



SEXUAL AND RELATIONSHIP VIOLENCE INFORMATION SHEET

DePaul University is concerned about the safety and well-being of its faculty and staff and about incidents of sexual misconduct, harassment, or violence, whether on- or off-campus. If you have an experience with any type of sexual or relationship violence, please know that you have rights, you have options, and support is available for you.

DePaul's entire institutional policy regarding Sexual & Relationship Violence Prevention and Response can be found at <http://policies.depaul.edu/policy/policy.aspx?pid=320>. This document is intended as an overview of various policies, procedures, resources, and supports. Individuals are encouraged to speak directly with DePaul's Title IX Coordinator or Survivor Support Advocates in DePaul's Office of Health Promotion and Wellness, or other resources, for more information. Survivor Support Advocates work with all individuals who may have had an experience with sexual or relationship violence.

Rights: Notice of Non-Discrimination

Reports of sexual and relationship violence should be made to DePaul Public Safety (Lincoln Park campus 773/325-7777, Loop campus 312/362-8400). The Public Safety Office is open 24 hours a day, 7 days a week.

Title IX of the Education Amendments of 1972 ("Title IX") prohibits discrimination based on sex, which includes sexual and relationship violence) at any federally funded education program or activity. When the University receives a complaint of sex discrimination, including sexual or relationship violence, it will promptly respond to the complaint in a prompt and equitable manner. Every complaint is based on its own facts and circumstances, which can impact the course of the University's response. DePaul University prohibits retaliation against anyone for raising complaints under Title IX.

Karen Tamburro in the Office of Institutional Diversity and Equity is the Title IX Coordinator for DePaul University. As appropriate, the Title IX Coordinator works with other offices to address Title IX complaints and other Title IX compliance issues. These offices include Student Affairs, Academic Affairs, Human Resources, Athletics, Compliance and Risk Management and Enrollment Management & Marketing.

The Title IX Coordinator's Office are located on the 3rd floor of the Lincoln Park Student Center and the 8th floor of the Daley Building (14 East Jackson). Please call (773-325-8128 or 312-362-8970) or email (titleixcoordinator@depaul.edu) to schedule a meeting. Walk-ins are welcome.

Individuals also have the option to report sexual or relationship violence through the Misconduct Reporting Hotline (877-236-8390) or at www.depaul.ethicspoint.com. The Misconduct Reporting Hotline is administered by a third party vendor and is staffed 24 hours a day, seven days a week, by professionals trained to receive these types of calls. More information about the misconduct reporting hotline can be found at <http://compliance.depaul.edu/hotline/index.asp>.

Title IX requires that when an individual who is a "responsible employee" learns of sex discrimination, including sexual or relationship violence, the responsible employee is required to promptly report specific information about the situation to DePaul's Title IX Coordinator or other appropriate designees. At DePaul, all DePaul faculty and staff who have not otherwise been designated as confidential reporting resources (see below) are responsible employees.

Because of this, please note that, although DePaul takes survivor confidentiality very seriously, **confidentiality cannot be guaranteed** when reporting incidents of sexual or relationship violence to DePaul employees other than those who have been designated as confidential reporting resources.

Options and Support

Survivor Support Advocates in the Office of Health Promotion and Wellness (HPW) can provide anyone who has had an experience with sexual or relationship violence, including those students who may be accused of sexual or relationship violence, with a safe, confidential, and non-judgmental space to receive emotional support and explore options. Staff can connect individuals with services such as:

- On- and off-campus resources
- Confidential counseling
- Legal/law enforcement options (including orders of protection and no contact orders)

- Medical assistance (including information on the importance of preserving evidence)
- Safety planning and self-care
- Alterations to transportation and working situations if requested and reasonably available (available regardless of whether the survivor reports the violence to local law enforcement or otherwise pursues internal disciplinary options)

Survivor Support Advocates are generally available Monday – Friday, 9:00am – 5:00pm. The HPW office is located on the 3rd floor of the Lincoln Park Student Center. Please call (773-325-7129) or email (hpw@depaul.edu) to schedule a meeting. Walk-ins are welcome. If you prefer not to seek support from this office, there are other options available to you. You can learn about other services, including **24-hour resources** and other on-campus confidential reporting resources such as University Ministry and the University Ombudsperson, by visiting <http://studentaffairs.depaul.edu/hpw/shvp.html>.

DePaul takes confidentiality very seriously and takes steps to protect confidentiality to the extent possible by law. Individuals having discussions with confidential reporting resources should also be aware that they must make a report to Public Safety or the Title IX Coordinator in order for DePaul to take any further specific remedies regarding the situation.

University Discipline & Other Information About Filing Complaints

DePaul University is committed to providing a prompt and equitable investigation and resolution to issues of sexual and relationship violence.

Matters of sexual and relationship violence involving student employees, staff, or faculty will be handled through either the Progressive Discipline process (https://hr.depaul.edu/Employee%20Relations/Progressive_Discipline/index.html) managed by HR and Student Employment or through the procedures in the Faculty Handbook (<http://www.depaul.edu/Pages/faculty-handbook.aspx>). Sanctions that could be imposed at the conclusion of these processes may include verbal or written counseling, no contact restrictions, performance improvement plans, or discharge.

To the extent not already addressed in the above policies and procedures, the process for determining whether an individual has violated DePaul's Sexual & Relationship Violence Prevention and Response policy and for imposing internal discipline involving instances of sexual and relationship violence pursuant to that policy will include the following procedural aspects:

- (1) All determinations about whether an individual has engaged in a policy violation will be determined based on the standard of whether it is more likely than not that the alleged violation(s) has/have occurred.
- (2) Both the reporting individual and the referred employee have the opportunity to have an advisor of his/her choice (including legal counsel) accompany them at any meeting related to making a determination as to whether a policy violation has occurred, or to imposing discipline related to that policy violation.
- (3) The reporting individual and the referred employee are simultaneously informed in writing of the outcomes that result from the process, including interim results.
- (4) The reporting individual and the referred employee are simultaneously informed in writing of the possibilities for appealing the decision, if any.
- (5) The reporting individual and the referred employee are simultaneously informed in writing as to any changes in the outcomes from the process.
- (6) The reporting individual and the referred employee are simultaneously informed in writing when the outcomes from the process are final.

The Office of Institutional Diversity and Equity (OIDE) is generally responsible for receiving, processing, and resolving complaints of discrimination, harassment, and sexual harassment involving employees. OIDE can be reached at 312-362-6872 or <http://offices.depaul.edu/diversity/compliance/complaints/Pages/Filing-a-Complaint.aspx>.

Although DePaul aims to honor requests for confidentiality where possible, there may be times where the University will have to move forward with a disciplinary process even if an individual, including a survivor, declines to participate. All employees who respond to sexual and relationship violence and participate in making policy determinations about policy violations regarding incidents of sexual and relationship violence have undergone appropriate training on an annual basis.

Medical, Legal and Law Enforcement Information

HPW can assist with notifying campus authorities and local law enforcement about incidents of sexual and relationship violence, although survivors are entitled to decline notification. It is important for survivors of sexual and relationship violence to preserve any information or evidence from the incident. To best preserve evidence of the assault, survivors are encouraged to:

- Avoid showering/bathing, changing clothes, washing hands, going to the toilet, or brushing
- Save each item of clothing worn at the time of the assault in separate paper bags, if clothing is changed
- Avoid disturbing anything in the area where the assault occurred
- Save any text messages, social networking pages and other communications

The University will honor any protective order, which may include an Order of Protection or a Civil No Contact Order. HPW can provide information and resources regarding one's options, rights, and responsibilities for seeking such legal protection. DePaul University may impose no contact directives and other restrictions.