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Title Sexual & Relationship Violence Prevention and Response		Category Presidential
Responsible Department Office of Institutional Diversity and Equity	Responsible Officer Vice President for Institutional Diversity & Equity	Effective Date 8/23/2017

I. General Scope

This policy affects the following groups of the University:

- Entire University Community

II. Scope Detail

This policy affects all members of the DePaul community as well as those who interact with the DePaul community and its members. This could include students, employees, vendors, and guests.

This policy prohibits sexual and relationship violence, [as defined below](#), by or against all members of the DePaul community.

III. Policy Summary

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DePaul University is committed to providing an environment that is free from all forms of discrimination and harassment, including sexual and relationship violence. Every member of the DePaul university community has the right to safety from the threat of sexual and relationship violence. Grounded in our commitment to valuing the dignity of all people, DePaul fosters a culture of respect and safety by

implementing best practices in education, prevention, and holistic support and care. DePaul does not tolerate sexual and relationship violence and addresses incidents swiftly and equitably.

This policy details the ways in which DePaul promptly and effectively responds to reports of sexual and relationship violence. The policy also outlines DePaul's commitment to prevention programming and training regarding sexual and relationship violence.

Concise information for individuals seeking to report sexual and relationship violence can be found in the [Sexual and Relationship Violence Information Sheet](#).

IV. Policy History

August 23, 2017:

This policy underwent minor revisions to update links, contact information, and to clarify the role of Survivor Support Advocates and the OIDE at various places within the policy and related procedures.

May 04, 2016:

This policy was recently revised to enable members in the DePaul community to more easily navigate DePaul's policy, clarify its processes, encourage reporting, and provide more comprehensive information regarding available resources.

September 11, 2015:

This policy was changed to update information regarding DePaul University's Title IX coordinator.

June 16, 2015:

s policy was revised to update the section "Definition of Sexual & Relationship Violence."

March 31, 2015:

s policy was revised to clarify "responsible employee" reporting requirements under Title IX.

July 01, 2014:

ated from existing policy in the Code of Student Responsibility and significantly revised and expanded.

V. Policy Approvals

Minor Changes/No Changes	08/23/2017
Presidential Approval	05/04/2016
Joint Council	05/04/2016
Policy Review Group	04/21/2016
Minor Changes/No Changes	09/11/2015
Minor Changes/No Changes	06/16/2015
Presidential Approval	03/31/2015
Presidential Approval	06/27/2014
Staff Council	06/04/2014
Policy Review Group	04/09/2014

VI. Policy

Every member of the DePaul University community has the right to safety from the threat of sexual and relationship violence. Grounded in our commitment to valuing the dignity of all people, DePaul fosters a culture of respect and safety by implementing best practices in education, prevention, and holistic support and care. DePaul does not tolerate sexual and relationship violence and addresses incidents swiftly and equitably.

A. Related Policies

This policy intersects with a number of other DePaul policies. These include:

- [Anti-Discrimination and Anti-Harassment](#)
- [Blue Demon Duty](#)
- [Code of Student Responsibility](#)
- [Crime Reporting and Clery Act Compliance](#)
- [FERPA Compliance](#)
- [Faculty Handbook](#)
- [Non-Retaliation](#)
- [Progressive Discipline](#)
- [Reporting Misconduct](#)

B. Information Regarding Title IX

1. Notice of Non-Discrimination

Title IX of the Education Amendment of 1972 (commonly known as "Title IX") is a federal law that prohibits sex discrimination on the basis of sex in federally funded education programs and activities. Sex discrimination includes sexual harassment, and sexual and relationship violence.

DePaul does not discriminate on the basis of sex in its educational, extra- and co-curricular, athletic, or other programs or activity, including admissions, or in the context of employment.

DePaul provides institutional processes, remedies and outcomes. Conduct that violates this policy may also constitute criminal conduct under local, state or federal laws. Individuals always have the option to report prohibited conduct to the appropriate law enforcement agencies. As detailed in the [Crime Reporting and Clery Act Compliance](#) policy, DePaul will assist an individual with reporting to local law enforcement if requested to do so.

Inquiries or complaints concerning the application of this policy or Title IX generally at DePaul should be referred to the Title IX Coordinator in the Office of Institutional Diversity and Equity (OIDE), whose contact information is below. Individuals also have the right to contact the United States Department of Education's Office for Civil Rights.

2. Title IX Coordinator

The Title IX Coordinator can be contacted by telephone, email, or in person during regular business hours (9 a.m. to 5 p.m., Monday - Friday). Contact information for DePaul's Title IX Coordinator is:

Karen Tamburro
Office of Institutional Diversity and Equity
312-362-8970

titleixcoordinator@depaul.edu
ktamburr@depaul.edu

The Title IX Coordinator oversees the university's centralized review, investigation, and resolution of reports of sex discrimination and sexual harassment, including sexual and relationship violence. The Title IX Coordinator also coordinates the university's compliance with Title IX. Among other things, the Title IX Coordinator is:

- a. Responsible for oversight of the investigation of all reports of sex discrimination and sexual harassment, including sexual and relationship violence.
- b. Knowledgeable and trained in relevant state and federal laws and university policy and procedure.
- c. Available to advise any individual, including a complaining or referred party, about the courses of actions available at the university.
- d. Available to provide information regarding resources.
- e. Available to provide assistance to any university member regarding how to respond appropriately to reports of sex discrimination and sexual harassment, including sexual and relationship violence.
- f. Responsible for monitoring full compliance with all requirements and timelines specified in the relevant policies.
- g. Responsible for coordinating the compilation of annual reports. The Title IX Coordinator will prepare a report each year regarding DePaul's experience with preventing and responding to sexual and relationship violence. The Title IX Coordinator will consult with other areas as needed in order to prepare this report. At a minimum, the annual report will include (i) a copy of this policy; (ii) a copy of the [Sexual and Relationship Violence Information Sheet](#); (iii) information about prevention and; (iv) information about reports received (including confidential reports), allegations investigated, referrals to local law enforcement, and policy violations. The Title IX Coordinator is responsible for submitting this report to governmental entities as required by law.

3. Deputy Title IX Coordinators

The Title IX Coordinator is supported by Deputy Title IX Coordinators. Deputy Title IX Coordinators are available to offer assistance with respect to prevention and response. Deputy Title IX Coordinators are appropriately trained regarding sexual and relationship violence. Contact information for the Deputy Title IX Coordinators is:

Deputy Title IX Coordinator for Students
Dean of Students (Ashley Knight)
773-325-7290
deanofstudents@depaul.edu
aknight@depaul.edu

Deputy Title IX Coordinator for Staff
Assistant Director, Employee Relations (Gianna Bellavia-Johnson)

312-362-8506
gbellavi@depaul.edu

Deputy Title IX Coordinator for Faculty
Associate Provost for Student Success and Accreditation, Academic Affairs (Caryn Chaden)

312-362-8885
cchaden@depaul.edu

Deputy Title IX Coordinator for Athletics
Senior Associate Athletic Director, Athletics (Jill Hollembeak)
773-325-4034
jhollemb@depaul.edu

Deputy Title IX Coordinator for Enrollment Management
Compliance Director, Financial Aid (Agnes Roche)
312-362-5024
aroche2@depaul.edu

Deputy Title IX Coordinator for Compliance
Director, Compliance (Emily Opalski)

312-362-5310
eopalski@depaul.edu

4. Sexual Violence Prevention and Response Working Group

DePaul has established a Sexual Violence Prevention and Response Working Group. The purpose of the Working Group is to encourage collaboration and information-sharing across the university regarding DePaul's policies, procedures, programming, training, and messaging. The Working Group will continually review best practices in prevention, awareness, education and response and will contribute to the implementation of such best practices at DePaul.

The Working Group is chaired by the Title IX Coordinator. The Working Group supports the work of the Title IX Coordinator. The Working Group consists of representatives from Faculty Council, Staff Council and Student Government Association, as well as representatives of numerous departments and offices that have a role in addressing prevention and response to sexual and relationship violence.

The Working Group meets at least two times each academic year. The Working Group will invite the following individuals to its meetings: (a) a representative from a community-based sexual assault crisis center; (b) a representative from a community-based domestic violence agency; (c) a representative from the Chicago Police Department; and (d) a representative from the State's Attorney's office.

Training regarding sexual and relationship violence is made available to members of the Working Group.

C. Prohibited Conduct

DePaul University strictly prohibits sexual and relationship violence and threats of sexual and relationship violence. Sexual and relationship violence means the specific behaviors detailed below.

Sexual and relationship violence can occur in many different ways, including through physical force, intimidation, manipulation, and coercion. This may include the voluntary or involuntary use of drugs and/or alcohol that renders an individual unable to [give consent](#). Sexual and relationship violence can occur within personal relationships, including those that are intimate, professional, familial, or friendly. In fact, sexual violence involving strangers constitutes only a small percentage of cases. Individuals of any sex, sexual orientation, or gender identity may experience sexual or relationship violence.

An individual who is uncertain about whether their experience meets one of the definitions below is encouraged to consult with the Title IX Coordinator or another [reporting resource](#). In all instances, DePaul encourages reporting of unwelcome conduct whether or not it appears to meet one of the definitions stated below. With this report, DePaul can assist the individual in identifying resources and

available courses of action based on the conduct at issue.

Sex Offense (including Sexual Assault). Sex Offense means any sexual act directed against another person without consent, including instances where the individual is incapable of [giving consent as defined below](#).

Sexual Offenses include, but are not limited to, rape, forcible sodomy, sexual assault with an object, fondling or kissing without consent, incest, statutory rape, the threat of sexual assault, sexual abuse, or any unwanted physical contact of a sexual nature, that occurs without consent by all the individuals involved. Many sex offenses are also sometimes collectively referred to as sexual assault.

Sexual Misconduct. Sexual Misconduct means taking sexual advantage of another person for the benefit of oneself or a third party when consent is not present. This includes, but is not limited to,

- sexual voyeurism or permitting others to witness or observe the sexual or intimate activity of another person;
- indecent or lewd exposure;
- recording any person engaged in sexual or intimate activity in a private space;
- distributing sexual or intimate information, images or recordings about another person; or
- inducing incapacitation in another person with the intent to engage in sexual conduct, regardless of whether prohibited sexual conduct actually occurs.

Domestic Violence. Domestic Violence means violence committed by a family or household member. A family or household member includes parents, children, current or former spouses, a person with whom the reporting/affected individual shares a child in common, a person who is cohabitating with or has cohabitated with the reporting/affected individual, and others as defined by Illinois law. Domestic violence can be a single event or a pattern of behavior.

Dating Violence. Dating Violence means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the reporting/affected individual (i.e., a relationship which is characterized by the expectation of affection or sexual involvement between the parties); and where the existence of such a relationship shall be determined based on a consideration of factors such as the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating Violence can be a single event or a pattern of behavior.

Domestic and dating violence can encompass a broad range of behavior, including but not limited to:

- Physical violence or assault;
- Sexual violence;
- Emotional violence;
- Economic abuse;
- Threats;
- Property damage; and
- Violence or threat of violence to one's self, one's sexual or romantic partner, and/or to the family members or friends of the sexual or romantic partner.

Stalking. Stalking means a course of conduct (i.e. two or more acts) directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others; or to suffer substantial emotional distress.

Individuals who would like to obtain more information about laws related to sexual and relationship violence in the State of Illinois can find that information [here](#).

D. Consent

At DePaul, consent is defined as unambiguous and freely given agreement to move forward with a specific sexual request, act, or experience. Consent cannot be obtained from individuals who are unable to understand the nature of the activity or give consent due to being asleep, unconscious, underage, or due to having a temporary or permanent mental or physical incapacity, including as a result of drug or alcohol use. Consent is an affirmative act, not a lack of action. Lack of verbal or physical resistance or submission as the result of force, coercion, duress, or threat thereof does not constitute consent. The absence of "no" or "stop" should never be interpreted as implicit consent, if consent is otherwise unclear. An individual's manner of dress does not constitute consent. Consent to past sexual activity or a past sexual relationship does not constitute consent. Consent to engage in sexual activity with one individual does not constitute consent to engage in sexual activity with another individual. Resistance is not required to demonstrate lack of consent. Consent can be withdrawn at any time.

E. Reporting

Individuals who have experienced sexual and relationship violence - whether on-campus or off-campus and whether by a member of the DePaul community or not - are strongly encouraged to report the incident. A report serves as a means of documenting the incident and allows for immediate response by the university. DePaul is committed to offering a secure and supportive environment for individuals who report incidents of sexual and relationship violence to receive resources and consider all available options.

An individual's options for reporting, including for making confidential reports, are detailed below. Reports from third-parties who have not themselves been involved in an instance of sexual and relationship violence are accepted. Reports from third-parties who are not affiliated with DePaul are accepted. More information about the ways in which DePaul address issues of privacy issues and confidentiality requests with respect to reports made to individuals other than confidential reporting resources [is detailed further below](#). In most circumstances, and except as otherwise detailed below, a report to a confidential reporting resource will not be reported to Public Safety or the Title IX Coordinator and will not begin any further response to the report from DePaul.

1. On-Campus Resources for Emergency Reporting

Public Safety

Lincoln Park: 773-325-7777

Loop: 312-362-8400

Public Safety is available 24 hours a day, seven days a week and should be used for emergency response, crime reporting, and crime victim assistance.

2. Local Law Enforcement

Loop, Lincoln Park, and O'Hare Campuses:

Chicago Police Department

911-Emergencies

311-Non-emergencies

Naperville Campus:

Naperville Police Department

911-Emergencies

630-420-6666 for Non-emergencies

Rosalind Franklin Campus:

North Chicago Police Department

911- Emergencies

847-596-8774 for Non-emergencies

3. On-Campus Resources for Non-Emergency Reports

Title IX Coordinator (Karen Tamburro)
Office of Institutional Diversity and Equity
Loop: 312-362-8970
titleixcoordinator@depaul.edu
KTamburr@depaul.edu

The Title IX Coordinator is available during regular business hours (9 a.m. to 5 p.m., Monday - Friday).

The Title IX Coordinator is supported by [a network of Deputy Title IX Coordinators](#) to whom reports may also be made.

Individuals wishing to report non-emergency information electronically, and who would like an immediate response may report here:

Non-Emergency Immediate Response Reporting:
<https://cm.maxient.com/reportingform.php?DePaulUniv>

4. On-Campus Confidential Reporting Resources

Office of Health Promotion and Wellness

Survivor Support Advocates (Confidential Advisors)

773-325-7129
hpw@depaul.edu

Survivor Support Advocates provide support to individuals. This includes students and employees, and includes complainants, potential referred individuals, and others. This support may include informing individuals of their options and available resources and, if requested by the individual, assisting the individual with navigating DePaul or external processes.

Survivor Support Advocates are available for confidential reporting to the extent permissible by law. When providing support to student complainants, Survivor Support Advocates are also acting in the role of a "confidential advisor" pursuant to the Illinois Preventing Sexual Violence in Higher Education Act. In these instances, information reported to Survivor Support Advocates will remain confidential unless (a) the individual consents to the disclosure of the communication in writing; (b) failure to disclose the communication would violate state or federal law; or (c) failure to disclose would result in a clear, imminent risk of serious physical injury to or death of the individual or another person.

On a monthly basis, Survivor Support Advocates will report the number and type of incidents reported exclusively to them to the Title IX Coordinator. In making these reports, care will be taken to avoid reporting personally identifiable information.

All Survivor Support Advocates receive at least 40 hours of training on sexual violence and participate in at least six hours of additional training annually. Survivor Support Advocates also participate in periodic training on University processes related to sexual and relationship violence.

University Counseling Services

Lincoln Park: 773-325-7779

Loop: 312-362-6923

Professional counselors and psychiatrists are available to students for confidential reporting as defined by the counselor or psychiatrist's professional confidentiality obligations.

University Ministry

773-325-7902

Ordained individuals or otherwise recognized religious leaders engaging in pastoral care are available for confidential reporting as defined by the religious leader's professional confidentiality obligations.

Student Legal Services

773-325-1588

slsl@depaul.edu

Attorneys are available to students for confidential reporting in the context of providing legal services and as otherwise defined by the attorney's professional confidentiality obligations.

University Ombudsperson

312-362-8707

The University Ombudsperson is available to employees for confidential reporting to the extent permissible by law.

Misconduct Reporting Hotline

877-236-8390

www.depaul.ethicspoint.com

The misconduct reporting hotline is available for anonymous, electronic reporting. Please see the [Reporting Misconduct](#) policy for more information

As further detailed below, all confidential reporting resources will provide the reporting individual with a [Sexual and Relationship Violence Information Sheet](#).

5. Employee Reporting Responsibilities

Unless otherwise designated as a confidential reporting resource above, all DePaul faculty, staff, and student employees are required to promptly report to the Title IX Coordinator all incidents of sex discrimination and sexual harassment, including sexual and relationship violence that are reported to them.

The information that must be disclosed to the Title IX Coordinator includes:

- the name of the person who reported the information to the employee;
- the name of the alleged affected individual, if different than the individual reporting;
- the name of the alleged perpetrator (if known),
- the names of others involved; and
- any relevant facts that have been provided, such as date, time, and location.

The employee will also provide the reporting individual with [a Sexual and Relationship Violence Information Sheet](#).

Employees should also:

- Familiarize themselves with these [confidential reporting resources](#).
- Inform the individual disclosing an issue related to sexual or relationship violence of their obligation to report any information shared to the Title IX Coordinator.
- Connect the individual with a confidential resource if the individual wishes to speak to someone confidentially.

Employees may also have other reporting obligations pursuant to other DePaul policies including:

- [Crime Reporting and Clery Act Compliance](#)
- [Anti-Discrimination and Anti-Harassment](#)
- [Reporting Misconduct](#)

More information about reporting responsibilities regarding sexual and relationship violence for all DePaul employees and confidential reporting options can be found [here](#).

F. Sexual and Relationship Violence Information Sheet

At the time an individual makes a report of sexual or relationship violence-whether to Public Safety, the Title IX Coordinator, a confidential reporting resource or any other DePaul employee-the individual will be provided with the following information, in writing:

1. A summary of the information in this policy.
2. Information about options for-and, if necessary, how DePaul will provide assistance with-further confidential reporting, reporting to the Title IX Coordinator, reporting to Public Safety, and reporting to local law enforcement (e.g. the Chicago Police Department), if the individual chooses to do so.
3. Information about the possibility of moving forward with internal discipline, including a summary of how the various applicable policies and procedures would apply in different situations.
4. Information about the possible sanctions or remedies that could result from internal discipline.
5. Information about the importance of preserving evidence - for example, avoiding showering, bathing, changing clothes, washing hands, going to the toilet, or brushing teeth; saving clothing in individual paper bags; and not disturbing anything in the area where the incident occurred.
6. Information about rights of reporting individuals and institutional responsibilities regarding institutional "no contact directives" as well as orders of protection (sometimes called "restraining orders"), no contact orders, or similar lawful orders issued by criminal, civil, or tribal courts.
7. Information about options for-and, if necessary, how DePaul will provide assistance with navigating-getting medical treatment, including the availability of medical forensic examinations at no charge, and other on-campus and community resources, including counseling, health services, mental health services, advocacy, law enforcement and legal assistance. This information is also included in the Resource Appendix to this policy.

8. Information about options for, and available assistance in, changing academic, living, transportation, and working situations, if requested and if reasonably available, on an interim or permanent basis, regardless of whether the individual chooses to further report the incident, or otherwise pursue internal discipline.

For reports received electronically [here](#), this information will be provided within 12 hours.

G. Retaliation

DePaul prohibits retaliation and the threat of retaliation against any person, including complainants, respondents and witnesses, exercising their rights and/or responsibilities in good faith pursuant to this policy, or otherwise participating in any process related to a potential violation of this policy. Claims of retaliation will be investigated and, if substantiated, may constitute a separate policy violation subject to additional discipline or sanctions. More information about DePaul's prohibition against retaliation in the context of discrimination and harassment can be found in the [Anti-Discrimination and Anti-Harassment Policy and Procedures](#). More information about DePaul's prohibition against retaliation generally can be found in the [Non-Retaliation](#) policy.

H. Prevention and Education Programs

DePaul University provides a variety of educational programming, including prevention and awareness programming, regarding this policy and sexual and relationship violence generally. At a minimum, this programming includes (a) primary prevention programming for all incoming students and new employees, (b) an annual email to the campus community, (c) annual training for all employees, and (d) ongoing awareness campaigns for students and employees.

Together, these primary programs and ongoing awareness campaigns, at a minimum, include the following elements:

1. Information about the definitions of the various aspects of sexual and relationship violence, including consent, under this policy and Illinois law;
2. Information about the requirements of this policy, including DePaul's prohibition on sexual and relationship violence and prohibition of retaliation, and DePaul's obligation to provide a coordinated, prompt, and equitable response to reports of sexual and relationship violence;
3. Information about reporting options, including confidential reporting resources;
4. Information about the effects of trauma;
5. Information about safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of sexual or relationship violence against another person; and
6. Information about risk reduction to recognize warning signs of abusive behavior and how to avoid potential risks.

Programming could occur at employee orientations, at student orientations, as part of General Compliance Training, through electronic communications, and through various other formal and informal avenues. Programming will be coordinated by the Office of Institutional Diversity and Equity (OIDE) in collaboration with other departments and offices as appropriate (e.g., the Office of Health Promotion and Wellness, Compliance & Risk Management, Human Resources, etc.)

I. Additional Resources and Support

Below is an expanded list of reporting resources and other on-campus and community resources. A summary list of reporting resources and on-campus supports is [above](#).

On-Campus Resources

Emergency Reporting

Public Safety

Lincoln Park: 773-325-7777

Loop: 312-362-8400

Public Safety is available 24 hours a day, seven days a week and should be used for emergency response, crime reporting, and crime victim assistance.

Non-Emergency Reports

Title IX Coordinator (Karen Tamburro)
Office of Institutional Diversity and Equity

312-362-8970

titleixcoordinator@depaul.edu

The Title IX Coordinator is available during regular business hours (9 a.m. to 5 p.m.) and should be used for non-emergency reporting. The Title IX Coordinator is supported by six [Deputy Title IX Coordinators](#).

Individuals wishing to report non-emergency information electronically, and who would like an immediate response may report here:

Non-Emergency Immediate Response
Reporting: offices.depaul.edu/diversity/about/forms/Pages/allegation-form.aspx

Confidential Reporting Resources

Office of Health Promotion and Wellness

Survivor Support Advocates (Confidential Advisors)
773-325-7129
hpw@depaul.edu

Survivor Support Advocates are available to provide support to individuals, including those who may be accused of sexual and relationship violence. This support may include informing individuals of their options and available resources and, if requested by the individual, assisting the individual with navigating DePaul or external processes.

University Counseling Services

Lincoln Park: 773-325-7779
Loop: 312-362-6923

Professional counselors and psychiatrists are available to students for confidential reporting as defined by the counselor or psychiatrist's professional confidentiality obligations.

University Ministry

773-325-7902

Ordained individuals or otherwise recognized religious leaders engaging in pastoral care are available for confidential reporting as defined by the religious leader's professional confidentiality obligations.

Student Legal Services

773-325-1588

sisl@depaul.edu

Attorneys are available to students for confidential reporting in the context of providing legal services and as otherwise defined by the attorney's professional confidentiality obligations.

University Ombudsperson

312-362-8707

The University Ombudsperson is available to employees for confidential reporting to the extent permissible by law.

Misconduct Reporting Hotline

877-236-8390 FREE

www.depaul.ethicspoint.com

The misconduct reporting hotline is available for anonymous, electronic reporting. Please see the [Reporting Misconduct](#) policy for more information.

Other On-Campus Resources

Employee Assistance Program

ComPsych Guidance Resources

1-800-621-4124 FREE

Employees may contact DePaul's employee assistance program at any time to speak with a counselor for referrals. Find more information about the DePaul employee assistance program online on their [website](#).

Off-Campus and Community Resources

Local Law Enforcement

Loop, Lincoln Park, and O'Hare Campuses:

Chicago Police Department

911-Emergencies

311-Non-emergencies

Naperville Campus:

Naperville Police Department

911-Emergencies

630-420-6666 for Non-emergencies

Rosalind Franklin Campus:

North Chicago Police Department

911- Emergencies

847-596-8774 for Non-emergencies

Sexual Assault Community-Based Resources

Chicago Rape Crisis Hotline

888-293-2080 FREE

Operating 24 hours a day, 7 days a week.

Rape Victim Advocates - Loop (RVA)

180 N. Michigan Ave. Suite 600
Chicago, IL 60601

312-443-9603

www.rapevictimadvocates.org

RVA partners with local hospitals and organizations across Chicago to provide services 24/7 for sexual assault survivors and their significant others. These services include crisis intervention, medical and legal advocacy, and counseling services.

www.rapevictimadvocates.org

YWCA Metropolitan Chicago

1 N. LaSalle Street Suite 1150
Chicago IL 60602

312-733-2102 ext 2146 (Chicago)

630-790-6600 (West Suburbs)

708-754-0486 (South Suburbs)

http://www.ywcachicago.org/site/c.fmJWKcOZJkI6G/b.8243025/k.8734/Sexual_Violence_Counseling.htm

YWCA offers a Sexual Violence and Support Services program that specializes in counseling for ages three and older, as well as medical and legal advocacy. Services are available at multiple locations across Chicago for survivors of sexual violence and their non-offending significant others.

Zacharias Sexual Abuse Center (Zcenter) - Lake County

4275 Old Grand Ave.

Gurnee, IL 60031

and

4232 Dempster St.

Skokie, IL 60076

847-244-1187 (office)

24 Hour Helpline: 847-872-7799

<http://zcenter.org/>

The Zcenter provides individual and group counseling, medical advocacy, court advocacy, and a 24/7 support line for survivors of sexual assault and their significant others in Lake County, Illinois. Their Skokie location provides counseling services only.

Domestic/Relationship Violence Community-Based Resources

Chicago Domestic Violence Helpline

877-863-6338 FREE
877-863-6339 FREE (TTY)

National Domestic Violence Hotline

800-799-7233 FREE
800-787-3224 FREE (TTY)

Pillars

Domestic Violence Hotline: 708-458-5254
<https://pillarscommunity.org/>

Pillars offers a shelter, legal advocacy, and counseling for survivors, including disabled adults and children. Their shelter, Constance Morris House, offers onsite exams for injuries sustained during domestic violence, prenatal care, and bilingual services for literate and non-literate survivors. Pillars offers services in the Chicago Metropolitan area with locations in Berwyn, Hickory Hills, Western Springs, Summit, and Hodgkins, Illinois.

Medical Forensic Examinations

The following is a list of locations where a medical forensic examination can be completed, often at no cost. Each hospital has a social worker, women's health advocate, and/or domestic violence liaison that can assist those who have experienced sexual or relationship violence.

For survivors of sexual assault, it is recommended that you specify the reason you are requesting an examination, as you should be provided a private room. Many hospitals have Sexual Assault Nurse Examiners (SANE) on staff. SANE nurses have completed special forensic training with sensitivity and knowledge in treating sexual assault survivors while preserving evidence related to an alleged sex crime. Many locations, as specified below, can also provide you with a medical advocate for sexual assault survivors within one hour. These sexual assault advocates are from a local agency, separate from the hospital and police.

Additionally, under the Illinois Crime Victim's Compensation Act, some individuals who have experienced sexual or relationship violence may be eligible for support services and medical reimbursement if the crime is reported within seven (7) days or, in some cases, even longer. Individuals should check with their insurance providers to explore the applicability of this program.

Lincoln Park Campus:

Illinois Masonic Hospital
836 W Wellington Ave
Chicago, IL 60657

(773) 975-1600

Presence St. Joseph Hospital
Emergency Services

2900 N. Lake Shore Dr.
Chicago, IL 60657

847-737-4636
Sexual assault medical advocate available from RVA

Swedish Covenant Hospital
5145 N. California Ave
Chicago, IL 60625
Women's Health Advocate, Kate Lawler
773-878-8200 ext 6772 or klawler@schosp.org

Thorek Memorial Hospital
850 W. Irving Park Rd.
Chicago, IL 60613

773-975-6770
Sexual assault medical advocate available from RVA

Loop Campus:

Northwestern Memorial Hospital
250 E. Erie St.
Chicago IL 60611
312-926-2000
Sexual assault medical advocate available from RVA

John H. Stroger, Jr. Hospital
1901 W. Ogden Ave.
Chicago, IL 60612
Adult Emergency Department 312-864-1300
Trauma Emergency Department 312-864-1000

Sexual assault medical advocate available from RVA with hospital satellite office at

1901 W. Harrison, Ste. 419
Chicago, IL 60612

312-864-6112

O'Hare Campus:

Loyola Gottlieb Memorial Hospital
701 W. North Ave.
Melrose Park, IL 60160
708-681-3200
Sexual assault medical advocate available from Pillars

Naperville Campus:

Edwards Hospital
801 S. Washington St.
Naperville, IL 60540

630-527-3000

Sexual assault medical advocate available from YWCA, DuPage County.

Rosalind Franklin Campus:

Advocate Condell Medical Center
801 S. Milwaukee Ave.
Libertyville, IL 60048

847-990-5300

SANE nurse available 24/7

Sexual assault medical advocate available from Zcenter

Vista Medical Center East
1324 N. Sheridan Rd.
Waukegan, IL 60085

847-360-3000

SANE nurse available and sexual assault medical advocate available from Zcenter

Vista Medical Center West
2615 Washington St.
Waukegan, IL 60085

847-249-3900

SANE nurse available and sexual assault medical advocate available from Zcenter

Vista Lindenhurst Campus
1050 Red Oak Ln.
Lindenhurst, IL 60046

847-356-4700

SANE nurse available and sexual assault medical advocate available from Zcenter

VII. Procedures

DePaul will respond to all reports of sexual and relationship violence in a prompt, fair, and impartial manner. Every report is based on its own facts and circumstances, which can impact the course of response.

The Office of Institutional Diversity and Equity (OIDE) is primarily charged with coordinating responses to sexual and relationship violence. As further detailed below, OIDE will work with other offices to implement responses as appropriate. These responses could include initial assessment; working with law enforcement, if an individual chooses to report to such law enforcement; providing support and resources; investigation; providing interim measures and permanent remedies; and, if applicable, determining policy violations and potential disciplinary response.

A. Initial Assessment

DePaul will make an initial assessment of the reported information and respond to any immediate health or safety concerns raised by the report. Appropriate steps may include implementing reasonably

available [interim measures](#) to provide for the safety of the individual and the campus community.

B. Options for Response; Confidentiality Requests; Privacy

Some individuals may wish to make a report in order to seek support resources. In all situations, individuals will be offered support, resources and, to the extent reasonable and appropriate, [interim measures and permanent remedies](#).

Some individuals may wish to make a report in order [to pursue a disciplinary response](#).

To the extent possible, DePaul will consider the preferences of the reporting individual, including requests for confidentiality, when determining an appropriate response to a report. For example, Public Safety allows for Jane and/or John Doe reports, which enables an individual to remain anonymous on any Public Safety reports. However, confidentiality cannot be guaranteed in all circumstances. For example, DePaul has an obligation to provide a safe and nondiscriminatory environment for all members of its community and might have to share information about a report to protect the campus community. Likewise, if an individual chooses to pursue a disciplinary response, DePaul has an obligation to afford the responding individual certain procedural protections including notice and an opportunity to respond.

Where DePaul determines that the action taken is inconsistent with a request, DePaul will inform the affected individual about the chosen course of action.

DePaul is committed to protecting the privacy of all individuals involved in a report of sexual or relationship violence. In responding to any report, including implementing interim measures or permanent remedies, investigation, or disciplinary response, DePaul will take steps to protect the privacy interests of all individuals involved in a manner consistent with the need for a thorough review of the allegation and to the extent required or permitted by law.

C. Interim Measures and Permanent Remedies

Regardless of whether a situation involving sexual or relationship violence may result in a policy violation or disciplinary response, and regardless of whether an individual chooses to otherwise report an incident, the Office of Institutional Diversity and Equity (OIDE) will coordinate providing reasonable and appropriate interim measures and permanent remedies. Interim measures may be taken prior to the outcome of any investigation.

Interim measures and permanent remedies may include changing academic, living, transportation, and working situations, if requested and if reasonably available, on an interim or permanent basis. Specific examples could include:

- Access to medical or counseling services;
- Imposition of an institutional no-contact directive and related assistance to support that directive;
- Assistance in obtaining a civil protection order;
- Rescheduling exams or assignments;
- A change in class schedule;
- A change in work schedule or job assignment;
- A change in a student's on-campus residence;
- A change of office or work space;
- A voluntary leave of absence;
- Providing an escort between classes, work or other activities; or
- An interim suspension or other restriction pending the outcome of a conduct proceeding.

The Title IX Coordinator will maintain the privacy of any interim measures and permanent remedies to the extent possible.

All individuals are encouraged to report concerns about the failure of another individual to abide by any restrictions imposed by an interim measure or permanent remedy so that DePaul can consider taking responsive actions as appropriate.

D. Determining Policy Violations and Potential Disciplinary Response

In instances where a report of sexual or relationship violence indicates that a member of the DePaul community may have violated this policy, all determinations as to policy violations and potential disciplinary response will be made through the existing applicable university policies and processes.

Because a violation of this policy will most often also be a violation of the [Anti-Discrimination and Anti-Harassment Policy and Procedures](#), investigation and, except as otherwise detailed below, determinations as to policy violations, will be primarily managed by the Office of Institutional Diversity and Equity using the procedures detailed in the [Anti-Discrimination and Anti-Harassment Policy and Procedures](#). Determinations as to sanctions and disciplinary consequences are dependent on whether the referred individual is a staff member, student employee, faculty member or student.

Report that a **staff member or student employee** may have violated this policy: A determination as to discipline will be made through the procedures outlined in the [Progressive Discipline](#) policy. For student employees, the [Student Conduct Process](#) may also apply, as detailed below.

Report that a **faculty member** may have violated this policy: A determination as to discipline will be made through the procedures outlined in the [Faculty Handbook](#), including Chapter Four of the [Faculty Handbook](#) relating to suspension or termination of faculty members for cause.

Report that a **student** may have violated this policy: A determination as to a policy violation and a determination as to sanctions will be addressed through the procedures outlined in the [Student Conduct Process](#). As noted in the Student Conduct Process, the Student Conduct Process may also include a preliminary investigation by another office. As noted above, investigations of allegations of sexual or relationship violence will often be conducted by the Office of Institutional Diversity and Equity (OIDE) using the procedures detailed in the [Anti-Discrimination and Anti-Harassment Policy and Procedures](#). The range of potential sanctions for students who are found responsible for violating this policy is detailed in the [Student Conduct Process](#). Students should also familiarize themselves with all of the [Student Rights in the Student Conduct Process](#) and other provisions of the [Student Conduct Process](#). This includes, for example, the Amnesty/Good Samaritan policy.

To the extent that a potential policy violation of this policy would not violate the [Anti-Discrimination and Anti-Harassment Policy and Procedures](#), OIDE will work with the appropriate offices, including Human Resources, Academic Affairs, and Student Affairs, to investigate, determine policy violations, and determine sanctions or disciplinary consequences in a prompt, fair, and impartial manner through applicable policies and procedures.

To the extent not already addressed in the above policies and procedures, the process for determining whether a violation of this policy has occurred and for imposing internal discipline involving instances of sexual and relationship violence pursuant to this policy include the following procedural aspects:

1. DePaul will take reasonable measures to complete any process resulting in a determination as to a policy violation within 60 calendar days from the date when a report is received. DePaul reserves the right to extend this time limit, in its sole discretion, in order to ensure a proper review of all material and as circumstances warrant. DePaul will simultaneously inform the complainant

- and respondent of any extensions and the reasons.
2. All determinations as to whether an individual is or is not in violation of a policy will be based on the standard of "whether it is more likely than not," based on the information available at the time, that the individual is or is not in violation of the policy at issue.?
 3. Both the reporting individual and the referred student or employee have the opportunity to have an advisor of their choice (including legal counsel) accompany them to any meeting (including hearings) related to making a determination as to whether a policy violation has occurred, or to imposing discipline related to that policy violation. Any individual intending to have an advisor accompany them to a meeting must notify the individual managing the process no later than two business days prior to the meeting (unless a shorter timeframe is deemed feasible by the individual managing the process). The role of the advisor is to act as a support for the student or employee. The advisor does not have a speaking or otherwise active role to play in the process. The university reserves the right to require that any individual select a different advisor if the individual's choice of advisor raises fundamental fairness issues (e.g. there is a conflict of interest with the individual's selected advisor, etc.).
 4. The reporting individual and the referred student or employee are simultaneously informed in writing of the outcomes that result from the process, including interim results.
 5. The reporting individual and the referred student or employee are simultaneously informed in writing of the possibilities for appealing the decision, if any.
 6. The reporting individual and the referred student or employee are simultaneously informed in writing as to any changes in the outcomes from the process.
 7. The reporting individual and the referred student or employee are simultaneously informed in writing when the outcomes from the process are final.

Individuals who are charged with implementing investigative and disciplinary processes related to sexual and relationship violence receive annual training on issues related to sexual and relationship violence, and on how to conduct a process that protects safety and promotes accountability.

Other Resources

Although the University encourages individuals to utilize the University's internal complaint process to resolve any complaints, use of this process does not prohibit the filing of a complaint with external agencies at any time. Individuals may choose to file a complaint with various external agencies including, but not limited to, the government agencies listed below.

The U.S. Equal Employment Opportunity Commission

<http://www.eeoc.gov/field/chicago/>

Illinois Department of Human Rights

<http://www.illinois.gov/dhr/Pages/default.aspx>

The U.S. Department of Education, Office for Civil Rights

<http://www2.ed.gov/about/offices/list/ocr/addresses.html>

VIII. Divisional Collaborations

Academic Affairs
Facility Operations (Public Safety)
Student Affairs
Human Resources
Office of the General Counsel
Enrollment Management & Marketing (Student Employment)

Office of Institutional Compliance

IX. Contact Information

Office of Institutional Diversity and Equity

Loop: 312-362-8970

titleixcoordinator@depaul.edu

KTamburr@depaul.edu

X. Appendices

Resource List