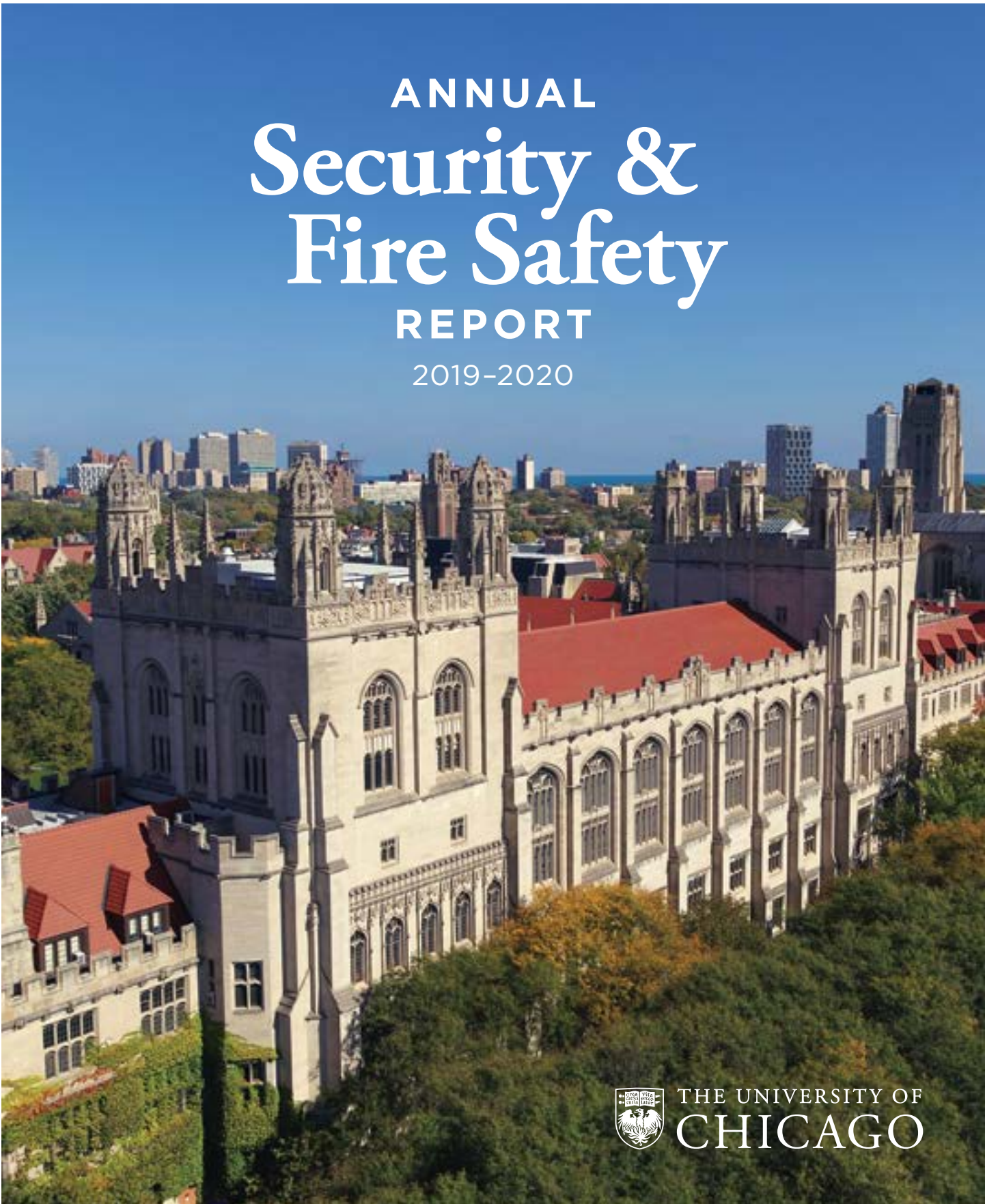


SAFETY TIPS | UNIVERSITY POLICIES | EMERGENCY CONTACTS

ANNUAL
**Security &
Fire Safety**
REPORT
2019-2020



THE UNIVERSITY OF
CHICAGO

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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.

Safety Awareness

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.

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 work book/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.

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:

1. 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.
2. 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 V.
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.
3. 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.

Keeping Yourself Safe

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.

Residences

- Lock your door and windows, even if you are leaving for only a few minutes. Do not prop open doors.
- Do not allow individuals to follow you into a residential facility. Report suspicious or unauthorized people immediately to Housing & Residence Life or the UCPD.
- Consider purchasing renter's insurance to cover damages to or theft of your personal belongings.
- Before you leave for an extended period of time, such as during break or for vacation, stop newspaper delivery, have a neighbor pick up your mail, and set your phone ringer to the lowest volume.

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 **metr rail.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

Department of Safety & 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

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

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. The Department of Safety & Security 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. Calls are received 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. 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.

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

Campus Safety

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

Accountability and Compliance is responsible for conducting internal affairs investigations, including citizen complaints. This unit also manages the department's accreditation program and training, and works collaboratively with the University's Legal Counsel to ensure compliance with the Clery Act.

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.

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.

Student Emergency Response Systems: 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 **773.834.HELP (4357)** or **4.HELP (4357)** from a campus phone and following the system's voice prompts. The Dean-on-Call program is a collaborative effort between Campus and Student Life (CSL) and the University of Chicago Police Department (UCPD).

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 through the UCPD dispatch at **773.702.8181** or **123** from any campus phone. The Dean-on-Call may also be reached by calling **773.834.HELP (4357)** and following the system's voice prompts.

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 the Student Health Service, Student Counseling Service, 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 in trauma-informed 40+ Hour 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, Student Counseling Service, Student Health Service, 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** or **123** from any campus phone. The Sexual Assault Dean-on-Call may also be reached through a direct paging system by calling **773.834.HELP (4357)** and following the system's voice prompts. 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.

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 of the *Annual Security and Fire Safety Report*.

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 or call **773.834.HELP (4357)** and follow the voice prompts to reach a Dean-on-Call. 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)

Responding to Bias Incidents

The University of Chicago is a community of scholars dedicated to research, academic excellence, and the pursuit and cultivation of learning. Freedom of expression is vital to our shared goal of the pursuit of knowledge and should not be restricted by a multitude of rules.

Members of our community sometimes express thoughts and perspectives that are perceived as false, objectionable, or offensive by others. Expressions that cause hurt or discomfort can, but do not for that reason alone, constitute a violation of the law or of University policy. Rather, the communications are assessed within the standards provided by germane University reports and policies, including the Report of the Committee on Freedom of Expression and the University Policy on Harassment, Discrimination, and Sexual Misconduct, and statements that reinforce the University's commitment to diversity, civility, and equity. Find these reports, policies, and statements at studentmanual.uchicago.edu.

What Is Bias?

Bias is a pre-formed negative opinion or attitude toward a group of persons who possess common characteristics, such as skin color, or cultural experiences, such as religion or national origin.

What Is a Bias Incident?

A bias incident involves actions committed against or directed toward a person or property that are motivated, in whole or in part, by a bias against 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 as required by law, and that interfere with one's educational opportunities or disrupt the learning environment.

Report Bias

The University urges anyone who has experienced or witnessed 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 the Center for Identity + Inclusion, Equal Opportunity Programs, UChicagoGRAD, and Campus and Student Life. BEST members receive extensive training on campus cultures, responding to bias and microaggressions, restorative and transformative practices, and conflict management.

Bias incidents that can be addressed by BEST include any actions that are motivated by bias, even if they do not include the elements required to prove a hate crime or a violation of University policy. Although BEST can assist students in determining whether a violation of law or University policy may have occurred and may refer students to additional resources should such a violation be likely, BEST cannot initiate disciplinary action or impose sanctions.

BEST Practices

When bias incidents do not involve a violation of law or University policy, BEST members may offer to assist the student in implementing remedial solutions, called BEST practices. BEST practices include:

- Facilitated dialogue with the affected community
- Facilitated dialogue with all parties involved in the incident
- Restorative circles, such as hearing circles and peace circles
- Educational opportunities
- Speak-outs and testimonials
- Other restorative remedies

Other University offices may be consulted as needed to ensure a proper response. All campus entities will adhere to FERPA regulations when handling reports and information that are submitted. If the matter is referred for further action by the Dean of Students Office or another appropriate campus entity, the processes for review and possible further action are carried out with the same measure of individual protection.

For a full listing of BEST members, see csl.uchicago.edu/get-help/bias-response-team.

What Happens to My Report?

Reports will be treated as private, meaning that only those people who need to know information about the incident to assist with responding will be notified. For all reports containing contact information, the BEST member will contact the reporting person and, if desired, will meet with the person to discuss the incident in detail and explore a plan for resolution. During this meeting, the reporting person can expect to obtain information about related University policies, procedures, and resources.

Other University offices may be consulted as needed to ensure a proper response. If the matter is referred for further action by the Dean of Students Office or another appropriate campus entity, the processes for review and possible further action are carried out with the same measure of individual protection.

Reports may be referred to any of the following, as appropriate:

- Area Dean of Students
- Center for Identity + Inclusion
- Center for Leadership and Involvement
- Equal Opportunity Programs
- Housing & Residence Life
- Spiritual Life
- Student Ombudsperson
- Student Counseling Service
- Student Disability Services
- University of Chicago Police Department (if a crime occurred)

Bias incident data may be used to develop community educational and outreach programs.

Student Emergency Response Systems: UChicago HELP FAQ

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

Title IX and the Violence Against Women Reauthorization Act of 2013

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in education programs and activities operated by recipients of federal financial assistance (like the University). Consistent with its legal obligations and in keeping with its long-standing traditions and policies against discrimination, the University of Chicago is committed to creating an environment that is free from all forms of sex discrimination, sexual harassment, sexual abuse, sexual assault, dating violence, domestic violence, and stalking. This behavior may violate the law, does violate the standards of our community, and is unacceptable at the University of Chicago.

All alleged incidents of harassment, discrimination, and sexual misconduct (including sexual harassment, sexual abuse, sexual assault, domestic violence, dating violence, and stalking) are handled in accordance with the University's Policy on Harassment, Discrimination, and Sexual Misconduct. The University's procedures for handling incidents of alleged harassment, discrimination, or sexual misconduct depend on the nature of the incident, the relationship of the accused to the institution, and, to the extent possible, the wishes of the person bringing forward the complaint. For more information, including the steps, anticipated timelines, and decision-making process for each type of incident, please consult the Policy on Harassment, Discrimination, and Sexual Misconduct, which appears in Appendix I of the *Annual Security and Fire Safety Report* at securityreport.uchicago.edu and at harassmentpolicy.uchicago.edu/page/policy.

In addition, the Violence Against Women Reauthorization Act of 2013 (VAWA), which amended the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, requires colleges and universities to report additional sexual violence crimes, adopt certain policies and procedures to address sexual violence, and provide programming to prevent, and to increase awareness of, sexual violence issues. In accordance with federal law, the University reports statistics for domestic violence, dating violence, and stalking, and for hate crimes motivated by the victim's gender identity or national origin. The University's crime reporting statistics may be found in the Incidence of Crime tables in the Crime Information and Statistics section of the *Annual Security and Fire Safety Report* at securityreport.uchicago.edu.

Title IX Coordinators

Bridget Collier is the **Associate Provost for Equal Opportunity Programs**. As the Title IX Coordinator for the University, she oversees the University's efforts to comply with Title IX and is available to meet with all members of the community. She can be reached at bcollier@uchicago.edu or **773.834.6367**.

The **Deputy Title IX Coordinator(s) for Students** assist students with all matters pertaining to incidents of sexual misconduct—including providing support and accommodations to students and advising students of their options for pursuing legal remedies or University discipline. Students can reach a Deputy Title IX Coordinator by emailing titleix@uchicago.edu or calling **773.834.6367**.

Interim Protective Measures and Accommodations

Students who have reported sexual misconduct have the right to request interim protective measures and/or reasonable accommodations from the Title IX Coordinators, including but not limited to:

- Changes to academic, living, dining, working, or transportation situations
- Obtaining and enforcing a University-issued no contact directive
- Assistance in obtaining an order of protection or no contact order in State court
- Medical assistance (including information on preserving evidence)
- Legal/law enforcement options (including assistance with notifying local law enforcement)
- Safety planning
- On- and off-campus referrals and resources
- Assistance with accessing and navigating campus and local health and mental health services, counseling, and advocacy
- Referral to the disciplinary process
- Report recorded and tracked

A student need not participate in the University's disciplinary process described below to request support services and/or accommodations. Such requests are evaluated by the Title IX Coordinators on a case-by-case basis.

University Disciplinary Process

The University has a disciplinary process in place to investigate and, when warranted, adjudicate complaints about students. Jeremy Inabinet, Associate Dean of Students in the University for Disciplinary Affairs, can discuss this process with any person who wishes to make a complaint or is considering making a complaint about a student. He can be reached at inabinet@uchicago.edu or **773.702.5243**. Information regarding this process can be found at studentmanual.uchicago.edu/student-life-conduct/university-disciplinary-systems.

Students who have experienced sexual misconduct, dating violence, domestic violence, and stalking perpetrated by another student are not obligated to engage with University offices or respond to institutional outreach regarding the matter. However, in some instances the University may need to move forward based on information already received. If this occurs, the students involved will be notified that the process is proceeding.

The University also has a disciplinary process in place for complaints pertaining to faculty, other academic appointees, postdoctoral researchers, and staff members accused of violating the University's Policy on Harassment, Discrimination, and Sexual Misconduct. Bridget Collier, Associate Provost for Equal Opportunity Programs, can discuss this process with any person who wishes to make a complaint or is

considering making a complaint about faculty, other academic appointees, postdoctoral researchers, and staff members. She can be reached at bcollier@uchicago.edu or **773.834.6367**. Information about this process can be found in Appendix I or at voices.uchicago.edu/equity.

The University of Chicago strictly prohibits retaliation of any kind for either party involved with the reporting and adjudication of incidents.

Resources and Referrals (including Off-Campus Resources)

Below is a list of on-campus and off-campus resources for individuals impacted by sexual harassment, sexual abuse, sexual assault, dating violence, domestic violence, or stalking. This list includes emergency resources and confidential resources. For a complete list of resources, please see Appendix I or harassmentpolicy.uchicago.edu/page/policy.

Emergency Resources

City of Chicago Police Emergency: **911**

City of Chicago Police 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 Health Service: **773.702.4156** (wellness.uchicago.edu)

Student Counseling Service: **773.702.9800** (wellness.uchicago.edu)

Ordained Religious Advisors: spirit.uchicago.edu

Chicago Rape Crisis Hotline: **888.293.2080**

YWCA: **866.525.9922**

Educational Programs

As part of its commitment to an environment free of harassment, discrimination, and sexual misconduct, the University offers a variety of educational programs, campaigns, and training. These programs address, among other things, the requirements of VAWA and its implementing regulations, and promote prevention and awareness of sexual harassment, sexual assault, dating violence, domestic violence, and stalking.

Primary prevention and awareness programs for students and employees include:

- The University requires that all students (including graduate and professional students) receive annual training regarding the University's Policy on Harassment, Discrimination, and Sexual Misconduct—including the processes, reporting obligations, and resources contained therein. The training also covers, among other things, 1) consent; 2) retaliation; 3) reporting to confidential resources; 4) resources/survivor services; and 5) strategies for bystander intervention and risk reduction.
- All incoming students in the College also receive training programs 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).
- The University requires that all faculty, other academic appointees, staff, and postdoctoral researchers receive training annually regarding, among other things, the University's Policy on Harassment, Discrimination, and Sexual Misconduct—including the processes, reporting obligations, and resources contained therein.

Training for those involved in the resolution of complaints:

All individuals whose duties include resolution of complaints of student violations of the Policy on Harassment, Discrimination, and Sexual Misconduct must receive a minimum of eight hours of annual training on issues related to sexual violence, domestic violence, dating violence, and stalking and how to conduct the University's complaint resolution procedures, in addition to the training described above.

Ongoing prevention and awareness campaigns:

The University also participates in a number of campaigns to raise awareness regarding sexual misconduct, including Sexual Assault Awareness Month; Domestic Violence Awareness Month; Take Back the Night; Clothesline Project; One Love Workshops, an intimate partner violence campaign; Bringing in the Bystander; and a variety of other educational initiatives and outreach programs.

The University's Resources for Sexual Violence Prevention Programming Center (RSVP PC), based in the Office for Sexual Misconduct Prevention and Support, 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 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, visit voices.uchicago.edu/equity/title-ix/rsvp-programming-center.

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 work day 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

Campus Security

Fingerprinting 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**.

Emergency Phones

There are approximately 380 emergency phones located throughout the campus community (see safety-security.uchicago.edu/clery_act_reporting/emergency_phones_map or page 13). 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.

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.

University Facilities

UCPD officers who observe potential hazards with landscaping 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.

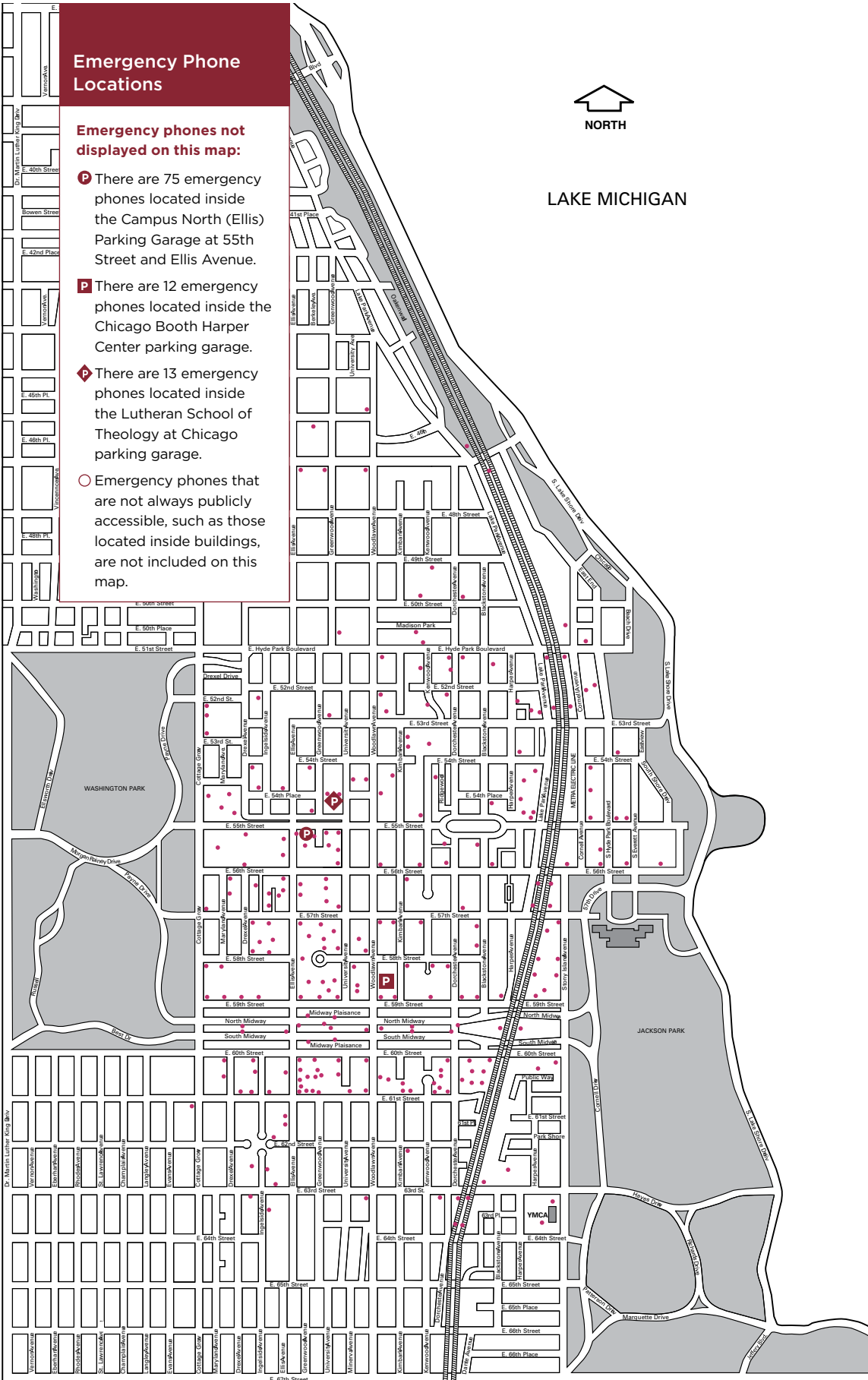
Emergency Phone Locations

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.



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Crime Information and 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 VIII, 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.

Campus Security Authorities

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
- 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.).

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.

Crime 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 2016, 2017, and 2018. 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. Tables 2, 3, and 4 include 2016, 2017, and 2018 crime statistics for the downtown Chicago Gleacher Center, Marine Biological Laboratory, and Center in Paris, respectively. There were no reported Clery crimes for 2016, 2017, and 2018 for the following separate campuses affiliated with the University of Chicago:

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 5 highlights statistics for these arrests and referrals for the University of Chicago’s main campus as well as the Marine Biological Laboratory. There were no arrests or referrals for the University’s separate campuses located in Beijing, Delhi, downtown Chicago, Hong Kong, London, or Paris for the 2016, 2017, and 2018 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 sexoffender.chicagopolice.org. The Illinois State Police also maintain a statewide Sex Offender Database, which can be found at isp.state.il.us/sor.

Crime Trends in Our Community

2018 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 2018. 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 14 percent compared to 2017. Over the 10-year period, violent crime in 2018 increased 8 percent compared to 2009. Criminal sexual assaults decreased 7 percent in 2018 compared to 2017. Criminal sexual assaults increased 30 percent in 2018 compared to 2009 (a difference of three crimes). All degrees of sexual assault are included in the criminal sexual assault category. Robberies increased 8 percent compared to 2017 and increased less than 1 percent compared to 2009 (a difference of one crime). Aggravated assaults increased 29

percent compared to 2017 and increased 19 percent compared to 2009. Burglary, a property crime, increased 9 percent in 2018 compared to 2017, but decreased 24 percent when compared to 2009. Total property crimes increased 12 percent compared to 2017, but showed a 22 percent decrease when compared to 2009. Overall crime in Hyde Park–South Kenwood increased by 12 percent compared to 2017, but decreased 17 percent compared to 2009.

Table 6 reflects crime trends in Hyde Park–South Kenwood over the past five years.

TABLE 1 Incidence of Crime: Main Campus 2016–18

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		
	16	17	18	16	17	18	16	17	18	16	17	18	16	17	18	16	17	18
Aggravated Assault	0	0	0	7	2	4	0	0	0	3	5	4	10	7	8	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	3	2	9	17	19	0	1	0	0	0	0	9	18	19	0	0	0
Dating Violence*	8	2	4	10	3	4	0	0	0	0	0	1	10	3	5	0	0	0
Domestic Violence	0	0	0	13	16	21	0	0	0	6	5	3	19	21	24	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	0	1	0	0	1	0	0	0
Motor Vehicle Theft	0	0	0	3	2	1	0	0	0	9	10	7	12	12	8	0	0	0
Robbery**	0	0	0	1	1	0	0	0	0	7	4	10	8	5	10	0	0	0
Sex Offenses–Forcible	15	20	22	17	23	25	2	0	0	0	0	1	19	23	26	0	0	0
Rape	13	9	13	15	10	14	0	0	0	0	0	0	15	10	14	0	0	0
Fondling	2	11	9	2	13	11	2	0	0	0	0	1	4	13	12	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**	8	3	4	19	20	16	0	0	0	0	0	0	19	20	16	0	0	0
Other Hate Crimes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

There were zero (0) unfounded reports in 2018.

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

**There was one unfounded robbery report in 2017 and two unfounded robbery reports in 2016. There was one unfounded stalking report in 2017.

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

TABLE 2 Incidence of Crime: Gleacher Center 2016-18

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		
	16	17	18	16	17	18	16	17	18	16	17	18	16	17	18	16	17	18
Aggravated Assault	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter-Negligent	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Murder and Non-Negligent Manslaughter	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	N/A	N/A	N/A	0	0	0	0	0	0	0	2	0	0	2	0	0	0	0
Sex Offenses-Forcible	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses-Non-Forcible	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Hate Crimes	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

There were zero (0) unfounded reports in 2018.

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

TABLE 3 Incidence of Crime: Marine Biological Laboratory 2016-18

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		
	16	17	18	16	17	18	16	17	18	16	17	18	16	17	18	16	17	18
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses-Forcible	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Other Hate Crimes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

There were zero (0) unfounded reports in 2018.

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

TABLE 4 Incidence of Crime: Center in Paris 2016–18

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		
	16	17	18	16	17	18	16	17	18	16	17	18	16	17	18	16	17	18
Aggravated Assault	NA	NA	NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	NA	NA	NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	NA	NA	NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	NA	NA	NA	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0
Domestic Violence	NA	NA	NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter–Negligent	NA	NA	NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Murder and Non-Negligent Manslaughter	NA	NA	NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	NA	NA	NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	NA	NA	NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses–Forcible	NA	NA	NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	NA	NA	NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	NA	NA	NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses–Non-Forcible	NA	NA	NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	NA	NA	NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	NA	NA	NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	NA	NA	NA	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Other Hate Crimes	NA	NA	NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

There were zero (0) unfounded reports in 2018.

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

TABLE 5 Arrests and Disciplinary Referrals: 2016-18

	Campus Residence Halls (CRH)	Total on Campus (includes CRH)	Non-Campus Buildings or Property	Public Property
Arrests	16 17 18	16 17 18	16 17 18	16 17 18
Liquor Law	0 0 0	0 0 0	0 0 0	0 0 0
Drug Law	0 0 0	1 1 1	0 0 0	0 0 1
Illegal Weapons	0 0 0	1 1 2	0 0 0	1 0 1
Disciplinary Referrals*	16 17 18	16 17 18	16 17 18	16 17 18
Alcohol	19 25** 34	20 25** 34	0 0 0	0 0 0
Drugs	18 0 0	20 0 0	0 0 0	0 0 0
Weapons Possession	0 0 0	0 1 0	0 0 0	0 0 0

Note: All information contained in this table refers to the main campus in Hyde Park, as well as the Marine Biological Laboratory in Woods Hole, Massachusetts, where noted.

**Persons not arrested for liquor law violations, drug law violations, or illegal weapons possession but who were referred for University disciplinary action*

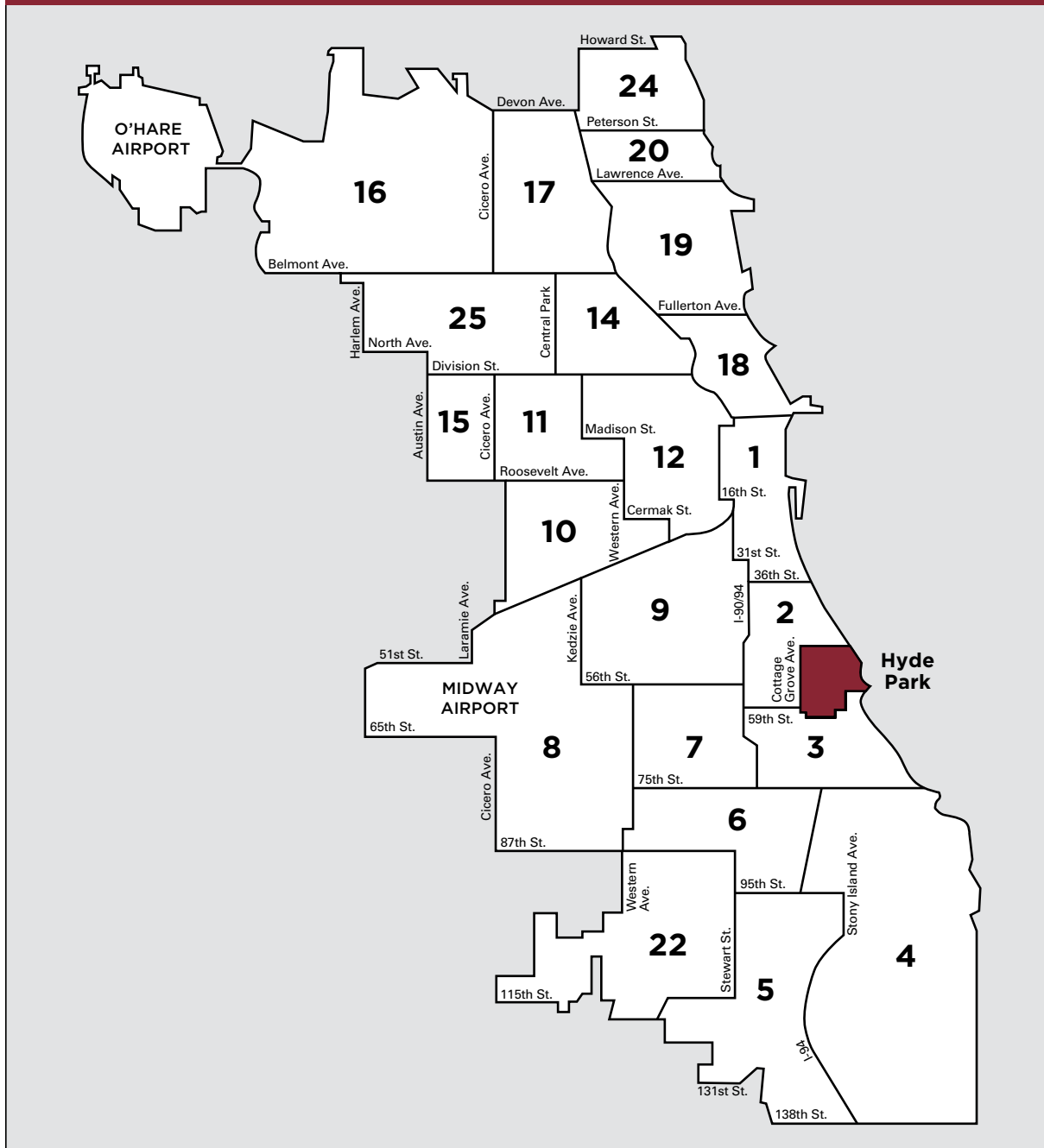
***Of 25 alcohol referrals, one was located in a campus residence hall at the Marine Biological Laboratory.*

TABLE 6 Rate of Crime for Hyde Park-South Kenwood: 2014 and 2018

	2014	2018	% Change
Homicide	4	5	25%
Criminal Sexual Assault	9	13	44%
Robbery	123	168	37%
Aggravated Assault	53	80	51%
Burglary	158	161	2%
Theft	861	722	-16%
Motor Vehicle Theft	107	103	-4%
Violent Crime	189	266	41%
Property Crime	1,126	986	-12%
Total Crime	1,315	1,252	-5%

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.

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.
<i>(includes Hyde Park-South Kenwood)</i> | 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. |

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

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*Sexual misconduct includes sexual harassment, sexual assault, domestic violence, dating violence, and stalking.

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.

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.

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 one of the 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, emails, 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 VI 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.

"Interim measures" are steps taken to ensure the safety of the complainant and/or University community before the final outcome of any investigation. Such measures may include changes to academic and extra-curricular activities, adjustments to living, transportation, dining, and working arrangements, issuing and enforcing no-contact orders, and honoring an order of protection or no-contact order entered by a State civil or criminal court. Depending on the circumstances, interim measures may be modified, supplemented or withdrawn before, during or after the final outcome of any investigation.

"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.

"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, 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 is obligated to promptly report sexual misconduct to the Title IX Coordinator for the University. Individuals with reporting responsibilities include (among others) faculty and instructors, RAs,

Resident Heads, Resident Deans, TAs, preceptors, administrative assistants, 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 or Associate Dean of Students in the University for Disciplinary Affairs, and will be promptly investigated.

“Sexual abuse” means an act of sexual conduct:

- 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 his or her consent, or by threat or deception, and for other than medical purposes, any controlled substance.

“Sexual assault” means an act of sexual penetration:

- 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 his or her 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 her or his 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.

“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.
- Because people are not telepathic, 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. To be sure, 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 he or she appears 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.

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 his or her obligation to obtain consent.

VI. Consensual Relationships

In all cases, the person in the position of greater institutional authority must promptly report to his/her department chair, dean, supervisor, or the Title IX Coordinator for the University the sexual or romantic relationship so that the University may, in accord with policy, assist in separating the professional relationship from the intimate relationship.

Academic Appointee–Student

Trust is essential to sound relationships between individuals of inherently unequal power. Those who teach are entrusted with guiding students, evaluating their work, giving grades for papers and courses, and recommending students to colleagues. Students depend on the integrity of their relationships with those instructors and understandably expect instructors to exercise their authority fairly. The teacher-student relationship must not be jeopardized by possible doubt of intent or fairness of professional judgment, conflicts of interest, harassment, or the appearance to others of favoritism or advantage.

Undergraduates

In general, undergraduate students and academic appointees are vastly

different groups of people with regard to age, scope of life experiences, developmental status, and vulnerability. These differences impart greater obligations to those with more institutional authority. In the interests of prudence and fostering a campus environment free of sexual harassment and discrimination, this policy prohibits sexual and/or romantic relationships between academic appointees and undergraduates at the University regardless of whether an instructional, mentoring, research, or other University of Chicago–based relationship exists or may reasonably be expected to exist in the future.

This policy also prohibits a graduate student with an academic teaching or academic supervisory role (such as a preceptor, teaching assistant, lecturer, or research assistant) from having a sexual and/or romantic relationship with an undergraduate student whom he or she teaches or supervises during the duration of the teaching or supervisory relationship. For example, a graduate student serving as a teaching assistant may not have a sexual and/or romantic relationship with an undergraduate student during the duration of the course for which the graduate student is serving in that role.

In addition, this policy prohibits coaches, paid and volunteer, of varsity teams and sport clubs from having sexual and/or romantic relationships with undergraduate students on their teams as well as not.

Graduate and Professional School Students

Graduate and professional school students generally are older and have had more developmental opportunities and life experiences than undergraduates. As a result, the parameters of acceptable romantic or sexual relationships between academic appointees and graduate and professional school students are different than those between academic appointees and undergraduate students. Although not per se prohibited, relationships between graduate/professional school students and academic appointees must occur within boundaries designed to ensure fairness and minimize the inappropriate exercise of authority. Often third-party witnesses to such a relationship or suspected relationship want the department chair or dean to address the matter but remain silent out of fear of reprisal. Such individuals are encouraged to come forward and are reminded that the policy is to remove the professional connections between the members of the couple.

Thus, an academic appointee is required to promptly report to his/her chair or dean or the Title IX Coordinator for the University a romantic or sexual relationship with a graduate/professional school student whom s/he teaches, advises, supervises, mentors, recommends for fellowships, awards, or employment, etc., or may reasonably expect to teach, advise, etc., in the future. The chair or dean will then work with the Office of the Provost to develop and implement a plan to mitigate actual and perceived favoritism and conflicts of interest by establishing an instructional and supervisory arrangement in which all relevant parties may have confidence.

Academic appointees must keep in mind that a graduate/professional school student’s initial consent to a romantic relationship does not preclude a charge of sexual misconduct in the future.

While there may be no apparent impediment to a sexual and/or romantic relationship between an academic appointee and a graduate/professional school student outside each one’s disciplinary realm, students’ academic interests and pursuits often shift. Beliefs about what is consensual may also shift over time. What may appear to be consensual at one point may subsequently be interpreted as coercive, especially in hindsight and after the end of the relationship. The inherent power differential between an academic appointee and a graduate/professional school student heightens the risks inherent in such relationships, prompting the University to advise strongly against them altogether even in the absence of a perceived or real conflict of interest.

In addition, any graduate student with an academic teaching or

academic supervisory role is forbidden from having sexual and/or romantic relationship with a student whom he or she teaches or supervises 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).

Other Imbalances of Power within the University

As discussed above, an academic appointee is in a position of trust and authority with regard to students. Other examples of an unequal power dynamic include supervisor–subordinate, senior faculty member–junior faculty member, mentor–mentee, advisor–advisee, teaching assistant–student, faculty member–postdoctoral researcher, academic appointee–staff employee, faculty member–other academic appointee, and attending physician–resident/fellow. Supervisory employment relations involve obligations of fairness and seeming fairness in the management and evaluation of employees. The University’s Nepotism Policies speak to some of these situations, and basic ethics and expectations of professionalism may also apply. (See Section IV: Related Policies in the Policy Appendices.)

Reporting and Non-Retaliation

Complaints or concerns about violations of this policy should be submitted to the appropriate dean or chair or 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 with the chair or dean. Retaliation against anybody who makes a complaint or raises a concern about a possible policy violation is prohibited.

VII. Important Principles

University Reporting Options

Individuals with Reporting Responsibilities

As noted above, some University employees (referred to as “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. 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 Deans, TAs, preceptors, administrative assistants, UCPD staff, and other University employees.

Please note that reporting an incident to the Title IX Coordinator for the University (or the Deputy Title IX Coordinator for Students) 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 Deputy Title IX Coordinator for Students.

Associate Provost for Equal Opportunity Programs

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., Levi Hall 510, Chicago, IL 60637.

You may contact the Associate Provost for Equal Opportunity Programs to report any complaints of discrimination, unlawful harassment, and sexual misconduct. The Associate Provost for Equal Opportunity Programs can also assist you in the following ways:

- If you are unsure of where to turn for help.
- If you have questions regarding the University’s Policy on Harassment, Discrimination, and Sexual Misconduct.
- If you have questions regarding Title IX of the Education Amendments of 1972.
- If you are seeking information regarding or the implementation of interim protective 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 **voices.uchicago.edu/equity** for additional information.

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

Please contact the Deputy Title IX Coordinator for Students & Director, Office for Sexual Misconduct Prevention and Support at **titleix@uchicago.edu** or **773.834.6367**:

- If you are a student in need of any support services related to an incident of sexual misconduct, dating violence, domestic violence, or stalking.
- 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 interim protective measures and accommodations related to a sexual misconduct matter.

Associate Dean of Students in the University for Disciplinary Affairs

Please contact the following individual if you would like to make a complaint regarding a student engaging in harassment, discrimination, sexual misconduct, dating violence, domestic violence, stalking, or retaliation.

Jeremy Inabinet, **773.702.5243**, **inabinet@uchicago.edu**

Human Resources Employee and Labor Relations

Questions about or complaints regarding misconduct by a staff member should be directed to the Associate Provost for Equal Opportunity Programs (referenced above) or the Employee and Labor Relations team in Human Resources at **elrelations@uchicago.edu**.

Electronic Reporting; Anonymous Reporting

Any person may report a potential violation of this Policy by filling out the electronic form available at: umatter.uchicago.edu/file-a-report/add-to-the-university. 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 850 E. 61st St.

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 by calling **773.834.HELP**.
- Confidential Advisor by calling Student Counseling Service at **773.702.9800** and asking for an appointment with the Confidential Advisor.
- Student Counseling Service by calling **773.702.9800**.

Confidential resources such as the Sexual Assault Dean-on-Call, Confidential Advisor, and Student Counseling Service 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 Policy Appendix I: Support Services and Resources for Those Who Have Experienced Sexual Misconduct or provost.uchicago.edu/initiatives/confidential-resources.

Confidentiality

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 investigator, in consultation with the Title IX Coordinator for the University, will consider how to proceed, taking into account the complainant's wishes, the University's obligation to provide a safe and non-discriminatory environment, and 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 investigator may arrange for limited fact-finding to better understand the context of the complaint and explore viable options for investigation, adjudication, and remediation.

Because sexual assault is a serious crime that may threaten the community as a whole, in some instances the University may be obliged to address an alleged sexual assault through internal disciplinary procedures without the cooperation of the individual alleging the assault. Always in such instances, the University will respect the parties' privacy to the extent

possible consistent with its legal obligations, and will inform the individual 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.

Confidentiality Obligations of Participants

The University must protect privacy and confidentiality to fulfill its commitment to address complaints of sexual misconduct fairly and expeditiously. Every member of the University community should recognize that confidentiality breaches erode the community's trust in this process, impair its effectiveness, and may have the purpose or effect (unintended or intended) of retaliating against those who participate in the process.

Fidelity to confidentiality is more likely to encourage parties and witnesses to participate in the process and share all information they possess, which is necessary for achieving fair outcomes. If parties or witnesses fear that their participation and the information they share will be revealed, then concerns about reputation, peer pressure, and retaliation may deter them and others from participating or even bringing forward complaints in the first instance.

For these reasons, all parties and witnesses involved in an investigation or hearing under this policy are prohibited from disclosing, at any time and through any medium (including social media), the identity of the parties and witnesses, and any details or information regarding an incident, investigation, or hearing to anyone except:

- (1) to University employees as necessary to implement any provisions of this policy or the business of the University;
- (2) as permitted by this policy (see exceptions below); or
- (3) as permitted or required by law.

In some circumstances, a person who fails to preserve confidentiality may face disciplinary action. For example, if a party or witness breaches confidentiality in order to retaliate against a person for his or her participation in an investigation or hearing, the disciplinary committee may hear a complaint of retaliation and impose sanctions. In addition, to ensure that parties and witnesses can participate in the investigation and any hearing in the absence of intimidation, harassment, or coercion, the University has the authority to issue a no-contact directive pursuant to which the individuals notified are forbidden from having contact, directly or indirectly, personally or through others, and through any medium (including but not limited to social media), with others specified in the directive. Violation of a no-contact directive may result in a disciplinary proceeding and the imposition of sanctions.

As noted, there are exceptions to the principle of confidentiality. First, the complainant and respondent are not subject to confidentiality with regard to the result of a disciplinary proceeding alleging domestic violence, dating violence, sexual assault or stalking. "Result" refers to the disciplinary proceeding's determination, namely whether the alleged conduct was found to have occurred, any sanction imposed, and the rationale for the result and sanctions. As a practical matter, this means that after a disciplinary proceeding, the complainant and respondent may disclose to others the core allegations, the outcome, and the sanction imposed, if any, but not the identity of the parties, witnesses to the proceeding, or any information learned during the investigation or hearing that the complainant and respondent did not already know. Unnecessary or indiscreet disclosures may be viewed as retaliatory and may constitute grounds for University disciplinary action or, as discussed below, a lawsuit.

Second, the complainant and respondent may also share any information with certain people with whom they have a special relationship: parents or guardians, siblings, spouses, legal counsel, health care and mental

health providers, clergy, and the person who is supporting them during the proceeding as permitted by the policy. It is generally wise to limit the number of people with whom information is shared, particularly because they, too, must hold the information in confidence. The complainant and respondent's relationships with others, such as close friends, romantic or sexual partners, roommates, housemates, teammates, fraternity brothers, etc., do not constitute special relationships within which sharing of confidential information is permitted.

Third, the University may disclose any information related to the matter as necessary (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 interim 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).

A final, cautionary note is in order. There may be serious and personal legal consequences for those who breach the requirement of confidentiality. Facts surrounding allegations of sexual misconduct are often deeply disputed and thus breaches of confidentiality have the potential to seriously affect the reputations of the individuals involved. Although statements made in good faith as part of University disciplinary proceedings are legally protected and should not be used as the basis for a defamation lawsuit, statements made outside of the proceedings lack that protection and could lead to a legal claim by a person who believes that the statements are false, identify him or her to others, or have harmed his or her reputation.

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.

Non-Retaliation

The University prohibits retaliation against any person who exercises any rights or responsibilities under this policy. Any act of retaliation may be a separate violation of this Policy and is subject to the full range of sanctions set forth in Section X and/or the Student Manual.

VIII. Prevention and Education Programs

The University provides numerous education programs and awareness campaigns to prevent and promote awareness of sexual assault, domestic violence, dating violence, stalking, rape, and acquaintance rape. 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*.

IX. Informal Resolution of Complaints

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. As explained below, allegations of discrimination, unlawful harassment, and sexual misconduct may be resolved informally by the Associate Provost for Equal Opportunity Programs or that person's designee (for faculty, other academic appointees, or postdoctoral researchers) or the Associate Dean of Students in the University for Disciplinary Affairs (for students), depending on the status of the respondent. Under Title IX and VAWA, the University has an obligation to respond to all allegations of sexual misconduct (including sexual assault), domestic violence, dating violence, and stalking about which a "responsible employee" knows or should have known.

Informal Resolution of Complaints Where a Student Is the Respondent

If the person informally accused of a violation of this Policy is a student, an informal complaint shall be made using the 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.

Informal Resolution of Complaints Where an Academic Appointee or Postdoctoral Researcher Is the Respondent

Administrative Resolution

At the request of the complaining party, the Associate Provost for Equal Opportunity Programs has the authority to resolve allegations of discrimination, unlawful harassment, or sexual misconduct informally. The Associate Provost will notify the Chair of the Panel on Unlawful Harassment when such an investigation commences, and will notify the parties of the option to have the case heard by the Panel. Both the complainant and respondent will have the ability to present information and suggest witnesses related to an allegation of misconduct. After considering all the information available, the Associate Provost for Equal Opportunity Programs will use the preponderance of evidence standard to conclude if the respondent is in violation of the University's Policy on Harassment, Discrimination, and Sexual Misconduct.

If the Associate Provost for Equal Opportunity Programs concludes the respondent is in violation of the University's Policy on Harassment, Discrimination, and Sexual Misconduct, the Associate Provost for Equal Opportunity Programs will consult with the respondent's dean or department chair to apply an appropriate sanction, including but not limited to, an official warning, disciplinary probation, and/or the suspension of specific rights and privileges for a designated period of time. The Associate Provost for Equal Opportunity Programs cannot recommend invocation of statutory procedures for termination through the informal process. A copy of the written outcome and notice that the respondent has violated University policy or regulations will be placed in the respondent's official file in the Office of the Provost.

If the Associate Provost for Equal Opportunity Programs later finds that the academic appointee or postdoctoral researcher has engaged in additional misconduct, the Panel on Unlawful Harassment may be informed of the earlier allegation, outcome, and sanction. If the Panel on Unlawful Harassment is informed of the earlier allegation, outcome, and sanction, the Panel must consider them in determining further sanctions.

Either the complainant or respondent may at any time ask that the matter be handled formally rather than informally. The Associate Provost for Equal Opportunity Programs may at any time discontinue the informal resolution process and refer the matter for formal resolution.

Mediation

Mediation is an attempt to come to a mutually acceptable or agreed-upon resolution to a complaint. The goal of the mediation procedure is to provide a forum where the complainant and the respondent can, with the aid of a third party, come to a mutually agreed-upon resolution. Consequently, mediation will occur only if both the complainant and the respondent are willing to participate. A third party such as the Associate Provost for Equal Opportunity Programs, a Harassment Complaint Advisor, or a faculty member from the Panel on Unlawful Harassment may act as mediator. All involved parties must voluntarily agree to mediation in order for it to occur. Mediation is not appropriate, even on a voluntary basis, in matters involving allegations of sexual assault, dating violence, domestic violence, and stalking.

Remedies and Other Measures

As mentioned above, a complainant is not required to pursue University discipline to be eligible for remedies related to an incident of sexual misconduct, dating violence, domestic violence, or stalking. The Title IX Coordinator for Students can work with a complainant to explore these options which include, but are not limited to, no-contact directive, housing accommodations, and academic accommodations.

X. Formal Resolution of Complaints

The appropriate procedure for resolving a formal complaint 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.

Formal Resolution of Complaints Where a Student Is the Respondent

If the person formally accused of a violation of this Policy is a student, a formal complaint shall be made using the 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.

Formal Resolution of Complaints Where an Academic Appointee or Postdoctoral Researcher Is the Respondent

If the person formally accused of a violation of this Policy is a faculty member, other academic appointee, or postdoctoral researcher, the investigation will be conducted by the Associate Provost for Equal Opportunity Programs or that person's designee and the matter will be adjudicated by the Panel on Unlawful Harassment.

The Panel consists of four faculty members appointed by the Provost for three-year terms (with the possibility of reappointment) and the Student Ombudsperson (as a non-voting student member). The Associate Provost for Equal Opportunity Programs will sit with the Panel *ex officio* and does not vote. A list of the current members of the Harassment Panel may be found at uchicago.edu/about/boards_committees_and_councils/unlawful. If a hearing is requested, it is the task of the Panel to determine the facts in coordination with the Associate Provost for Equal Opportunity Programs. At any time in its proceedings, the Panel may decide that the complaint should be dismissed. The Panel will be provided with written statements from the complainant and the respondent and, if necessary, will interview persons with knowledge bearing on the matter, including the complainant and the respondent.

If the complaint is found to have merit, the Panel will relay its findings to the Provost who will take appropriate action (for example, a reprimand, leave of absence without pay, or invocation of statutory procedures for termination). If the complaint is found to have no merit (or if the facts

cannot be established), the complaint will be dismissed. Both parties must be simultaneously informed of the outcome. When a policy violation is found, a report of the complaint, including any disciplinary action, is placed in the respondent's official file in the Office of the Provost.

Formal Resolution of Complaints Where a Staff Member Is the Respondent

If the person formally 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. 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.

Formal 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 his or her 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.

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 and will be conducted by University officials who do not have a conflict of interest or bias for or against the complainant or the respondent. In the event of a conflict of interest or recusal, another trained University official or external subject matter expert will be assigned to investigate and/or resolve the case. In most cases, the University's investigation and resolution process will be complete within 60 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 delay and the reason for the delay.

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.

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. For example, if consent is at issue, the sexual history between the parties may be relevant to determining whether consent was sought and given during the incident in question. 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.

The standard used in such proceedings is a preponderance of the evidence. The respondent and complainant are entitled to bring a person of their choice to the proceedings, whose role is limited to providing support, not acting as an advocate, participant, or witness. In the interests of limiting the number of people with confidential information about the matter, each of the parties is expected to identify one support person and to make a change only in exceptional circumstances. The complainant, the respondent, and appropriate University officials will receive timely and equal access to information that will be used during formal disciplinary proceedings. The complainant and respondent are simultaneously informed, in writing, of the result of the formal disciplinary proceedings, the procedures for seeking review of the result (if applicable), 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.

Please see the Student Manual for information regarding procedures for the student complaint resolution process and sanctions that may be imposed upon a student found responsible for a violation of this Policy. 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.

All individuals whose duties include resolution of complaints of student violations of the Policy on Harassment, Discrimination, and Sexual Misconduct shall receive a minimum of 8 hours of annual training on issues related to sexual violence, domestic violence, dating violence, and stalking and how to conduct the University's complaint resolution procedures, in addition to annual survivor-centered and trauma-informed response training.

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.

POLICY APPENDICES

I. Support Services and Resources for Those Who Have Experienced Sexual Misconduct

The needs of someone who has experienced sexual misconduct such as sexual assault, 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, domestic violence, dating violence, or stalking. Exercising reasoned discretion, the University will provide interim protective 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 of 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. Victims should be aware of the importance of 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.

Resources for Everyone

*Associate Provost for Equal Opportunity Programs
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., Levi Hall 510, Chicago, IL 60637.

You may contact the Associate Provost for Equal Opportunity Programs to report any complaints of discrimination, unlawful harassment, and sexual misconduct. The Associate Provost for Equal Opportunity Programs can also assist you in the following ways:

- If you are unsure of where to turn for help.
- If you have questions regarding the University's Policy on Harassment, Discrimination, and Sexual Misconduct.
- If you have questions regarding Title IX of the Education Amendments of 1972.
- If you are seeking information regarding or the implementation of interim protective 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 voices.uchicago.edu/equity for additional information.

Medical Facilities

Hyde Park

University of Chicago Medicine

Adult Emergency Department

Medical and Counseling Services

5655 S. Maryland Ave., Chicago

Telephone: 773.702.6250

(24 hours)

The Adult Emergency Department 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

251 E. Huron St., Chicago (24 hours)

Telephone: 312.926.5188

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

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

29 Zhongguancun Dajie, Haidian District Beijing, China, 100080

Telephone: 62583042/62583093

Beijing United Family Hospital

#2 Jiangtai Road, Chaoyang District

Beijing, China, 100015

Telephone: 400 891 9191

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

DELHI

Primus Super Specialty Hospital

2, Chandragupt Marg, Chanakyapuri

New Delhi 110 021, India

Telephone: (011) 66206620/30/40

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

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 13^{ème} 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

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 850 E. 61st St.

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.

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

911 (24 hours) from any 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

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.

504/ADA Coordinator for the University

773.834.6367

bcollier@uchicago.edu

5525 S. Ellis Ave.

To raise concerns or to file a 504 or ADA complaint under our Policy on Harassment, Discrimination, and Sexual Misconduct, Section 504, or ADA, contact Bridget Collier, Associate Provost for Equal Opportunity Programs, Title IX Coordinator, Affirmative Action Officer, and 504/ADA Coordinator.

Resources Especially for Students

Sexual Assault Dean-on-Call

773.702.8181 via University Police (24 hours) or 773.834.HELP (4357), a direct paging system

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
- Referring complaints of harassment to a Harassment Complaint Advisor

For more information, visit deanoncall.uchicago.edu.

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

titleix@uchicago.edu

773.834.6367

Please contact the Deputy Title IX Coordinator for Students & Director, Office for Sexual Misconduct Prevention and Support:

- If you are a student in need of any support services related to an incident of sexual misconduct, dating violence, domestic violence, or stalking.
- 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 interim protective measures and accommodations related to a sexual misconduct matter.

Student Health Service

773.702.4156

860 E. 59th St., R-100

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 advice line available to students for consultation. While acute, immediate post-assault treatment is provided at the Adult Emergency Department, the Student Health Service offers follow-up care, including health care services for students who have chosen not to seek care immediately after an assault. For more information, visit wellness.uchicago.edu.

Student Health Service Nurse Line

773.702.4156

Student Counseling Service

773.702.9800

5555 S. Woodlawn Ave.
(SCS Staff Member-on-Call 24 hours)

SCS 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.

Confidential Advisor

773.702.9800

5555 S. Woodlawn Ave.

(Ask to speak with a Confidential Advisor)

A Confidential Advisor is available by appointment through the Student Counseling Service. 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

csl.uchicago.edu/get-help/dean-call-program/area-dean-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 changing academic, living, transportation, and working situations if requested and available.

Resources for Sexual Violence Prevention Programming Center (RSVP PC)

773.834.7738

RSVP PC is based in the Office for Sexual Misconduct Prevention and Support, and organizes interactive peer workshops and educational programs on prevention initiatives, bystander intervention, and sexual violence. For more information, visit voices.uchicago.edu/equity/title-ix/rsvp-programming-center.

Peer Health Advocates

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: csl.uchicago.edu/policies/disclosures#financial_aid_information.

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

Associate Provost for Equal Opportunity Programs

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., Levi Hall 510, Chicago, IL 60637.

Please see voices.uchicago.edu/equity for additional information.

Human Resources Employee and Labor Relations (for Staff)

elrelations@uchicago.edu

Questions or complaints regarding misconduct by a staff member should be directed to the Employee and Labor Relations team in Human Resources. You may also contact the Associate Provost for Equal Opportunity Programs regarding complaints of harassment, discrimination, sexual misconduct, dating violence, domestic violence, stalking, or retaliation by a staff member.

Perspectives (Employee Assistance Program)

perspectivesltd.com

800.456.6327

24 hours

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.

Non-University Resources for Everyone

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

Chicago Rape Crisis Hotline

(24 hours)

888.293.2080

Immediate and long-term referrals, information, and counseling

LGBTQ Crisis Hotline

(24 hours)

773.871.2273

Information, counseling, and referrals

Chicago Women's Health Center

773.935.6126

1025 W. Sunnyside Ave., Suite 201,

Chicago 60640

chicagowomenshealthcenter.org

Gynecological care and counseling

YWCA Metropolitan Chicago

312.372.6600

1 N. LaSalle St. #1150, Chicago 60602

ywcachicago.org

Counseling and legal advocacy

Parks Francis YWCA

773.955.3100

6600 S. Cottage Grove Ave., Chicago 60637

Counseling and legal advocacy

The Center on Halsted
773.472.6469
3656 N. Halsted St., Chicago 60613
centeronhalsted.org
Services for the LGBTQ community

Resilience (formerly Rape Victim Advocates)
312.443.9603
180 N. Michigan Ave. #600, Chicago 60601
ourresilience.org
Counseling

Mayor's Office for Domestic Violence Help Line
(24 hours)
877.863.6338
Information and referrals for shelters, counseling, legal advocacy, and more

Chicago Bar Association
312.554.2000
Lawyer referral service

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

Marine Biological Laboratory (Woods Hole, Massachusetts)

Independence House, Inc.
800.439.6507
220 Main St., 2nd Floor, 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
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
Counseling, advocacy, and support to rape victims (women and girls only)

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, the Complaint Advisors, 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 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, and OCR 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 illinois.gov/dhr/filingacharge/pages/employment.aspx.

IDHR may be reached at:

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

Other IDHR Offices

Springfield
217.785.5100
866.740.3953 (TTY)
Marion
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
312.814.6269
312.814.4760 (TTY)

Other IHRC Office

Springfield
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
312.730.1560

Access to Information on Harassment, Discrimination, and Sexual Misconduct

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/600/p609.shtml), at harassmentpolicy.uchicago.edu, and at provost.uchicago.edu/titleix.

IV. Related Policies

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

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 1, 2016

Last administrative update: August 1, 2016

Appendix II: 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 III: 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
- 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:
2019-20***

Location	Alarm System	Beds Protected by Fire Detection Systems	Pull Stations Present	Beds Protected by 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%
Vue53 Apartments 1330 E. 53rd St.	Class I	100%	No	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

**TABLE 2 Marine Biological Laboratory
On-Campus Student Housing Facility Fire Safety Systems: 2019-20**

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: 2018**

Residential Facility/ Address	Total Fires in Each Building	Fire Number	Date	Cause	Injuries	Deaths	Property Damage Value*
Burton-Judson Courts 1005 E. 60th St.	1	1	2/5/18	Cooking/ Grease Fire	N/A	N/A	\$0
Campus North Residential Commons 5500 S. University Ave.	3	1	1/21/18	Cooking/ Grease Fire	N/A	N/A	\$0
		2	1/28/18	Cleaning Oven	N/A	N/A	\$0
		3	10/3/18	Cooking/ Burned Plastic	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 4 Main Campus
Fires in On-Campus Student Housing and Their Causes: 2017**

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.	1	1	10/21/17	Unattended Cooking	N/A	N/A	\$169
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 5 Main Campus
Fires in On-Campus Student Housing and Their Causes: 2016**

Residential Facility/ Address	Total Fires in Each Building		Fire Number	Date	Cause	Injuries	Deaths	Property Damage Value*
Blackstone Hall 5748 S. Blackstone Ave.	0	0	0	N/A	N/A	N/A	N/A	N/A
Breckinridge Hall 1442 E. 59th St.	0	0	0	N/A	N/A	N/A	N/A	N/A
Broadview Hall 5540 S. Hyde Park Blvd.	0	0	0	N/A	N/A	N/A	N/A	N/A
Burton-Judson Courts 1005 E. 60th St.	1	1	1	N/A	Improper Cigarette Disposal (exterior directly outside B-J)	None	None	N/A
International House 1414 E. 59th St.	0	0	0	N/A	N/A	N/A	N/A	N/A
Maclean Hall 5445 S. Ingleside Ave.	0	0	0	N/A	N/A	N/A	N/A	N/A
Max Palevsky Residential Commons 1101 E. 56th St.	0	0	0	N/A	N/A	N/A	N/A	N/A
New Graduate Residence Hall 1307 E. 60th St.	0	0	0	N/A	N/A	N/A	N/A	N/A
Renee Granville-Grossman Residential Commons 6031 S. Ellis Ave.	1	1	1	N/A	Grease Fire	None	None	N/A
Snell-Hitchcock Hall 1009 E. 57th St.	0	0	0	N/A	N/A	N/A	N/A	N/A
Stony Island Hall 5700 S. Stony Island Ave.	0	0	0	N/A	N/A	N/A	N/A	N/A
6011 S. Ingleside Apartments 6011-27 S. Ingleside Ave.	0	0	0	N/A	N/A	N/A	N/A	N/A
6022 S. Drexel Apartments 6022 S. Drexel Ave.	0	0	0	N/A	N/A	N/A	N/A	N/A
6044 S. Ingleside Apartments 6044 S. Ingleside Ave.	0	0	0	N/A	N/A	N/A	N/A	N/A
6051 S. Drexel Apartments 6051-57 S. Drexel Ave.	0	0	0	N/A	N/A	N/A	N/A	N/A
6054 S. Ingleside Apartments 6054-56 S. Ingleside Ave.	0	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: 2018**

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

**TABLE 7 Marine Biological Laboratory
Fires in On-Campus Student Housing and Their Causes: 2017**

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

**TABLE 8 Marine Biological Laboratory
Fires in On-Campus Student Housing and Their Causes: 2016**

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

Appendix IV: 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 V: 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 IV 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 VIII: Clery Act Definitions of the *Annual Security and Fire Safety Report*.

Appendix VI: 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

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Appendix VII: 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 or illicit drugs. 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 Health Promotion and 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 functions where alcohol is available. Further, appropriate quantities of non-salty food must be served at all such events. There may be no reference to the availability of alcohol in any publicity for a University event.
- 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 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. (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, will 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.

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 receive alcohol may be jailed for up to one year and fined up to \$2,500. 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 House 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.

Counseling, Treatment, and Referral

Students and employees who believe they may have an alcohol or drug problem are strongly encouraged to seek assistance through resources available at the University. Employees may contact the Staff and Faculty Assistance Program (SFAP) at **800.456.6327**. This will connect employees with Perspectives, the firm with which the University has contracted to provide SFAP services.

Students should seek aid through the Student Counseling Service (**SCS, 773.702.9800**), their area Dean of Students, or Campus and Student Life (**773.702.7770**). Such contacts will be kept confidential, except as required by law or by concern for the immediate health, safety, or security of the individual or others.

The SCS is staffed by mental health professionals (e.g., psychologists, social workers, psychiatrists) who are available to discuss your concerns regarding drug or alcohol use in your own life or in the life of someone close to you. Seeking professional assessment can frequently bring new perspective. Initial evaluation, consultation, counseling, and treatment on an outpatient basis is available through the SCS.

Individuals requiring inpatient detoxification and/or rehabilitative services are referred to institutions and hospitals in the local community that specialize in these types of services. The costs of such treatment and referrals may be covered in whole or in part by the individual's health insurance.

The University has the right to take any necessary action to protect the health, safety, and security of the affected individual and other members of the University community, including deciding whether, when, and under what conditions a student may be reinstated or any employee may be returned to employment after an instance of alcohol abuse or improper drug use.

Students with questions about University alcohol and other drug policy, or any other University policy or rule, should contact their area Dean of Students. Employees should contact the Employee and Labor Relations Office of Human Resources at **elrelations@uchicago.edu**.

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 20 years, not more than life (life imprisonment if 3rd offense) • 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 (see special sentencing provisions re: crack).

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)

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 Hashish)

Amount	Classification	Prison Term	Fine
Up to 10 gm	Civil Violation	NA	\$100–200
>10.0–30.0 gm	Class B Misdemeanor	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

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 Hashish)

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		Possible Effects	Effects of Overdose	Withdrawal Syndrome
	Physical	Psychological			
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 VIII: 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*: (i) A felony or misdemeanor crime of violence committed (a) by a current or former spouse or intimate partner of the victim; (b) by a person with whom the victim shares a child in common; (c) by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (d) by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or (e) 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 the jurisdiction in which the crime of violence occurred.

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, domestic 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.

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

Student Counseling
Service (SCS) **773.702.9800**
SCS Staff-Member-on-Call **773.702.3625**

Medical Resources

Student Health Service (SHS) **773.702.4156**
Nurse Advice Line
(after SHS business hours)..... **773.702.1915**
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 Ombudsperson **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
and Wellness..... **773.702.8935**

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**