewing witnesses
- Collecting evidence
- If applicable, contacting and cooperating with law enforcement
- Preparing investigative report that fairly summarizes relevant evidence where the victim is incapable of giving consent

Title IX Hearing Panel

The panel is composed of individuals with no involvement in the investigation and no known biases or conflicts of interest. If the Panel determines that the Respondent violated the Policy, it may issue sanctions. Panel decisions are made by majority vote.

Student Respondent

In matters involving a student Respondent, the Panel generally consists of five Decisionmakers, including two faculty members (one who serves as chair), one student, one staff member, and one Decisionmaker on Relevance. The **Title IX Coordinator** or designee will serve ex-officio (nonvoting). A chair and two additional Decisionmakers constitute a three-member quorum.

Faculty, Other Academic Appointee, or Postdoctoral Researcher Respondent

In matters involving Faculty, Other Academic Appointee, or Postdoctoral Research Respondents, the Panel generally consists of five Decisionmakers, including four faculty members (one who serves as chair) and one Decisionmaker on Relevance. The Student Ombudsperson will serve ex-officio (nonvoting), and the **Title IX Coordinator** or designee will serve ex-officio (nonvoting). A chair and two additional Decisionmakers constitute a three-member quorum.

Staff Respondent

In matters involving a staff respondent the Panel generally consists of three Decisionmakers, including two staff members (one who serves as chair), and one Decisionmaker on Relevance. The Executive Director of Employee and Labor Relations or their designee will serve ex-officio (nonvoting), and the **Title IX Coordinator** or designee will serve ex-officio (nonvoting). A chair and two additional Decisionmakers constitute a three-member quorum.

Conflict of Interest or Bias

As described in Section IV of the Policy, all **Title IX Personnel**, which includes members of the Hearing Panel, must be free of any conflict of interest or bias for or against the Complainant or Respondent, or for Complainants or Respondents generally, or they should recuse themselves. The **Title IX Coordinator** will notify the Complainant and the Respondent of the members of the Panel as soon as practicable before the hearing, but no less than ten (10) business days prior to the hearing.

Hearing

All hearings on alleged violations of the Title IX Policy be conducted in accordance with the Formal Resolution Process for Title IX Sexual Harassment and include the following components:

- All hearings will be conducted live, either virtually or with all parties physically present in the same geographic location.
- All hearings will be documented through audio recording, audiovisual recording, or transcript.
- Each party may bring an advisor of choice to the hearing.
- Questioning of the Complainant, Respondent, and third-party witnesses by Panel
- Cross-examination of party/witness by party/witness's advisor

Assessing Relevance of Cross-Examination Questions

All questions that each party's advisor asks to the other party and any witnesses are subject to a relevance determination by the Decisionmaker on Relevance, and only questions deemed to be relevant by the Decisionmaker on Relevance will be allowed.

Standard of Evidence

The standard used in such proceedings is a preponderance of the evidence, *i.e.*, whether it is more likely than not that this Policy has been violated. The **Title IX Respondent** is presumed to be not responsible for the alleged conduct unless and until a determination regarding responsibility is made at the conclusion of the Title IX Sexual Harassment Resolution Process.

Outcome

Within seven (7) business days of the conclusion of the hearing, the Panel will provide a written decision, simultaneously to each party. The decision letter will include conclusions and remedies per the Title IX Formal Resolution Process.

Review Process

Request for Review: Within fifteen (15) days of being informed, in writing, of the decision of the Title IX Hearing Panel, the Complainant and Respondent may request a review of the outcome and any sanctions. The request must be submitted as delineated in the Formal Resolution Process for Title IX Sexual Harassment.

The Complainant and the Respondent shall be notified formally, in writing, of the outcome of the request for review within seven (7) business days after the conclusion of the review. The review constitutes the final process, and the outcome is final and not reviewable within the University.

Review Decisionmaker(s) for Student Respondents—

The Dean of Students in the University (or designee) determines whether a request meets the criteria for a review. The Dean of Students in the University will convene a Review Board for requests that meet the criteria.

Review Decisionmaker for Matters Involving Faculty, Other Academic Appointee, or Postdoctoral Researcher Respondents—

The Provost serves as the Review Decisionmaker for matters involving Faculty, Other Academic Appointees, or Postdoctoral Researchers respondents.

Review Decisionmaker for Matters Involving Staff Respondents—

The Associate Vice President for Human Resources serves as the Review Decisionmaker for matters involving staff respondents.

Possible Sanctions for Policy Violations

Violations of the Title IX Policy may result in discipline, which can include written warnings, loss of privileges, discretionary sanctions such as educational training on topics such as consent or use of alcohol, probation, suspension, demotion, expulsion, revocation of degree, and termination of employment (including revocation of tenure).

Note: *The definition of Domestic Violence will be revised pursuant to the VAWA Reauthorization Act of 2022, effective 10/1/2022.*

Informal Resolution Process

The Informal Resolution Process is voluntary and is separate and distinct from the University's Formal Resolution Process under this Policy or any resolution procedures under the University Policy on Harassment, Discrimination, and Sexual Misconduct. The University may offer the Informal Resolution Process only if (i) a **Formal Title IX Complaint** has been filed by the **Title IX Complainant**, (ii) the **Title IX Coordinator** has determined the alleged conduct, if substantiated, would constitute Title IX Sexual Harassment, and (iii) the **Title IX Coordinator** has determined the Informal Resolution Process is appropriate for this matter.

In making a determination as to whether the Informal Resolution is appropriate, the **Title IX Coordinator** will consider factors, including, but not limited to, the following: (i) the outcome of an individualized safety and risk analysis of the **Title IX Respondent** relating to sexual misconduct, physical violence, failure to comply with a No Contact Directive (NCD) or a Civil No Contact Order (CNCO), and /or other relevant conduct, (ii) the nature of the alleged conduct, whether allegations involve multiple victims and/or a pattern of conduct, or other evidence-informed factors indicative of increased risk to campus safety, and (iii) whether the circumstances warrant the **Title IX Coordinator** filing a **Formal Title IX Complaint** as described in Section XII.

A **Title IX Complainant** or **Title IX Respondent** may request an Informal Resolution Process by informing the **Title IX Coordinator** for the University (or designee) in writing using the contact information provided in the Title IX Policy. The Informal Resolution procedures are described in full in the Student Manual at studentmanual.uchicago.edu.

Appendix I: University of Chicago Policy on Harassment, Discrimination, and Sexual Misconduct*

Table of Contents

- I. Introduction
- II. Policy Basis and Application
- III. Unlawful Harassment and Discrimination
- IV. Sexual Misconduct and Definitions
- V. Consent
- VI. Consensual Relationships
- VII. Reporting Options
- VIII. Institutional Obligation to Respond
- IX. Conflicts of Interest
- X. Emergency Removals or Leaves of Absence
- XI. Confidentiality
- XII. Leniency for Other Policy Violations
- XIII. Non-Retaliation
- XIV. Response to a Report or Complaint
- XV. Investigative/Administrative Resolution Process
- XVI. Investigative/Hearing Body Resolution Process
- XVII. Alternative Resolution
- XVIII. Required Training for Policy Personnel
- XIX. Time Limits
- XX. Bad Faith Complaints and False Information
- XXI. Prevention and Education Programs

Policy Appendices

- I. Support Services and Resources
- II. Yearly Report on Harassment and Sexual Misconduct to the Council of the University Senate
- III. Compliance and Locating This Policy
- IV. Related Policies

I. Introduction

The University of Chicago is a community of scholars dedicated to research, academic excellence, and the pursuit and cultivation of learning. Members of the University community cannot thrive unless each is accepted as an autonomous individual and is treated without regard to characteristics irrelevant to participation in the life of the University. Freedom of expression is vital to our shared goal of the pursuit of knowledge and should not be restricted by a multitude of rules. At the same time, unlawful discrimination, including harassment, compromises the integrity of the University. The University is committed to taking necessary action to prevent, correct, and, where indicated, discipline unlawful discrimination.

Sexual misconduct may violate the law, does violate the standards of our community, and is unacceptable at the University of Chicago. Sexual misconduct can be devastating to the person who experiences it directly and can adversely impact family, friends, and the larger community. Regardless of the definitions provided below, people who believe they have experienced any sexual misconduct are encouraged to report the incident and to seek medical care and support as soon as possible.

Matters that constitute Title IX Sexual Harassment under the **University Policy on Title IX Sexual Harassment** are not within the scope of this Policy and will be addressed under the procedures set forth in the **Policy on Title IX Sexual Harassment**.

II. Policy Basis and Application

This policy expresses the University's commitment to an environment free from discrimination, sexual harassment and other unlawful forms of harassment, sexual misconduct, sexual assault, domestic violence, dating violence, and stalking and conforms to legal requirements. It applies to students and other program participants, staff, postdoctoral researchers, faculty, and other academic appointees, volunteers, as well as to anyone on whom the University has formally conferred a title, regardless of employment status. The University provides education and prevention resources, offers numerous support services and referrals for anyone who has experienced unlawful harassment or one of these crimes, encourages and facilitates reporting, which can assist prosecution, and is committed to disciplining anyone whom University procedure determines to have violated this policy.

This policy applies to misconduct that occurs: (1) on University property; or (2) off University property, if: (a) the conduct occurred in connection with a University or University-sponsored or recognized program or activity; or (b) the conduct has or reasonably may have the effect of creating a hostile educational or work environment for a member of the University community. For example, this policy applies to misconduct that occurs between students during an off-campus party in a private residence, during a University-sponsored study abroad program, or during research- or conference-based University-supported travel. Also, misconduct that occurs off-campus and involves an alleged student perpetrator and an unaffiliated complainant is subject to investigation and adjudication, although the circumstances may be such that the inquiry is limited to assessing whether the student poses a threat to campus safety.

This policy also applies to matters involving complaints made against staff or faculty at the University of Chicago Laboratory Schools. The Laboratory Schools are home to the youngest members of the University of Chicago's academic community, and the age and developmental stage of the student(s) involved in a matter under this Policy will be considered when determining whether a Policy violation occurred, as well as in determining the appropriate response by the University.

*Sexual misconduct includes but is not limited to sexual harassment, sexual abuse, sexual assault, domestic violence, dating violence, and stalking.

III. Unlawful Harassment and Discrimination

Discrimination based on factors irrelevant to admission, employment, or program participation violates the University's principles. In keeping with its long-standing traditions and policies, the University of Chicago considers students, employees, applicants for admission or employment, and those seeking access to programs on the basis of individual merit. The University does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, age, status as an individual with a disability, protected veteran status, genetic information or other protected classes under the law. Such discrimination is unlawful.

Harassment based on the actual or perceived factors listed above is verbal or physical conduct or conduct using technology that is so severe or pervasive that it has the purpose or effect of unreasonably interfering with an individual's work performance or educational program participation, or that creates an intimidating, hostile, or offensive work or educational environment.

A person's subjective belief that behavior is intimidating, hostile, or offensive does not make that behavior harassment. The behavior must be objectively unreasonable. Expression occurring in an academic, educational or research context is considered a special case and is broadly protected by academic freedom. Such expression will not constitute harassment unless (in addition to satisfying the above definition) it is targeted at a specific person or persons, is abusive, and serves no bona fide academic purpose.

Harassment includes same-sex harassment and peer harassment among students, staff, other academic appointees, postdoctoral researchers, faculty members, program participants, volunteers, and anyone on whom the University formally confers a title, regardless of employment status. Harassment by a faculty member, instructor, or teaching assistant of a student over whom the individual has authority, or by a supervisor of a subordinate, is particularly serious.

IV. Sexual Misconduct and Definitions

Sexual misconduct encompasses a range of conduct, from sexual assault (a criminal act that the U.S. Department of Education defines as a form of sexual harassment) to conduct such as unwanted touching or persistent unwelcome comments, e-mails, or pictures of an insulting or degrading sexual nature, which may constitute unlawful harassment, depending upon the specific circumstances and context in which the conduct occurs. For example, sexual advances, requests for sexual favors, or sexually-directed remarks or behavior constitute sexual harassment when (1) submission to or rejection of such conduct is made, explicitly or implicitly, a basis for an academic or employment decision, or a term or condition of either; or (2) such conduct directed against an individual persists despite its rejection.

In compliance with the Violence Against Women Reauthorization Act of 2013 ("VAWA") and the Clery Act, the University uses the State of Illinois Criminal Code's definitions of sexual assault and sexual abuse. The University incorporates the State's definitions of several other important terms, including domestic violence, dating violence, and stalking and recognizes that sexual assault, domestic violence, dating violence, and stalking are not gender-specific crimes. To aid searches, definitions are provided in alphabetical order.

"Accused" or "Respondent" means a person accused of conduct prohibited by this policy and does not imply pre-judgment.

"Consent" means voluntary, active and clear agreement, communicated by words or actions, to participate in specific sexual activity. Consensual sexual activity happens when each participant willingly chooses to participate. In cases where a victim asserts that sexual activity occurred without consent, the standard is whether a sober, reasonable person in the

same circumstances as the respondent should have known that the victim did not or could not consent to the sexual activity in question.

In Illinois, the legal age of consent is 17 but rises to 18 if the respondent holds a position of trust, authority, or supervision in relation to the victim. This means that there can be no consent when one participant in the sexual activity is under the legal age of consent and any other participant is at or over the legal age of consent.

Consent is such a critical factor that Section V is entirely dedicated to discussing it.

"Dating violence" means the use or threat of use of physical, mental or emotional abuse, or sexual violence by a person who is in a social relationship of a romantic or intimate nature with the victim.

"Domestic violence" means harassment, interference with personal liberty, intimidation of a dependent, physical abuse, or willful deprivation by a person who is or was a family or household member of the victim. A family or household member includes: a spouse, former spouse, parent, child, stepchild, or other person related by blood or by present or prior marriage; a person who shares or formerly shared a common dwelling; a person who has or allegedly has a child in common or shares a blood relationship through a child; a person who has a dating or engagement relationship; a personal assistant to a person with a disability; and a caregiver.

"Force or threat of force" means the use of force or violence, or the threat of force or violence, including but not limited to (1) when the respondent threatens to use force or violence on the victim or on any other person, and the victim under the circumstances reasonably believes that the respondent has the ability to execute that threat or (2) when the respondent has overcome the victim by use of superior strength or size, physical restraint or physical confinement.

"Harassment" as a form of unlawful discrimination means verbal conduct, physical conduct, or conduct using technology that is based on a protected class and that is so severe or pervasive that it has the purpose or effect of unreasonably interfering with an individual's work performance or educational program participation, or that creates an intimidating, hostile, or offensive work or educational environment. "Harassment" for purposes of domestic violence is knowing conduct that is not necessary to accomplish a purpose, would cause emotional distress to a reasonable person and does cause emotional distress to the victim.

"Interference with personal liberty" is committing or threatening physical abuse, harassment, intimidation, or willful deprivation to force a victim to engage in conduct from which that person has the right to abstain, or to abstain from conduct in which that person has a right to engage.

"Intimidation of a dependent" is subjecting a person who is a dependent because of age, health or disability to participate in or to witness physical force, physical confinement or restraint of another person.

"Policy Personnel" includes anyone with a role under this Policy, including but not limited to the Title IX Coordinator, Deputy Title IX Coordinator(s), Investigator(s), Decisionmaker(s), Review Decisionmaker(s), or Alternative Resolution Facilitator(s).

"Physical abuse" includes sexual abuse and means any of the following: (1) the knowing or reckless use of physical force, confinement, or restraint; (2) knowing, repeated, and unnecessary sleep deprivation; and/or (3) knowing or reckless behavior that creates an immediate risk of physical harm.

“Individuals with Reporting Responsibilities” means any faculty member, other academic appointee, postdoctoral researcher, or staff employee who would reasonably be expected to have the authority or duty to report or take action to redress sexual misconduct. An Individual with Reporting Responsibilities must promptly notify the Title IX Coordinator for the University all known details related to a possible incident of sexual misconduct (including sexual harassment), dating violence, domestic violence, and stalking that is reported to them directly, indirectly, or through a third party, or that they may have observed. Individuals with Reporting Responsibilities include (among others) faculty and instructors, RAs, Resident Heads, Resident Masters, TAs, preceptors, UCPD staff, and other University employees.

“Retaliation” means any adverse action taken against a person participating in a protected activity because of their participation in that protected activity. Retaliation against an individual for alleging harassment, supporting a party bringing a complaint, or assisting in providing information relevant to a claim of harassment is a serious violation of University policy and will be treated as another possible instance of harassment or discrimination. Acts of alleged retaliation should be reported immediately to the Title IX Coordinator for the University, and will be promptly investigated.

“Sexual abuse” means an act of sexual conduct:

- Without consent; or
- By the use of force or threat of force; or
- When the accused knew that the victim was unable to understand the nature of the act or was unable to give knowing consent; or
- Where the accused is under 17 years of age and the victim was at least 9 years of age but under 17 years of age when the act was committed; or
- In which the accused delivered (by injection, inhalation, ingestion, transfer of possession, or any other means) to the victim without their consent, or by threat or deception, and for other than medical purposes, any controlled substance.

“Sexual assault” means an act of sexual penetration:

- Without consent; or
- By the use of force or threat of force, including threatening or endangering the life of the victim or any other person; or
- Where the accused knew that the victim was unable to understand the nature of the act or was unable to give knowing consent; or
- With a victim who was under age 17 when the act was committed, or with a victim who was under age 18 when the act was committed and the accused was age 17 or more and held a position of trust, authority, or supervision in relation to the victim; or
- In which the accused delivered (by injection, inhalation, ingestion, transfer of possession, or any other means) to the victim without their consent, or by threat or deception, and for other than medical purposes, any controlled substance.

“Sexual conduct” means any intentional or knowing touching or fondling by the victim or the accused, either directly or through clothing, of the sex organs, anus, or breast of the victim or the accused, or any part of the body of a child under 13 years of age, or any transfer or transmission of semen by the accused upon any part of the clothed or unclothed body of the victim, for the purpose of sexual gratification or arousal of the victim or the accused.

“Sexual penetration” means any contact, however slight, between the sex organ or anus of one person and an object, the sex organ, mouth or anus of another person, or any intrusion, however slight, of any part of the body of one person or of any animal or object into the sex organ or anus of another person, including but not limited to cunnilingus, fellatio, or anal penetration.

“Stalking” means a course of conduct (two or more acts) directed at a specific person that would cause a reasonable person to fear for their safety or the safety of a third person, or to suffer emotional distress. Stalking behavior includes, but is not limited to: following a person; appearing at a person’s home, work, or school; making unwanted phone calls; sending unwanted emails or text messages; leaving objects for a person; vandalizing a person’s property; injuring a person’s pet; and monitoring or placing a person under surveillance.

“Supportive Measures” are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to a Complainant or Respondent in matters involving sexual misconduct. Such measures are designed to restore or preserve equal access to the University’s education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the University’s educational environment and deter sexual misconduct. Supportive Measures may include but are not limited to counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between parties, changes in work or housing locations, adjustments to dining arrangements, leaves of absence, increased security or monitoring of certain areas of the campus, and honoring an order of protection or no-contact order entered by a State civil or criminal court. 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.

“Victim” means a person alleging to have been subjected to conduct prohibited by this policy and does not imply pre-judgment. The term “victim” is used interchangeably with the term “complainant” in this policy.

“Willful deprivation” is the purposeful denial of medication, medical care, shelter, food, or other assistance to a person who requires such things because of age, health or disability, thereby putting that person at risk of physical, mental, or emotional harm.

V. Consent

What Is Consent?

- Consent means voluntary, active and clear agreement, communicated by words or actions, to participate in specific sexual activity. Consensual sexual activity happens when each participant willingly chooses to participate. It is the responsibility of the person who wants to engage in a sexual activity to obtain the consent of the other person for that sexual activity. Consent may also be withdrawn or modified at any time by the use of clearly understandable words or actions.
- In cases where a victim asserts that sexual activity occurred without consent, the standard is whether a sober, reasonable person in the same circumstances as the accused should have known that the victim did not or could not consent to the sexual activity in question.

- The definition of consent does not vary based upon a person's sex, sexual orientation, gender identity, or gender expression.
- Consent is best obtained through direct communication about the decision to engage in specific sexual activity. Consent need not be verbal, but verbal communication is the most reliable and effective way to seek, assess, and obtain consent. Non-verbal communication often is ambiguous. For example, heavy breathing can be a sign of arousal, but it also can be a sign of distress. Talking with sexual partners about desires, intentions, boundaries and limits can be uncomfortable, but it serves as the best foundation for respectful, healthy, positive and safe intimate relationships.

What Is Not Consent?

- Consent cannot be obtained by threat of harm, coercion, intimidation, or by use or threat of force.
- The lack of explicit consent does not imply consent and likewise, the lack of verbal or physical resistance does not constitute consent. Thus, silence, passivity, submission, and/or the lack of resistance (including the absence of the word “no”) do not—in and of themselves—constitute consent.

Incapacitation

Consent cannot be obtained from someone who is unable to understand the nature of the activity or give knowing consent due to circumstances. A person is mentally or physically incapacitated when that person lacks the ability to make or act on considered decisions to engage in sexual activity, *i.e.*, when a person's perception and/or judgment is so impaired that the person lacks the cognitive capacity to make or act on conscious decisions, including without limitation the following circumstances:

- The person is incapacitated due to the use or influence of alcohol or drugs, or due to a mental disability. Alcohol and drugs can impair judgment and decision-making capacity, including the ability to rationally consider the consequences of one's actions. The effects of alcohol and drug consumption often occur along a continuum. For example, alcohol intoxication can result in a broad range of effects, from relaxation and lowered inhibition to euphoria and memory impairment, and to disorientation and incapacitation. Incapacitation due to alcohol or drug use is a state beyond “mere” intoxication or even being drunk. Indicators of incapacitation may include inability to communicate, lack of control over physical movements, and/or lack of awareness of circumstances. An incapacitated person can also experience a blackout state during which they appear to give consent but does not have conscious awareness or the capacity to consent. Some medical conditions also can cause incapacitation.
- The person is asleep or unconscious.
- The person is under the legal age of consent. In Illinois, the legal age of consent is 17 but rises to 18 if the accused holds a position of trust, authority, or supervision in relation to the victim. This means that there can be no consent when one participant in the sexual activity is under the legal age of consent and any other participant is at or over the legal age of consent.

In sum, an act will be deemed non-consensual if a person engages in sexual activity with an individual who is incapacitated, and who the person knows or reasonably should know is incapacitated, or with an individual who is asleep, unconscious, or under the legal age of consent.

Other Important Points Regarding Consent

- The existence of a romantic or sexual relationship does not, in and of itself, constitute consent.
 - Consent on a prior occasion does not constitute consent on a subsequent occasion.
 - Consent to one sexual act does not constitute consent to another sexual act.
 - Consent to sexual activity with one person does not constitute consent to engage in sexual activity with another.
 - Consent cannot be inferred from a person's manner of dress or other contextual factors, such as alcohol consumption, dancing, or agreement to go to a private location like a bedroom.
 - Accepting a meal, a gift, or an invitation for a date does not imply or constitute consent.
 - Silence, passivity, or lack of resistance alone or in combination does not constitute consent.
- Incapacitation by the person initiating sexual activity does not in any way lessen their obligation to obtain consent.

VI. Consensual Relationships

Trust is essential to sound relationships between individuals who work in collaborative research and learning environments. The development of a sexual and/or romantic relationship may, in some cases, create legitimate questions about impartiality, professional judgment, conflicts of interest, coercion, harassment, and the appearance of favoritism or advantage.

This Policy therefore prohibits sexual and/or romantic relationships between (a) an academic appointee (as defined below) and an undergraduate student; (b) an academic appointee and a graduate or professional school student, postdoctoral researcher, resident/fellow, staff employee, or volunteer over whom the academic appointee exercises academic, supervisory or managerial authority; (c) a staff supervisor/manager and any person over whom they have supervisory or managerial authority; and (d) a coach (paid or volunteer) of varsity or club sports and an undergraduate student.

An “**academic appointee**” is a member of the University Faculties or an Other Academic Appointee as those terms are detailed in Statute 11 of the University Statutes.

“**Academic authority**” includes the following activities (whether on or off campus): teaching courses as an instructor of record; grading or otherwise evaluating student work; advising on formal projects such as a dissertation or other research; serving on a dissertation committee; participating in decisions regarding student funding or other resource allocation; providing clinical supervision; supervising offsite fieldwork; and making recommendations or otherwise influencing decisions regarding admissions, employment, or the award of grants, fellowships, or other forms of recognition.

In the interests of prudence and fostering a campus environment free of sexual harassment and discrimination, this Policy imposes the following requirements:

Academic Appointees and Others with Academic Authority

Individuals with Academic Authority—Undergraduate Students

This Policy prohibits sexual and/or romantic relationships between academic appointees and undergraduates at the University.

This Policy also prohibits any staff, postdoctoral researcher or student (whether undergraduate, graduate or professional) from having a sexual and/or romantic relationship with an undergraduate student over whom they have academic authority. For example, a graduate student serving as a lecturer may not have a sexual and/or romantic relationship with a student who is enrolled in that course during the duration of the course.

Individuals with Academic Authority—Graduate or Professional School Students

This Policy prohibits sexual and/or romantic relationships between academic appointees and any graduate or professional school student over whom they exercise academic authority.

This Policy does not prohibit sexual and/or romantic relationships between academic appointees and graduate or professional students over whom they *do not* have academic authority. If the academic appointee later seeks or is asked to take on a role or responsibility that would include academic authority over the student, the relationship must be disclosed and managed to prevent the creation of that academic authority, as described below in the section on reporting.

This Policy also prohibits any graduate or professional student, postdoctoral researcher, or staff employee with an academic teaching or academic supervisory role from having a sexual and/or romantic relationship with a graduate student whom they teach or supervise during the duration of the teaching or supervisory relationship (*e.g.*, a graduate student serving as a lecturer may not have a sexual and/or romantic relationship with a student who is enrolled in that course during the duration of the course).

Academic Appointee—Postdoctoral Researchers

This Policy prohibits sexual and/or romantic relationships between academic appointees and any postdoctoral researcher over whom they exercise authority, academic or otherwise.

Academic Appointee—Staff Employees/Volunteers

This Policy prohibits sexual and/or romantic relationships between academic appointees and any staff employee or volunteer over whom they have supervisory or managerial authority.

Academic Appointee/Attending Physician—Resident Physician/Fellow

This Policy prohibits sexual or romantic relationships between academic appointees who are attending physicians and residents/fellows over whom they exercise academic, supervisory or managerial authority, or otherwise oversee the resident/fellow's work.

Staff Supervisors/Managers—Subordinate Employees/Volunteers

This Policy prohibits staff employees in supervisory and management roles from having sexual and/or romantic relationships with persons over whom they have supervisory or managerial authority.

Coaches—Undergraduates

This Policy prohibits coaches (paid and volunteer) of varsity teams and sport clubs from having sexual and/or romantic relationships with undergraduate students.

Disclosure, Reporting, and Non-Retaliation

For the purposes of this Policy, a “disclosure” means written notification to, and meeting with, the **Title IX Coordinator**.

There can be sexual and/or romantic relationships between individuals in positions of unequal authority that are not prohibited by this Policy. These types of relationships include, but are not limited to: academic appointee and graduate or professional student over whom the academic appointee does not currently exercise academic authority (as discussed above); senior faculty member-junior faculty member; faculty member-other academic appointee; and attending physician-resident/fellow over whom they do not currently exercise academic, supervisory or managerial authority, or otherwise oversee the resident/fellow's work.

In all instances, as soon as the person in a position of greater overall institutional authority learns that they will be taking on a role that will include academic authority over the other individual, they must promptly disclose the existence of the relationship to the **Title IX Coordinator**. The **Title IX Coordinator** for the University will then notify and confer with the relevant department chair, dean and/or supervisor, only if necessary and as appropriate, to develop a management plan.

A management plan is a written document that sets forth expectations and establishes rules that separate the professional relationship from the intimate relationship. Management plans are inherently flexible and can be modified at any time to account for and mitigate any changes in the professional relationship. For example, if a faculty member assumes a new administrative responsibility that would include a new type of authority over the other individual, the management plan should be reviewed and updated as needed.

Further, it can be the case that third-party witnesses to a prohibited relationship or suspected prohibited relationship want the relevant department chair, dean and/or supervisor to address the matter but remain silent out of fear of reprisal. Such individuals are encouraged to come forward to the **Title IX Coordinator** for the University. All complaints and concerns will be treated as confidentially as is feasible and will be addressed by the **Title IX Coordinator** for the University in partnership, as appropriate, with the chair, dean and/or supervisor. Retaliation against anybody who makes a complaint or raises a concern about a possible policy violation is prohibited.

Violations

Violations of this Policy may result in discipline, which can include, but is not limited to, written warnings, loss of privileges, mandatory training or counseling, probation, suspension, demotion, expulsion, and termination of employment (including revocation of tenure). Disciplinary actions will be enforced at the appropriate administrative level.

Privacy and Confidentiality

Information reported to the **Title IX Coordinator** will be treated as private and confidential in accordance with University Policy 609-Treatment of Confidential Information. The **Title IX Coordinator** will only share information with those individuals at the University who have a need to know (as described above, *i.e.*, Deans, Department Chairs).

Related policies include:

humanresources.uchicago.edu/fpg/policies/200/p206.shtml

provost.uchicago.edu/handbook/clause/nepotism-policy-faculty-and-other-academic-appointees

humanresources.uchicago.edu/fpg/policies/600/p601.shtml

VII. Reporting Options

Individuals with Reporting Responsibilities

As noted above, some University employees (referred to as “Individuals with Reporting Responsibilities”) must promptly notify the **Title IX Coordinator** for the University all known details related to a possible incident of sexual misconduct (including sexual harassment), dating violence, domestic violence, and stalking that is reported to them directly, indirectly, or through a third party, or that they may have observed. Individuals with Reporting Responsibilities must report such information regardless of where the incident occurred. Individuals with Reporting Responsibilities include (among others) faculty and instructors, RAs, Resident Heads, Resident Masters, TAs, preceptors, UCPD staff, and other university employees.

Please note that reporting an incident to the **Title IX Coordinator** for the University (or their designees) is private, and it does not mean the person who experienced sexual misconduct, dating violence, domestic violence, or stalking somehow loses control of the process. To the contrary, the **Title IX Coordinators** are here to advise members of our community on their options regarding remaining anonymous, confidentiality, the University’s process for investigating complaints of sexual misconduct, dating violence, domestic violence, and stalking, and the University’s disciplinary process. Indeed, in some cases, individuals choose not to move forward with the investigation process, but still request support services. When the University receives a report that someone in our community experienced sexual misconduct, dating violence, domestic violence, or stalking, the University will provide that person with a written summary of their rights and options, including information on contacting local law enforcement and community-based resources.

While only Individuals with Reporting Responsibilities are required to report all incidents of sexual misconduct (including sexual harassment), dating violence, domestic violence, and stalking to the **Title IX Coordinator** for the University, all other members of our community (including students) are encouraged to report such incidents to the **Title IX Coordinator** or their designees.

Associate Provost for Equal Opportunity Programs and Title IX Coordinator for the University

The University official responsible for coordinating compliance with the University’s **Policy on Harassment, Discrimination, and Sexual Misconduct** is Bridget Collier, Associate Provost for Equal Opportunity Programs. Ms. Collier also serves as the University’s **Title IX Coordinator** for the University, Affirmative Action Officer, and Section 504/ADA Coordinator. You may contact Ms. Collier by emailing bcollier@uchicago.edu, by calling **773.834.6367**, or by writing to Bridget Collier, Office of the Provost, The University of Chicago, 5525 S. Ellis Ave., Suite B, Chicago, IL 60637.

You may contact the Associate Provost for Equal Opportunity Programs or her designee to report any complaints of discrimination, unlawful harassment, and sexual misconduct. The Associate Provost for

Equal Opportunity Programs or her designee can also assist you in the following ways:

- If you are unsure of where to turn for help.
- If you have questions regarding this Policy or the **University’s Policy on Title IX Sexual Harassment**.
- If you have questions regarding Title IX of the Education Amendments of 1972 or the Department of Education’s regulations implementing Title IX.
- If you are seeking information regarding or the implementation of Supportive Measures and accommodations related to a sexual misconduct matter.
- If you have a complaint or question regarding postdoctoral researchers, staff, faculty members, or other academic appointees engaging in harassment, discrimination, sexual misconduct, dating violence, domestic violence, stalking, or retaliation.
- If you need information regarding campus accessibility and accommodations for individuals with disabilities.

Please see equalopportunityprograms.uchicago.edu for additional information.

Designees of the Associate Provost for Equal Opportunity Programs

UChicago CARES: The Center for Awareness, Resolution, Education & Support

Executive Director, Center for Awareness, Resolution, Education & Support (UChicago CARES) and Senior Deputy Title IX Coordinator

Elizabeth Honig, who serves as the Executive Director of UChicago CARES and **Senior Deputy Title IX Coordinator**, and as a designee for the Associate Provost for Equal Opportunity Programs, is also available to assist the community on all matters related to this Policy and the Policy on Title IX Sexual Harassment. You may contact Ms. Honig by emailing ehonig@uchicago.edu, by calling **773.702.4913**, or by writing to Elizabeth Honig, Office of the Provost, The University of Chicago, 5525 S. Ellis Ave., Suite B, Chicago, IL 60637.

Director, Resolution Services and Deputy Title IX Coordinator

Tiffany Little, who serves as Director of Resolution Services and **Senior Deputy Title IX Coordinator**, and as a designee for the Associate Provost for Equal Opportunity Programs, is also available to assist the community on all matters related to this Policy and the Policy on Title IX Sexual Harassment. You may contact Ms. Little by emailing tilittle@uchicago.edu, by calling **773.702.6986** or by writing to Tiffany Little, Office of the Provost, The University of Chicago, 5525 S. Ellis Ave., Suite B, Chicago, IL 60637.

*Director, Office for Sexual Misconduct Prevention and Support,
Deputy Title IX Coordinator for Students*

Renaë DeSautel is the Director of the Office for Sexual Misconduct Prevention and Support, and **Deputy Title IX Coordinator** for Students, and as a designee for the Associate Provost for Equal Opportunity Programs, is available to assist the student community on supportive measures and matters related to this Policy and the Policy on Title IX Sexual Harassment. You may contact Ms. DeSautel by emailing **desautel@uchicago.edu**, by calling **773.702.0438**, or by writing to Renaë DeSautel, Office of the Provost, The University of Chicago, 5525 S. Ellis Ave., Suite B, Chicago, IL 60637.

Associate Director, Office for Sexual Misconduct Prevention and Support, Deputy Title IX Coordinator for Students

Robin Berman is the Associate Director of the Office for Sexual Misconduct Prevention and Support, and **Deputy Title IX Coordinator** for Students, and as a designee for the Associate Provost for Equal Opportunity Programs, is available to assist the student community on supportive measures and matters related to this Policy and the Policy on Title IX Sexual Harassment. You may contact Ms. Berman by emailing **robinberman@uchicago.edu**, by calling **773.702.8251**, or by writing to Robin Berman, Office of the Provost, The University of Chicago, 5525 S. Ellis Ave., Suite B, Chicago, IL 60637.

Office for Equal Opportunity & Access

*Executive Director, Office for Equal Opportunity & Access and
Deputy Title IX Coordinator*

Scott Velasquez, who serves as the Executive Director of the Office for Equal Opportunity & Access and **Deputy Title IX Coordinator**, and as a designee for the Associate Provost for Equal Opportunity Programs, is also available to assist the community on matters related to this Policy, the Policy on Title IX Sexual Harassment, and Affirmative Action. You may contact Mr. Velasquez by emailing **svelasquez@uchicago.edu**, by calling **773.702.7994**, or by writing to Scott Velasquez, Office of the Provost, The University of Chicago, 6030 S. Ellis Ave., Chicago, IL 60637.

Director, Access UChicago

Marquetta Scott, who serves as Director, Access UChicago, and as a designee for the Associate Provost for Equal Opportunity Programs, is also available to assist the community on matters related to accessibility for people with disabilities. You may contact Ms. Scott by emailing **mscott12@uchicago.edu**, by calling **773.834.3988** or by writing to Marquetta Scott, Office of the Provost, The University of Chicago, 5525 S. Ellis Ave., Suite B, Chicago, IL 60637.

Other Designees and Relevant University Contacts

*Associate Dean of Students in the University for Disciplinary
Affairs*

Jeremy Inabinet, who serves as the **Associate Dean of Students in the University for Disciplinary Affairs**, and as a designee for the Associate Provost for Equal Opportunity Programs, is available to assist the student community on matters related to this Policy and the Policy on Title IX Sexual Harassment. You may contact Mr. Inabinet by emailing **inabinet@uchicago.edu**, by calling **773.702.7994**, or by writing to Jeremy Inabinet, The University of Chicago, 5711 Woodlawn Avenue, Chicago, IL 60637.

*Assistant Dean of Students in the University for Disciplinary
Affairs*

Melissa Vergara, who serves as the Assistant Dean of Students in the University for Disciplinary Affairs, and as a designee for the Associate Provost for Equal Opportunity Programs, is available to assist the student community on matters related to this Policy and the Policy on Title IX Sexual Harassment. You may contact Ms. Vergara by emailing **mbmvergara@uchicago.edu**, by calling **773.702.2610**, or by writing to Melissa Vergara, The University of Chicago, 5711 Woodlawn Avenue, Chicago, IL 60637.

Executive Director of Employee and Labor Relations

Brett Leibsker, who serves as the Executive Director of Employee and Labor Relations, and as a designee for the Associate Provost for Equal Opportunity Programs, is available to assist the staff community on matters related to this Policy and the Policy on Title IX Sexual Harassment. You may contact Mr. Leibsker by emailing **bleibsker@uchicago.edu**, by calling **773.834.2657**, or by writing to Brett Leibsker, The University of Chicago, 6054 South Drexel Avenue, Chicago, IL 60637.

Electronic Reporting; Anonymous Reporting

Any person may report a potential violation of this Policy by filling out the electronic form available at: **cm.maxient.com/reportingform.php?UnivofChicago&layout_id=6**. Such a report will be anonymous if filed without disclosing one's name or contact information.

University of Chicago Police Department (UCPD)

773.702.8181 or **123** from a campus phone (24 hours) or in person at 6054 S. Drexel Ave.

Responsibilities of the UCPD when receiving a report of sexual assault, dating violence, domestic violence, or stalking include:

- Attending to the immediate needs of the victim, including personal safety and prompt medical care.
- When appropriate, broadcasting a description of the offender.
- Notifying the **Title IX Coordinator for the University**.
- Notifying the Sexual Assault Dean-on-Call if the victim is a student.
- Providing victims with information concerning the importance of preserving evidence, the rights of victims, and the University's responsibilities regarding orders of protection, no-contact orders, and other similar court orders.

Third-Party/Bystander Reporting

Any person may report a potential violation of this Policy through any of the means listed above.

Confidential Reporting

Students may confidentially report a violation of this Policy to:

- Sexual Assault Dean-on-Call (SADoC) by calling the UCPD Dispatch at **773.702.8181** and asking UCPD to page the Sexual Assault Dean-on-Call. The Sexual Assault Dean-on-Call can also be reached via text through the **UChicago Safe App**. Once in the UChicago Safe App, press the UChicago HELP button and a text option will be provided. A student may contact the Sexual Assault Dean-on-Call even if the student has not yet decided whether to report the incident to the police or to receive guidance and support in helping a peer or friend..

- Confidential Advisor by calling Student Wellness at **773.834.WELL** and asking for an appointment with the Confidential Advisor.
- Student Wellness by calling **773.834.WELL**.
- Ordained Religious Advisors by calling **773.834.1885** or emailing **spirit@uchicago.edu**.

Employees may confidentially report a violation of this Policy to the **Employee Assistance Program (Perspectives)** 24 hours: **800.456.6327**.

Counseling services are provided to staff, faculty, other academic appointees, and postdoctoral researchers affected directly and indirectly by sexual misconduct, domestic violence, dating violence, and stalking. **www.perspectivesltd.com**

Confidential resources such as the Sexual Assault Dean-on-Call, Confidential Advisor, Student Wellness, Ordained Religious Advisors, and Employee Assistant Program Counselors, do not have an obligation to report sexual misconduct, dating violence, domestic violence, and stalking to the Title IX Coordinator and will not do so without the explicit consent of the complaining party. For more information about and a complete list of Confidential Resources, see Appendix I (Support Services and Resources for Those Who Have Experienced Sexual Assault) or **equalopportunityprograms.uchicago.edu/title-ix/confidential-resources**.

VIII. Institutional Obligation to Respond

If a known complainant discloses an incident or incidents of sexual misconduct to the University but asks to remain anonymous during the investigation and/or asks that the University refrain from investigating, the **Title IX Coordinator** for the University will consider how to proceed. The **Title IX Coordinator** will take into account the complainant's wishes, and factors including, but not limited, to the following: (a) was a weapon involved in the incident, (b) were multiple assailants involved in the incident, (c) is the accused a repeat offender, (d) does the incident create a risk of occurring again, (e) the results of the individualized safety and risk analysis, (f) the University's obligation to provide a safe and non-discriminatory environment, and (g) the respondent's right to have specific notice of the allegations and an opportunity to be heard if the University were to take action that affects them. In such circumstances, the **Title IX Coordinator** may arrange for limited fact-finding to better understand the context of the complaint and explore viable options for addressing safety concerns, and any options for investigation, adjudication, and remediation.

Because sexual misconduct may constitute a serious crime that threatens the community as a whole, in some instances the University may be obliged to address allegations through internal resolution procedures without the cooperation of the individual making the allegation. In such instances, the **Title IX Coordinator** may file a complaint and initiate investigation and resolution procedures. In such instances, the University will respect the parties' privacy to the extent possible consistent with its legal obligations and will inform the victim of its obligation to address a community safety issue. All publicly available recordkeeping, including Clery Act reporting and public disclosures, will not contain personally identifying information about the victim.

IX. Conflicts of Interest

All Policy Personnel who have responsibilities under this Policy must be free of any conflict of interest or bias for or against the complainant or

respondent, or for complainants or respondents generally.

The complainant and respondent will be notified of the identities of those involved in the investigation and resolution procedures, before those individuals initiate contact with either party, and may report a potential conflict of interest or bias relating to any Policy Personnel to the **Title IX Coordinator**, along with a written statement detailing the nature of the conflict or bias.

The **Title IX Coordinator** will review the particular facts of the situation and use an objective, common sense approach to evaluate whether a particular person serving in a role under this Policy is conflicted or biased (*i.e.*, whether a reasonable person would believe a material conflict or bias exists). An example of a conflict of interest could be the identification of a personal or social relationship between a person serving in a role under this Policy and one of the parties, which may have a real or perceived effect on the judgement of the Policy Personnel.

The **Title IX Coordinator** will exercise caution not to apply generalizations that might unreasonably conclude that bias exists, for example, assuming that all self-professed feminists or self-described survivors are biased against men, or that a man is incapable of being sensitive to women. Past experience, including prior work as a victim advocate or as a defense attorney, does not in and of itself constitute a conflict of interest. The training required under this Policy is intended to provide personnel with the tools needed to serve impartially and without bias.

Based on the review described above, the **Title IX Coordinator** may remove Policy Personnel from their roles, and another trained University official or external subject matter expert will be assigned to investigate and/or resolve the case. Both parties will be notified in writing in the event of a removal or change in Personnel.

X. Emergency Removals or Leaves of Absence

The University may remove a respondent from an education program or activity on an emergency basis while an investigation is pending. The University will only remove a respondent on an emergency basis if, after making an individualized safety and risk analysis, it determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations justifies removal. The University also may place a non-student employee that is a respondent on paid administrative leave during the pendency of a resolution process. The University will provide the respondent with notice and an opportunity to request a review of the decision immediately following the removal. Requests for review may be submitted in writing to Ingrid Gould, Associate Provost for Faculty Affairs, **igould@uchicago.edu**.

Such emergency removals/leaves of absence must comply with any other relevant laws, policies, administrative procedures, and agreements governing removals of students and/or employees from the University's education program or activity.

XI. Confidentiality

The University must protect privacy and confidentiality to fulfill its commitment to address complaints of harassment, discrimination, and sexual misconduct fairly and expeditiously. The University will keep confidential, from persons outside of the investigation process, the identity of any individual who has made a report or complaint under this Policy, including any person who has filed a complaint; any respondent(s) involved in a complaint; and any witnesses.

While the University will keep matters confidential to the extent possible, the University may have to disclose information related to the matter, such as in the following situations:

1. to those to whom it is necessary to give fair notice of the allegations and to conduct the investigation;
2. to law enforcement consistent with state and federal law;
3. to other University officials as necessary for coordinating Supportive Measures or for health, welfare, and safety reasons;
4. to government agencies that review the University's compliance with federal law; and
5. to third parties as permitted or compelled by law (*e.g.*, in response to a lawful subpoena or in compliance with federal privacy law).

The University will not restrict the ability of either party to discuss the allegations of a under investigation. A party may discuss the allegations under investigation and/or gather and present evidence. Retaliation of any kind, however, is prohibited under the Policy.

XII. Leniency for Other Policy Violations

To encourage reports of sexual misconduct, the University normally will offer leniency to a student who reports an alleged violation of this Policy in good faith with respect to other student conduct violations that come to light as a result of such reports. For example, the University ordinarily will not pursue disciplinary charges related to underage drinking by the reporting person if that policy violation comes to light as the result of a sexual assault complaint. The University will not discipline a reporting student for such conduct violations unless the University determines that the violation was egregious, including without limitation an action that places the health or safety of any other person at risk.

XIII. Non-Retaliation

The University must protect privacy and confidentiality to fulfill its commitment to address complaints of harassment, discrimination, and sexual misconduct fairly and expeditiously. The University will keep act of retaliation may be a separate violation of this Policy.

XIV. Response to a Report or Complaint

The University's procedures for responding to incidents depends on the nature of the incident, the relationship of the respondent to the institution, and, to the extent possible, the wishes of the person bringing forward the complaint. If the **Title IX Coordinator** receives a report or complaint and, following a preliminary assessment of the initial report or complaint, determines the conduct reported could fall within the scope of this Policy, the **Title IX Coordinator** or their designee will promptly contact the complainant to discuss the availability of Supportive Measures and to explain to the complainant the process for filing a complaint. If applicable, the **Title IX Coordinator** or their designee will provide information regarding the importance of preserving physical evidence and the availability of a medical forensic examination at no charge to the victim.

The **Title IX Coordinator** or their designee will explain that a report may be resolved by: (1) the imposition of Supportive Measures only; (2) the filing of a complaint using Administrative Resolution or Resolution by a Hearing Body; (3) the filing of a complaint by the **Title IX Coordinator** (as discussed under the Institutional Obligation to Respond section below); or, (4) Alternative Resolution that involves voluntary participation and agreement by both parties. In all cases, the University is committed to providing a prompt, fair, impartial, and thorough investigation

and resolution that is consistent with the University's policies and is transparent to the complainant and the respondent. Such an investigation may occur alongside an independent law enforcement investigation. Third parties found to have violated the Policy may be banned from campus and/or otherwise restricted from attending or participating in University activities and programs.

Upon receipt of a report or complaint of sexual misconduct where there is a known respondent, the **Title IX Coordinator** or their designee will conduct an individualized safety and risk analysis and determine if there is an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual misconduct.

The **Title IX Coordinator** or their designee will provide the complainant and respondent with a written document (separate from this Policy) listing the available rights, options, and resources under this Policy, in plain, concise language.

As explained above, although the procedures for investigating an alleged violation of this policy depend upon the status of the accused individual, such investigations will generally include: (1) assisting and interviewing the complainant (and the alleged victim, if that person is not the complainant); (2) identifying and locating witnesses; (3) contacting and interviewing the respondent; (4) if applicable, contacting and cooperating with law enforcement; and (5) providing information, including information regarding the importance of preserving physical evidence of the alleged sexual violence and the availability of a medical forensic examination at no charge to the victim.

Investigation Timeframe

In most cases, the University's investigation and resolution process will be complete within 60–90 days of receiving a complaint. The University, in its discretion, may extend its investigation for good cause. If the timeframe for the investigation is extended, the University will provide written notice to the complainant and the respondent of the extension and the reason for the extension.

Resolution of Complaints of Sexual Assault, Dating Violence, Domestic Violence, or Stalking

Anyone may choose to bring forward a complaint within the University instead of, or in addition to, seeking redress outside the institution in the legal system. Someone with a complaint of sexual assault, domestic violence, dating violence or stalking may also opt to pursue their complaint via the legal system without engaging the University's disciplinary process, although, in the interest of community safety, the University may be obliged to address an alleged sexual assault through internal disciplinary procedures as discussed in Section VII.

Sexual History and Privileged Information

The complainant's and/or respondent's sexual history with others will generally not be sought or used in determining whether sexual assault has occurred. However, in certain circumstances the sexual history between the parties may have limited relevance to explain context. Specifically, questions and evidence about the complainant's sexual predisposition or prior sexual behavior may be relevant if the evidence is offered to prove that someone other than the respondent committed the reported conduct, or it addresses the complainant's prior sexual behavior with respect to the respondent and is offered to prove Consent. Additionally, under limited circumstances necessary to understand the context, sexual history between the parties may be relevant to explain an injury, to provide proof of a

pattern, or to address an allegation within a resolution process.

The complainant's and/or respondent's medical and counseling records, such as by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or information protected under a legally recognized privilege, will generally not be sought or used unless the Investigator obtains that party's voluntary, written consent that the privilege has been waived.

Advisor of Choice in Matters Involving Sexual Misconduct

In matters involving allegations of sexual misconduct, the complainant and the respondent have the opportunity to have others present during any resolution proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney. The University will not limit the choice or presence of an advisor in any meeting or resolution proceeding, however the University may establish expectations of advisors related to their participation in proceedings, which will apply *equally to both parties*.

The advisor does not function as an advocate or participate directly in any way during the proceeding. If the support person is a lawyer, a representative of the University's Office of Legal Counsel also will attend the hearing. Regardless of whether a complainant, respondent or witness is represented by counsel, at all times they are expected to speak for themselves, directly communicate with the University personnel involved in the investigatory and resolution processes, and submit their own written statements.

XV. Investigative/Administrative Resolution Process

Investigative/Administrative Resolution Process Where a Student Is the Respondent

If the person accused of a violation of this Policy is a student, an administrative complaint shall be made using the administrative resolution procedures for student discipline described in the **Student Manual**. The complaint should be addressed to the Associate Dean of Students in the University for Disciplinary Affairs.

Investigative/Administrative Resolution Process Where an Academic Appointee or Postdoctoral Researcher Is the Respondent

If the person accused of a violation of this Policy is an academic appointee or postdoctoral researcher, an administrative complaint shall be made using the administrative procedures described in the **Faculty Handbook** or the **Postdoctoral Researcher Policy Manual**, respectively.

Investigative/Administrative Resolution Process Where a Staff Member Is the Respondent

If the person accused of a violation of this Policy is a staff employee, Human Resources or their designee will normally conduct the investigation in partnership with the Associate Provost for Equal Opportunity Programs or their designee. Both parties will be simultaneously informed of the outcome of the investigation. When a policy violation is found, a report of the complaint, including any disciplinary action, is placed in the respondent's official file.

XVI. Investigative/Hearing Body Resolution Process

Investigative/Hearing Body Resolution Process through the University-Wide Disciplinary Process Where a Student Is the Respondent

If the person accused of a violation of this Policy is a student, a complaint resolved through the University-Wide Disciplinary Process shall be made using the procedures for student discipline described in the **Student Manual**. The **Student Manual** describes sanctions that may be imposed upon a student found responsible for a violation of this Policy.

Investigative/Hearing Body Resolution Process through the Faculty Panel on Unlawful Harassment Where an Academic Appointee or Postdoctoral Researcher Is the Respondent

If the person accused of a violation of this Policy is an academic appointee or postdoctoral researcher, a complaint resolved by the Faculty Panel on Unlawful Harassment shall be made using the hearing procedures described in the **Faculty Handbook** or the **Postdoctoral Researcher Policy Manual**, respectively.

Access to Information

The complainant, the respondent, and appropriate University officials will receive timely and equal access to information that will be used during the Investigative/Hearing Body Resolution process. As described in the procedures, the complainant and respondent are simultaneously informed, in writing, of the result of a hearing, and the procedures for seeking review of the result and when the result becomes final. This notification will include the determination of whether a violation occurred, any sanction, and the rationale for the result and sanction. If the complainant or respondent seeks review of the result, both will be simultaneously informed in writing of any change to the outcome.

XVII. Alternative Resolution

The Alternative Resolution process is a voluntary process that is separate and distinct from the University's Investigative/Administrative Resolution and Investigative/Hearing Body Resolution processes under this Policy.

Alternative Resolution of Complaints under the Policy on Title IX Sexual Harassment or Complaints under This Policy of Sexual Assault, Sexual Abuse, Dating Violence, Domestic Violence, or Stalking

Alternative Resolution of complaints alleging sexual assault, sexual abuse, dating violence, domestic violence or stalking will be made using the procedures described in the **Student Manual**. Alternative Resolution of these complaints are limited to matters involving students and will not be permitted if the respondent is a non-student employee.

Alternative Resolution of Complaints of Discrimination or Harassment under This Policy

Alternative Resolution of complaints of discrimination or harassment under this Policy may also be available if the Associate Provost for Equal Opportunity Programs determines that alternative resolution is appropriate. For more information, see EOP's resolution **options**.

XVIII. Required Training for Policy Personnel

All Policy Personnel will participate in 8 hours of training annually training on issues related to this Policy, including sexual violence, domestic violence, dating violence, and stalking, in addition to annual survivor-centered and trauma-informed response training. Depending on the individual's role, the training may include some or all of the following subject matters: the definition of harassment, discrimination, and sexual misconduct, how to conduct a complaint resolution process, how to conduct a request for review, how to facilitate an Alternative Resolution process, and as applicable, how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias.

Any person serving as an investigator or on a hearing body will receive training on the issues of relevance of questions and evidence, including about when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant.

Any person serving as an Investigator will receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.

Any materials used to train Policy Personnel must not rely on stereotypes and must promote impartial investigations and adjudications of complaints.

XIX. Time Limits

There is no time limit for filing a complaint of sexual misconduct, dating violence, domestic violence, or stalking. However, complainants should report as soon as possible to maximize the University's ability to respond promptly and effectively. Delayed reporting often results in the loss of relevant evidence, and/or in faded and unreliable memories; it also impairs the University's ability to summon witnesses, assess evidence, and, if appropriate, adjudicate claims and impose sanctions and other remedies. Furthermore, if the respondent is no longer affiliated with the University at the time of the complaint, it is likely that the University will be unable to summon the respondent or take disciplinary action against him or her, although the University will take reasonable steps to understand the facts, assess whether the respondent poses a present or ongoing risk of safety to the University community, and take any measures necessary to mitigate safety risk.

XX. Bad Faith Complaints and False Information

It is a violation of this Policy for any person to submit a report or complaint that the person knows, at the time the report or complaint is submitted, to be false or frivolous. It is also a violation of this Policy for any person to knowingly make a materially false statement during the course of an investigation, hearing, or request for review under this Policy. Violations of this Section are not subject to the investigation and hearing processes under this Policy; instead, they will be addressed under the **Student Manual** in the case of students and other University policies and standards, as applicable, for faculty, other academic appointees, postdoctoral researchers, or staff, or other participants in University education programs and activities.

XXI. Prevention and Education Programs

The University provides numerous education programs and awareness campaigns to prevent and promote awareness of sexual harassment, sexual

assault, sexual abuse, domestic violence, dating violence, and stalking. In addition to covering the information addressed in this Policy, these programs will, among other things, provide information regarding options for bystander intervention and information on risk reduction strategies. Descriptions of these prevention and education programs can be found in the University's annual security report titled *Annual Security and Fire Safety Report*.

Policy Appendices

I. Support Services and Resources

The needs of someone who has experienced sexual assault, sexual abuse, domestic violence, dating violence, or stalking, vary from person to person and may vary over time. The University offers a diverse array of services and external resources, many of which may be accessed 24 hours a day, so that a person may choose whatever would be most helpful and healing. Written information regarding these services and resources will be provided to individuals who report being victims of sexual assault, sexual abuse, domestic violence, dating violence, or stalking. Exercising reasoned discretion, the University will provide Supportive Measures and accommodations. Any Supportive Measures or accommodations will be confidential so long as confidentiality will not impair the University's ability to provide the Supportive Measures or accommodations.

The University urges anyone who has experienced sexual assault, domestic violence, dating violence, or stalking to seek support as soon as possible to minimize and treat physical harm, assist with processing the unique and complex emotional aftermath, and help preserve and understand options for pressing charges. Individuals have many options with regard to reporting sexual assault, domestic violence, dating violence, and stalking, including reporting to the University of Chicago Police Department, the Chicago Police Department, and to various campus authorities. Additionally, victims have recourse through the civil and criminal court systems, by being able to seek orders of protection, no-contact orders, and other similar court orders. As feasible, the University will honor an order of protection or no-contact order entered by a State civil or criminal court so long as it has been notified of the order and its terms. Victims also have the option to decline to notify such authorities.

Even for someone who does not wish to report the event to the police or pursue disciplinary action, seeking medical attention as soon as possible is important. This may assist with preserving evidence, which may be necessary to the proof of criminal sexual assault, domestic violence, dating violence, or stalking, or to obtain an order of protection.

Medical Facilities

Hyde Park

**University of Chicago Medicine
Adult Emergency Department**
Medical and Counseling Services
5656 S. Maryland Ave., Chicago
Telephone: 773.702.6250
(24 hours)

The **University of Chicago Emergency Room** is the nearest medical facility to the Hyde Park campus and follows specific policies and procedures, approved by the State, in treating an individual who has

been sexually assaulted. The State will pay for emergency room care for victims who have been sexually assaulted and do not have health insurance; if a victim provides health insurance information to the emergency room, the emergency room will bill the insurance company and the policy holder will be notified as usual.

- The victim is placed in a private room.
- Medical care is given as soon as possible.
- A Sexual Assault Survivor Advocate or a Sexual Assault Dean-on-Call (for a student) may be called based on a victim's preferences.
- By law, city police are notified, and the victim may choose to file a report.
- The victim may have a medical forensic examination completed at no cost, pursuant to the Sexual Assault Survivors Emergency Treatment Act.

Gleacher Center

Northwestern Memorial Hospital Emergency Department is the medical facility offering sexual assault evidence collection and treatment nearest to the Gleacher Center.

251 E. Huron St., Chicago

Telephone: 312.926.2000

(24 hours)

Other Campuses

Medical providers near each of the University of Chicago's other campuses are listed below. However, please note that outside the state of Illinois, hospitals are not subject to the Illinois law requiring the provision of certain services to sexual assault survivors free of cost.

BEIJING

Haidian Hospital

29th Zhongguancun Dajie, Haidian District, Beijing

Telephone: 62583042/62583093

Beijing United Family Hospital

Beijing United Family Hospital is farther from campus than Haidian Hospital, but offers English-speaking staff.

#2 Jiangtai Road, Chaoyang District

Beijing, China, 100015

Telephone: 400 891 9191

DELHI

Primus Super Specialty Hospital

(All public or private medical hospitals in Delhi are required by law to provide free medical assistance to victims of sexual assault.)

2, Chandragupt Marg, Chanakyapuri

New Delhi 110 021, India

Telephone: (011) 66206620/30/40

HONG KONG

Queen Mary Hospital

102 Pok Fu Lam Road, Hong Kong

Emergency Room (24 hours): +852-2255-3838

Private Clinic (limited hours): +852-2255-3001

LONDON

The Havens

The Havens are self-contained centers located near London hospitals which are dedicated to providing assistance to victims of sexual assault. Among other things, the Havens offer forensic medical examinations, first aid, advice, emergency contraception, medical aftercare, and specialist support (e.g., counseling, psychology, and advocacy).

The Havens locations are: Camberwell Haven, near to King's College

Hospital (south); Whitechapel Haven, near to Royal London Hospital (east); and Paddington Haven, near to St. Mary's Hospital (west). Before visiting any of the Havens, you must first call 020-3299-6900 (available 24/7) to make an appointment.

MARINE BIOLOGICAL LABORATORY (WOODS HOLE, MASSACHUSETTS)

Falmouth Hospital

100 Ter Heun Drive, Falmouth, MA 02540

Telephone: 508.548.5300

PARIS

Hôpital Saint Joseph

85, Rue Raymond Losserand, 75014 Paris

Telephone: 01 44 12 33 33

Please note that hospitals in France will not conduct a medical forensic examination without a police order. Local law enforcement nearest to the Paris campus is: Commissariat du 13ème arrondissement de Paris, 144 boulevard de l'Hôpital, 75013 Paris.

SINGAPORE

Raffles Hospital

585 North Bridge Road, Singapore 188770

Telephone: (65) 6311 1555 (emergency);

(65) 6311 1111

(24-hour hotline for appointments)

Law Enforcement

University of Chicago Police Department

Telephone: 702.8181 or 123 from a campus phone

(24 hours)

The University of Chicago Police Department (UCPD) urges anyone who has been sexually assaulted to call immediately in order to strengthen the likelihood of successful prosecution. A UCPD officer can be summoned by calling **773.702.8181**, pressing the red button on any of the emergency phones located throughout the community, or coming directly to the UCPD office at 6054 S. Drexel Ave. Responsibilities of the UCPD when receiving a report of sexual assault, dating violence, domestic violence, or stalking are described in Section IV of this Policy.

The UCPD recommends the prompt reporting of sexual assault, domestic violence, dating violence, and stalking. Nevertheless, individuals should not be reluctant to file a report at a later date. Reporting an incident does not obligate a person to press charges.

Chicago Police Department

Telephone: 911 (24 hours) or 9.911 from a campus phone

Anyone preferring not to report a matter to the University of Chicago Police Department may contact the Chicago Police Department.

Religious Organizations

A variety of groups offer pastoral care and a community of faith to address individual needs. For more information, visit spirit.uchicago.edu.

Office of International Affairs

Telephone: 773.702.7752

international-affairs@uchicago.edu

The Office of International Affairs can provide information and assistance regarding visas and immigration. For more information, visit internationalaffairs.uchicago.edu.

Resources Especially for Students

Sexual Assault Dean-on-Call

Telephone: 773.702.8181, via University Police (24 hours)
or via text through the UChicago Safe app

At any time, students may contact a **Sexual Assault Dean-on-Call**, who is trained to respond to sexual assault, domestic violence, dating violence, and stalking emergencies. A student may contact this Dean-on-Call even before deciding whether to report the sexual assault, domestic violence, dating violence, or stalking to the police. The Sexual Assault Dean-on-Call is available to answer any general or personal questions related to sexual assault, domestic violence, dating violence, and stalking, and can help with:

- Finding emotional support
- Getting medical care
- Reporting the crime to the police
- Preserving evidence, and pressing charges
- Obtaining information regarding the rights of victims and the University's responsibilities regarding orders of protection, no-contact orders, and other similar court orders
- Adjusting living arrangements
- Managing academic obligations
- Getting counseling

Director/Associate Director of the Office for Sexual Misconduct Prevention and Support and Deputy Title IX Coordinators for Students

Renae DeSautel (Director) can be reached at desautel@uchicago.edu or **773.702.0438**. Robin Berman (Associate Director) can be reached at robinberman@uchicago.edu or **773.702.8251**. You may contact Renae or Robin:

- If you are a student in need of any support services related to an incident of sexual assault, sexual abuse, sexual harassment, dating violence, domestic violence, or stalking (referred to here as "sexual misconduct").
- If you are a student who has questions regarding the University's **Policy on Title IX Sexual Harassment**.
- If you are a student who has questions regarding Title IX of the Education Amendments of 1972.
- If you are a student seeking information regarding or the implementation of Supportive Measures and accommodations related to a sexual misconduct matter.

UChicago Student Wellness

Telephone: 773.834.WELL
840 E. 59th St.

Medical Care

Physicians and certified nurse practitioners provide for students ongoing follow-up health care and services, including pregnancy testing, counseling, and referral services; and sexually transmitted disease testing, diagnosis, and treatment. There is a 24-hours-a-day nurse advice line available to students for consultation. While acute, immediate post-assault treatment is provided at the Emergency Room at 5656 S. Maryland Ave., Student Wellness offers follow-up care, including health care services for students who have chosen not seek care immediately after an assault. For more information, visit wellness.uchicago.edu.

Urgent Medical Care Nurse Line 24/7

Telephone: 773.834.WELL

Counseling and Mental Health

Student Wellness also supports students who are working through an experience of sexual assault, domestic violence, dating violence, or stalking, or questions about relationships and sexuality. Consultation with a staff member is available in person during regular business hours and by telephone for after-hours emergencies. For more information, visit wellness.uchicago.edu.

Students also have access to on-demand and scheduled mental health services through TimelyCare. For more information, visit wellness.uchicago.edu/mental-health/timelycare.

Urgent Mental Health Care - Therapist-on-Call 24/7

Telephone 773.702.3625

Confidential Advisor

Telephone: 773.834.WELL
840 E. 59th St.

(Ask to speak with a Confidential Advisor)

A Confidential Advisor is available by appointment through Student Wellness. This is a licensed clinician who has received an additional 40 hours of training on sexual violence. Communication with a Confidential Advisor is considered privileged communication.

Area Deans of Students

At any time, students may contact their area Dean of Students or Campus and Student Life. Deans of Students are available to help and work with students throughout the process, addressing short-term and long-term personal or academic issues that arise, including options for with changing academic, living, transportation, and working situations if requested and available. csi.uchicago.edu/get-help/dean-call-program/area-dean-students.

Resources for Sexual Violence Prevention (RSVP)

Telephone: 773.834.7738

RSVP organizes interactive peer workshops and educational programs on acquaintance rape prevention, sexual violence, and gender issues. For more information, visit equalopportunityprograms.uchicago.edu/title-ix/rsvp-programming-center.

Peer Health Educators

Telephone: 773.702.8935

Organized by Health Promotion and Wellness, this group of students develops programs and presentations for students on a variety of sensitive subjects, including sexual health. For more information, visit wellness.uchicago.edu.

Financial Aid

The University's financial aid offices can provide information regarding and assistance navigating the University's financial aid programs. Students may find contact information for their applicable financial aid office here: csi.uchicago.edu/resources/financial.

Resources Especially for Faculty, Other Academic Appointees, Postdoctoral Researchers, and Staff

Equal Opportunity Programs

The Office of the Provost's Equal Opportunity Programs leads and coordinates University efforts to address reports of discrimination, unlawful harassment, and sexual misconduct; to ensure accessibility; and to provide equal employment opportunities. EOP staff contact information is located in Section IV of this Policy, you may find more information at: equalopportunityprograms.uchicago.edu.

Human Resources Employee and Labor Relations (for Staff)

Brett Leibsker serves as the Executive Director for the University Employee and Labor Relations Team. You may contact Mr. Leibsker regarding complaints of misconduct by a staff member. You may contact Mr. Leibsker by emailing elrelations@uchicago.edu, or by calling **773.834.2657**, or by writing to Brett Leibsker, University of Chicago Human Resources, 6054 South Drexel Avenue, Chicago, IL 60637.

Perspectives (Employee Assistance Program)

Telephone: 800.456.6327 (24 hours)

Counseling services are provided to staff, faculty, other academic appointees, and postdoctoral researchers affected directly and indirectly by sexual harassment, sexual assault, sexual abuse, domestic violence, dating violence, and stalking. www.perspectivesltd.com.

Non-University Resources for Everyone

Community-Based, State, and National Sexual Assault Crisis Centers

Chicago Rape Crisis Hotline

(24 hours)

Telephone: 888.293.2080

Immediate and long-term referrals, information, and counseling.

LGBTQ Crisis Hotline

(24 hours)

Telephone: 773.871.2273

Information, counseling, and referrals.

Chicago Women's Health Center

Telephone: 773.935.6126

1025 W. Sunnyside Ave., Suite 201,
Chicago 60640

www.chicagowomenshealthcenter.org

Gynecological care and counseling.

YWCA Metropolitan Chicago

Telephone: 312.372.6600

1 N. LaSalle St. #1150, Chicago 60602

www.ywcachicago.org

Counseling and legal advocacy.

Parks Francis YWCA

Telephone: 773.955.3100

6600 S. Cottage Grove Ave., Chicago 60637

Counseling and legal advocacy.

The Center on Halsted

Telephone: 773.472.6469

3656 N. Halsted St., Chicago 60613

www.centeronhalsted.org

Services for the LGBTQ community.

Resilience

Telephone: 312.443.9603

180 N. Michigan Ave. #600, Chicago 60601

www.ourresilience.org

Counseling and legal advocacy.

Mayor's Office for Domestic Violence Help Line

(24 hours)

Telephone: 877.863.6338

Information and referrals for shelters, counseling, legal advocacy, and more.

Chicago Bar Association

Telephone: 312.554.2000

Lawyer referral service.

For more Illinois community-based sexual assault crisis centers, visit the **Illinois Coalition on Sexual Assault** at www.icasa.org.

Marine Biological Laboratory (Woods Hole, Massachusetts)

Independence House, Inc.

Telephone: 800.439.6507

220 Main St. Fl. Ste. 200

Falmouth, MA 02540

Counseling, advocacy, and group counseling for survivors of rape, incest, stalking, sexual harassment, molestation, childhood sexual assault, and intimate partner violence.

International Resources for Victims of Sexual Assault

Delhi

Rape Crisis Cell Delhi

2nd Floor, 'C' Block

Vikas Bhawan, I.P. Estate

New Delhi 110002

Nearest Metro Station: ITO

Telephone: 23378317, 23378044

Free legal services for rape victims; also assists with contacting law enforcement and obtaining medical examinations.

Hong Kong

RainLily

Room 405-410, Kin Man House

Oi Man Estate, Ho Man Tin

Kowloon, Hong Kong

Telephone: 2392 2569; 2375 5322 (hotline)

24-hour crisis support; coordination with healthcare workers, social workers, and police; forensic medical examinations.

Additional information regarding Hong Kong resources may be found on the **U.S. Consulate's website**.

London

The Havens

As described above, the Havens are self-contained centers located near London hospitals which are dedicated to providing assistance to victims of sexual assault. In addition to medical examinations and first aid, the Havens offer advice, emergency contraception, medical aftercare, and specialist support (e.g., counseling, psychology, and advocacy).

Locations: Camberwell Haven, near to King's College Hospital (south); Whitechapel Haven, near to Royal London Hospital (east); and Paddington Haven, near to St. Mary's Hospital (west). Before visiting any of the Havens, you must first call 020-3299-6900 (available 24/7) to make an appointment.

Rape Crisis England and Wales

Counseling, advocacy, and support to rape victims (women and girls only).

East London: PO Box 58203, London N1 3XP
Telephone (helpline): 020 7683 1210

North London: Head Office, Unit 5-7 Blenheim Court,
62 Brewery Road, London N7 9NY
Telephone (helpline): 0808 801 0305

South London: PO Box 383, Croydon,
London CR9 2AW
Telephone (helpline): 0808 802 9999

West London: PO Box 56663, London W13 3BJ
Telephone (helpline): 0808 801 0770

Singapore

Sexual Assault Care Center (SACC) at Association of Women for Action and Research (AWARE)

Drop-in center: 5 Dover Crescent #01-22
Telephone: 6779 0282 (hotline)
Counseling, legal services, and social work services for victims of sexual assault.

II. Yearly Report on Harassment and Sexual Misconduct to the Council of the University Senate

A yearly report will be made to the Council of the University Senate: (1) detailing the number of different types of incidents of harassment and sexual misconduct brought to the attention of the University-wide Student Disciplinary Committee, **Title IX Coordinators**, Human Resources, and the Panel on Unlawful Harassment; and (2) describing the goals of the University-wide program to prevent harassment and sexual misconduct and the ways in which those goals were implemented during the year. The report will be prepared by the Associate Provost for Equal Opportunity Programs and reviewed and approved by the Panel on Unlawful Harassment, the Chair of which will present the report to the Council.

III. Compliance and Locating This Policy

Regulations Prohibiting Discrimination

This Policy is consistent with federal, state, and local regulations governing non-discrimination and harassment including: the Age Discrimination in Employment Act, the Americans with Disabilities Act (as amended), the Civil Rights Acts of 1964 and 1991, Executive Order 11246, the Equal Pay Act of 1963, the Rehabilitation Act of 1973 (as amended), Title IX of the Education Amendments of 1972, Genetic Information Nondiscrimination Act of 2008, Lilly Ledbetter Fair Pay Act of 2009, the Illinois Human Rights Act, the City of Chicago Human Rights Ordinance, and the Cook County Human Rights Ordinance.

The crimes of domestic violence, dating violence and stalking were added by VAWA (effective March 7, 2014) as crimes reportable under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"). Pursuant to the Clery Act, these crimes are reported in the publication *Annual Security and Fire Safety Report*.

IDHR, IHRC, OCR, and EEOC Legal Recourse and Investigative/Complaint Process

A University of Chicago employee has the right to contact the Illinois Department of Human Rights (IDHR) for further information or to file a formal charge of unlawful discrimination, harassment, or retaliation. Charges must be filed within 180 days of alleged sexual harassment or other alleged discrimination unless it is a continuing offense. An appeal process is available through the Illinois Human Rights Commission (IHRC) after IDHR has completed its investigation of the complaint. The investigative, charge, and complaint process, and legal recourse processes are described in more detail at www2.illinois.gov/dhr/FilingCharge/Pages/Employment.aspx.

IDHR may be reached at:

Illinois Department of Human Rights
100 W. Randolph St., 10th Flr.
Intake Unit
Chicago, IL 60601
Telephone: 312.814.6200
866.740.3953 (TTY)

Other IDHR Offices

Springfield
Telephone: 217.785.5100
866.740.3953 (TTY)

Marion

Telephone: 618.993.7463
866.740.3953 (TTY)

IHRC may be reached at:

Illinois Human Rights Commission
100 W. Randolph St., Suite 5-100
Chicago, IL 60601
Telephone: 312.814.6269
312.814.4760 (TTY)

Other IHRC Office

Springfield
Telephone: 217.785.4350
217.557.1500 (TTY)

All members of the University community may also contact the Office for Civil Rights (a division of the United States Department of Education) to file a complaint pertaining to Title IX:

Office for Civil Rights

Chicago Office
U.S. Department of Education
Citigroup Center
500 W. Madison St.
Suite 1475
Chicago, IL 60661
Telephone: 312.730.1560

U.S. Equal Employment Opportunity Commission

Members of the University community may also contact the U.S. Equal Employment Opportunity Commission, which enforces federal anti-discrimination laws. An individual may file a complaint with the EEOC within 300 days from the alleged harassment or discrimination unless it is a continuing offense. Additional information on the investigation process is available at www.eeoc.gov/employees/index.cfm.

EEOC may be reached at:

Equal Employment Opportunity Commission
Chicago District Office
JCK Federal Building
230 S. Dearborn St.
Chicago, IL 60604
Telephone: 800.669.4000

There may be additional federal, state, and local complaint processes available to University of Chicago employees.

Access to Information on Harassment, including Title IX Sexual Harassment, Discrimination, and Sexual Misconduct

This Policy and the University's Policy on Harassment, Discrimination, and Sexual Misconduct can be found in the Student Manual of University Policies and Regulations (studentmanual.uchicago.edu), on the Human Resources website (humanresources.uchicago.edu/fpg/policies), and at harassmentpolicy.uchicago.edu.

IV. Related Policies

Policy on Title IX Sexual Harassment
titleixpolicy.uchicago.edu

Counseling Service—Staff and Faculty Assistance Program
(Personnel Policy U402)
humanresources.uchicago.edu/fpg/policies/400/p402.shtml

Disciplinary Systems for Students
studentmanual.uchicago.edu/student-life-conduct/university-disciplinary-systems/university-wide-disciplinary-system

Discipline for Faculty and Other Academic Appointees
provost.uchicago.edu/handbook/clause/termination-or-removal-cause

Nepotism Policy for Faculty and Other Academic Appointees
provost.uchicago.edu/handbook/clause/nepotism-policy-faculty-and-oth-er-academic-appointees

Nepotism Policy for Staff
(Personnel Policy U206)
humanresources.uchicago.edu/fpg/policies/200/p206.shtml

Progressive Corrective Action
(Personnel Policy U703)
humanresources.uchicago.edu/fpg/policies/700/p703.shtml

Termination of Employment Information
(Personnel Policy U208)
humanresources.uchicago.edu/fpg/policies/200/p208.shtml

Treatment of Confidential Information
(Personnel Policy U601)
humanresources.uchicago.edu/fpg/policies/600/p601.shtml

Last administrative update: August 14, 2020

Appendix II: Policy on Title IX Sexual Harassment

Table of Contents

- I. Introduction
- II. Policy Basis and Application
- III. Notice of Non-Discrimination
- IV. Reporting and Notice to the Title IX Coordinator or Official(s) with Authority
- V. Title IX Sexual Harassment
- VI. Definitions
- VII. Consent
- VIII. Confidentiality
- IX. Conflicts of Interest
- X. Leniency for Other Policy Violations
- XI. Response to a Report of Title IX Sexual Harassment
- XII. Institutional Obligation to Respond
- XIII. Emergency Removals or Leaves of Absence
- XIV. Filing a Formal Title IX Complaint
- XV. Notice of Formal Title IX Complaint
- XVI. Investigative/Hearing Body Resolution Process for Title IX Sexual Harassment
- XVII. Standard of Evidence and Presumption of Non-Responsibility
- XVIII. Alternative Resolution
- XIX. Right to Pursue Other Remedies
- XX. Time Limits
- XXI. Bad Faith Complaints and False Information
- XXII. Required Training for Title IX Personnel
- XXIII. Required Title IX Recordkeeping
- XXIV. Prevention and Education Programs
- XXV. Additional Information and Inquiries

Policy Appendices

- I. Support Services and Resources
- II. Yearly Report on Harassment and Sexual Misconduct to the Council of the University Senate
- III. Compliance and Locating This Policy
- IV. Related Policies

I. Introduction

The University of Chicago is a community of scholars dedicated to research, academic excellence, and the pursuit and cultivation of learning. Members of the University community cannot thrive unless each is accepted as an autonomous individual and is treated without regard to characteristics irrelevant to participation in the life of the University. Freedom of expression is vital to our shared goal of the pursuit of knowledge and should not be restricted by a multitude of rules. At the same time, unlawful discrimination, including sexual harassment, compromises the integrity of the University. The University is committed to taking necessary action to prevent, correct, and, where indicated, discipline those who have engaged in unlawful sexual harassment.

Title IX Sexual Harassment violates the law, as well as the standards of our community, and is unacceptable at the University of Chicago. Sexual harassment can be devastating to the person who experiences it directly and can adversely impact family, friends, and the larger community. Regardless of the definitions provided below, people who believe they have experienced any form of sexual misconduct are encouraged to report the incident and to seek medical care (as appropriate) and support as soon as possible.

Matters that do not meet the definition of Title IX Sexual Harassment (as described in this Policy) are not within the scope of this Policy, but may still constitute misconduct that is incompatible with University's standards and may be addressed by the **University of Chicago's Policy on Harassment, Discrimination, and Sexual Misconduct**, or other applicable University policies or procedures.

II. Policy Basis and Application

This policy expresses the University's commitment to an environment free from sexual harassment and conforms to legal requirements under Title IX of the Education Amendments of 1972 ("Title IX"), a civil rights law that prohibits sex discrimination by recipients of federal financial assistance, like the University of Chicago, and the U.S. Department of Education's implementing regulations for Title IX.

All students, faculty, other academic appointees, postdoctoral researchers, staff, affiliates and others participating in University of Chicago education programs and activities are subject to this policy. This policy only applies to Title IX Sexual Harassment, as defined in this policy, that takes place in an educational program or activity of the University against a person in the United States. An educational program or activity includes (1) locations, events, or circumstances over which the University exercised substantial control over both the Title IX Respondent and the context in which Title IX Sexual Harassment occurs, and (2) any building owned or controlled by a student organization that is officially recognized by the University.

This policy applies to all of the University's education programs or activities in the United States, regardless of whether such programs or activities occur on-campus or off-campus. Study-abroad programs and off-campus locations that are not within the University's education program or activity are not covered by the Title IX regulations or by this Policy.

This policy also applies to matters involving complaints made against staff or faculty at the University of Chicago Laboratory Schools. The Laboratory Schools are home to the youngest members of the University of Chicago's academic community, and the age and developmental stage of the student(s) involved in a matter under this Policy will be considered when determining whether a Policy violation occurred, as well as in determining the appropriate response by the University.

III. Notice of Non-Discrimination

In keeping with its long-standing traditions and policies, the University of Chicago considers students, employees, applicants for admission or employment, and those seeking access to University programs on the basis of individual merit. The University does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, age, status as an individual with a disability, protected veteran status, genetic information, or other protected classes under the law (including Title IX of the Education Amendments of 1972). Sexual harassment, is a form of sex discrimination prohibited by Title IX, which provides that: *No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance.*

For information regarding the University of Chicago's Policy on Harassment, Discrimination, and Sexual Misconduct, please see: harassmentpolicy.uchicago.edu/page/policy.

IV. Reporting and Notice to the Title IX Coordinator or Official(s) With Authority

When the University has Actual Knowledge of Title IX Sexual Harassment in an education program or activity of the University against a person in the United States, the University must respond promptly, as described in Section XI under this Policy. Individuals should report Title IX Sexual Harassment or allegations of Title IX Sexual Harassment to the University's **Title IX Coordinator** or to an Official with Authority, using the information below, and even if the individual is not sure whether the allegations amount to violation of this policy.

Associate Provost for Equal Opportunity Programs and Title IX Coordinator for the University

The University official responsible for coordinating compliance with this Policy is Bridget Collier, Associate Provost for Equal Opportunity Programs. Ms. Collier also serves as the University's **Title IX Coordinator**, Affirmative Action Officer, and Section 504/ADA Coordinator. You may contact Ms. Collier in person, by mail, by telephone, by electronic mail, or by any other means that results in Ms. Collier receiving a verbal or written report, using the following contact information:

Bridget Collier

The University of Chicago, Office of the Provost
Associate Provost for Equal Opportunity Programs
and **Title IX Coordinator** for the University
bcollier@uchicago.edu

773.702.5671

5525 S. Ellis Ave., Suite B, Chicago, IL 60637

You may contact the Associate Provost for Equal Opportunity Programs and **Title IX Coordinator**, or her designees, to report any complaints of discrimination or unlawful harassment including Title IX Sexual Harassment, and sexual misconduct. The Associate Provost for Equal Opportunity Programs or her designees can also assist you in the following ways:

- If you are unsure of where to turn for help.
- If you have questions regarding this Policy, or the University's **Policy on Harassment, Discrimination, and Sexual Misconduct**.
- If you have questions regarding Title IX of the Education Amendments of 1972 or the Department of Education's regulations implementing Title IX.

- If you are seeking information regarding the implementation of supportive measures and accommodations related to a matter involving Title IX Sexual Harassment or harassment, discrimination, or sexual misconduct.
- If you have a complaint or question regarding postdoctoral researchers, staff, faculty members, or other academic appointees engaging in Title IX Sexual Harassment, other forms of harassment or discrimination, sexual misconduct, dating violence, domestic violence, stalking, or retaliation.
- If you need information regarding campus accessibility and accommodations for individuals with disabilities.

Official(s) with Authority

In addition to reporting sexual harassment or allegations of sexual harassment to the University's **Title IX Coordinator**, any person may report Title IX Sexual Harassment to an "Official with Authority", as defined in this Policy. Officials with Authority must promptly forward any report of Title IX Sexual Harassment to the **Title IX Coordinator**.

The following are designated Officials with Authority:

- For faculty, other academic appointees, postdoctoral researchers: the President of the University, the Provost of the University, Academic Deans, and members of the Title IX Hearing Panel.
- For staff: Academic Deans, Unit supervisors, and members of the Title IX Hearing Panel.
- For students: the Dean of Students in the University, the Area Deans of Students, members of the Area Disciplinary Committees, and members of the Title IX Hearing Panel.

Individuals with Reporting Obligations

Pursuant to the Policy on Harassment, Discrimination, and Sexual Misconduct, an Individual with Reporting Obligations is any faculty member, other academic appointee, postdoctoral researcher, or staff employee who would reasonably be expected to have the authority or duty to report or take action to redress sexual misconduct. An Individual with Reporting Obligations may not have the authority to institute corrective measures on behalf of the University (and thus is distinct from an Official with Authority), but is nonetheless responsible for promptly notifying the **Title IX Coordinator** for the University of all known details related to a possible incident of sexual misconduct (including sexual harassment), dating violence, domestic violence, and stalking that is reported to them directly, indirectly, or through a third party, or that they may have observed. Individuals with Reporting Obligations include (among others) faculty and instructors, RAs, Resident Heads, Resident Deans, TAs, preceptors, UCPD staff, and other University employees.

Confidential Reporting

The Confidential Resources listed in this Policy do not have an obligation to report any form of sexual misconduct to the **Title IX Coordinator**, including Title IX Sexual Harassment, and will not do so without the explicit consent of the complaining party. For a complete list of Confidential Resources, see Appendix I (Support Services and Resources for Those Who Have Experienced Sexual Assault) or equalopportunityprograms.uchicago.edu/title-ix/confidential-resources.

Students may confidentially report a violation of this Policy to:

- Sexual Assault Dean-on-Call (SADoC) by calling the UCPD Dispatch at **773.702.8181** and asking UCPD to page the Sexual Assault Dean-on-Call. Students should be prepared to provide a 10-digit call-back number. The Sexual Assault Dean-on-Call can also be reached via text

through the UChicago Safe App. Once in the UChicago Safe App, press the UChicago HELP button and a text option will be provided. A student may contact the Sexual Assault Dean-on-Call even if the student has not yet decided whether to report the incident to the police or to receive guidance and support in helping a peer or friend.

- Confidential Advisor by calling Student Wellness at **773.834.WELL** and asking for an appointment with the Confidential Advisor.
- Student Wellness by calling **773.834.WELL**.
- Ordained Religious Advisors by calling **773.702.2100** or emailing **spirit@uchicago.edu**.

Employees may confidentially report a violation of this Policy to the **Employee Assistance Program (Perspectives)** 24 hours: **800.456.6327** or **www.perspectivesltd.com**.

Electronic Reporting; Anonymous Reporting

Any person may report a potential violation of this Policy to the University's **Title IX Coordinator** by filling out the electronic reporting form available at: **cm.maxient.com/reportingform.php?UnivofChicago&layout_id=6**.

Such a report will be anonymous if filed without disclosing one's name or contact information.

University of Chicago Police Department (UCPD)

773.702.8181 or **1-2-3** from a campus phone (24 hours) or in-person at 6054 South Drexel Ave.

Responsibilities of the UCPD when receiving a report of sexual assault, dating violence, domestic violence, or stalking include:

- Attending to the immediate needs of the victim, including personal safety and prompt medical care.
- When appropriate, broadcasting a description of the offender.
- Notifying the **Title IX Coordinator** for the University when a report involves a member of the campus community.
- Notifying the Sexual Assault Dean-on-Call if the victim is a student.
- Providing victims with information concerning the importance of preserving evidence, and the rights of victims and the University's responsibilities regarding orders of protection, no-contact orders, and other similar court orders.

Third-Party/Bystander Reporting

Any person may report a potential violation of this Policy through any of the means listed above.

Designees of the Title IX Coordinator

UChicago CARES: The Center for Awareness, Resolution, Education & Support

Executive Director, Center for Awareness, Resolution, Education & Support (UChicago CARES) and Senior Deputy Title IX Coordinator

Elizabeth Honig, who serves as the Executive Director of UChicago CARES and **Senior Deputy Title IX Coordinator**, and as a designee for the Associate Provost for Equal Opportunity Programs/ Title IX Coordinator, is also available to assist the community on all matters related to this Policy and the Policy on Harassment, Discrimination and Sexual Misconduct. You may contact Ms. Honig by emailing **ehonig@uchicago.edu**, by calling **773.702.4913**, or by writing to Elizabeth Honig, Office of the Provost, The University of Chicago, 5525 S. Ellis Ave., Suite B, Chicago, IL 60637.

Director, Resolution Services and Deputy Title IX Coordinator

Tiffany Little, who serves as Director of Resolution Services and Senior Deputy Title IX Coordinator, and as a designee for the Associate Provost for Equal Opportunity Programs/**Title IX Coordinator**, is also available to assist the community on all matters related to this Policy and the Policy on Harassment, Discrimination and Sexual Misconduct. You may contact Ms. Little by emailing **tilittle@uchicago.edu**, by calling **773.702.6986**, or by writing to Tiffany Little, Office of the Provost, The University of Chicago, 5525 S. Ellis Ave., Suite B, Chicago, IL 60637.

Director, Office for Sexual Misconduct Prevention and Support, Deputy Title IX Coordinator for Students

Renae DeSautel is the Director of the Office for Sexual Misconduct Prevention and Support, and Deputy **Title IX Coordinator** for Students, and as a designee for the Associate Provost for Equal Opportunity Programs/ Title IX Coordinator, is available to assist the student community on supportive measures and matters related to this Policy and the Policy on Harassment, Discrimination, and Sexual Misconduct. You may contact Ms. DeSautel by emailing **desautel@uchicago.edu**, by calling **773.702.0438**, or by writing to Renae DeSautel, Office of the Provost, The University of Chicago, 5525 S. Ellis Ave., Suite B, Chicago, IL 60637.

Associate Director, Office for Sexual Misconduct Prevention and Support, Deputy Title IX Coordinator for Students

Robin Berman is the Associate Director of the Office for Sexual Misconduct Prevention and Support, and Deputy Title IX Coordinator for Students, and as a designee for the Associate Provost for Equal Opportunity Programs/**Title IX Coordinator**, is available to assist the student community on supportive measures and matters related to this Policy, and the Policy on Harassment, Discrimination, and Sexual Misconduct. You may contact Ms. Berman by emailing **robinberman@uchicago.edu**, by calling **773.702.8251**, or by writing to Robin Berman, Office of the Provost, The University of Chicago, 5525 S. Ellis Ave., Suite B, Chicago, IL 60637.

Office for Equal Opportunity & Access

Executive Director, Office for Equal Opportunity & Access and Deputy Title IX Coordinator

Scott Velasquez, who serves as the Executive Director of the Office for Equal Opportunity & Access and **Deputy Title IX Coordinator**, and as a designee for the Associate Provost for Equal Opportunity Programs/ Title IX Coordinator, is also available to assist the community on matters related to this Policy, the Policy on Harassment, Discrimination and Sexual Misconduct, and Affirmative Action. You may contact Mr. Velasquez by emailing **svelasquez@uchicago.edu**, by calling **773.702.7994**, or by writing to Scott Velasquez, Office of the Provost, The University of Chicago, 6030 S. Ellis Ave., Chicago, IL 60637.

Other Designees & Relevant University Contacts

Associate Dean of Students in the University for Disciplinary Affairs

Jeremy Inabinet, who serves as the Associate Dean of Students in the University for Disciplinary Affairs, and as a designee for the Associate Provost for Equal Opportunity Programs, is available to assist the student community on matters related to this Policy, Title IX, and the Policy

on Harassment, Discrimination, and Sexual Misconduct. You may contact Mr. Inabinet by emailing inabinet@uchicago.edu, by calling **773.702.7994**, or by writing to Jeremy Inabinet, The University of Chicago, 5711 Woodlawn Avenue, Chicago, IL 60637.

Assistant Dean of Students in the University for Disciplinary Affairs

Melissa Vergara, who serves as the Assistant Dean of Students in the University for Disciplinary Affairs, and as a designee for the Associate Provost for Equal Opportunity Programs, is available to assist the student community on matters related to this Policy, Title IX, and the Policy on Harassment, Discrimination, and Sexual Misconduct. You may contact Ms. Vergara by emailing mbmvergara@uchicago.edu, by calling **773.702.2610**, or by writing to Melissa Vergara, The University of Chicago, 5711 Woodlawn Avenue, Chicago, IL 60637.

Executive Director of Employee and Labor Relations

Brett Leibsker, who serves as the Executive Director of Employee and Labor Relations, and as a designee for the Associate Provost for Equal Opportunity Programs, is available to assist the staff community on matters related to this Policy, Title IX, and the Policy on Harassment, Discrimination, and Sexual Misconduct. You may contact Mr. Leibsker by emailing bleibsker@uchicago.edu, by calling **773.834.2657**, or by writing to Brett Leibsker, The University of Chicago, 6054 South Drexel Avenue, Chicago, IL 60637.

V. Title IX Sexual Harassment

In compliance with Title IX and for purposes of this policy, sexual harassment is conduct, on the basis of sex, that satisfies one or more of the following:

1.A. A University employee conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct ("**Quid Pro Quo Harassment**"); or

1.B. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity ("**Title IX Hostile Environment**", see further information in this Section below); or

1.C. Sexual assault, which as defined under the Title IX regulations, means any sexual act, including Rape, Sodomy, Sexual Assault With An Object, or Fondling, directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent; also unlawful sexual intercourse.¹

1. Rape—(Except Statutory Rape) The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity. There is carnal knowledge if there is the slightest penetration of the sexual organ of the female (vagina) by the sexual organ of the male (penis). Attempted Rape is included.
2. Sodomy—Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
3. Sexual Assault With An Object—To use 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, including instances where the victim is incapable of giving consent because of his/

her age or because of his/her temporary or permanent mental or physical incapacity.

4. Fondling is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
5. Incest is nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Illinois law.
6. Statutory Rape is sexual intercourse with a person who is under the statutory age of consent. In Illinois, the age of consent is 17 years old. However, if the offender is in a position of trust, authority, or supervision over the victim, the age of consent is 18.

1.D. Dating violence means violence committed by a person: (1) who is or has been in a social relationship of a romantic or intimate nature with the victim, and (2) where the existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

1.E. Domestic violence includes any felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of Illinois, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Illinois.

1.F. Stalking means engaging in a course of conduct (two or more acts) directed at a specific person that would cause a reasonable person to: (1) fear for his/her safety or the safety of others, or (2) suffer substantial emotional distress.

2. Retaliation means intimidating, threatening, coercing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by the State or federal Constitution, State or federal statute, this Policy, the Title IX Sexual Harassment Resolution Procedures, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy.

Understanding Title IX Hostile Environment Sexual Harassment

In determining whether a hostile environment exists, the University will consider the totality of circumstances, including, but not limited to, factors such as the actual impact the conduct has had on the **Title IX Complainant**; the nature and severity of the conduct at issue; the frequency and duration of the conduct; the relationship between the parties (including accounting for whether one individual has power or authority over the other); the respective ages of the parties; the context in which the conduct occurred; and the number of persons affected.

The University will evaluate the totality of circumstances from the perspective of a reasonable person in the **Title IX Complainant's** position. A person's adverse subjective reaction to conduct is not sufficient, in and of itself, to establish the existence of a hostile environment.

[1] The University's definition of "Sexual Assault" that is contained in this Policy is mandated by federal regulations implementing Title IX of the Education Amendments of 1972. Those regulations require the University to adopt a definition of "Sexual Assault" that incorporates various forcible and non-forcible sex crimes as defined by the FBI's Uniform Crime Reporting System. See 34 C.F.R. § 106.30(a).

The University encourages members of the University community to report any and all instances of sexual harassment, even if they are unsure whether the conduct rises to the level of a Policy violation.

Some specific examples of conduct that may constitute Title IX Sexual Harassment if unwelcome include, but are not limited to:

- Unreasonable pressure for a dating, romantic, or intimate relationship or sexual contact
- Unwelcome kissing, hugging, or massaging
- Sexual innuendos, jokes, or humor
- Displaying sexual graffiti, pictures, videos, or posters
- Using sexually explicit profanity
- Asking about, or telling about, sexual fantasies, sexual preferences, or sexual activities
- E-mail, internet, or other electronic use that violates this Policy
- Leering or staring at someone in a sexual way, such as staring at a person's breasts or groin
- Sending sexually explicit emails, text messages, or social media posts
- Commenting on a person's dress in a sexual manner
- Giving unwelcome personal gifts such as lingerie that suggest the desire for a romantic relationship
- Insulting, demeaning, or degrading another person based on gender or gender stereotypes

VI. Definitions

The following definitions as used within this Policy and related Resolution Procedures. To aid searches, definitions are provided in alphabetical order.

"Accused" means a person accused of conduct prohibited by this Policy and does not imply pre-judgment. The term "accused" is used interchangeably with the term **"Title IX Respondent"** in this Policy.

"Actual Knowledge" means notice of Title IX Sexual Harassment or allegations of Title IX Sexual Harassment to the University's **Title IX Coordinator** or to any Official with Authority. Assumption of knowledge based solely on the University's status as an employer, a report made to an Individual with Reporting Obligations, or other presumption under law does not, without more, constitute Actual Knowledge under this Policy. This standard is not met when the only official of the University with Actual Knowledge is the **Title IX Respondent** (alleged perpetrator).

"Notice" as used here includes, but is not limited to, a report or complaint of Title IX Sexual Harassment to the **Title IX Coordinator** or any Official With Authority in person, by mail, by telephone, through the electronic reporting form, or by email using the contact information listed for the **Title IX Coordinator**, or by any other means that results in the **Title IX Coordinator** or the Official with Authority receiving the person's verbal or written report.

"Consent" means voluntary, active and clear agreement, communicated by words or actions, to participate in specific sexual activity. Consensual sexual activity happens when each participant willingly chooses to participate.

In cases where a victim asserts that sexual activity occurred without consent, the standard is whether a sober, reasonable person in the same circumstances as the **Title IX Respondent** should have known that the victim did not or could not consent to the sexual activity in question.

In Illinois, the legal age of consent is 17 but rises to 18 if the **Title IX Respondent** holds a position of trust, authority, or supervision in relation to the victim. This means that there can be no consent when one participant in the sexual activity is under the legal age of consent and any other participant is at or over the legal age of consent.

Consent is such a critical factor that Section VII is entirely dedicated to discussing it.

"Decisionmaker" is an individual designated by the **Title IX Coordinator** or designee to reach a determination regarding responsibility in a Formal Title IX Complaint by applying the preponderance of the evidence standard of proof. The Decisionmaker cannot be the **Title IX Coordinator** or the **Title IX Investigator** assigned to the same **Formal Title IX Complaint** and must be free from conflicts of interest or bias against **Title IX Complainants** and **Title IX Respondents** generally, and conflicts of interest and bias against an individual **Title IX Complainant** or **Title IX Respondent**.

"Decisionmaker on Relevance" is an individual who has responsibilities as described in "Decisionmaker" above, and is also designated to respond to matters of relevance during a hearing by the Title IX Hearing Panel. The Decisionmaker on Relevance may be someone who is external to the University community.

"Formal Title IX Complaint" is a document filed by a **Title IX Complainant** or filed by the **Title IX Coordinator** alleging Title IX Sexual Harassment against a **Title IX Respondent** and requesting that the University investigate the allegation(s). A **Formal Title IX Complaint** may be filed with the **Title IX Coordinator** in person, by mail, or by email, by using the contact information listed for the **Title IX Coordinator** in this Policy. A Formal Title IX Complaint requires a physical or digital signature by the **Title IX Complainant**, or an indication that the **Title IX Complainant** is the person filing the Formal **Title IX Complaint**. No person may submit a **Formal Title IX Complaint** on the **Title IX Complainant's behalf**. Where the **Title IX Coordinator** signs a **Formal Title IX Complaint**, the **Title IX Coordinator** is not the **Title IX Complainant** or otherwise a party under the Title IX Sexual Harassment Resolution Process.

"Alternative Resolution Facilitator" is an individual who is designated to facilitate the voluntary, Alternative Resolution Process between a **Title IX Complainant** and a **Title IX Respondent** to discuss remedies with the goal of resolving a Formal Title IX Complaint through an Alternative Resolution Agreement.

"Title IX Investigator" is an individual designated to investigate a **Formal Title IX Complaint** according to the Title IX Sexual Harassment Resolution Process.

"Officials With Authority" means any official designated by the University to have authority to institute corrective measures on behalf of the institution.

"Review Decisionmaker" is one or more individuals designated to conduct a request for review under the Title IX Sexual Harassment Resolution Process. The Review Decisionmaker cannot be the **Title IX Coordinator** or the **Title IX Investigator** or Decisionmaker assigned to the same **Formal Title IX Complaint**. The Review Decisionmaker must be free from conflicts of interest or bias against **Title IX Complainants** and **Title IX Respondents** generally and against an individual **Title IX Complainant** or **Title IX Respondent**.

"Supportive Measures" are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to a **Title IX Complainant** or **Title IX Respondent** before or after the filing of a **Formal Title IX Complaint** or where no **Formal Title IX 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 the other party, including measures designed to protect the safety of all parties or the University's educational environment and deter sexual harassment, including Title IX Sexual Harassment. Title IX Supportive Measures may include but are not limited to counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus

escort services, mutual restrictions on contact between parties, changes in work or housing locations, adjustments to dining arrangements, leaves of absence, increased security or monitoring of certain areas of the campus, and honoring an order of protection or no-contact order entered by a State civil or criminal court. The University will maintain as confidential any supportive measures provided to the **Title IX Complainant** or **Title IX Respondent**, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the Supportive Measures.

“Title IX Complainant” is an individual who is alleged to be the victim of conduct that could constitute Title IX Sexual Harassment and does not imply pre-judgement.

“Title IX Personnel” includes but is not limited to the **Title IX Coordinator**, **Deputy Title IX Coordinator(s)**, **Title IX Investigator(s)**, **Decisionmaker(s)**, **Review Decisionmaker(s)**, **Decisionmaker** on Relevance, or **Alternative Resolution Facilitator(s)**.

“Title IX Respondent” is an individual who has been reported to be the perpetrator of conduct that could constitute Title IX Sexual Harassment and does not imply pre-judgement.

“Victim” means a person alleging to have been subjected to conduct prohibited by this Policy and does not imply pre-judgment. The term “victim” is used interchangeably with the term **“Title IX Complainant”** in this Policy.

VII. Consent

“Consent” means voluntary, active and clear agreement, communicated by words or actions, to participate in specific sexual activity. Consensual sexual activity happens when each participant willingly chooses to participate.

It is the responsibility of the person who wants to engage in a sexual activity to obtain the consent of the other person for that sexual activity. Consent may also be withdrawn or modified at any time by the use of clearly understandable words or actions.

- In cases where a victim asserts that sexual activity occurred without consent, the standard is whether a sober, reasonable person in the same circumstances as the accused should have known that the victim did not or could not consent to the sexual activity in question.
- The definition of consent does not vary based upon a person’s sex, sexual orientation, gender identity, or gender expression.
- Consent is best obtained through direct communication about the decision to engage in specific sexual activity. Consent need not be verbal, but verbal communication is the most reliable and effective way to seek, assess, and obtain consent. Non-verbal communication often is ambiguous. For example, heavy breathing can be a sign of arousal, but it also can be a sign of distress. Talking with sexual partners about desires, intentions, boundaries and limits can be uncomfortable, but it serves as the best foundation for respectful, healthy, positive and safe intimate relationships.

What Is Not Consent?

- Consent cannot be obtained by threat of harm, coercion, intimidation, or by use or threat of force.
- The lack of explicit consent does not imply consent and likewise, the lack of verbal or physical resistance does not constitute consent. Thus, silence, passivity, submission, and/or the lack of resistance (including the absence of the word “no”) do not—in and of themselves—constitute consent.

Incapacitation

Consent cannot be obtained from someone who is unable to understand the nature of the activity or give knowing consent due to circumstances. A person is mentally or physically incapacitated when that person lacks the ability to make or act on considered decisions to engage in sexual activity, i.e., when a person’s perception and/or judgment is so impaired that the person lacks the cognitive capacity to make or act on conscious decisions, including without limitation the following circumstances:

- The person is incapacitated due to the use or influence of alcohol or drugs, or due to a mental disability. Alcohol and drugs can impair judgment and decision-making capacity, including the ability to rationally consider the consequences of one’s actions. The effects of alcohol and drug consumption often occur along a continuum. For example, alcohol intoxication can result in a broad range of effects, from relaxation and lowered inhibition to euphoria and memory impairment, and to disorientation and incapacitation. Incapacitation due to alcohol or drug use is a state beyond “mere” intoxication or even being drunk. Indicators of incapacitation may include inability to communicate, lack of control over physical movements, and/or lack of awareness of circumstances. An incapacitated person can also experience a blackout state during which they appear to give consent but does not have conscious awareness or the capacity to consent. Some medical conditions also can cause incapacitation.
- The person is asleep or unconscious.
- The person is under the legal age of consent. In Illinois, the legal age of consent is 17 but rises to 18 if the accused holds a position of trust, authority, or supervision in relation to the victim. This means that there can be no consent when one participant in the sexual activity is under the legal age of consent and any other participant is at or over the legal age of consent.

In sum, an act will be deemed non-consensual if a person engages in sexual activity with an individual who is incapacitated, and who the person knows or reasonably should know is incapacitated, or with an individual who is asleep, unconscious, or under the legal age of consent.

Other Important Points regarding Consent

- The existence of a romantic or sexual relationship does not, in and of itself, constitute consent.
- Consent on a prior occasion does not constitute consent on a subsequent occasion.
- Consent to one sexual act does not constitute consent to another sexual act.
- Consent to sexual activity with one person does not constitute consent to engage in sexual activity with another.
- Consent cannot be inferred from a person’s manner of dress or other contextual factors, such as alcohol consumption, dancing, or agreement to go to a private location like a bedroom.
- Accepting a meal, a gift, or an invitation for a date does not imply or constitute consent.
- Silence, passivity, or lack of resistance alone or in combination does not constitute consent.
- Incapacitation by the person initiating sexual activity does not in any way lessen their obligation to obtain consent.

VIII. Confidentiality

The University must protect privacy and confidentiality to fulfill its commitment to address complaints of Title IX Sexual Harassment fairly and expeditiously. The University will keep confidential, from persons outside of the investigation process, the identity of any individual who has made a report or complaint under this Policy, including any person who has filed a Formal Complaint of Title IX Sexual Harassment or Retaliation; any **Title IX Respondent(s)** involved in a **Formal Title IX Complaint**; and any Witnesses. Please note that the University must disclose to the **Title IX Respondent(s)** the identity of the person(s) who has filed a **Formal Title IX Complaint**, and the University may be required to disclose the identity of a person who has filed a **Formal Title IX Complaint** to other individuals as permitted by FERPA, required by law, and/or as necessary to conduct the investigation process.

While the University will keep matters confidential to the extent possible, the University may have to disclose information related to the matter, such as in the following situations:

1. to those to whom it is necessary to give fair notice of the allegations and to conduct the investigation;
2. to law enforcement consistent with state and federal law;
3. to other University officials as necessary for coordinating Supportive Measures or for health, welfare, and safety reasons;
4. to government agencies that review the University's compliance with federal law; and
5. to third parties as permitted or compelled by law (e.g., in response to a lawful subpoena or in compliance with federal privacy law).

The University will not restrict the ability of either party to discuss the allegations of a Formal Title IX Complaint under investigation. A party may discuss the allegations under investigation and/or gather and present evidence. Retaliation of any kind, however, is prohibited under the Policy. Retaliation includes, but is not limited to, intimidating, threatening, coercing, or discriminating against any individual for the purpose of interfering with any right or privilege provided by this Policy. A complaint of retaliation may result in a separate complaint and disciplinary action under this Policy.

IX. Conflicts of Interest

All **Title IX Personnel** who have responsibilities under this Policy must be free of any conflict of interest or bias for or against the **Title IX Complainant** or **Title IX Respondent**, or for **Title IX Complainants** or **Title IX Respondents** generally.

The **Title IX Complainant** and **Title IX Respondent** will be notified of the identities of those involved in the investigation and resolution procedures, before those individuals initiate contact with either party, and may report a potential conflict of interest or bias relating to any **Title IX Personnel** to the **Title IX Coordinator**, along with a written statement detailing the nature of the conflict or bias.

The **Title IX Coordinator** will review the particular facts of the situation and use an objective, common sense approach to evaluate whether a particular person serving in a role under this Policy is conflicted or biased (i.e., whether a reasonable person would believe a material conflict or bias exists). An example of a conflict of interest could be the identification of a personal or social relationship between a person serving in a **Title IX Personnel** role under this Policy and one of the parties, which may have a real or perceived effect on the judgement of the Title IX Personnel.

The **Title IX Coordinator** will exercise caution not to apply generalizations that might unreasonably conclude that bias exists, for example, assuming that all self-professed feminists or self-described survivors are biased against men, or that a man is incapable of being sensitive to women. Past experience, including prior work as a victim advocate or as a defense attorney, does not in and of itself constitute a conflict of interest. The training required under this Policy is intended to provide **Title IX Personnel** with the tools needed to serve impartially and without bias.

Based on the review described above, the **Title IX Coordinator** may remove **Title IX Personnel** from their roles, and another trained University official or external subject matter expert will be assigned to investigate and/or resolve the case. Both parties will be notified in writing in the event of a removal or change in **Title IX Personnel**.

X. Leniency for Other Policy Violations

To encourage reports of Title IX Sexual Harassment, the University normally will offer leniency to a student who reports an alleged violation of this Policy in good faith with respect to other student conduct violations that come to light as a result of such reports. For example, the University ordinarily will not pursue disciplinary charges related to underage drinking by the reporting person if that policy violation comes to light as the result of a sexual assault complaint. The University will not discipline a reporting student for such conduct violations unless the University determines that the violation was egregious, including without limitation an action that places the health or safety of any other person at risk.

XI. Response to a Report of Title IX Sexual Harassment

If the **Title IX Coordinator** has Actual Knowledge of a report of Title IX Sexual Harassment, and, following a preliminary assessment of the initial report, determines the conduct reported could fall within the scope of this Policy, the **Title IX Coordinator** or their designee will promptly contact the **Title IX Complainant** to discuss the availability of Supportive Measures and to explain to the **Title IX Complainant** the process for filing a **Formal Title IX Complaint**. If applicable, the **Title IX Coordinator** or their designee will provide information regarding the importance of preserving physical evidence and the availability of a medical forensic examination at no charge to the victim.

The **Title IX Coordinator** or their designee will explain that a report may be resolved by: 1) the imposition of Supportive Measures only; 2) the filing of a **Formal Title IX Complaint** by the **Title IX Complainant**; 3) the filing of a **Formal Title IX Complaint** by the **Title IX Coordinator** (as discussed under the Institutional Obligation to Respond section below); or, 4) Alternative Resolution that involves voluntary participation and agreement by both parties.

Upon receipt of a **Formal Title IX Complaint**, the **Title IX Coordinator** or their designee will conduct an individualized safety and risk analysis and determine if there is an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Title IX Sexual Harassment.

The **Title IX Coordinator** or their designee will provide the **Title IX Complainant** and **Title IX Respondent** with a written document (separate from this Policy) listing the available rights, options, and resources, including Supportive Measures, and describing the University's Title IX Investigative/ Hearing Body Resolution Process for Title IX Sexual Harassment in plain, concise language.

XII. Institutional Obligation to Respond

If the University has Actual Knowledge of Title IX Sexual Harassment but the **Title IX Complainant** asks to remain anonymous during the investigation and/or asks that the University refrain from investigating, the **Title IX Coordinator** for the University will consider how to proceed. The Title IX Coordinator will take into account the **Title IX Complainant's** wishes, and factors including, but not limited, to the following: (a) was a weapon involved in the incident, (b) were multiple assailants involved in the incident, (c) is the accused a repeat offender, (d) does the incident create a risk of occurring again, (e) the results of the individualized safety and risk analysis, (f) the University's obligation to provide a safe and non-discriminatory environment, and (g) the **Title IX Respondent's** right to have specific notice of the allegations and an opportunity to be heard if the University were to take action that affects them. In such circumstances, the **Title IX Coordinator** may arrange for limited fact-finding to better understand the context of the complaint and explore viable options for addressing safety concerns, and any options for investigation, adjudication, and remediation.

Because Title IX Sexual Harassment may constitute a serious crime that threatens the community as a whole, in some instances the University may be obliged to address allegations through internal resolution procedures without the cooperation of the individual making the allegation. In such instances, the **Title IX Coordinator** may file a **Formal Title IX Complaint** and initiate investigation and resolution procedures. In such instances, the University will respect the parties' privacy to the extent possible consistent with its legal obligations and will inform the victim of its obligation to address a community safety issue. All publicly available recordkeeping, including Clery Act reporting and public disclosures, will not contain personally identifying information about the victim.

XIII. Emergency Removals or Leaves of Absence

The University may remove a **Title IX Respondent** from an education program or activity on an emergency basis while an investigation is pending. The University will only remove a **Title IX Respondent** on an emergency basis if, after making an individualized safety and risk analysis, it determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Title IX Sexual Harassment justifies removal. The University also may place a non-student employee that is a **Title IX Respondent** on paid administrative leave during the pendency of a Title IX Sexual Harassment Resolution Process. The University will provide the **Title IX Respondent** with notice and an opportunity to request a review of the decision immediately following the removal. Requests for review may be submitted in writing to Ingrid Gould, Associate Provost for Faculty Affairs, igould@uchicago.edu.

Such emergency removals/leaves of absence must comply with any other relevant laws, policies, administrative procedures, and agreements governing removals of students and/or employees from the University's education program or activity.

XIV. Filing a Formal Title IX Complaint

A **Title IX Complainant** may file a **Formal Title IX Complaint** with the **Title IX Coordinator** requesting that the University investigate and adjudicate a report of Title IX Sexual Harassment in accordance with the Investigative/Hearing Body Resolution Process for Title IX Sexual

Harassment ("Investigative/Hearing Body Resolution Process"). Provided, however, that at the time the **Title IX Complainant** submits a **Formal Title IX Complaint**, the **Title IX Complainant** must be participating in, or attempting to participate in, one or more of the University's education programs or activities.

As described in Section XII, the **Title IX Coordinator** may file a **Formal Title IX Complaint** on behalf of the University if doing so is not clearly unreasonable. Such action will normally be taken in limited circumstances involving serious or repeated conduct or where the alleged perpetrator may pose a continuing threat to the University community.

Upon receipt of a written **Formal Title IX Complaint**, the **Title IX Coordinator** will conduct an initial assessment to determine whether the alleged conduct in the **Formal Title IX Complaint**, if substantiated, would constitute Title IX Sexual Harassment or Retaliation under this Policy. Following the initial assessment, if the allegations forming the basis of the **Formal Title IX Complaint** would, if substantiated, constitute Title IX Sexual Harassment the Title IX Coordinator or their designee shall assign a Title IX Investigator, who will initiate an investigation of the allegations under this Policy. However, upon request and with the consent of both parties, the **Title IX Coordinator** may instead refer the matter to the Alternative Resolution process, as described in Section XVIII.

Dismissal of Formal Title IX Complaint

If the allegations forming the basis of the **Formal Title IX Complaint** would not, if substantiated, constitute Title IX Sexual Harassment or Retaliation as defined in this Policy, the **Title IX Coordinator** shall dismiss the **Formal Title IX Complaint** from the Investigative/Hearing Body Resolution Process (Mandatory Dismissal). If appropriate, the **Title IX Coordinator** may refer the matter for review under the Policy on Harassment, Discrimination, and Sexual Misconduct and related procedures, or to another office or applicable policy for review.

In addition, at any time prior to the hearing, the **Title IX Coordinator** may dismiss a **Formal Title IX Complaint** if (i) the **Title IX Complainant** notifies the **Title IX Coordinator** in writing that the **Title IX Complainant** wishes to withdraw the **Formal Title IX Complaint** or any allegations therein (in which case those discrete allegations may be dismissed), (ii) the **Title IX Respondent** is no longer enrolled or employed by the University, or (iii) specific circumstances prevent the University from gathering sufficient evidence to reach a determination as to the **Formal Title IX Complaint** or any discrete allegations therein (in which case those discrete allegations may be dismissed) (collectively, Voluntary Dismissal).

Upon Mandatory Dismissal or Voluntary Dismissal, the **Title IX Coordinator** shall promptly send written notice of the dismissal and reason(s) therefore simultaneously to the parties via electronic format. Both parties will have equal rights to request review of the dismissal through the request for review process described in the Investigative/Hearing Body Resolution Process.

The determination regarding dismissal becomes final either on the date that the parties are provided with the written determination of the result of a request for review, if filed, or if a request for review is not filed, the date on which an request for review would no longer be considered timely. Once a dismissal is final, a **Title IX Complainant** cannot file a **Formal Title IX Complaint** under this Policy concerning the same alleged conduct.

XV. Notice of Formal Title IX Complaint

Within five (5) days of the Title IX Coordinator receiving a Formal Title IX Complaint, the Title IX Coordinator will transmit a written notice to the Title IX Complainant and Title IX Respondent that includes:

- A physical or electronic copy of this Policy,
- A list of allegations,
- The identities of known involved parties,
- The conduct being reported,
- The date and location of the reported conduct,
- A timeframe for scheduling an initial meeting,
- A statement that the Title IX Respondent is presumed not responsible for the reported conduct in accordance with Title IX and this Policy,
- A statement that a determination regarding responsibility is made at the conclusion of the resolution process,
- Information about having an advisor of choice who may be, but is not required to be, an attorney,
- A statement that the University prohibits knowingly making false statements or knowingly submitting false information during the resolution process,
- A statement about the University's policy on retaliation,
- A statement that the parties may inspect and review evidence obtained during the investigation prior to any hearing,
- The name of the Title IX Investigator(s) and information on how to raise a conflict of interest regarding the investigator, decision-makers, or other personnel involved in the Title IX Resolution Process,
- Information about confidentiality, as described in this Policy, and
- Information regarding the ability to voluntarily request that the matter be resolved through the Alternative Resolution Process.

Should the University, at any point, start to investigate allegations that are materially beyond the scope of the initial investigation and allegation letter. The University will provide a supplemental written notice describing the additional allegations to be investigated.

XVI. Investigative/Hearing Body Resolution Process for Title IX Sexual Harassment

Timeframe

The University is committed to providing a prompt, fair, impartial, and thorough investigation and resolution that is consistent with the University's policies and is transparent to the **Title IX Complainant** and the **Title IX Respondent**. In most cases, the University's Investigative/Hearing Body Resolution Process will be complete within 60-90 days of receiving a **Formal Title IX Complaint**. The University, in its discretion, may extend its investigation for good cause. If the timeframe for the investigation is extended, the University will provide written notice to the **Title IX Complainant** and the **Title IX Respondent** of the delay and the reason for the extension.

Investigative Process and Resolution Procedures

The investigative process will generally include: (1) interviewing the **Title IX Complainant** (and the alleged victim, if that person is not the **Title IX Complainant**), (2) interviewing the **Title IX Respondent**, (3) interviewing witnesses, (4) collecting evidence, (5) if applicable, contacting and cooperating with law enforcement; (5) preparing an investigative report that fairly summarizes relevant evidence. Such an investigation may occur alongside an independent law enforcement investigation.

Formal **Title IX Complaints** will be heard by a Title IX Hearing Panel. The Investigative/Hearing Body Resolution Process for Title IX Sexual Harassment, and any related request for review, is described in full and can be accessed in the following locations:

- If the person accused of a violation of this Policy is a faculty member or other academic appointee, the **Formal Title IX Complaint** shall be resolved using the procedures in the **Faculty Handbook**.
- If the person accused of a violation of this Policy is a postdoctoral researcher, the **Formal Title IX Complaint** shall be resolved using the procedures in the **Postdoctoral Researcher Policy Manual**.
- If the person accused of a violation of this Policy is a student, the **Formal Title IX Complaint** shall be resolved using the procedures for student discipline described in the **Student Manual**.
- If the person accused of a violation is a staff member, the **Formal Title IX Complaint** shall be resolved using the procedures in the **Employee Handbook**. For complaints made against staff employees at the Laboratory Schools, the age and developmental status of the complainant will be considered, and the hearing procedures may not include live cross-examination but could include the submission of written questions in lieu of cross-examination.

Advisor of Choice

The **Title IX Complainant** and the **Title IX Respondent** have the opportunity to have others present during any resolution proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney. The University will not limit the choice or presence of an advisor in any meeting or resolution proceeding, however the University may establish expectations of advisors related to their participation in proceedings, which will apply equally to both parties.

Sexual History and Privileged Information

The **Title IX Complainant's** and/or **Title IX Respondent's** sexual history with others will generally not be sought or used in determining whether sexual assault has occurred. However, in certain circumstances the sexual history between the parties may have limited relevance to explain context. Specifically, questions and evidence about the **Title IX Complainant's** sexual predisposition or prior sexual behavior may be relevant if the evidence is offered to prove that someone other than the **Title IX Respondent** committed the reported conduct, or it addresses the **Title IX Complainant's** prior sexual behavior with respect to the **Title IX Respondent** and is offered to prove Consent. Additionally, under limited circumstances necessary to understand the context, sexual history between the parties may be relevant to explain an injury, to provide proof of a pattern, or to address an allegation within a Formal Resolution Process.

The **Title IX Complainant's** and/or **Title IX Respondent's** medical and counseling records, such as by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or information protected under a legally recognized privilege, will generally not be sought or used unless the **Title IX Investigator** obtains that party's voluntary, written consent that the privilege has been waived.

Access to Information

The **Title IX Complainant**, the **Title IX Respondent**, and appropriate University officials will receive timely and equal access to information that will be used during a Formal Resolution Process. As described in the procedures, which the **Title IX Complainant** and **Title IX Respondent** are simultaneously informed, in writing, of the result of the Formal Resolution Process, the procedures for seeking review of the result and when the result becomes final.

This notification will include (i) identification of the allegations potentially constituting Title IX Sexual Harassment under this Policy; (ii) a description of the procedural steps taken from the receipt of the

Formal Title IX Complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held; (iii) findings of fact supporting the determination; (iv) conclusions regarding the application of the Title IX Sexual Harassment Resolution Process to the facts; (v) a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the University will impose on the Title IX Respondent; (vi) whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided by the University to the **Title IX Complainant**; (vii) and the University's procedures and permissible bases for the **Title IX Complainant** and **Title IX Respondent** to file a request for review.

The University shall create an audio or audiovisual recording, or transcript, of any hearing and make it available to the parties for inspection and review.

XVII. Standard of Evidence and Presumption of Non-Responsibility

The standard used in such proceedings is a preponderance of the evidence, i.e., whether it is more likely than not that this Policy has been violated. The **Title IX Respondent** is presumed to be not responsible for the alleged conduct unless and until a determination regarding responsibility is made at the conclusion of the Title IX Sexual Harassment Resolution Process.

XVIII. Alternative Resolution

Alternative Resolution is a process through which parties voluntarily engage with an impartial Alternative Resolution Facilitator to discuss remedies with the goal of resolving a Formal Complaint. Alternative Resolution is a non-disciplinary process that is separate from the University's Investigative/Hearing Body Resolution Process. Alternative Resolution does not include any factual investigation or substantive determination under University policy. While parties may agree to restrictions, resulting in a binding agreement, resolution will not appear on any transcript or disciplinary record. Alternative Resolution is limited to matters involving students. The parties may be accompanied by an advisor of choice to any meeting related to Alternative Resolution. Alternative Resolution seeks to respond to allegations of prohibited conduct, prevent occurrence (or recurrence), and remedy impact in a manner that is acceptable to both parties while maintaining the safety of the campus community.

Request

After filing a Formal Title IX Complaint, a Complainant may request Alternative Resolution by informing the Title IX Coordinator (or designee) in writing using the contact information provided in this Policy. This request can be made at any time up until five (5) days before a scheduled hearing by the Title IX Hearing Panel, the University-Wide Disciplinary Committee, or the Panel on Unlawful Harassment, or later at the discretion of the Title IX Coordinator. Alternative Resolution is available only under the following circumstances:

- The matter involves a student complainant and a student respondent.
- The Title IX Coordinator has determined, through an initial assessment that the alleged conduct, if substantiated, would constitute Title IX Sexual Harassment;
- The Title IX Coordinator has determined that Alternative Resolution is appropriate for the matter.

Title IX Coordinator Initial Review and Notice

In making a determination as to whether Alternative Resolution is appropriate, the Title IX Coordinator will consider factors, including, but not limited to, the following: (i) the outcome of an individualized safety and risk analysis of the Respondent relating to sexual misconduct, physical violence, failure to comply with a No Contact Directive (NCD) or a Civil No Contact Order (CNCO), and/or other relevant conduct, (ii) the nature and circumstances of the complaints and alleged conduct, whether allegations involve multiple victims and/or a pattern of conduct, or other evidence-informed factors indicative of increased risk to campus safety, (iii) whether the circumstances warrant the Title IX Coordinator filing a complaint, and (iv) whether the party's agreement to participate is in good faith, including without pressure or coercion from others. The Title IX Coordinator will communicate their determination as to whether Alternative Resolution is appropriate to the Complainant in writing. If the Title IX Coordinator determines that Alternative Resolution is an appropriate option, they (or their designee) will communicate the request for Alternative Resolution to the Respondent.

The University will provide, to both parties, written notice disclosing the allegations (including the formal complaint), information regarding the alternative resolution process, the name of the proposed Alternative Resolution Facilitator(s), and information on how to raise concerns regarding a conflict of interest.

The Alternative Resolution procedures are described in full in the **Student Manual**.

XIX. Right to Pursue Other Remedies

Someone with a complaint of Title IX Sexual Harassment may also opt to pursue their complaint via the legal system without engaging the University's disciplinary process, although, in the interest of community safety, the University may be obliged to address alleged incidents of Title IX Sexual Harassment through internal disciplinary procedures.

Use of this Policy and the resolution procedures are not a prerequisite to the pursuit of other remedies. If a person is pursuing another remedy to address the same allegations related to a **Formal Title IX Complaint** under this Policy, the University will conduct its own investigation, although in some cases delays due to another process may be warranted or required.

XX. Time Limits

There is no time limit for filing a **Formal Title IX Complaint** of Title IX Sexual Harassment. However, **Title IX Complainants** should report as soon as possible to maximize the University's ability to respond promptly and effectively. Delayed reporting often results in the loss of relevant evidence, and/or in faded and unreliable memories; it also impairs the University's ability to summon witnesses, assess evidence, and, if appropriate, adjudicate claims and impose sanctions and other remedies. Furthermore, if the **Title IX Respondent** is no longer affiliated with the University at the time of the **Formal Title IX Complaint**, it is likely that the University will be unable to summon the **Title IX Respondent** or take disciplinary action against them, although the University will take reasonable steps to understand the facts, assess whether the **Title IX Respondent** poses a present or ongoing risk of safety to the University community, and take any measures necessary to mitigate safety risk.

XXI. Bad Faith Complaints and False Information

It is a violation of this Policy for any person to submit a report or **Formal Title IX Complaint** that the person knows, at the time the report or **Formal Title IX Complaint** is submitted, to be false or frivolous. It is also a violation of this Policy for any person to knowingly make a materially false statement during the course of an investigation, hearing, or request for review under this Policy. Violations of this Section are not subject to the Title IX investigation and hearing processes; instead, they will be addressed under the **Student Manual** in the case of students and other University policies and standards, as applicable, for faculty, other academic appointees, postdoctoral researchers, or staff, or other participants in University education programs and activities.

XXII. Required Training for Title IX Personnel

All Title IX Personnel will participate in 8-10 hours of training annually. Depending on the individual's role, the training may include some or all of the following subject matters: the definition of Title IX Sexual Harassment, the scope of the University's Education Program or Activity, how to conduct the Title IX Sexual Harassment Resolution Procedure, how to conduct a Request for Review, how to conduct an Alternative Resolution process, and as applicable, how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias.

Any person serving as a Decisionmaker or Review Decisionmaker under the Title IX Sexual Harassment Resolution Procedures will receive training on the issues of relevance of questions and evidence, including about when questions and evidence about the **Title IX Complainant's** sexual predisposition or prior sexual behavior are not relevant.

Any person serving as a **Title IX Investigator** under the Title IX Sexual Harassment Resolution Procedure will receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.

Any materials used to train **Title IX Coordinators**, their designees, **Title IX Investigators**, Decisionmakers, Review Decisionmakers, and Alternative Resolution Facilitators must not rely on sex stereotypes and must promote impartial investigations and adjudications of **Formal Title IX Complaints**. The University will make all materials used to train Title IX Team members publicly available on the **Equal Opportunity Programs website**.

XXIII. Required Title IX Recordkeeping

The **Title IX Coordinator** or designee will maintain, for a period of at least 10 years, records of:

- Any actions, including any Supportive Measures, taken in response to a report or **Formal Title IX Complaint** of Title IX Sexual Harassment. In each instance, the **Title IX Coordinator** or designee must document the basis for the conclusion that the University's response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the University's Education Program or Activity. If no Supportive Measures are provided to the **Title IX Complainant**, then the **Title IX Coordinator** or designee must document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the University in the future from providing additional explanations or detailing additional measures taken,

- Each Title IX Sexual Harassment investigation, including any determination regarding responsibility and any disciplinary sanctions imposed on the Title IX Respondent, and any remedies provided to the Title IX Complainant designed to restore or preserve equal access to the University's Education Program or Activity,
- Any request for review and the result therefrom,
- Any transcript or recording from a hearing under this Policy, and
- All materials used to train Title IX Personnel.

The **Title IX Coordinator** or designee will maintain, for a period of at least 7 years, records from an Alternative Resolution process and the result therefrom.

XXIV. Prevention and Education Programs

The University provides numerous education programs and awareness campaigns to prevent and promote awareness of sexual harassment, including Title IX Sexual Harassment, sexual assault, sexual abuse, domestic violence, dating violence, and stalking. In addition to covering the information addressed in this Policy, these programs will, among other things, provide information regarding options for bystander intervention and information on risk reduction strategies. Descriptions of these prevention and education programs can be found in the University's annual security report titled *Annual Security and Fire Safety Report*.

XXV. Additional Information and Inquiries

Inquiries about Title IX Sexual Harassment may be directed to the **Title IX Coordinator** or the United States Office for Civil Rights (contact information available online at: www2.ed.gov/about/offices/list/ocr/addresses.html).

Policy Appendices

I. Support Services and Resources

The needs of someone who has experienced sexual harassment, including Title IX Sexual Harassment, sexual assault, sexual abuse, domestic violence, dating violence, or stalking, vary from person to person and may vary over time. The University offers a diverse array of services and external resources, many of which may be accessed 24 hours a day, so that a person may choose whatever would be most helpful and healing. Written information regarding these services and resources will be provided to individuals who report being victims of sexual harassment, including Title IX Sexual Harassment, sexual assault, sexual abuse, domestic violence, dating violence, or stalking. Exercising reasoned discretion, the University will provide supportive measures and accommodations including, but not limited to, University no-contact orders, changes to academic, living, dining, transportation, and working situations, and honoring an order or protection or no-contact order entered by a State civil or criminal court, to any victim who asks for them, so long as they are reasonably available, regardless of whether the victim reports the incident to law enforcement. Information regarding accommodations and interim protective measures may be obtained from the **Title IX Coordinator** for the University. Any accommodations or protective measures will be confidential so long as confidentiality will not impair the University's ability to provide the accommodations or protective measures.

The University urges anyone who has experienced sexual assault, domestic violence, dating violence, or stalking to seek support as soon as possible to minimize and treat physical harm, assist with processing the unique and complex emotional aftermath, and help preserve and understand options for pressing charges. Individuals have many options with regard to reporting sexual assault, domestic violence, dating violence, and stalking, including reporting to the University of Chicago Police Department, the Chicago Police Department, and to various campus authorities. Additionally, victims have recourse through the civil and criminal court systems, by being able to seek orders of protection, no-contact orders, and other similar court orders. As feasible, the University will honor an order of protection or no-contact order entered by a State civil or criminal court so long as it has been notified of the order and its terms. Victims also have the option to decline to notify such authorities.

Even for someone who does not wish to report the event to the police or pursue disciplinary action, seeking medical attention as soon as possible is important. This may assist with preserving evidence, which may be necessary to the proof of criminal sexual assault, domestic violence, dating violence, or stalking, or to obtain an order of protection.

Medical Facilities

Hyde Park

University of Chicago Medicine Adult Emergency Room

Medical and Counseling Services
Telephone: 773.702.6250
5656 S. Maryland Ave., Chicago
(24 hours)

The **University of Chicago Emergency Room** is the nearest medical facility to the Hyde Park campus and follows specific policies and procedures, approved by the State, in treating an individual who has been sexually assaulted. The State will pay for emergency room care for victims who have been sexually assaulted and do not have health insurance; if a victim provides health insurance information to the emergency room, the emergency room will bill the insurance company and the policy holder will be notified as usual.

- The victim is placed in a private room.
- Medical care is given as soon as possible.
- A Sexual Assault Survivor Advocate or a Sexual Assault Dean-on-Call (for a student) may be called based on a victim's preferences.
- By law, city police are notified, and the victim may choose to file a report.
- The victim may have a medical forensic examination completed at no cost, pursuant to the Sexual Assault Survivors Emergency Treatment Act.

Gleacher Center

Northwestern Memorial Hospital Emergency Department

is the medical facility offering sexual assault evidence collection and treatment nearest to the Gleacher Center.

251 E. Huron St., Chicago
(24 hours)
Telephone: 312.926.2000

Other Campuses

Medical providers near each of the University of Chicago's other campuses are listed below. However, please note that outside the state of Illinois, hospitals are not subject to the Illinois law requiring the provision of certain services to sexual assault survivors free of cost.

Beijing

Haidian Hospital

29th Zhongguancun Dajie, Haidan District, Beijing
Telephone: 62583042/62583093

Beijing United Family Hospital

Beijing United Family Hospital is farther from campus than Haidan Hospital, but offers English-speaking staff.

#2 Jiangtai Road, Chaoyang District
Beijing, China, 100015
Telephone: 400 891 9191

Delhi

Primus Super Specialty Hospital

(All public or private medical hospitals in Delhi are required by law to provide free medical assistance to victims of sexual assault.)

2, Chandragupt Marg, Chanakyapuri
New Delhi 110 021, India
Telephone: (011) 66206620/30/40

Hong Kong

Queen Mary Hospital

102 Pok Fu Lam Road, Hong Kong
Emergency Room (24 hours): +852-2255-3838
Private Clinic (limited hours): +852-2255-3001

London

The Havens

The Havens are self-contained centers located near London hospitals which are dedicated to providing assistance to victims of sexual assault. Among other things, the Havens offer forensic medical examinations, first aid, advice, emergency contraception, medical aftercare, and specialist support (e.g., counseling, psychology, and advocacy).

The Havens locations are: Camberwell Haven, near to King's College Hospital (south); Whitechapel Haven, near to Royal London Hospital (east); and Paddington Haven, near to St Mary's Hospital (west). Before visiting any of the Havens, you must first call 020-3299-6900 (available 24/7) to make an appointment.

Marine Biological Laboratory (Woods Hole, Massachusetts) Falmouth Hospital

100 Ter Heun Drive, Falmouth, MA 02540
Telephone: 508.548.5300

Paris

Hopital Saint Joseph

85 Rue Raymond Losserand, 75014 Paris
Telephone: 01 44 12 33 33

Please note that hospitals in France will not conduct a medical forensic examination without a police order. Local law enforcement nearest to the Paris campus is: Commissariat du 13ème arrondissement de Paris, 144 boulevard de l'Hôpital, 75013 Paris.

Singapore

Raffles Hospital

585 North Bridge Road Singapore 188770
Telephone: (65) 6311 1555 (emergency); (65) 6311 1111
(24/hr hotline for appointments)

Law Enforcement

University of Chicago Police Department

Telephone: 773.702.8181 or 1-2-3 from a campus phone (24 hours)
The University of Chicago Police Department (UCPD) urges anyone who has been sexually assaulted to call immediately in order to strengthen the likelihood of successful prosecution. A UCPD officer can be summoned by calling **773.702.8181**, pressing the red button on any of the emergency phones located throughout the community, or coming directly to the UCPD office at 6054 South Drexel Ave. Responsibilities of the UCPD when receiving a report of sexual assault, dating violence, domestic violence, or stalking are described in Section IV of this Policy.

The UCPD recommends the prompt reporting of sexual assault, domestic violence, dating violence, and stalking. Nevertheless, individuals should not be reluctant to file a report at a later date. Reporting an incident does not obligate a person to press charges.

Chicago Police Department

Telephone: 911 (24-hours) or 9-911 from a campus phone
Anyone preferring not to report a matter to the University of Chicago Police Department may contact the Chicago Police Department.

Religious Organizations

A variety of groups offer pastoral care and a community of faith to address individual needs. For more information, visit **spirit.uchicago.edu**.

Office of International Affairs

Telephone: 773.702.7752
international-affairs@uchicago.edu

The Office of International Affairs can provide information and assistance regarding visas and immigration. For more information, visit **internationalaffairs.uchicago.edu**.

Resources Especially for Students

Sexual Assault Dean-on-Call

Telephone: 773.702.8181, via University Police (24 hours)
or via text through the UChicago Safe App

At any time, students may contact a Sexual Assault Dean-on-Call, who is trained to respond to sexual assault, domestic violence, dating violence, and stalking emergencies. A student may contact this Dean-on-Call even before deciding whether to report the sexual assault, domestic violence, dating violence, or stalking to the police. The Sexual Assault Dean-on-Call is available to answer any general or personal questions related to sexual assault, domestic violence, dating violence, and stalking, and can help with:

- Finding emotional support
- Getting medical care
- Reporting the crime to the police
- Preserving evidence, and pressing charges
- Obtaining information regarding the rights of victims and the University's responsibilities regarding orders of protection, no-contact orders, and other similar court orders
- Adjusting living arrangements
- Managing academic obligations
- Getting counseling

Director/Associate Director of the Office for Sexual Misconduct Prevention and Support and Deputy Title IX Coordinators for Students

Renae DeSautel (Director) can be reached at **desautel@uchicago.edu** or **773.702.0438**. Robin Berman (Associate Director) can be reached at **robinberman@uchicago.edu** or **773.702.8251**. You may contact Renae or Robin:

- If you are a student in need of any support services related to an incident of sexual assault, sexual abuse, sexual harassment, dating violence, domestic violence, or stalking (referred to here as "sexual misconduct").
- If you are a student who has questions regarding the University's **Policy on Harassment, Discrimination, and Sexual Misconduct**.
- If you are a student who has questions regarding Title IX of the Education Amendments of 1972.
- If you are a student seeking information regarding or the implementation of Supportive Measures and accommodations related to a sexual misconduct matter.

Student Wellness

Medical Center

Telephone: 773.834.WELL

840 East 59th Street

Physicians and certified nurse practitioners provide for students ongoing follow-up health care and services, including pregnancy testing, counseling, and referral services; and sexually transmitted disease testing, diagnosis, and treatment. There is a 24-hours-a-day nurse line available to students for consultation. While acute, immediate post-assault treatment is provided at the Emergency Room at 5656 S. Maryland Ave., Student Wellness offers follow-up care, including health care services for students who have chosen not seek care immediately after an assault. For more information, visit **wellness.uchicago.edu**.

Urgent Medical Care Nurse Line: 24/7 773.834.WELL

Counseling and Mental Health

Student Wellness also supports students who are working through an experience of sexual assault, domestic violence, dating violence, or stalking, or questions about relationships and sexuality. Consultation with a staff member is available in person during regular business hours and by telephone for after-hours emergencies. For more information, visit **wellness.uchicago.edu**.

Students also have access to on-demand and scheduled mental health services through TimelyCare. For more information, visit **wellness.uchicago.edu/mental-health/timelycare**.

Urgent Mental Health Care – Therapist-on-Call (24/7): 773.702.3625

Confidential Advisor

Telephone: 773.834.WELL

840 East 59th Street

(Ask to Speak with a Confidential Advisor)

A Confidential Advisor is available by appointment through Student Wellness. This is a licensed clinician who has received an additional 40 hours of training on Sexual Violence. Communication with a Confidential Advisor is considered privileged communication.

Area Deans of Students

At any time, students may contact their area Dean of Students or Campus and Student Life. Deans of Students are available to help and work with students throughout the process, addressing short-term and long-term personal or academic issues that arise, including options for with changing academic, living, transportation, and working situations if requested and available. **csi.uchicago.edu/get-help/dean-call-program/area-dean-students**

Resources for Sexual Violence Prevention (RSVP)

Telephone: 773.834.7738

RSVP organizes interactive peer workshops and educational programs on acquaintance rape prevention, sexual violence, and gender issues. For more information, visit **equalopportunityprograms.uchicago.edu/title-ix/rsvp-programming-center**.

Peer Health Educators

Telephone: 773.702.8935

Organized by Health Promotion and Wellness, this group of students develops programs and presentations for students on a variety of sensitive subjects, including sexual health. For more information, visit **wellness.uchicago.edu**.

Financial Aid

The University's financial aid offices can provide information regarding and assistance navigating the University's financial aid programs. Students may find contact information for their applicable financial aid office here: **csi.uchicago.edu/resources/policies-and-disclosures/disclosures**.

Resources Especially for Faculty, Other Academic Appointees, Postdoctoral Researchers, and Staff

Equal Opportunity Programs

The Office of the Provost's Equal Opportunity Programs leads and coordinates University efforts to address reports of discrimination, unlawful harassment, and sexual misconduct; to ensure accessibility; and to provide equal employment opportunities. EOP staff contact information is located in Section IV of this Policy, you may find more information at: **equalopportunityprograms.uchicago.edu**.

Human Resources Employee and Labor Relations (for Staff)

Brett Leibsker serves as the Executive Director for the University Employee and Labor Relations Team. You may contact Mr. Leibsker regarding complaints of misconduct by a staff member. You may contact Mr. Leibsker by emailing **elrelations@uchicago.edu**, or by calling **773.834.2657**, or by writing to Brett Leibsker, University of Chicago Human Resources, 6054 South Drexel Avenue, Chicago, IL 60637.

Perspectives (Employee Assistance Program)

Telephone: 800.456.6327 (24 Hours)

Counseling services are provided to staff, faculty, other academic appointees, and postdoctoral researchers affected directly and indirectly by sexual harassment, including Title IX Sexual Harassment, sexual assault, sexual abuse, domestic violence, dating violence, and stalking. **www.perspectivesltd.com**

Non-University Resources for Everyone

Community-based, State, and National Sexual Assault Crisis Centers

Chicago Rape Crisis Hotline

Telephone: 888.293.2080 (24 Hours)

Immediate and long-term referrals, information, and counseling.

LGBTQ Crisis Hotline

Telephone: 773.871.2273 (24 Hours)

Information, counseling, and referrals

Chicago Women's Health Center

Telephone: 773.935.6126

1025 W. Sunnyside Ave., Suite 201, Chicago 60640

www.chicagowomenshealthcenter.org

http://www.chicagowomenshealthcenter.org

Gynecological care and counseling

YWCA Metropolitan Chicago

Telephone: 312.372.6600

Counseling and legal advocacy

1 N. LaSalle St. #1150, Chicago, 60602

www.ywcachicago.org

Parks Francis YWCA

Telephone: 773.955.3100
Counseling and legal advocacy
6600 S. Cottage Grove Ave., Chicago, 60637

The Center on Halsted

Telephone: 773.472.6469
3656 N. Halsted, Chicago 60613
www.centeronhalsted.org
Services for the LGBTQ community

Resilience

Telephone: 312.443.9603
Counseling and legal advocacy
180 N. Michigan Ave. #600, Chicago, 60601
www.ourresilience.org

Mayor's Office for Domestic Violence Help Line

Telephone: 877.863.6338 (24 hours)
Information and referrals for shelters, counseling, legal advocacy, and more

Chicago Bar Association

Telephone: 312.554.2000
Lawyer referral service

For more Illinois community-based sexual assault crisis centers, visit the Illinois Coalition on Sexual Assault at **www.icasa.org**.
<http://www.icasa.org>

Marine Biological Laboratory (Woods Hole, Massachusetts)

Independence House, Inc.

220 Main St. Fl. Ste. 200
Falmouth, MA 02540
Telephone: 800.439.6507
Counseling, advocacy, and group counseling for survivors of rape, incest, stalking, sexual harassment, molestation, childhood sexual assault and intimate partner violence.

International Resources for Victims of Sexual Assault

Delhi

Rape Crisis Cell Delhi

2nd Floor, 'C' Block
Vikas Bhawan, I.P. Estate
New Delhi 110002
Nearest Metro Station: ITO
Telephone: 23378317, 23378044
Free legal services for rape victims; also assists with contacting law enforcement and obtaining medical examinations

Hong Kong

RainLily

Room 405-410, Kin Man House
Oi Man Estate, Ho Man Tin
Kowloon, Hong Kong
Telephone: 2392 2569; 2375 5322 (hotline)
24-hour crisis support, coordination with healthcare workers, social workers and police, forensic medical examinations.
Additional information regarding Hong Kong resources may be found on the **U.S. Consulate's website**.

London

The Havens

As described above, the Havens are self-contained centers located near London hospitals which are dedicated to providing assistance to victims of sexual assault. In addition to medical examinations and first aid, the Havens offer advice, emergency contraception, medical aftercare, and specialist support (e.g., counseling, psychology, and advocacy).

Locations: Camberwell Haven, near to King's College Hospital (south); Whitechapel Haven, near to Royal London Hospital (east); and Paddington Haven, near to St Mary's Hospital (west). Before visiting any of the Havens, you must first call **020-3299-6900** (available 24/7) to make an appointment.

Rape Crisis England and Wales

Counseling, advocacy, and support to rape victims (women and girls only)

East London: PO Box 58203, London, N1 3XP
Telephone (helpline): 020 7683 1210

North London: Head Office, Unit 5-7 Blenheim Court, 62 Brewery Road, London, N7 9NY
Telephone (helpline): 0808 801 0305

South London: P.O. Box 383, Croydon, London, CR9 2AW
Telephone (helpline): 0808 802 9999

West London: PO Box 56663, London, W13 3BJ
Telephone (helpline): 0808 801 0770

Singapore

Sexual Assault Care Center (SACC) at Association of Women for Action and Research (AWARE)

Drop-in center: 5 Dover Crescent #01-22
Telephone (hotline): 6779 0282
Counseling, legal services, and social work services for victims of sexual assault

II. Yearly Report on Harassment and Sexual Misconduct to the Council of the University Senate

A yearly report will be made to the Council of the University Senate: (1) detailing the number of different types of incidents of harassment and sexual misconduct brought to the attention of the University-wide Student Disciplinary Committee, **Title IX Coordinators**, Human Resources, and the Panel on Unlawful Harassment; and (2) describing the goals of the University-wide program to prevent harassment and sexual misconduct and the ways in which those goals were implemented during the year. The report will be prepared by the Associate Provost for Equal Opportunity Programs and reviewed and approved by the Panel on Unlawful Harassment, the Chair of which will present the report to the Council.

III. Compliance and Locating This Policy

Regulations Prohibiting Discrimination

The University's Policy on Title IX Sexual Harassment is consistent with federal, state, and local regulations governing non-discrimination and harassment including: the Age Discrimination in Employment Act, the Americans with Disabilities Act (as amended), the Civil Rights Acts of 1964 and 1991, Executive Order 11246, the Equal Pay Act of 1963, the Rehabilitation Act of 1973 (as amended), Title IX of the Education Amendments of 1972, Genetic Information Nondiscrimination Act of 2008, Lilly Ledbetter Fair Pay Act of 2009, the Illinois Human Rights Act, the City of Chicago Human Rights Ordinance, and the Cook County Human Rights Ordinance.

The crimes of domestic violence, dating violence and stalking were added by VAWA (effective March 7, 2014) as crimes reportable under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"). Pursuant to the Clery Act, these crimes are reported in the publication *Annual Security and Fire Safety Report*.

IDHR, IHRC, OCR, and EEOC Legal Recourse and Investigative/Complaint Process

A University of Chicago employee has the right to contact the Illinois Department of Human Rights (IDHR) for further information or to file a formal charge of unlawful discrimination, harassment, or retaliation. Charges must be filed within 180 days of alleged sexual harassment or other alleged discrimination unless it is a continuing offense. An appeal process is available through the Illinois Human Rights Commission (IHRC) after IDHR has completed its investigation of the complaint. The investigative, charge, and complaint process, and legal recourse processes are described in more detail at www2.illinois.gov/dhr/FilingCharge/Pages/Employment.aspx.

IDHR may be reached at:

Illinois Department of Human Rights
100 W. Randolph St., 10th Flr.
Intake Unit
Chicago, IL 60601
Telephone: 312.814.6200
866.740.3953 (TTY)

Other IDHR Offices

Springfield
Telephone: 217.785.5100
866.740.3953 (TTY)

Marion

Telephone: 618.993.7463
866.740.3953 (TTY)

IHRC may be reached at:

Illinois Human Rights Commission
100 W. Randolph St., Suite 5-100
Chicago, IL 60601
Telephone: 312.814.6269
312.814.4760 (TTY)

Other IHRC Office

Springfield
Telephone: 217.785.4350
217.557.1500 (TTY)

All members of the University community may also contact the Office for Civil Rights (a division of the United States Department of Education) to file a complaint pertaining to Title IX:

Office for Civil Rights

Chicago Office
U.S. Department of Education
Citigroup Center
500 W. Madison Street, Suite 1475
Chicago, IL 60661
Telephone: 312.730.1560

Members of the University community may also contact the **U.S. Equal Employment Opportunity Commission**, which enforces federal anti-discrimination laws. An individual may file a complaint with the EEOC within 300 days from the alleged harassment or discrimination unless it is a continuing offense. Additional information on the investigation process is available at www.eeoc.gov/employees/index.cfm.

EEOC may be reached at:

Equal Employment Opportunity Commission

Chicago District Office
JCK Federal Building
230 S. Dearborn St.
Chicago, IL 60604
Telephone: 800.669.4000

There may be additional federal, state, and local complaint processes available to University of Chicago employees.

Access to Information on Harassment, including Title IX Sexual Harassment, Discrimination, and Sexual Misconduct

This Policy and the University's Policy on Harassment, Discrimination, and Sexual Misconduct can be found in the **Student Manual of University Policies and Regulations**, on the **Human Resources** website, and at **Harassment Policy**.

IV. Related Policies

Policy on Harassment, Discrimination, and Sexual Misconduct (Policy 609)

harassmentpolicy.uchicago.edu/policy

Counseling Service–Staff and Faculty Assistance Program (Personnel Policy U402)

humanresources.uchicago.edu/fpg/policies/400/p402.shtml

Disciplinary Systems for Students

studentmanual.uchicago.edu/student-life-conduct/university-disciplinary-systems/university-wide-disciplinary-system

Discipline for Faculty and Other Academic Appointees

provost.uchicago.edu/handbook/clause/termination-or-removal-cause

Nepotism Policy for Faculty and Other Academic Appointees

provost.uchicago.edu/handbook/clause/nepotism-policy-faculty-and-other-academic-appointees

Nepotism Policy for Staff (Personnel Policy U206)

humanresources.uchicago.edu/fpg/policies/200/p206.shtml

Progressive Corrective Action (Personnel Policy U703)

humanresources.uchicago.edu/fpg/policies/700/p703.shtml

Termination of Employment Information (Personnel Policy U208)

humanresources.uchicago.edu/fpg/policies/200/p208.shtml

Treatment of Confidential Information (Personnel Policy U601)

humanresources.uchicago.edu/fpg/policies/600/p601.shtml

Policy effective: August 14, 2020

Appendix III: Missing Student Policy

This policy establishes notification procedures for University students who reside in on-campus housing and are reported as missing for more than 24 hours.

Any person who has reason to believe that a student residing in on-campus housing has been missing for more than 24 hours should immediately contact the University of Chicago Police Department (UCPD) at **773.702.8181** to make a missing student report.

Upon registration, all students are asked to provide the Office of the Registrar with the name and contact information of a person to be contacted in the event of a personal emergency. At that time, students also are informed that (a) they also may identify an individual the University will contact if the student has been reported missing for more than 24 hours; (b) the Office of the Registrar will maintain the contact information of all individuals the student designates in a database; and (c) if UCPD receives a missing student report and determines that the student has been missing for more than 24 hours, the University will initiate the following notification process.

When UCPD receives a report of a missing University student, it will promptly contact the Dean-on-Call, who will contact, as appropriate, the Assistant Director-on-Call for Housing & Residence Life, the Area Dean of

Students, and/or the Director of the International House, or their designees. No later than 24 hours after determining that a student is missing under this policy, UCPD will contact the Dean-on-Call and ask him or her to work with the missing student's Dean of Students (or his/her designee) to contact the student's emergency contact as designated in the missing person contact database.

If the missing student did not provide missing person contact information or the missing person contact cannot be reached, the University will contact the person(s) the missing student designated as a point of contact for personal emergencies. If the missing University student is under age 18 and not emancipated, the dean of students (or his/her designee) also will promptly contact the student's custodial parent(s) or legal guardian(s).

UCPD will actively investigate the missing student report, as appropriate with the Chicago Police Department, and pursuant to applicable policies and procedures.

Notes

1. A student is deemed "missing" if the student's absence is contrary to his/her usual pattern of behavior and unusual circumstances may have caused the absence, e.g., a report or suspicion that the student may be the victim of foul play, has expressed suicidal thoughts, is drug or alcohol dependent, is in a life-threatening situation, or has been with persons who may endanger the student's welfare.
2. In responding to a missing student report, the University may, among other things: (i) talk with the student's friends and acquaintances; (ii) ask Housing & Residence Life personnel to assist in physically locating the student by entering his/her assigned room; (iii) issue a UChicago Card (or other) photograph to assist in identifying and locating the missing student; (iv) contact academic departments, faculty, peers, and/or family regarding last sighting or additional information; and (v) review access card/computer logs to determine last use of the card/technology resources, vending cards, food purchases, etc., and otherwise track use.
3. Only UCPD and University officials involved in a missing student investigation and/or the notification process may access missing person contact information.

If you believe a student residing in on-campus housing has been missing for more than 24 hours, immediately contact the UCPD at 773.702.8181 to make a missing student report.

Appendix IV: Fire Safety in On-Campus Student Housing

HR 4173: Campus Fire Safety Right-to-Know Act

The Campus Fire Safety Right-to-Know Act is a federal law that requires universities to report fire safety information for all on-campus student housing facilities. A report must be published annually that contains information with respect to the campus fire safety practices and standards of the institution. This information is meant to help students and parents make informed fire safety decisions when selecting a school and housing. In addition, this information gives the University a platform to showcase its commitment to protecting students.

Smoke detectors and heat detectors in the residence halls are hardwired into the building alarm system. Once activated, the Chicago Fire Department and the UCPD are immediately notified.

Fire Drills

To ensure that each resident is familiar with building-specific fire plans and evacuation procedures, a mandatory supervised fire drill is conducted twice annually. All occupants must evacuate the building using proper emergency exits when a fire alarm is sounded. Failure to do so is a violation of University policy and could result in disciplinary action.

Other life safety systems are also tested and/or inspected on a regular basis. Monthly tests and/or inspections are performed on the phone lines, emergency lights, fire extinguishers, exit signs, pull boxes, hoses, and fire escapes. Audible horns and room smoke detectors are tested quarterly. Sprinklers and heat detectors are tested every summer.

Emergency Evacuation for Persons with Disabilities

The University recognizes that individuals with disabilities may require assistance with alerting, evacuating, and sheltering in the event of an emergency. The University therefore asks all individuals who may need assistance in an emergency to confidentially self-identify to the University. Once an individual has self-identified, the University will work with them to develop a personal emergency plan that includes specific evacuation procedures, sheltering procedures, and means of communication. The University is also committed to training its employees to identify and assist persons who may need assistance in an emergency. For more information, visit safety.uchicago.edu/fire-life-safety/life-safety/evacuation-for-persons-with-disabilities.

Policies on Portable Electric Appliances, Smoking, and Open Flames

In accordance with regulations promulgated by the City of Chicago and the State of Illinois, the University of Chicago is a smoke-free environment. Smoking is prohibited in all buildings owned and operated by the University of Chicago, including dormitories. Smoking is permitted outside a building, but not within 15 feet of the entrance.

Rules also prohibit the following in the residence halls:

- electric coffeemakers or electric tea kettles
- gas/charcoal, electric grills (*i.e.*, George Foreman grills)
- halogen lamps
- hot plates, air fryers, crock pots

- microwaves that are not part of a MicroFridge
- toasters and toaster ovens
- refrigerators over 4.0 cubic feet
- portable heating systems
- weapons (including paintball guns, decorative weapons/swords, tasers, knives, and athletic weapons such as bow and arrow or fencing weapons)
- air conditioners
- amplified musical instruments (may not be played in student rooms)
- candles, incense, hookahs, and fireworks
- hoverboards and drones
- lofting kits
- virtual assistants (Google Home, Amazon Echo)
- soft seating/upholstered furniture*
- personal mattresses*
- tampering with fire safety equipment, including smoke/heat detectors and sprinklers

*Please note these items are prohibited to help control pest issues.

Note: Coffeemakers, toasters, and toaster ovens are allowed in apartments with kitchens. In general, if a room does not have a full apartment kitchen, heat-producing appliances are prohibited.

Fire Response Plan

The University of Chicago's fire response plan is summarized by the acronym **RACER**. This fire response plan shall be implemented at all times.

- **Rescue:** Rescue people from the immediate area of smoke and/or fire. Make people aware that there is a fire alarm activation or actual fire within the building.
- **Alarm:** Activate the nearest fire alarm pull station. In campus buildings, contact the University of Chicago Police Department at **123** when calling from a University telephone, or **773.702.8181** when calling from a non-University telephone.
- **Contain:** Contain the smoke or fire by closing all windows and doors to rooms, stairwells, and corridors.
- **Extinguish:** Extinguish the fire using the appropriate fire extinguisher for the type of fire being fought. Only attempt to fight the fire if you are comfortable using a fire extinguisher and if the fire is small, contained, and not spreading beyond the immediate area.
- **Relocate:** Relocate to a safe area. In campus buildings, relocate outside of the building and away from the main entrance.

Policies regarding Safety Education and Training

At the beginning of the academic year, a memo identifying the procedures to follow in case of fire, specific to each dormitory, is emailed to each resident. In addition, a brochure that explains sprinklers is distributed to residents via email. This information is reviewed by staff at the first House meeting.

Fire safety and evacuation training is provided to all new employees upon initial employment and then annually thereafter. Components of this training include fire types and their causes, fire response plans, alarm systems, fire extinguishers and instruction on their use, building evacuation, and procedures for persons with disabilities.

**TABLE 1 Main Campus
On-Campus Student Housing Facility Fire Safety Systems:
2021-22***

Location	System	Systems	Present	Sprinkler Systems
Burton-Judson Courts	Class I	100%	Yes	100%
Campus North Residential Commons	Class I	100%	Yes	100%
International House	Class I	100%	Yes	100%
Max Palevsky Residential Commons	Class I	100%	Yes	100%
Renee Granville-Grossman Residential Commons	Class I	100%	Yes	100%
Snell-Hitchcock Hall	Class I	100%	Yes	100%
Stony Island Hall	Class I	100%	Yes	100%
Woodlawn Residential Commons***	Class I	100%	Yes	100%
6011 S. Ingleside Apts.	**	100%	No	0%
6022 S. Drexel Apts.	**	100%	No	0%
6044 S. Ingleside Apts.	**	100%	No	0%
6051 S. Drexel Apts.	**	100%	No	0%
6054 S. Ingleside Apts.	**	100%	No	0%

*This table refers to the University's main campus in Hyde Park

**Units covered by individual smoke detectors

***Opened in fall 2020

**TABLE 2 Marine Biological Laboratory
On-Campus Student Housing Facility Fire Safety Systems: 2021-22**

Location	Alarm System	Beds Protected by Fire Detection Systems	Pull Stations Present	Beds Protected by Sprinkler Systems
Brick Apartment Bldg.	Class I	100%	Yes	0%
Brick Dorm	Class I	100%	Yes	0%
David House	Class I	100%	Yes	0%
Drew House	Class I	100%	Yes	0%
Ebert Hall	Class I	100%	Yes	100%
Marshview Farm	Local	100%	Yes	0%
11 North Street	Local	100%	Yes	100%
Smith Cottage	Class I	100%	Yes	0%
Swope	Class I	100%	Yes	0%
Veeder House	Class I	100%	Yes	0%

**TABLE 3 Main Campus
Fires in On-Campus Student Housing and Their Causes: 2021**

Residential Facility/ Address	Total Fires in Each Building	Fire Number	Date	Cause	Injuries	Deaths	Property Damage Value*
Burton-Judson Courts 1005 E. 60th St.	0	0	N/A	N/A	N/A	N/A	N/A
Campus North Residential Commons 5500 S. University Ave.	0	0	N/A	N/A	N/A	N/A	N/A
International House 1414 E. 59th St.	0	0	N/A	N/A	N/A	N/A	N/A
Max Palevsky Residential Commons 1101 E. 56th St.	0	0	N/A	N/A	N/A	N/A	N/A
Renee Granville-Grossman Residential Commons 6031 S. Ellis Ave.	0	0	N/A	N/A	N/A	N/A	N/A
Snell-Hitchcock Hall 1009 E. 57th St.	0	0	N/A	N/A	N/A	N/A	N/A
Stony Island Hall 5700 S. Stony Island Ave.	0	0	N/A	N/A	N/A	N/A	N/A
Woodlawn Residential Commons** 1156 E. 61st St.	4	1	11/20/21	Unknown	N/A	N/A	\$1,905.69
		2	11/21/21	Unknown	N/A	N/A	\$1,014.00
		3	12/07/21	Intentional	N/A	N/A	\$19,353.14
		4	12/09/21	Accidental	N/A	N/A	\$343
6011 S. Ingleside Apartments 6011-27 S. Ingleside Ave.	0	0	N/A	N/A	N/A	N/A	N/A
6022 S. Drexel Apartments 6022 S. Drexel Ave.	1	1	01/08/21	Unattended Cooking	N/A	N/A	\$0
6044 S. Ingleside Apartments 6044 S. Ingleside Ave.	0	0	N/A	N/A	N/A	N/A	N/A
6051 S. Drexel Apartments 6051-57 S. Drexel Ave.	0	0	N/A	N/A	N/A	N/A	N/A
6054 S. Ingleside Apartments 6054-56 S. Ingleside Ave.	0	0	N/A	N/A	N/A	N/A	N/A

*Values are in dollars.

**Opened in fall 2020

**TABLE 4 Main Campus
Fires in On-Campus Student Housing and Their Causes: 2020**

Residential Facility/ Address	Total Fires in Each Building	Fire Number	Date	Cause	Injuries	Deaths	Property Damage Value*
Burton-Judson Courts 1005 E. 60th St.	0	0	N/A	N/A	N/A	N/A	N/A
Campus North Residential Commons 5500 S. University Ave.	0	0	N/A	N/A	N/A	N/A	N/A
International House 1414 E. 59th St.	0	0	N/A	N/A	N/A	N/A	N/A
Max Palevsky Residential Commons 1101 E. 56th St.	0	0	N/A	N/A	N/A	N/A	N/A
Renee Granville-Grossman Residential Commons 6031 S. Ellis Ave.	0	0	N/A	N/A	N/A	N/A	N/A
Snell-Hitchcock Hall 1009 E. 57th St.	0	0	N/A	N/A	N/A	N/A	N/A
Stony Island Hall 5700 S. Stony Island Ave.	0	0	N/A	N/A	N/A	N/A	N/A
Vue53 1330 E. 53rd St.	0	0	N/A	N/A	N/A	N/A	N/A
Woodlawn Residential Commons** 1156 E. 61st St.	0	0	N/A	N/A	N/A	N/A	N/A
6011 S. Ingleside Apartments 6011-27 S. Ingleside Ave.	0	0	N/A	N/A	N/A	N/A	N/A
6022 S. Drexel Apartments 6022 S. Drexel Ave.	0	0	N/A	N/A	N/A	N/A	N/A
6044 S. Ingleside Apartments 6044 S. Ingleside Ave.	0	0	N/A	N/A	N/A	N/A	N/A
6051 S. Drexel Apartments 6051-57 S. Drexel Ave.	0	0	N/A	N/A	N/A	N/A	N/A
6054 S. Ingleside Apartments 6054-56 S. Ingleside Ave.	0	0	N/A	N/A	N/A	N/A	N/A

*Values are in dollars.

**Opened in fall 2020

**TABLE 5 Main Campus
Fires in On-Campus Student Housing and Their Causes: 2019**

Residential Facility/ Address	Total Fires in Each Building	Fire Number	Date	Cause	Injuries	Deaths	Property Damage Value*
Burton-Judson Courts 1005 E. 60th St.	0	0	N/A	N/A	N/A	N/A	N/A
Campus North Residential Commons 5500 S. University Ave.	3	1	2/13/19	Cooking Fire	N/A	N/A	\$0
		2	5/21/19	Cooking Fire	N/A	N/A	\$0
		3	10/22/19	Unattended Cooking	N/A	N/A	\$0
International House 1414 E. 59th St.	0	0	N/A	N/A	N/A	N/A	N/A
Max Palevsky Residential Commons 1101 E. 56th St.	0	0	N/A	N/A	N/A	N/A	N/A
Renee Granville-Grossman Residential Commons 6031 S. Ellis Ave.	0	0	N/A	N/A	N/A	N/A	N/A
Snell-Hitchcock Hall 1009 E. 57th St.	0	0	N/A	N/A	N/A	N/A	N/A
Stony Island Hall 5700 S. Stony Island Ave.	0	0	N/A	N/A	N/A	N/A	N/A
Vue53 1330 E. 53rd St.	0	0	N/A	N/A	N/A	N/A	N/A
6011 S. Ingleside Apartments 6011-27 S. Ingleside Ave.	0	0	N/A	N/A	N/A	N/A	N/A
6022 S. Drexel Apartments 6022 S. Drexel Ave.	0	0	N/A	N/A	N/A	N/A	N/A
6044 S. Ingleside Apartments 6044 S. Ingleside Ave.	0	0	N/A	N/A	N/A	N/A	N/A
6051 S. Drexel Apartments 6051-57 S. Drexel Ave.	0	0	N/A	N/A	N/A	N/A	N/A
6054 S. Ingleside Apartments 6054-56 S. Ingleside Ave.	0	0	N/A	N/A	N/A	N/A	N/A

*Values are in dollars.

**TABLE 6 Marine Biological Laboratory
Fires in On-Campus Student Housing and Their Causes: 2021**

Location	Total Fires in Each Building	Fire Number	Date	Cause	Injuries	Deaths	Property Damage Value*
Brick Apartment Bldg. 17 Albatross St.	0	N/A	N/A	N/A	N/A	N/A	N/A
Brick Dorm 17 Albatross St.	0	N/A	N/A	N/A	N/A	N/A	N/A
David House 27 Albatross St.	0	N/A	N/A	N/A	N/A	N/A	N/A
Drew House 8 North St.	0	N/A	N/A	N/A	N/A	N/A	N/A
Ebert Hall 24 MBL St.	0	N/A	N/A	N/A	N/A	N/A	N/A
Marshview Farm (Newburyport) 11 North St.	0	N/A	N/A	N/A	N/A	N/A	N/A
Smith Cottage 33 Bar Neck Rd.	0	N/A	N/A	N/A	N/A	N/A	N/A
Swope 5 North St.	0	N/A	N/A	N/A	N/A	N/A	N/A
Veeder House 25 Albatross St.	0	N/A	N/A	N/A	N/A	N/A	N/A

*Values are in dollars.

**TABLE 7 Marine Biological Laboratory
Fires in On-Campus Student Housing and Their Causes: 2020**

Location	Total Fires in Each Building	Fire Number	Date	Cause	Injuries	Deaths	Property Damage Value*
Brick Apartment Bldg. 17 Albatross St.	0	N/A	N/A	N/A	N/A	N/A	N/A
Brick Dorm 17 Albatross St.	0	N/A	N/A	N/A	N/A	N/A	N/A
David House 27 Albatross St.	0	N/A	N/A	N/A	N/A	N/A	N/A
Drew House 8 North St.	0	N/A	N/A	N/A	N/A	N/A	N/A
Ebert Hall 24 MBL St.	0	N/A	N/A	N/A	N/A	N/A	N/A
Marshview Farm (Newburyport) 11 North St.	0	N/A	N/A	N/A	N/A	N/A	N/A
Smith Cottage 33 Bar Neck Rd.	0	N/A	N/A	N/A	N/A	N/A	N/A
Swope 5 North St.	0	N/A	N/A	N/A	N/A	N/A	N/A
Veeder House 25 Albatross St.	0	N/A	N/A	N/A	N/A	N/A	N/A

*Values are in dollars.

**TABLE 8 Marine Biological Laboratory
Fires in On-Campus Student Housing and Their Causes: 2019**

Location	Total Fires in Each Building	Fire Number	Date	Cause	Injuries	Deaths	Property Damage Value*
Brick Apartment Bldg. 17 Albatross St.	0	N/A	N/A	N/A	N/A	N/A	N/A
Brick Dorm 17 Albatross St.	0	N/A	N/A	N/A	N/A	N/A	N/A
David House 27 Albatross St.	0	N/A	N/A	N/A	N/A	N/A	N/A
Drew House 8 North St.	0	N/A	N/A	N/A	N/A	N/A	N/A
Ebert Hall 24 MBL St.	0	N/A	N/A	N/A	N/A	N/A	N/A
Marshview Farm (Newburyport) 11 North St.	0	N/A	N/A	N/A	N/A	N/A	N/A
Smith Cottage 33 Bar Neck Rd.	0	N/A	N/A	N/A	N/A	N/A	N/A
Swope 5 North St.	0	N/A	N/A	N/A	N/A	N/A	N/A
Veeder House 25 Albatross St.	0	N/A	N/A	N/A	N/A	N/A	N/A

*Values are in dollars.

Appendix V: Emergency Communications Plan and Evacuation Procedures

Policy

It is the policy of the University of Chicago to maintain a comprehensive emergency communications plan. This plan includes multi-point communications capable of reaching our entire community as quickly as possible, outlining a risk, and advising members of the community on how to maximize their safety.

Purpose

The purpose of this policy is to ensure emergency information is communicated in a timely manner.

The University of Chicago will, without delay, and taking into account the safety of the community, determine the content of the emergency notification and initiate the notification system, unless issuing the notification will compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Definitions

Emergency: an event, planned or unplanned, that threatens the health or safety of University students, faculty, other academic appointees, staff, and visitors, requiring immediate action.

Phase I is triggered when the need to issue instruction to the campus community arises at the onset of the emergency.

Phase II occurs when there is a need to provide updates to the campus community during the emergency or to issue an all clear.

Authority and Responsibility

Department of Safety & Security

The Department of Safety & Security will typically be made aware of emergency situations by receiving a call to the UCPD Emergency Communications Center. Upon confirmation of an emergency or threat, either by emergency personnel or a firsthand witness, the Associate Vice President for Safety and Security or his/her designee will determine if an alert to the entire campus or a segment of the campus is appropriate. This is based on the size, scope, and complexity of the emergency and the potential affected area(s) or persons. These messages can be immediately sent by Emergency Communications Center personnel or other authorized users through a secure web-based platform. While a number of pre-scripted messages are available, the exact message content is determined by the Associate Vice President for Safety and Security or his/her designee based upon the particular circumstances of the emergency. This is an example of a Phase I alert.

As an emergency situation escalates, or is resolved, the University will send additional alerts to update the appropriate segment(s) of the campus community. This type of communication may describe the nature of the risk, include specific actions to be taken, or declare the emergency no longer exists (all clear). This is an example of a Phase II alert.

In situations where time allows, the Department of Safety & Security may consult with others, such as representatives of University Communications or Campus and Student Life, regarding these communications.

University Communications

The Vice President for Communications or his/her designee serves as the primary coordinator of public information in a major emergency situation, assisting the University administration in gathering key information and disseminating it.

The Vice President for Communications or his/her designee also coordinates preparation of all news releases, provides timely status reports to the University community, identifies content restrictions for news release information from the On-Scene Incident Commander, and coordinates all media responses.

Communication Modalities

The University uses several overlapping communication modalities to notify the campus community of emergency situations. Any or all of these modalities may be used based on the particular circumstances of the emergency.

The primary means of notifying the campus community in the event of an emergency is the cAlert system. This system enables simultaneous, broad-based emergency communications through email, text messages, and mobile and landline telephone calls.

Other communication modalities include:

1. Internal public address system (where applicable)
2. University websites
3. Public radio and television
4. Two-way radio
5. Public address system from police vehicles

International Crises Management Plan

The University has developed a Protocol for International Crises Management (Protocol) in the event international crises impact the health or safety of University students, faculty, postdoctoral researchers, other academic appointees, or staff who are engaging in University programs or business outside the continental United States, including those at the University's foreign campuses and centers. The Protocol creates a framework that will allow an identified cross-constituency group, the First Alert Team, to react in an organized, responsible, and coordinated way when international crises arise.

Permanent members of the First Alert Team are:

- Executive Director of Risk Management
- Director of Emergency Management and Communications
- Director of the Office of International Affairs
- Director of Fellowships and Writing
- Senior Associate Director of Global Initiatives and Strategy
- Assistant Vice President for Student Life
- Assistant Vice President of Communications
- Associate Dean of International Education
- Assistant Director of Study Abroad

The University's response to international crises is coordinated by the unit, school, department, or office responsible for the program or activity, or for the students, faculty, other academic appointees, postdoctoral researchers, or staff participating in that program or activity, and the First Alert Team. In all but the most severe circumstances, the academic unit or administrative unit has primary responsibility for managing the crises in consultation with the First Alert Team, as necessary. In serious wide-scale international crises, the unit, school, department, or office with responsibility for the international program or activity, or for the students, faculty, other academic appointees, postdoctoral researchers, or staff participating in that program or activity, will notify the co-chairs of the First Alert Team, which will allow the First Alert Team to be activated.

Upon confirmation of an international crisis, by the State Department, the Centers for Disease Control, or other appropriate entity, the Vice President for Communications or his/her designee will work with affected units and the First Alert Team to determine whether an emergency communication should be sent, identify the appropriate individuals to notify, and create and implement a communications strategy for internal and external audiences. The Vice President for Communications or his/her designee is the only person authorized to speak to the media on behalf of the University during an international crisis.

Communication modalities will vary depending on the nature of the crisis and the availability of working communications infrastructure, and may include: telephone, cell phone, and text communication; posting to the University's website, the Communications Office's website, or the unit- or program-specific website; and/or a targeted email.

Evacuation Procedures

When an emergency situation occurs, it may be necessary to temporarily evacuate part of a building, an entire building, a number of buildings, or an entire campus.

A building will be closed if, in the judgment of the On-Scene Incident Commander, the facility is unsafe (e.g., if the building is contaminated with hazardous substances, or unsafe due to severe damage caused by fire or other emergencies). When a total building or partial building must be evacuated due to conditions making it no longer safe to remain inside a building or a specific area within a building, a fire alarm will be sounded or other emergency communication will be used. In those circumstances, occupants must take the following actions:

- Initiate the appropriate evacuation procedure for the particular building or area by following exit signs to the nearest available exit. (Building occupants should be familiar with the location of all exits from their area/building.)
- Exit the building and go to their unit's predetermined meeting site; do not congregate at the entrance of the building.
- Do not use elevators in the building; only use stairways.
- Do not re-enter the building unless the all clear has been given.
- Use pre-established procedures for persons with disabilities (see **Evacuation Procedures for Persons with Disabilities**).
- Relocate to alternate sheltering site(s) if necessary due to weather or the amount of time the building must remain vacant (see the University's Emergency Management Plan at emergency.uchicago.edu).

When a portion or an entire sector(s) of the campus needs to be evacuated, the On-Scene Incident Commander will facilitate the dissemination of information regarding the duration of the evacuation as it becomes available to building occupants after they arrive in their pre-determined alternate shelter or in advance through one or more emergency notification systems, if appropriate. The direction of flight and

the means of transport will be determined by the specifics of the incident (e.g., type of incident, wind direction, weather).

When an entire campus must be evacuated, an evacuation typically would be ordered by the city in which the campus is located in connection with the activation of the city's emergency operations plan.

In the event a foreign evacuation is required due to medical emergency, political unrest, or a natural disaster in the area of travel, the University maintains insurance that provides certain benefits to students, faculty, other academic appointees, and staff to coordinate travel. The International Crisis Management Team will determine whether to activate such evacuation resources.

Annual Testing of the Emergency Response and Evacuation Procedures

The Department of Safety & Security is responsible for testing all emergency notification systems to ensure proper functionality and high availability, and to report maintenance needs in a timely manner.

Testing is completed annually and announced in advance of the testing date. Evacuation procedures are also tested on an annual basis with the members of the Emergency Management Team and other campus stakeholders.

All tests are documented and later evaluated by the University Emergency Management Team, which includes representation by more than 20 University departments, including: the University of Chicago Police Department, Environmental Health and Safety, Facilities Services, Information Technology Services, University Communications, Campus and Student Life, Risk Management, and the University of Chicago Medicine. The evaluation is used to analyze results and performance, and identify any potential enhancements. The record of testing is maintained by the Department of Safety & Security.

Appendix VI: Timely Security Alert Policy and Guidelines

The University of Chicago is committed to providing a secure environment for the campus community. As part of that effort, the University offers a variety of communications about safety issues, including daily logs of incidents handled by University police, periodic emails from the Department of Safety & Security leadership, cAlert messages that notify the campus community via phones, text messaging, email, and other channels of significant campus emergencies (Appendix IV), and timely security alerts, which are described below.

I. Policy

The University of Chicago issues timely security alerts when incidents reported to the University of Chicago Police Department (UCPD) or other Campus Security Authorities¹ represent continuing threats to the campus community. The goal of sending a timely security alert is to give members of the campus community information that will allow them to adjust their behavior to protect their personal safety.

Decisions regarding whether to issue a timely security alert are made on a case-by-case basis by the Associate Vice President for Safety & Security (or designee), taking into account the nature and location of the crime and whether there is a continuing threat to the campus community. The Associate Vice President for Safety & Security (or designee) will consult with the Vice President for Communications (or designee) and the Dean of Students in the University (or designee) regarding the alert, unless time does not allow, and may consult with the Vice President and General Counsel (or designee) and the Title IX Coordinator for the University (or designee).

When enough details about the incident are known to provide useful information to the campus community, the Associate Vice President for Safety & Security (or designee) will send a timely security alert via the bulk email system and the Security Alert listserv. (A timely security alert via email is different from a cAlert, which is used only in the event of a significant campus emergency and employs multiple forms of instant communication, such as phone calls and text messages²). Timely security alerts may be sent by the Vice President for Communications (or designee) or the Dean of Students in the University (or designee) if the incident is reported to a Campus Security Authority other than UCPD. For the University's centers abroad, timely security alerts will be sent by the Centers' Directors (or designees), and for the Marine Biological Laboratory, timely security alerts will be sent by its Campus Security Manager or the Campus Security Officer on duty (or designee).

Timely security alerts will normally include the date, time, and a description of the incident, as well as other information that may aid in the prevention of similar crimes. Timely security alerts will not include the names or other identifying information of victims. An alert may not be sent if there are factors that reduce the level of threat to the community, such as an arrest, or if there is a risk of compromising law enforcement efforts or efforts to assist a victim. If a timely security alert is not issued, a report may be included in a security alert the next day, or may be included on the University's Staying Safe web page at safety-security.uchicago.edu/services/security_alerts.

II. Guidelines

In accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act") and the Policy set forth above, timely security alerts will be issued for all Clery Act crimes occurring in Clery Act geography, which are reported to Campus Security Authorities³ and considered to represent a continuing threat to the campus community.

Clery Act crimes include: aggravated assault, arson, burglary, dating violence, domestic violence, hate crimes, motor vehicle theft, murder and non-negligent manslaughter, negligent manslaughter, robbery, sex offenses (both forcible and non-forcible), and stalking.⁴

Clery Act geography includes: campus (including residence halls), non-campus buildings or property, and public property, as defined by the Clery Act.⁵

Notes

1. In addition to UCPD, the University's Campus Security Authorities include: Deans of Students and their professional staffs, Deans-on-Call, Sexual Assault Deans-on-Call, academic advisers in all divisions, student organization advisers, Housing & Residence Life staff, athletic coaches, and sport club advisers.
2. The Emergency Communications Plan and Evacuation Procedures are set forth in Appendix V of the *Annual Security and Fire Safety Report*.
3. Crimes that are reported to the Chicago Police Department, but not to UCPD or other Campus Security Authorities, normally will not be the subject of timely security alerts. Information regarding those crimes will be available online at gis.chicagopolice.org.
4. Under the Clery Act, crimes are classified in accordance with the Federal Bureau of Investigation's ("FBI's") *Uniform Crime Reporting Handbook*. For sex offenses, the definitions from the FBI's *National Incident-Based Reporting System* are followed. Hate crimes are classified in accordance with the FBI's *Uniform Crime Reporting Hate Crime Data Collection Guidelines and Training Guide for Hate Crime Data Collection*.
5. The Clery Act definitions for campus, non-campus, and public property can be found in Appendix IX: Clery Act Definitions of the *Annual Security and Fire Safety Report*.

Appendix VII: Violence Prevention Policy and Behavioral Intervention Team

The University of Chicago affirms its long-standing commitment to robust intellectual dialogue and disagreement, and to civil conduct on campus and in its programs.

When someone, whether a member of the University of Chicago community or not, jeopardizes that environment or threatens a person or people with violence, the University must call upon its full resources to promptly assess the situation, intervene as appropriate, and support those who raised concerns about the threat and others who may be involved.

In our vibrant and diverse community, distinguishing between exceptional creativity and quirky behavior on the one hand and genuinely aberrant behavior on the other can sometimes be difficult. Preventing violence on campus depends on members of the University community identifying and communicating behaviors of concern. Early identification of a concern allows University officials, if appropriate, to reach out to an individual or individuals, evaluate the circumstances, provide resources, reduce his or her stress if relevant, and avoid or minimize harm to the individual and others. Our process aims to promote early voicing of concerns and to be supportive, not punitive, while at the same time making campus safety paramount. Noticing the behaviors of those around you is an essential element of campus safety and the responsibility of all members of the community.

The University's Behavioral Intervention Team and **Concerning Behavior Reporting Form** are available for anyone to share information about any individual who may be planning or is at risk of engaging in violence, who has planned a violent act, or who may be the intended victim of a violent act. Intervention consists of a process to identify and respond to students, employees (faculty, staff, other academic appointees, and postdoctoral researchers), and others who may pose a danger to themselves or others on campus, and to distinguish them from (1) those who may simply be struggling and in need of assistance and resources from other parts of the University or beyond, and from (2) those whose behavior may be unusual but not threatening or distressed. The mission of the multi-disciplinary Behavioral Intervention Team is to assess concerns that an individual poses, or may reasonably pose, a threat of violence to self, others, or the University community, and to initiate an intervention designed to avert the threat if it exists. The purpose of the Behavioral Intervention Team is to respond appropriately to concerns expressed about behaviors exhibited by anyone—students, employees, tenants, visitors, and unaffiliated persons—before a critical incident so that the campus remains a safe and secure working and learning environment.

There are many behaviors that cause concern for the safety and well-being of an individual or the campus community and clearly violate fundamental principles and policies of our community. The following is not an exhaustive list but provides examples of behaviors or situations that may indicate risk to the safety of an individual, others, or our community.

- Specific threats to another person, group of people, or the community;
- Statements indicating approval of the use of violence to resolve a problem;
- Articulated plans to bring weapons to the workplace, classroom, or living spaces, or to use a weapon to harm a person, group of people, or the community; or
- Threatening postings on posters, flyers, websites, or other media.

Other behaviors, while not violations of our principles and policies, also raise concerns and may, in certain circumstances, warrant intervention by the Behavioral Intervention Team or by another resource. Sometimes it can be difficult to determine if such behaviors indicate a threat to self or to others; the Behavioral Intervention Team is trained and available to do so. Examples of behaviors that may, particularly in combination, or may not indicate a threat include:

- Indication that someone wishes to die or is willing to die;
- Significant changes in behavior that suggest that an individual is in severe distress;
- Outbursts of anger, especially uncharacteristic outbursts;
- Signs of isolation or withdrawal from the community;
- Bullying behavior;
- Display of paranoia, distrust, and devaluation of others;
- Numerous conflicts with and alienation of others;
- Preoccupation with weapons, violent events, or persons who have engaged in violent acts;
- Extreme reaction to a loss or traumatic event; or
- Uncharacteristically poor performance at work or in academics.

If you are aware of an emergency or have an immediate safety concern, immediately call UCPD at **773.702.8181** or **123** from a campus phone or **911** when appropriate. If you are concerned about someone's behavior, and it is not an emergency, contact a member of the Behavioral Intervention Team or complete the **Concerning Behavior Reporting Form**.

If you have a concern about a person or situation, even if you think it may be nothing, you are urged to share the information. The information you provide, no matter how trivial it may seem by itself, may be critical to understanding a broader picture of concerning behavior.

You will need to share the name of the person you are concerned about, the behavior you observed and/or communication that worried you, and (ideally) your name. While the Behavioral Intervention Team and the **Concerning Behavior Reporting Form** accept anonymous reports, if you do not identify yourself, the Behavioral Intervention Team will have fewer options to address the situation that concerns you.

If you report concerns, your identity and the information you share will be treated privately and as confidentially as feasible, with your safety and the safety of others in mind. The information you provide will be used to respond to the situation respectfully, appropriately, timely, and with the dignity of all parties involved in mind. The Behavioral Intervention Team members will gather information, assess the potential threat, and, when appropriate, develop and implement a plan to help and support the individual and the safety of the University community.

Behavioral Intervention Team

Ingrid Gould

Associate Provost for Faculty Affairs

igould@uchicago.edu

773.702.8846

Eric M. Heath

Associate Vice President for Safety and Security

emheath@uchicago.edu

773.834.1274

Meeta A. Kumar, PhD

Director, Counseling and Psychiatry, UChicago Student Wellness

kumarm@uchicago.edu

773.702.9800

Brett Leibsker

Director, Employee and Labor Relations

bleibsker@uchicago.edu

773.834.2657

Chair

Michele Rasmussen

Dean of Students in the University

mrasmussen@uchicago.edu

773.702.7770

Ted Stamatakos

Senior Associate General Counsel

stamatak@uchicago.edu

773.702.7516

Appendix VIII: Drug and Alcohol Policies

Drug-Free Schools and Communities Act Amendments

The Drug-Free Schools and Communities Act Amendments of 1989 require an institution of higher education, as a condition of receiving funds or any other form of financial assistance under any federal program, to certify that it has adopted and implemented a drug prevention program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. As part of its drug prevention program for students and employees, the University of Chicago annually distributes in writing to each student and employee the following information:

1. Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities
2. A description of the applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol
3. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol
4. A description of available drug and alcohol counseling, treatment, or rehabilitation or re-entry programs
5. A clear statement of the disciplinary sanctions that the University will impose on students and employees who violate the standards of conduct

The University conducts biennial reviews of its drug and alcohol abuse prevention programs to determine their effectiveness, implement changes as needed, and ensure that the disciplinary sanctions are consistently enforced.

The University of Chicago fully supports the objectives of these laws and their related regulations. The University recognizes both alcohol and drug abuse as potential health, safety, and security problems. The University expects its students and employees to cooperate in maintaining a University environment free from the effects of alcohol and other drugs and to comply with this policy.

Standards of Conduct at the University of Chicago

All members of the University community are responsible for being familiar and complying with the requirements of federal and Illinois statutes and Chicago ordinances concerning the consumption, possession, and sale of alcohol and other drugs. The University expects each member of the community to be responsible for his or her own conduct and the consequences of that conduct.

The University recognizes both alcohol and drug abuse as potential health, safety, and security problems. The University expects faculty, students, and staff to assist in maintaining a University environment free from the effects of alcohol and other drugs.

The University prohibits all students and employees from the unlawful manufacture, possession, use, distribution, sale, or purchase of alcohol and other drugs on University premises or as part of any University activity, and from working under the influence of alcohol, drugs (including marijuana), or other intoxicating substances. The only exception to this

provision applies to moderate consumption and/or possession of alcohol on University premises at approved functions (e.g., receptions) by those legally permitted to consume or distribute alcohol. Such functions must comply with all applicable University guidelines.

In addition, all student employees are required to be able to perform their jobs. If an employee may be impaired by medication taken according to a doctor's prescription or the medication's directions, he or she is expected to discuss it with his or her supervisor.

Besides the legal restrictions, the following University guidelines govern events on campus at which alcoholic beverages are served:

- Alcoholic beverages may not be served at any event at which undergraduates are present unless prior written approval has been obtained at least two weeks in advance from the Center for Leadership and Involvement or the appropriate area Dean of Students. To obtain a copy of the guidelines and request form, contact the Center for Leadership and Involvement (**Reynolds Club 001, 773.702.8787**) or visit **leadership.uchicago.edu/alcohol-policy**.
- All areas of the University which will serve alcoholic beverages at a function when students will be present must have the servers or a responsible event representative of the function successfully complete alcohol risk management training (UCARE) offered by UChicago Student Wellness and be present the entire length of the function (details at **wellness.uchicago.edu/healthy-living/wellness-programming/alcohol-and-drug-abuse-prevention-programs**).
- All areas of the University that wish to serve alcohol in a University public area (e.g., common rooms, lounges, quadrangles) at an event at which graduate or professional students are likely to be in attendance must, at least one week in advance of the event, consult with the appropriate area Dean of Students and the unit responsible for the particular space allocation, and must designate a faculty or staff member to be present and responsible for the event. Registered graduate and professional student organizations must obtain written authorization to hold such events through the Center for Leadership and Involvement or their area Dean of Students.
- Sufficient amounts of non-alcoholic beverages must be available at all University functions where alcohol is available. Further, appropriate quantities of non-salty food must be served at all such events. In any notices or advertisements regarding the event, references to the availability of alcohol must equally reference the availability of non-alcoholic beverages, and the availability of alcohol may not be emphasized (e.g., by means of larger or bold fonts).
- University officials or agents of the University have the authority to prohibit attendees from bringing alcoholic beverages to a function (including events held in outdoor areas such as the quadrangles) or into a building. Such beverages may be confiscated by the official or agent. Drugs will never be permitted at functions.

Besides these general standards of conduct, areas of the University may also have specific drug and alcohol policies relating to their activities and providing additional details (e.g., Housing & Residence Life, Athletics & Recreation, Center for Leadership and Involvement); please consult them for details.

Legal Sanctions

Various federal and state laws prohibit the possession, distribution, and use of controlled substances, unless in compliance with licensing requirements or a physician's prescription. Moreover, Illinois law prohibits the consumption and possession of alcohol by persons under the age of 21 and the supplying of alcohol to any person under the age of 21. Additionally, Illinois law prohibits the sale of alcoholic beverages except by those licensed

to sell such beverages. Illinois law and City ordinances also prohibit public intoxication to a degree that endangers people or property or annoys people in the vicinity, the operation of a vehicle under the influence of alcohol or other intoxicants, and the consumption of alcohol on a public way. Violation of these laws or other laws relating to drugs and alcohol may result in probation, fines, imprisonment, and permanent criminal record. Violation of drug laws may also result in civil seizure and forfeiture of property used in connection with the offense. A violation may also result in University disciplinary action.

The following sections set forth in some detail federal and state statutes with respect to illicit drug trafficking and possession, and state statutes regarding alcohol use by minors.

Federal Drug Sanctions

Federal law penalizes the manufacture, distribution, possession with intent to manufacture or distribute, and simple possession of drugs (“controlled substances”). Federal penalties and sanctions for the simple possession of a controlled substance are quite severe. The law sets forth sentences and fines that include the following:

- First conviction: up to one-year imprisonment, a fine of at least \$1,000, or both. After one prior drug conviction: at least 15 days in prison, not to exceed two years, and a fine of at least \$2,500. After two or more prior drug convictions: at least 90 days in prison, not to exceed three years, and a fine of at least \$5,000. A special, harsher sentencing provision applies for possession of flunitrazepam (Rohypnol). (21 U.S.C. §844(a))
- Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one-year imprisonment, as well as forfeiture of vehicles, boats, aircraft, or any other conveyance used to transport or conceal a controlled substance. (21 U.S.C. §§853(a) & 881(a))
- Denial of federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to one year imprisonment for the first offense and up to five years for the second or subsequent offense. (21 U.S.C. §862)
- Ineligibility to receive or purchase a firearm after a second or subsequent conviction. (18 U.S.C. §922(g))

Moreover, revocation of certain federal licenses and benefits (e.g., pilot licenses, public housing tenancy) are vested within the authorities of individual federal agencies.

These penalties may be doubled, however, when a person at least 18 years old: (1) distributes a controlled substance to a person under 21 years of age (a term of imprisonment for this offense shall not be less than one year), and/or (2) distributes, possesses with intent to distribute, or manufactures a controlled substance in or on, or within 1,000 feet of, the real property comprising a public or private elementary or secondary school, or a public or private college. (21 U.S.C. §§859 & 860)

Federal penalties and sanctions for trafficking in controlled substances are considerably more severe than those outlined previously for simple possession. Table A prepared by the Department of Justice outlines federal trafficking penalties for substances covered by the Controlled Substances Act.

State Drug Sanctions

Illinois statutes also cover a wide range of drug offenses: 720 ILCS 550/1, et seq. and 410 ILCS 705/1, et seq. (cannabis); 720 ILCS 570/401, et seq. (other controlled substances). Sentences and fines for simple possession of various controlled substances are outlined in Table B.

In addition to the sanctions listed in this table, the following additional penalties for possession of an illegal substance are prescribed by Illinois law.

- Possession of cannabis plants may result, depending on the number of plants, in prison terms of up to 15 years and fines of up to \$100,000 plus costs.
- As with federal law, Illinois law provides much stiffer penalties for trafficking in a controlled substance. Sentences and fines for the manufacture of, delivery of, or possession with intent to deliver controlled substances are outlined in Table C.

In addition to these sanctions, the following additional penalties are prescribed by Illinois law. Conviction for the following may result in imprisonment, a fine, or both up to double the maximum otherwise authorized:

- Conviction for a second or subsequent offense under the Controlled Substances Act. A prior conviction under federal law or the law of any other state makes a conviction under Illinois law a second offense.
- Conviction for “cannabis trafficking” of 2,500 grams or more or for “controlled substances trafficking” (*i.e.*, bringing these items into Illinois for purposes of manufacture or delivery).
- Conviction for delivery of a controlled substance by a person over 18 to a person under 18.
- Conviction for delivery of cannabis (marijuana or hashish) by a person over 18 to a person under 18 who is at least three years younger.
- Conviction for delivery of a controlled substance to a woman known to be pregnant.

A person over 18 who uses another person under 18 to deliver controlled substances may be sentenced to imprisonment for a term up to three times the maximum otherwise authorized.

Violation of certain provisions of the Controlled Substances Act in or on the grounds of any school or other protected area (e.g. church, nursing home), or within 500 feet of the same, may increase the felony status (and prison term) and maximum potential fine.

Participation in any conspiracy with respect to cannabis may result in imprisonment for two to five years and a fine of up to \$200,000 plus certain forfeitures.

Federal and State Fake ID Sanctions

Under Illinois law, knowingly possessing or using a driver’s license or identification card that is “fraudulent” (*i.e.*, produced by someone other than a government office) is a Class 4 felony punishable by one to three years imprisonment and up to \$25,000. The manufacture, sale, or transfer of an identification card that is fraudulent is a Class 3 felony punishable by two to five years imprisonment and up to \$25,000.

Knowingly possessing or using a “fictitious” identification (a genuine identification with false information) is a Class 4 felony punishable by one to three years imprisonment and up to \$25,000. Using someone else’s identification or lending or allowing another to use an identification card is a Class A misdemeanor and shall be sentenced to a minimum fine of \$500 or 50 hours of community service.

In addition, persons under 21 who present or offer false evidence for purposes of obtaining or purchasing alcohol shall be fined between \$500 and \$2,500, must perform at least 25 hours of community service, and may be jailed for up to one year. Persons under 21 who present or offer to a cannabis business any written or oral evidence of age that is false, fraudulent, or not actually the person’s own, for the purpose of purchasing or attempting to purchase marijuana or marijuana products, shall be guilty of a Class A misdemeanor punishable by up to one year in prison and up to \$2,500.

Under federal law, the knowing use, transfer, or possession of identification of another person with the intent to commit any unlawful activity is punishable by up to five years imprisonment and a fine of up to \$250,000. If, as a result of the offense, however, the individual committing the offense obtains anything of value aggregating to \$1,000 or more during any one-year period, then it is punishable by up to 15 years imprisonment and a fine of up to \$250,000.

State Alcohol Sanctions

Persons under 21 who possess, consume, purchase, or accept alcohol may be imprisoned for up to one year and fined up to \$2,500, with limited exceptions. Illinois law also provides for a prison term up to one year and a fine of up to \$2,500 for knowingly providing alcohol to persons under 21.

City Alcohol Sanctions

Under the Chicago Municipal Code, it is unlawful for any person to drink any alcoholic liquor on any public way or in a motor vehicle upon a public way in the city of Chicago. Penalties include a fine of not less than \$100 nor more than \$500, and/or punishment by imprisonment for a period of six months.

Miscellaneous

Revocation of certain federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual federal agencies. **Note:** *These are only federal penalties and sanctions. Additional state penalties and sanctions may apply.*

University Sanctions

Besides legal consequences, the unlawful possession, use, or distribution of illicit drugs and alcohol and any violation of the University alcohol and other drug policy by a student or employee may result in appropriate discipline under the student disciplinary system or the employee corrective action procedure. For students, sanctions include, but are not limited to, removal from the University Housing System; discharge from student employment; and warning, probation, suspension, or expulsion from the University. For employees, sanctions include but are not limited to, suspension, termination of employment, disqualification from future employment, and prohibition from accessing University property. The University may refer students or employees for criminal investigation and prosecution. Specific areas of the University (*i.e.*, Housing & Residence Life, Athletics & Recreation) may also take action based on a violation of this general University policy or their specific policies.

For both students and employees, the University retains full and final discretion on whether, when, and under what conditions a student may be reinstated or an employee returned to employment after an instance of alcohol abuse or improper drug use. Student organizations that violate this policy are also subject to sanctions, including, but not limited to, probation and removal of recognized student organization status. The particular sanction in a given case will depend on such factors as the nature of the violation, the seriousness of the offense, and the prior record of the individual or organization, and may include the successful completion of an approved rehabilitation or chemical dependency treatment program.

Any employee (including student employees) convicted of any violation of any criminal drug statute (including misdemeanors) for a violation occurring either on University property or during working hours must notify his or her area Dean of Students (if a student employee); the Employee and Labor Relations Office of Human Resources (**773.702.8905**) (if a non-student staff employee); or the Office of the

Provost (**773.702.5671**) (if an academic employee) within five days of the date of conviction. A conviction includes any plea or finding of guilty, any plea of *nolo contendere* (no contest), and/or any imposition of a fine, jail sentence, or other penalty. Under federal law, if the convicted employee is working on a project funded through a federal grant or contract, the University is required to notify the relevant federal contracting or granting agency within ten days of receiving such notice of conviction.

Health Risks

The use of illicit drugs and the abuse of alcohol and prescription drugs have potential adverse health consequences that may be permanent. These consequences include disorders and dysfunctions that affect the central nervous system, reproductive functioning, cardiovascular and pulmonary systems, and endocrine functioning. Specifically, there are both short- and long-term effects on cognition, memory, retention, information processing, coordination, and athletic and academic performance. The use of illicit drugs and the abuse of alcohol also affect emotional equilibrium, mental well-being, and the ability to make critical decisions. Such use also impairs judgment, which in turn increases one's vulnerability and risk-taking behaviors, including engaging in unprotected sex, which may lead to exposure to HIV and other sexually transmitted diseases and to unplanned pregnancy. The chronic use and abuse of illicit drugs and alcohol have been shown to cause adverse permanent changes in most of the biological systems studied. These changes can lead to severe impairment, disability, and premature death.

Illicit Drugs

The use of any amount of drug—prescription, illicit, or legal—will alter the chemical balance of the body. Misuse of drugs may lead to lifelong chemical dependency, the disease of addiction, and possible death. Abuse and addiction to drugs often cause serious damage to major body organs such as brain, stomach, lungs, liver, kidneys, and heart, as well as the immune and reproductive systems. The sharing of needles when using drugs is known to be a major cause of the spread of HIV. The health risks associated with various controlled substances, prepared by the U.S. Department of Justice, are summarized in Table D.

Alcohol

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than others of becoming alcoholics.

TABLE A

Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance

Federal Trafficking Penalties*

Controlled Substances Act Schedule	Drug	Quantity	1st Offense	2nd Offense
Schedule I and II	Methamphetamine	5 gm or more pure, or 50 gm or more mixture or substance	<ul style="list-style-type: none"> • Not less than 5 years. Not more than 40 years. • If death or serious injury, not less than 20 years or more than life • Fine of not more than \$5 million individual, \$25 million other than individual • Supervised release at least 4 years 	<ul style="list-style-type: none"> • Not less than 10 years. Not more than life. • If death or serious injury, life imprisonment • Fine of not more than \$8 million individual, \$50 million other than individual • Supervised release at least 8 years
	Heroin	100 gm or more mixture or substance		
	Cocaine, Coca Leaves, Ecgonine	500 gm or more mixture or substance		
	Cocaine Base	28 gm or more mixture or substance		
	PCP	10 gm or more pure, or 100 gm or more mixture or substance		
	LSD	1 gm or more mixture or substance		
	Fentanyl	40 gm or more mixture or substance		
	Fentanyl Analogue	10 gm or more mixture or substance		
	Methamphetamine	50 gm or more pure, or 500 gm or more mixture or substance	<ul style="list-style-type: none"> • Not less than 10 years. Not more than life. • If death or serious injury, not less than 20 years or more than life • Fine of not more than \$10 million individual, \$50 million other than individual • Supervised release at least 5 years 	<ul style="list-style-type: none"> • Not less than 15 years. Not more than life. • If death or serious injury, life imprisonment • Fine of not more than \$20 million individual, \$75 million other than individual • Supervised release at least 10 years
	Heroin	1 kg or more mixture or substance		
	Cocaine, Coca Leaves, Ecgonine	5 kg or more mixture or substance		
	Cocaine Base	280 gm or more mixture or substance		
	PCP	100 gm or more pure, or 1 kg or more mixture or substance		
	LSD	10 gm or more mixture or substance		
	Fentanyl	400 gm or more mixture or substance		
	Fentanyl Analogue	100 gm or more mixture or substance		

*Penalties may include prison terms and/or fines.

Federal Trafficking Penalties continued

Controlled Substances Act Schedule	Drug	Quantity	1st Offense	2nd Offense
Schedule I and II	Any quantity of other substances included in Schedules I and II; any quantity of gamma hydroxybutyric acid; or 1 gm of flunitrazepam.	Any	<ul style="list-style-type: none"> • Not more than 20 years • If death or serious injury, not less than 20 years, not more than life • Fine \$1 million individual, \$5 million not individual • Supervised release at least 3 years 	<ul style="list-style-type: none"> • Not more than 30 years • If death or serious injury, life • Fine \$2 million individual, \$10 million not individual • Supervised release at least 6 years
Schedule III	All (included in Schedule III are anabolic steroids, codeine with aspirin or Tylenol, and some barbiturates)	Any	<ul style="list-style-type: none"> • Not more than 10 years • If death or serious injury, not more than 15 years • Fine not more than \$500,000 individual, \$2.5 million not individual • Supervised release at least 2 years 	<ul style="list-style-type: none"> • Not more than 20 years • If death or serious injury, not more than 30 years • Fine not more than \$1 million individual, \$5 million not individual • Supervised release at least 4 years
Schedule IV	All (included in Schedule IV are Darvon, Talwin, Equanil, Valium, and Xanax)	Any	<ul style="list-style-type: none"> • Not more than 5 years • Fine not more than \$250,000 individual, \$1 million not individual • Supervised release at least 1 year 	<ul style="list-style-type: none"> • Not more than 10 years • Fine not more than \$500,000 individual, \$2 million not individual • Supervised release at least 2 years
Schedule V	All (over-the-counter cough medicines with codeine are classified in Schedule V)	Any	<ul style="list-style-type: none"> • Not more than 1 year • Fine not more than \$100,000 individual, \$250,000 not individual 	<ul style="list-style-type: none"> • Not more than 4 years • Fine not more than \$200,000 individual, \$500,000 not individual • Supervised release not more than 1 year

Federal Trafficking Penalties continued

Description	Quantity	1st Offense	2nd Offense
Marijuana	1,000 kg or more mixture or substance, or 1,000 or more plants	<ul style="list-style-type: none"> • Not less than 10 years, not more than life • If death or serious injury, not less than 20 years, not more than life • Fine not more than \$10 million individual, \$50 million other than individual • Supervised release at least 5 years 	<ul style="list-style-type: none"> • Not less than 15 years, not more than life • If there are 2 or more convictions, not less than 25 years • If death or serious injury, life imprisonment • Fine not more than \$20 million individual, \$75 million other than individual • Supervised release at least 10 years
Marijuana	100 kg or more mixture or substance, or 100 or more plants	<ul style="list-style-type: none"> • Not less than 5 years, not more than 40 years • If death or serious injury, not less than 20 years, not more than life • Fine not more than \$5 million individual, \$25 million other than individual • Supervised release at least 4 years 	<ul style="list-style-type: none"> • Not less than 10 years, not more than life • If death or serious injury, life imprisonment • Fine not more than \$8 million individual, \$50 million other than individual • Supervised release at least 8 years
Marijuana, Hashish, Hashish oil	Less than 50 kg marijuana, 10 kg hashish, or 1 kg hashish oil; 1–49 plants**	<ul style="list-style-type: none"> • Not more than 5 years • Fine not more than \$250,000 individual, \$1 million other than individual • Supervised release 2 years 	<ul style="list-style-type: none"> • Not more than 10 years • Fine \$500,000 individual, \$2 million other than individual • Supervised release 4 years

The Controlled Substances Act (1970) places all substances regulated under federal law into one of five schedules based on the substance's medical use, potential for abuse, and safety or dependence liability.

Additional Federal Possession and Trafficking Penalties

21 U.S.C. 844(a) Simple Possession

1st conviction: Up to 1 year imprisonment and/or fined at least \$1,000

**Distributing a small amount of marijuana for no remuneration is treated as simple possession.

After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years, and fined at least \$2,500.

After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years, and fined at least \$5,000.

21 U.S.C. 853(a)(2) and 881(a)(7)

Forfeiture of personal and real property used to possess or facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment.

21 U.S.C. 881(a)(4)

Forfeiture of vehicles, boats, aircraft, or any conveyance used to transport, or to facilitate the transportation, sale, possession, or concealment of, a controlled substance.

21 U.S.C. 862(a) and (b)

Denial of federal benefits such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for the first offense involving possession (5 years for the first offense involving trafficking) and up to 5 years for the second or subsequent offense involving possession (10 years for the second offense involving trafficking and permanently upon the third such offense).

18 U.S.C. 922(g)

Ineligible to receive or purchase a firearm after a single conviction involving trafficking, or after a second or subsequent conviction involving possession.

Miscellaneous

Revocation of certain federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual federal agencies.

Note: These are only federal penalties and sanctions. Additional state penalties and sanctions may apply.

TABLE B**Illinois Penalties for Possession of a Controlled Substance***

Drug	Amount	Felony Status	Prison Term	Fine
Any substance containing HEROIN	15 –< 100 gm	Class 1	4–15 years	Up to \$200,000
	100 –< 400 gm	Class 1	6–30 years	Up to greater of \$200,000 or full street value
	400 –< 900 gm	Class 1	8–40 years	Up to greater of \$200,000 or full street value
	900+ gm	Class 1	10–50 years	Up to greater of \$200,000 or full street value
Any substance containing COCAINE	15 –< 100 gm	Class 1	4–15 years	Up to \$200,000
	100 –< 400 gm	Class 1	6–30 years	Up to greater of \$200,000 or full street value
	400 –< 900 gm	Class 1	8–40 years	Up to greater of \$200,000 or full street value
	900+ gm	Class 1	10–50 years	Up to greater of \$200,000 or full street value
Any substance containing MORPHINE	15 –< 100 gm	Class 1	4–15 years	Up to \$200,000
	100 –< 400 gm	Class 1	6–30 years	Up to greater of \$200,000 or full street value
	400 –< 900 gm	Class 1	6–40 years	Up to greater of \$200,000 or full street value
	900+ gm	Class 1	10–50 years	Up to greater of \$200,000 or full street value
Any substance containing PEYOTE	200+ gm	Class 1	4–15 years	Up to \$200,000
Any substance containing a derivative of BARBITURIC ACID	200+ gm	Class 1	4–15 years	Up to \$200,000
Any substance containing AMPHETAMINE	200+ gm	Class 1	4–15 years	Up to \$200,000
Any substance containing LSD	15 –< 100 gm or 15–199 objects/parts	Class 1	4–15 years	Up to \$200,000
	100 –< 400 gm or 200–599 objects/parts	Class 1	6–30 years	Up to greater of \$200,000 or full street value
	400 –< 900 gm or 600–1,499 objects/parts	Class 1	8–40 years	Up to greater of \$200,000 or full street value
	900+ gm or 1,500+ objects/parts	Class 1	10–50 years	Up to greater of \$200,000 or full street value

Illinois Penalties for Possession of a Controlled Substance continued

Drug	Amount	Felony Status	Prison Term	Fine
Any substance containing METHAMPHETAMINE	<5 gm	Class 3	2–5 years	Up to \$25,000
	5–<15gm	Class 2	3–7 years	Up to \$25,000
	15–<100 gm	Class 1	4–15 years	Up to \$25,000
	100–<400 gm	Class X	6–30 years	Up to \$100,000
	400–<900 gm	Class X	8–40 years	Up to \$200,000
	900+ gm	Class X	10–50 years	Up to \$300,000
Any substance containing PENTAZOCINE, KETAMINE, METHAQUALONE, or PCP	30+ gm	Class 1	4–15 years	Up to \$200,000
Any other substance classified in Schedule I or II as a narcotic drug	200+ gm	Class 1	4–15 years	Up to \$200,000
Any controlled substance other than METHAMPHETAMINE and ANABOLIC STEROID	Any other amount	Class 4	1–3 years	Up to \$25,000

Illinois Penalties for Possession of Marijuana (includes Cannabis Flower)

Amount	Classification	Prison Term	Fine
Up to 10 gm*	Civil Violation—for individuals under 21	NA	\$100–200
>10.0–30.0 gm*	Class B Misdemeanor—for individuals under 21	Less than 6 months	Up to \$1,500
>30.0–100.0 gm	Class A Misdemeanor	Less than 1 year	Up to \$2,500
	Class 4 Felony for 2nd and subsequent offenses	1–3 years	Up to \$25,000
>100.0–500.0 gm	Class 4 Felony	1–3 years	Up to \$25,000
	Class 3 Felony for 2nd and subsequent offenses	2–5 years	Up to \$25,000
>500.0–2,000.0 gm	Class 3 Felony	2–5 years	Up to \$25,000
>2,000.0–5,000.0 gm	Class 2 Felony	3–7 years	Up to \$25,000
>5,000.0 gm	Class 1 Felony	4–15 years	Up to \$25,000

**Individuals 21 years of age and older may legally possess up to 30.0 gm of marijuana in the State of Illinois. Possession of marijuana by persons under 21 years of age is unlawful regardless of the amount. In addition, the lawful possession limit for marijuana included in this table applies to Illinois residents only. The lawful possession limit for nonresidents of Illinois who are 21 years of age or older is 15.0 grams, and possession in excess of 15.0 grams is subject to criminal penalties, including potentially fines and/or imprisonment.*

Illinois Penalties for Possession of Anabolic Steroids

Amount	Classification	Prison Term	Fine
Any	Class C Misdemeanor	Up to 30 days	Up to \$1,500
	Class B Misdemeanor for 2nd and subsequent offense within 2 years	Up to 6 months	Up to \$1,500

TABLE C

Illinois Trafficking Penalties—Controlled Substances*

Drug	Amount	Felony Status	Prison Term	Fine
Any substance containing HEROIN or analog thereof	1 –< 15 gm	Class 1	4–15 years	Up to \$250,000
	15 –< 100 gm	Class X	6–30 years	Up to \$500,000
	100 –< 400 gm	Class X	9–40 years	Up to greater of \$500,000 or full street value
	400 –< 900 gm	Class X	12–50 years	Up to greater of \$500,000 or full street value
	900+ gm	Class X	15–60 years	Up to greater of \$500,000 or full street value
Any substance containing FENTANYL or an analog thereof	1 –< 15 gm	Class 1	4–15 years	Up to \$250,000
	15 –< 100 gm	Class X	6–30 years	Up to \$500,000
	100 –< 400 gm	Class X	9–40 years	Up to \$500,000
	400 –< 900 gm	Class X	12–50 years	Up to \$500,000
	900+ gm	Class X	15–60 years	Up to \$500,000
			If any amount of FENTANYL is combined with another controlled substance, 3 years are added to the prison term.	
Any substance containing COCAINE or analog thereof	1 –< 15 gm	Class 1	4–15 years	Up to \$250,000
	15 –< 100 gm	Class X	6–30 years	Up to \$500,000
	100 –< 400 gm	Class X	9–40 years	Up to greater of \$500,000 or full street value
	400 –< 900 gm	Class X	12–50 years	Up to greater of \$500,000 or full street value
	900+ gm	Class X	15–60 years	Up to greater of \$500,000 or full street value
Any substance containing MORPHINE or analog thereof	10 –< 15 gm	Class 1	4–15 years	Up to \$250,000
	15 –< 100 gm	Class X	6–30 years	Up to \$500,000
	100 –< 400 gm	Class X	9–40 years	Up to greater of \$500,000 or full street value
	400 –< 900 gm	Class X	12–50 years	Up to greater of \$500,000 or full street value
	900+ gm	Class X	15–60 years	Up to greater of \$500,000 or full street value
Any substance containing PEYOTE or analog thereof	50 –< 200 gm	Class 1	4–15 years	Up to \$250,000
	200+ gm	Class X	6–30 years	Up to \$500,000
Any substance containing a BARBITURIC ACID or analog thereof	50 –< 200 gm	Class 1	4–15 years	Up to \$250,000
	200+ gm	Class X	6–30 years	Up to \$500,000
Any substance containing AMPHETAMINE or analog thereof	50 –< 200 gm	Class 1	4–15 years	Up to \$250,000
	200+ gm	Class X	6–30 years	Up to \$500,000
Any substance containing LSD or analog thereof	5 –< 15 gm or >10 but <15 objects/parts	Class 1	4–15 years	Up to \$250,000
	15 –< 100 gm or 15–199 objects/parts	Class X	6–30 years	Up to \$500,000
	100 –< 400 gm or 200–599 objects/parts	Class X	9–40 years	Up to greater of \$500,000 or full street value
	400 –< 900 gm or 600–1,499 objects/parts	Class X	12–50 years	Up to greater of \$500,000 or full street value
	900+ gm or 1,500+ objects/parts	Class X	15–60 years	Up to greater of \$500,000 or full street value

Illinois Trafficking Penalties—Controlled Substances continued

Drug	Amount	Felony Status	Prison Term	Fine
Any substance containing METHAMPHETAMINE—DELIVERY OR POSSESSION WITH INTENT TO DELIVER	< 5 gm	Class 2	3–7 years	Up to \$25,000
	5 –< 15 gm	Class 1	4–15 years	Up to \$25,000
	15 – <100 gm	Class X	6–30 years	Up to greater of \$100,000 or street value
	100 – <400 gm	Class X	9–40 years	Up to greater of \$200,000 or street value
	400 – <900 gm	Class X	12–50 years	Up to greater of \$300,000 or street value
	900+ gm	Class X	15–60 years	Up to greater of \$400,000 or street value
<i>Manufacture of methamphetamine is subject to harsher penalties as set forth in 720 ILCS 646/15(a) (2018).</i>				
Any substance containing PENTAZOCINE, KETAMINE, METHAQUALONE, or PCP or analog thereof	10–<30 gm	Class 1	4–15 years	Up to \$250,000
	30+ gm	Class X	6–30 years	Up to \$500,000
Any substance containing HYDROCODONE, DIHYDROCODEINONE, DIHYDROCODEINE, or OXYCODONE or analog thereof	50–<100 gm	Class 1	4–15 years	Up to \$250,000
	100+ gm	Class X	6–30 years	Up to \$500,000
	Any amount not listed above	Class 2	3–7 years	Up to \$200,000
Any other substance or analog classified in Schedules I or II, but not listed above	50–<200 gm	Class 1	4–15 years	Up to \$250,000
	200+ gm	Class X	6–30 years	Up to \$500,000
Any substance or analog classified in Schedules I or II that is a narcotic drug or contains LSD, AMPHETAMINE, FENTANYL, or BZP	Any amount not listed above	Class 2	3–7 years	Up to \$200,000
Any other substance or analog classified in Schedules I or II that is not METHAMPHETAMINE	Any amount not listed above	Class 3	2–5 years	Up to \$150,000
Any substance classified in Schedule III	Any amount not listed above	Class 3	2–5 years	Up to \$125,000
Any substance classified in Schedule IV	Any amount not listed above	Class 3	2–5 years	Up to \$100,000
Any substance classified in Schedule V	Any amount not listed above	Class 3	2–5 years	Up to \$75,000

Schedules I–V may be found in 720 ILCS §§ 570/204, 570/206, 570/208, and 570/212 (2018).

Illinois Penalties for Marijuana Trafficking (includes Cannabis Flower)

Amount	Classification	Prison Term	Fine
Up to 2.5 gm	Class B Misdemeanor	Up to 6 months	Up to \$1,500
>2.5–10.0 gm	Class A Misdemeanor	Less than 1 year	Up to \$2,500
>10.0–30.0 gm	Class 4 Felony	1–3 years	Up to \$25,000
>30.0–500.0 gm	Class 3 Felony	2–5 years	Up to \$50,000
>500.0–2,000.0 gm	Class 2 Felony	3–7 years	Up to \$100,000
>2,000.0–5,000.0 gm	Class 1 Felony	4–15 years	Up to \$150,000
>5,000.0 gm	Class X Felony	6–30 years	Up to \$200,000

**As used in this table, “trafficking” means the manufacture of, delivery of, or possession with intent to deliver controlled substances or marijuana.*

TABLE D

Health Risks Associated with the Use of Illicit Drugs and Alcohol

Drugs	Dependence Physical Psychological		Possible Effects	Effects of Overdose	Withdrawal Syndrome
Narcotics					
Heroin	High	High	<ul style="list-style-type: none">• Euphoria• Drowsiness• Respiratory depression• Constricted pupils• Nausea	<ul style="list-style-type: none">• Slow and shallow breathing• Clammy skin• Convulsions• Coma• Possible death	<ul style="list-style-type: none">• Yawning• Loss of appetite• Irritability• Tremors• Panic• Cramps• Nausea• Runny nose• Chills and sweating• Watery eyes
Morphine	High	High			
Codeine	Moderate	Moderate			
Hydrocodone	High	High			
Hydromorphone	High	High			
Oxycodone	High	High			
Methadone and LAAM	High	High			
Fentanyl and Analogues	High	High			
Other Narcotics	High–Low	High–Low			
Depressants					
Chloral Hydrate	Moderate	Moderate	<ul style="list-style-type: none">• Slurred speech• Disorientation• Drunken behavior without odor of alcohol	<ul style="list-style-type: none">• Shallow respiration• Clammy skin• Dilated pupils• Weak and rapid pulse• Coma• Possible death	<ul style="list-style-type: none">• Anxiety• Insomnia• Tremors• Delirium• Convulsions• Possible death
Barbiturates	High–Moderate	High–Moderate			
Benzodiazepines	Low	Low			
Glutethimide	High	Moderate			
Other Depressants	Moderate	Moderate			
Stimulants					
Cocaine	Possible	High	<ul style="list-style-type: none">• Increased alertness• Euphoria• Increased pulse rate and blood pressure• Excitation• Insomnia• Loss of appetite	<ul style="list-style-type: none">• Agitation• Increased body temperature• Hallucinations• Convulsions• Possible death	<ul style="list-style-type: none">• Apathy• Long periods of sleep• Irritability• Depression• Disorientation
Amphetamine/ Methamphetamine	Possible	High			
Methylphenidate	Possible	High			
Other Stimulants	Possible	High			
Cannabis					
Marijuana	Unknown	Moderate	<ul style="list-style-type: none">• Euphoria• Relaxed inhibitions• Increased appetite• Disorientation	<ul style="list-style-type: none">• Fatigue• Paranoia• Possible psychosis	<ul style="list-style-type: none">• Occasional reports of insomnia• Hyperactivity• Decreased appetite
Tetrahydrocannabinol	Unknown	Moderate			
Hashish and Hashish Oil	Unknown	Moderate			
Hallucinogens					
LSD	None	Unknown	<ul style="list-style-type: none">• Illusions and hallucinations• Altered perception of time and distance	<ul style="list-style-type: none">• Longer, more intense “trip” episodes• Psychosis• Possible death	<ul style="list-style-type: none">• Unknown
Mescaline and Peyote	None	Unknown			
Amphetamine Variants	Unknown	Unknown			
Phencyclidines and Analogues	Unknown	High			
Other Hallucinogens	None	Unknown			
Anabolic Steroids					
Testosterone (Cypionate, Enanthate)	Unknown	Unknown	<ul style="list-style-type: none">• Virilization• Acne• Testicular atrophy• Gynecomastia• Aggressive behavior• Edema	<ul style="list-style-type: none">• Unknown	<ul style="list-style-type: none">• Possible depression
Nandrolone (Decanoate, Phenpropionate)	Unknown	Unknown			
Oxymethalone	Unknown	Unknown			

Appendix IX:

Clery Act Definitions

Definitions for Clery Act Crimes

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used that could and probably would result in serious personal injury if the crime were successfully completed.)

Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Burglary: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Criminal Homicide—Manslaughter by Negligence: The killing of another person through gross negligence.

Criminal Homicide—Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Dating Violence*: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. (i) The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. (ii) For the purposes of this definition: (a) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. (b) Dating violence does not include acts covered under the definition of domestic violence.

Destruction/Damage/Vandalism of Property: To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Domestic Violence*: Domestic violence includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction receiving grant funding and, in the case of victim services, 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 against an adult or youth victim who is protected from those acts under the family or domestic violence laws of the jurisdiction.

**The Domestic Violence definition was revised by the VAWA Reauthorization Act of 2022, effective 10/1/2022.*

Drug Abuse Violations: The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of State and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

Hate Crime: A crime reported to local police agencies or to a Campus Security Authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For the purposes of this section, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability.

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Larceny-Theft: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

Liquor Law Violations: The violation of State or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle.

Robbery: The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Sexual Assault (Sex Offenses)*: Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

- A. *Fondling*—The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- B. *Incest*—Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- C. *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 the rape of both males and females.
- D. *Statutory Rape*—Sexual intercourse with a person who is under the statutory age of consent.

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Stalking*: (i) Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (a) fear for the person's safety or the safety of others; or (b) suffer substantial emotional distress. (ii) For the purposes of this definition: (a) *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. (b) *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim. (c) *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Weapons: Carrying, Possessing, Etc.: The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Definitions for Clery Act Geography

On-Campus: University property within the same reasonably contiguous geographic area that is used in direct support of or in a manner related to the University's educational purposes (including all residence halls) and property within or reasonably contiguous with the area described above that is owned by the University but controlled by another person, is frequently used by students, and supports the University's purposes (such as a food or other retail vendor).

On-Campus Student Housing Facilities (Subset of On-Campus Geography): Residence halls that are located within on-campus property.

Non-Campus: Property owned or controlled by an officially recognized student organization; property owned or controlled by the University that is used in direct support of, or in relation to, the University's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the University.

Public Property: All publicly owned property within the campus (as defined above) or immediately adjacent to and accessible from the campus.

**The definitions of dating violence and stalking used here are based upon the definitions provided in the regulations to the Violence Against Women Reauthorization Act of 2013 (VAWA). These terms are also defined in the University's Policy on Harassment, Discrimination, and Sexual Misconduct. The definitions in that policy derive from Illinois State law, as required by VAWA.*

Definitions for dating violence, domestic violence, sexual assault (sex offenses), and stalking vary for each applicable jurisdiction in which the University of Chicago has separate campuses as defined by the Clery Act. For questions regarding definitions for each of these crimes that occur in other applicable jurisdictions, please contact the University of Chicago Office of Legal Counsel at 773.702.7237.

The definition of domestic violence used here is based upon the definitions provided in the regulations to the Violence Against Women Reauthorization Act of 2022 (VAWA) and is in effect on 10/1/2022. This term is also defined in the University's Policy on Harassment, Discrimination, and Sexual Misconduct. The definitions in that policy derive from Illinois State law, as required by VAWA.

Important Contact Information

University of Chicago Police Department

From a campus phone..... **123**
From any phone..... **773.702.8181**
From an emergency phone...**push the button**
From the **UChicago Safe** mobile safety app

Chicago Police Department

Chicago Police and Fire
Emergencies **911**
Non-Emergency Police
and City Services..... **311** or **312.744.5000**

help.uchicago.edu

Safety and Emergency Resources

Dean-on-Call **773.702.8181**
or **773.834.HELP (4357)**
Sexual Assault
Dean-on-Call **773.702.8181**
or **773.834.HELP (4357)**

Bias Education and Support Team:
To Report Bias:
csl.uchicago.edu/get-help/bias-education-support-team-best
Chicago Rape Crisis Hotline.... **888.293.2080**

Counseling/Mental Health Resources

UChicago Student Wellness... **773.834.WELL**
Counseling
Therapist-on-Call 24/7..... **773.702.3625**

Medical Resources

UChicago Student Wellness **773.834.WELL**
Adult Emergency Department... **773.702.6250**

Academic/Administrative Resources

Campus and Student Life **773.702.7770**
Housing & Residence Life **773.702.7366**
Student Disability Services **773.702.6000**
or **disabilities@uchicago.edu**
Student Ombuds Office..... **773.702.8422**

Other Important Phone Numbers

Title IX Coordinator
for the University..... **773.834.6367**
Deputy Title IX Coordinator
for Students **773.834.6367**
Resources for Sexual Violence
Prevention Programming Center
(RSVP PC)..... **773.834.7738**
Comer Children's Hospital
Emergency Room **773.702.6249**
Poison Control Center **800.222.1222**
Health Promotion **773.834.WELL**
Primary Care Group
Appointments **773.702.6840**
Perspectives (employee
assistance program) **800.456.6327**
Office of Civic Engagement **773.702.7547**
Facilities Services..... **773.702.1700**
Human Resources
Employee and
Labor Relations ... **elrelations@uchicago.edu**

IN CASE OF
EMERGENCY

123

UNIVERSITY OF CHICAGO POLICE DEPARTMENT

- From a campus phone: **123**
- From any phone: **773.702.8181**
- From an emergency phone: **push the button**
- From the **UChicago Safe** mobile safety app

CHICAGO POLICE DEPARTMENT

- From any phone: **911**