

DEPAUL UNIVERSITY



Sexual & Relationship Violence Prevention and Response

Category: Presidential

Responsible Department: Student Affairs

Responsible Officer: Vice President for Student Affairs

Effective Date: 04/10/2024

Policy Summary

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](#).

Scope

This policy affects the following groups of the University:

- Entire University Community

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.

Policy

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A. Related Policies

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

- [Anti-Discrimination and Anti-Harassment Policy and Procedures](#)
- [Blue Demon Duty](#)
- [Code of Student Responsibility](#)
- [Crime Reporting and Clery Act Compliance](#)
- [FERPA Compliance](#)
- [Faculty Handbook](#)
- [Formal Title IX Sexual Harassment Policy and Procedures](#)
- [Reporting Misconduct & Non-Retaliation](#)
- [Progressive Discipline](#)
- [Protection of Minor Children](#)

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, or to choose not to make such a report. Reporting to a law enforcement agency will require speaking with law enforcement personnel to describe the circumstances of an alleged crime. 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, the Formal Title IX Sexual Harassment Policy and Procedures, or Title IX generally at DePaul should be referred to the Title IX Coordinator, 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, e-mail, mail, or in person. Reports of sex-based misconduct may be made at any time. Contact information for DePaul's Title IX Coordinator, also referred to as the Director of Gender Equity, is:

Molly Fleck
Title IX Coordinator/Director of Gender Equity
DePaul Student Center
2250 N. Sheffield Avenue, Suite 307
Chicago IL 60614
773-325-4852
titleixcoordinator@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

Ellen Fingado

773-325-7290

deanofstudents@depaul.edu

cherion@depaul.edu

Deputy Title IX Coordinator for Staff

Angeline Cortez

312-362-7182

acortez3@depaul.edu

Deputy Title IX Coordinator for Faculty

Valerie C. Johnson, Ph.D.

773-325-4731

valerie.c.johnson@depaul.edu

Deputy Title IX Coordinator for Athletics

Jill Hollembeak

773-325-4034

jhollemb@depaul.edu

Deputy Title IX Coordinator for Enrollment Management

Agnes Roche

312-362-5024

aroche2@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.

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 of the individuals involved. Many sex offenses are also sometimes collectively referred to as sexual assault.

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.

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.

Individuals who would like to obtain more information about how these terms are defined under Illinois law and about laws related to sexual and relationship violence in the State of Illinois can find that information in the [Illinois Definitions of Sexual Assault, Stalking, Domestic Violence, and Dating Violence Chart \(Appendix A\)](#).

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 addresses 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 and Lincoln Park Campuses:

Chicago Police Department

911-Emergencies

311-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/Director of Gender Equity

DePaul Student Center

2250 N. Sheffield Avenue, Suite 307

Chicago IL 60614

773-325-4852

titleixcoordinator@depaul.edu

The Title IX Coordinator is supported by a network of Deputy Title IX Coordinators to whom reports may also be made (see listing above).

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

https://cm.maxient.com/reportingform.php?DePaulUniv&layout_id=4

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 an annual basis, the Office of Health Promotion and Wellness 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’s or psychiatrist’s professional confidentiality obligations.

Division of Mission and 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.

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 & Non-Retaliation](#) 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 the 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:

- [Anti-Discrimination and Anti-Harassment Policy and Procedures](#)
- [Crime Reporting and Clery Act Compliance](#)
- [Formal Title IX Sexual Harassment Policy and Procedures](#)
- [Protection of Minor Children](#)
- [Reporting Misconduct & Non-Retaliation](#)

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

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, 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.
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. Preservation of evidence such as text messages and social media posts is also important. Preserving evidence is important because it may assist in making a determination or may be helpful regarding obtaining orders of protection.
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; and how the university will assist with enforcing any such order as appropriate.
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, financial aid, visa and immigration, law enforcement, and legal assistance. This information is also included in the Resource Appendix (Appendix B) 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 [Reporting Misconduct & Non-Retaliation](#) policy.

DePaul University takes good faith complaints of sexual and relationship violence seriously. Individuals who knowingly make false allegations under this policy may be subject to disciplinary action.

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 such as recruiting the help of friends to diffuse a situation or causing a distraction.
6. Information about risk reduction to recognize warning signs of abusive behavior and how to avoid potential risks such as staying together at parties, checking in, or getting your friend to a safe place if they seem too drunk or are acting abnormally

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 Title IX Coordinator in collaboration with other departments and offices as appropriate (e.g., Dean of Students, 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.

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/Director of Gender Equity

DePaul Student Center

2250 N. Sheffield Avenue, Suite 308

Chicago IL 60614

312-362-8970

titleixcoordinator@depaul.edu

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

https://cm.maxient.com/reportingform.php?DePaulUniv&layout_id=4

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.

Division of Mission and 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.

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

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877-236-8390

www.depaul.ethicspoint.com

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

Other On-Campus Resources

Visa and Immigration Information
Office of International Students and Scholar Services
1 E. Jackson Blvd.
DePaul Center, Ste. 9300
312-362-8376
Email: iss@depaul.edu

Financial Aid Information
312-362-8610
finaid1@depaul.edu
Chat live 9 am - 5 pm

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 and Lincoln Park Campuses:

Chicago Police Department

911-Emergencies

311-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.

Resilience (formerly Rape Victim Advocates - Loop (RVA))

180 N. Michigan Ave. Suite 600

Chicago, IL 60601

312-443-9603

<https://www.ourresilience.org/>

Resilience 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.

<https://www.ourresilience.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)

<https://ywcachicago.org/>

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
<https://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: 708-485-5254
<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.

Illinois Department of Human Services

Domestic Violence Helpline: 1-877-TO END DV or 877-863-6338 (Voice)
1-877-863-6339 (TTY)
Chicago Domestic Violence Information Website
Chicago Department of Family and Support Services
https://www.cityofchicago.org/content/dam/city/depts/fss/supp_info/DepartmentGuide/residentguide.pdf

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
(773) 665-3086
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@swedishcovenant.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

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

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. Except as mandated by the Title IX regulations, these are the procedures that DePaul will use to respond to reports of sexual and relationship violence. To review the procedures mandated by Title IX, please see the [Formal Title IX Sexual Harassment Policy and Procedures](#).

The Title IX Coordinator is primarily charged with coordinating responses to sexual and relationship violence. As further detailed below, Title IX Coordinator 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; explaining to the complainant the process for filing a formal complaint; overseeing an investigation when warranted; providing interim measures and permanent remedies; if applicable, determining policy violations and working with managers on potential disciplinary responses, in cases involving faculty and staff; and effectively implementing remedies.

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.

DePaul will consider a variety of factors when determining an appropriate response to a report. This could include, for example, the impact of conduct on the DePaul community and its members and, to the extent possible, the preferences of the reporting individual, including requests for confidentiality. For example, Public Safety allows for Jane and/or John Doe reports, which enables an individual to remain anonymous on any Public Safety reports and in other publicly available reporting. 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 Title IX Coordinator will coordinate providing reasonable and appropriate

interim measures and permanent remedies that are requested. 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;
- Information about 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 maintaining such privacy does not impair DePaul's ability to provide the interim measure or permanent remedy.

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. For allegations of sexual harassment falling within the specific jurisdiction of Title IX, see DePaul's [Formal Title IX Sexual Harassment Policy and Procedures](#).

Except as otherwise detailed below and as detailed in the [Formal Title IX Sexual Harassment Policy and Procedures](#), because a violation of this policy will most often also be a violation of the [Anti-Discrimination and Anti-Harassment Policy and Procedures](#), investigations and determinations as to policy violations will be primarily managed by the Title IX Coordinator 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, acting in the course of their employment**, may have violated this policy: A determination as to discipline will be made through the procedures outlined in the [Progressive Discipline](#) policy, which includes a list of potential

disciplinary sanctions. 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](#), which includes a list of potential disciplinary sanctions.

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 Title IX Coordinator 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 Within 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 violation of this policy would not violate the Anti-Discrimination and Anti-Harassment Policy and Procedures or the Formal Title IX Sexual Harassment Policy and Procedures, the Title IX Coordinator will work with the appropriate offices, including Academic Affairs, other offices in Student Affairs, and Human Resources to investigate, determine policy violations, and, in some instances, 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 will be prompt, fair, and impartial and includes the following procedural aspects:

1. DePaul will take measures to complete any process resulting in a determination as to a policy violation within a reasonable amount of time from the date when a report is received. DePaul will simultaneously inform the complainant (who may or may not be the reporting individual) and the referred student or employee (also referred to as the “respondent” in this and other policies) of the progress of any investigation.
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 complainant 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 complainant and the referred student or employee are simultaneously informed in writing of the outcomes that result from the process, including interim results.
5. The complainant and the referred student or employee are simultaneously informed in writing of the possibilities for appealing the decision, if any.
6. The complainant and the referred student or employee are simultaneously informed in writing as to any changes in the outcomes from the process.
7. The complainant 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

<https://www.eeoc.gov/field-office/chicago/location>

Illinois Department of Human Rights

<https://www2.illinois.gov/dhr/Pages/default.aspx>

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

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

Divisional Collaborations

Academic Affairs

Facility Operations (Public Safety)

Human Resources

Office of the General Counsel

Enrollment Management & Marketing (Student Employment)

Office of Institutional Compliance

Contact Information

Title IX Coordinator

773-325-4852

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Appendices

Appendix A: [Illinois Definitions of Sexual Assault, Stalking, Domestic Violence, and Dating Violence](#)

Appendix B: [Resource List](#)

History/Revisions

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