DePaul University
2024 Preventing Sexual Violence in Higher Education Act
Annual Report
October 17, 2025

I. Introduction and Background

DePaul University is an urban, Catholic and Vincentian institution of higher education. DePaul has two main campuses in Chicago: the Loop campus and the Lincoln Park campus. DePaul also operates other programs at two additional locations: a nursing program out of the Rosalind Franklin University of Medicine and Science in North Chicago, and a DePaul LA Quarter program within the Jarvis College of Computing and Digital Media in Los Angeles, California.

DePaul 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 Annual Report was prepared in accordance with the 110 ILCS 205/9.21(b). Any terms not otherwise defined herein are defined according to 110 ILCS 155/5. Because this Annual Report was prepared for a specific purpose, according to specific requirements, and using specific definitions, it is possible that certain information in this Annual Report may not appear to be

consistent with information reported in other contexts, for other purposes. For example, the definition of "Sexual Violence" in ILCS 155/5 is different than the definition of "Sexual Offense" for purposes of DePaul's compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act").

This Annual Report includes information for all of DePaul University's campuses. All of DePaul University's policies and procedures are equally applicable to each of its campuses. Except with respect to crimes and incidents reported in DePaul University's Annual Security Report for purposes of the Clery Act, DePaul University does not systematically track reports to the Title IX Coordinator, responsible employees or confidential and anonymous resources according to Clery geography.

Sections II-III of this Annual Report identify policies and documents that are current as of the date of submission of this Annual Report.

Sections IV and V of this Annual Report contain data from 2024 that is current as of the date of submission of this Annual Report. Incidents that span multiple years are included only in the applicable reporting categories. For example, if a report was received in 2022, but resolved through the Student Conduct Process in 2023 it is only included in the 2023 report under "Student Conduct Process matters;" it would not also be counted in the reporting section.

It is suggested that readers carefully read the Annual Report in its entirety in order to understand the full context of the report. Readers are asked to pay special attention to the "Additional Information" provided in Section V(8).

This Annual Report was prepared by:
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This Annual Report has been submitted via email to the Illinois Attorney General's Office and to the Illinois Department of Human Rights.

II. Comprehensive Policy

110 ILCS 205/9.21(b)(1)

DePaul University's "comprehensive policy" in accordance with 110 ILCS 155/10 includes:

(1) Sexual and Relationship Violence Prevention and Response policy;
(2) Anti-Discrimination and Anti-Harassment Policy and Procedures;
(3) Student Conduct Process; and
(4) Formal Title IX Sexual Harassment Policy and Procedures.

All four documents are attached to this Annual Report as Exhibits A-D.

DePaul has additional policies and procedures for addressing sexual and relationship violence through other complaint resolution procedures where the referred individual is not a student or is a student and the conduct occurred in the student's

role as a student employee. These policies and procedures are not included within this Annual Report.

III. Written Notification

110 ILCS 205/9.21(b)(2)

DePaul provides a written information rights and options packet or link to individuals/survivors involved in an allegation of sexual or relationship violence. This "Sexual and Relationship Violence Rights and Options booklet," which functions as the "concise, written notification of rights and options" for students in accordance with 110 ILCS 155/15(a), is attached to this Annual Report as Exhibit E.

IV. Primary Prevention and Awareness Programming

110 ILCS 205/9.21(b)(3)

Guided by DePaul University's Catholic, Vincentian mission, multiple departments across the University offer a wide range of preventative and awareness programming on issues such as sexual violence, dating violence, domestic violence, stalking, consent, healthy relationships and bystander intervention to students and other members of the DePaul community. This work is made possible through close collaborations between campus departments, student organizations, student leaders, individual students, community agencies and local law enforcement.

A summary of DePaul's primary prevention and awareness programming for students, or groups that would include students, in accordance with 110 ILCS 155/30(b), including information about participation, where applicable, is attached as Exhibit F.

As noted in this Exhibit, for programming aimed at multiple audiences, the data on participants includes all participants, not solely students.

V. Other Data

110 ILCS 205/9.21(b)(4-10)

1. Reports made by or about DePaul Students

In 2024, DePaul's Title IX Coordinator received the following reports made by or about DePaul students:

- **49** reports of sexual violence
- **35** reports of domestic violence
- **19** reports of dating violence
- **25** reports of stalking

These reports were either made directly to the Title IX Coordinator or to the Title IX Coordinator through a responsible employee. The data in this section does not intentionally include reports made to confidential reporting resources (see below). The data in this section only includes reports made by DePaul students (i.e., reports in which a DePaul student is the reporting individual) or about DePaul students (i.e., reports in which a DePaul student is the referred individual). Additionally, the data in this section may reflect multiple reports by the same individual, as every unique report of a particular kind of violence is documented, regardless of whether they derived from the same incident and/or source. For example, if a complainant files a report that involves dating violence and stalking, it is counted above as one report of dating violence and one report of stalking, even though it was reported by the same

individual and may be managed as one case or investigation by the Title IX Coordinator.

2. Confidential and anonymous reports
110 ILCS 205/9.21(b)(5)

In 2024, confidential reporting resources reported aggregate information about confidential or anonymous reports to the Title IX Coordinator as follows:

- **6** confidential or anonymous reports of sexual violence
- **1** confidential or anonymous report of domestic violence
- **1** confidential or anonymous reports of dating violence
- **3** confidential or anonymous reports of stalking

DePaul collects aggregate information about confidential and anonymous reports from designated confidential reporting resources periodically. Separately, confidential reporting resources with a professional privilege report information to the extent possible consistent with that privilege. This includes, in some cases, intake data. Because these reports were collected through various confidential reporting resources, DePaul does not have information regarding the status of individuals involved (student, employee, non-DePaul community member), when the incident occurred, or where the incident occurred. Moreover, given the nature of confidential and anonymous reporting, DePaul cannot be certain whether any of these reports are also included in the reports otherwise received by the Title IX Coordinator, and therefore are counted more than once for purposes of the data in this Annual Report.

3. Requests not to proceed

110 ILCS 205/9.21(6)

In 2024, individuals involved in matters reported to the Title IX Coordinator by or about DePaul students requested not to proceed with a Student Conduct Process or other complaint resolution procedure as follows:

- **2** individuals requested not to proceed with a complaint resolution procedure in a matter involving sexual violence
- **0** individuals requested not to proceed with a complaint resolution procedure in a matter involving domestic violence
- **3** individuals requested not to proceed with a complaint resolution procedure in a matter involving dating violence
- **4** individuals requested not to proceed with a complaint resolution procedure in a matter involving stalking

The data in this section only includes situations in which an individual affirmatively requested not to proceed with a complaint resolution procedure and did not change that request. The data in this section does not include situations in which an individual did not respond to outreach from the Title IX Coordinator. In some instances, the University may decide that it must proceed with further investigation or a complaint resolution procedure even though an individual requests not to proceed. As such, the data in this section should not be interpreted to mean that a matter did or did not proceed with an investigation or complaint resolution procedure despite the request made by an individual.

Furthermore, individuals may request not to proceed with a complaint resolution procedure at any point in the process

(e.g., before an investigation, during an investigation, etc.). As such, the data in this section should also not be interpreted to necessarily mean that a matter was not investigated prior to a request not to proceed, or that a complaint resolution procedure was not considered prior to a request not to proceed.

4. Investigations

110 ILCS 205/9.21(b)(7)

DePaul investigates all matters reported to the Title IX Coordinator to the extent possible, taking into account a variety of considerations. These include, for example:

- Lack of response to outreach by potential complainants;
- Affirmative requests by complainants not to proceed with an investigation; and
- Reports about individuals who are not members of the DePaul community (regarding current or historical conduct).

Subject to these considerations, in 2024, DePaul investigated matters reported to the Title IX Coordinator by DePaul students or about DePaul students as follows:

- **3** investigations involving sexual violence
- **0** investigation involving domestic violence
- **3** investigations involving dating violence
- **0** investigations involving stalking

A more detailed explanation as to why a report made by or about a DePaul student is not included in this data is detailed below.

5. Referrals to law enforcement
110 ILCS 205/9.21(b)(8)

In 2024, DePaul was aware of the following reports made by or about DePaul students that resulted in a report also being made to local or State law enforcement:

- **6** report involving sexual violence
- **14** report involving domestic violence or dating violence
- **4** report involving stalking

In many instances, DePaul may not be aware as to whether an individual makes, or previously has made, a report to local or State law enforcement. The data in this section does not include referrals for orders of protection. The data in this section does not include referrals that may be made with the assistance of confidential reporting resources. Similarly to the data above outlining total reports to OGE, the data in this section may reflect multiple reports by the same individual, as every unique report of a particular kind of violence is counted, regardless of whether they derived from the same incident and/or source. For example, if OGE is aware of an individual reporting to state and/or local law enforcement regarding an incident that involves dating violence and stalking, it is counted above as one report of dating violence and one report of stalking, even though one individual was the source for each report and the OGE report may be managed as one case or investigation by the Title IX Coordinator.

6. Student Conduct Process matters
110 ILCS 205/9.21(b)(9)

In 2024, DePaul reviewed potential policy violations for matters related to sexual violence, domestic violence, dating violence, and stalking through the Student Conduct Process as follows:

- **3** Student Conduct Process matters involving sexual violence
- **0** Student Conduct Process matter involving domestic violence
- **3** Student Conduct Process matter involving dating violence
- **0** Student Conduct Process matter involving stalking

An explanation as to why a report made by or about a DePaul student, or an investigation conducted regarding a report made by or about a DePaul student, would not be reviewed through the Student Conduct Process is detailed below.

7. Sanctions
110 ILCS 205/9.21(b)(10)

In 2024, students received sanctions through DePaul's Student Conduct Process for matters related to sexual violence, domestic violence, dating violence, and stalking as follows:

- **1** student was put on University probation through the Student Conduct Process for a matter involving sexual violence

- **0** students were put on University probation through the Student Conduct Process for a matter involving domestic violence
- **0** students were put on University probation through the Student Conduct Process for a matter involving dating violence
- **0** student was put on University probation through the Student Conduct Process for a matter involving stalking
- **1** student was suspended through the Student Conduct Process for matters involving sexual violence
- **0** students were suspended through the Student Conduct Process for matters involving domestic violence
- **1** students were suspended through the Student Conduct Process for matters involving dating violence
- **0** student was suspended through the Student Conduct Process for matters involving stalking
- **0** students were dismissed through the Student Conduct Process for a matter involving sexual violence
- **0** students were dismissed through the Student Conduct Process for a matter involving domestic violence
- **0** students were dismissed through the Student Conduct Process for a matter involving dating violence
- **0** students were dismissed through the Student Conduct Process for a matter involving stalking
- **1** of the above suspended students received other discipline through the Student Conduct Process for a matter involving sexual violence
- **0** of the above suspended students received other discipline through the Student Conduct Process for a matter involving domestic violence
- **1** of the above suspended students received other discipline through the Student Conduct Process for a matter involving dating violence

- **0** of the above suspended students received other discipline through the Student Conduct Process for a matter involving stalking

8. Additional information

As noted above, some reports of sexual violence, domestic violence, dating violence, and stalking made by or about DePaul students to the Title IX Coordinator did not proceed to investigation or were not reviewed through the Student Conduct Process.

As noted above, some of these incidents did not proceed because an individual affirmatively requested not to proceed with an investigation or, after an investigation, affirmatively requested not to proceed with a Student Conduct Process, and there were no other circumstances requiring such further action.

Additionally, as also noted above, timing may also impact the data in this report (i.e.—an incident was reported in 2022 but investigated or reviewed through the Student Conduct Process in 2023 and thus included only in the section for Student Conduct Process matters; or an incident was reported in 2023 but investigated or reviewed through the Student Conduct Process until 2024 and thus would not be included in this report as to an outcome).

However, as mentioned above, there are also numerous other reasons as to why reports were not fully investigated or did not proceed through the Student Conduct Process. These may include, for example:

- An individual did not respond to initial or follow-up outreach from the Title IX Coordinator, so no further information was available.
- An individual was reporting an incident that was not about a DePaul student and thus, whether or not there was an investigation, the incident was not appropriate for review through the Student Conduct Process. This could also include reports about individuals who are not members of the DePaul community. These reports could involve current conduct or conduct that occurred at any time in the past.
- After investigation, there was insufficient information to indicate that the facts presented would implicate or result in a violation of a DePaul policy.

In all instances, however, DePaul worked with students to provide various appropriate interim measures, permanent remedies, and other assistance. These included, for example:

- Access to medical or counseling services;
- Imposition of an institutional no-contact directive and related assistance to support that directive;
- Access to legal resources, including assistance in obtaining a civil protection order;
- Access to emergency funds and supplies (such as food);
- Rescheduling exams or assignments;
- Changes in class schedule;
- Changes in a student's on-campus residence;
- Withdrawal assistance and assisting with voluntary leaves of absence;
- Providing an escort between classes, work or other activities;

- Coordination with reporting at other institutions; and
- An interim suspension or other restriction pending the outcome of a conduct proceeding.

EXHIBIT A

Sexual and Relationship Violence Prevention and Response Policy

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

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 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
eherion@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

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

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.

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.

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
titleixcoordinator@depaul.edu

Appendices

Appendix A: Illinois Definitions of Sexual Assault, Stalking, Domestic Violence, and Dating Violence

Appendix B: Resource List

History/Revisions

Origination Date: 07/01/2014
Last Amended Date: 04/10/2024
Next Review Date: N/A

EXHIBIT B

Anti-Discrimination and Anti-Harassment Policy and Procedures

Anti-Discrimination and Anti-Harassment Policy and Procedures

Category: Academic Affairs – Operational
Responsible Department: Human Resources
Responsible Officer: Vice President of Human Resources; Vice President for Student Affairs
Effective Date: 03/23/2023

Policy Summary

DePaul University has a long standing commitment to the diversity of its faculty, staff, and student body. As a university with a strong Catholic, Vincentian, and urban heritage, this commitment is particularly integral to our mission. DePaul University is committed to preserving an environment that respects the personal rights and dignity of each member of its community and providing an environment that is free from all forms of discrimination and harassment.

The Anti-Discrimination and Anti-Harassment Policy provides the overall philosophy and specific approaches for addressing discrimination, harassment, and/or related retaliation issues. It serves to augment other university-wide policies and is in accordance with federal, state, and local laws and regulations. The Anti-Discrimination and Anti-Harassment Policy combines and replaces the predecessor Sexual Harassment Policy and the Anti-Discriminatory Harassment Policy.

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.

Policy

It is the policy of DePaul University that no person shall be the object of discrimination or harassment on the basis of race, color, ethnicity, religion, sex, gender, gender identity or expression, sexual orientation, national origin, age, marital status, pregnancy, parental status, family relationship status, physical or mental disability, military status, genetic information or other status protected by local,

state, or federal law in its employment or its educational settings. DePaul University reserves the right to take actions that are consistent with its policies and procedures to deal with individuals found to have engaged in harassment, discrimination and/or retaliation in violation of this policy.

A. Related Policies

- Blue Demon Duty
- Code of Student Responsibility
- Crime Reporting and Clery Act Compliance
- DePaul's Guiding Principles on Speech and Expression
- FERPA Compliance
- Faculty Handbook
- Formal Title IX Sexual Harassment Policy and Procedures
- Reporting Misconduct & Non-Retaliation
- Progressive Discipline
- Protection of Minor Children
- Sexual & Relationship Violence Prevention and Response

B. Prohibited Conduct

Prohibited Discrimination

Examples of discrimination in violation of this policy include treating an employee, student, or other member of the University community differently in the terms and conditions of his or her employment or education or making decisions about a person's employment, compensation, or education based upon a person's race, color, ethnicity, religion, sex, gender, gender identity or expression, sexual orientation, national origin, age, marital status, pregnancy, parental status, family relationship status, physical or mental disability, military status, genetic information or other protected status.

Prohibited Harassment

Harassment based on a protected category, as outlined above, is a form of discrimination. Harassment is unwelcome conduct that is based on any of the above described protected categories. Such harassment is prohibited where: 1) enduring the offensive conduct becomes a term or condition of one's academic, working, or living environment, or 2) the conduct is severe or pervasive enough to create an academic, working, or living environment that a reasonable person would consider intimidating, hostile, or abusive.

Minor and isolated incidents (unless extremely serious) generally will not rise to the level of prohibited conduct. To be prohibited, the conduct must create an academic, working, or living environment that would be intimidating, hostile, or abusive to reasonable people.

Depending on the specific circumstances and impact on the workplace or academic environment, examples of harassment in violation of this policy include, but are not limited to, verbal abuse, offensive innuendo, derogatory comments, or the open display of offensive objects or pictures

concerning a person's race, color, ethnicity, religion, sex, gender, gender identity or expression, sexual orientation, national origin, age, marital status, pregnancy, parental status, family relationship status, physical or mental disability, military status, genetic information or other protected status.

In addition to the examples of prohibited harassment above, sexual harassment warrants further explanation. Sexual harassment also includes, but is not limited to, any unwelcome sexual advances or unwelcome conduct of a sexual nature (direct or indirect), and requests for sexual favors and other verbal or physical conduct of a sexual nature when submission to such conduct is made or is threatened to be made, either explicitly or implicitly, a term or condition of instruction, employment or participation in other University activity; or

- submission to such conduct is made or is threatened to be made, either explicitly or implicitly, a term or condition of instruction, employment or participation in other University activity; or
- submission to or rejection of such conduct by an individual is used or is threatened to be used as a basis for evaluation in making academic or employment decisions affecting that individual.

Sexual harassment also includes any behavior of a sexual nature which also involves coercion, abuse of authority, or misuse of an individual's employment position. Sexual harassment, and retaliation for reporting sexual harassment, are illegal in Chicago.

Prohibited Sexual and Relationship Violence

Sex discrimination and sex harassment can include instances of sexual or relationship violence. For more information on DePaul's policy prohibiting sexual and relationship violence, refer to the Sexual & Relationship Violence Prevention and Response.

Title IX Prohibited Conduct

Title IX prohibits discrimination on the basis of sex in federally-funded education programs and activities. Sex discrimination includes sexual harassment and sexual and relationship violence. For more information on DePaul's policy prohibiting sexual harassment as mandated by the U.S. Department of Education's implementing regulations for Title IX of the Education Amendments of 1972 ("Title IX") (*see* 34 C.F.R. § 106 *et seq.*), refer to the Formal Title IX Sexual Harassment Policy and Procedures.

Prohibited Retaliation

DePaul prohibits retaliation and the threat of retaliation against any person, including complainants, respondents and witnesses, exercising his or her rights and/or responsibilities in good faith under the Anti-Discrimination and Anti-Harassment policy or federal law, state law, or county law prohibiting discrimination, harassment or retaliation.

For the purposes of this policy, retaliation includes any conduct directed against an individual, or someone affiliated with the individual, on the basis of or in reaction to the exercise of rights accorded

and/or defined by this policy, or federal, state, county, or local law that is likely to dissuade the individual from exercising his or her rights in the future.

Claims of retaliation will be investigated and, if substantiated, constitute a separate violation of this policy. Any acts of retaliation will be subject to appropriate disciplinary action, including but not limited to reprimand, change in work assignment, loss of privileges, mandatory training, suspension, and/or termination. In conjunction with this policy, the University also enforces a Reporting Misconduct & Non-Retaliation policy.

DePaul University takes good faith complaints of discrimination, harassment, and/or retaliation seriously. Individuals who knowingly make false allegations under this policy may be subject to disciplinary action, including but not limited to reprimand, suspension, and/or termination.

C. Academic Freedom

DePaul University values the free and open exchange of ideas within an academic community. Often ideas and viewpoints can challenge our assumptions, beliefs or perspectives that are intrinsic to learning and may sometimes prove disturbing or offensive. DePaul University is committed to the principles of academic freedom and inquiry; however, discrimination and harassment as identified in this policy are neither legally protected expression nor the proper exercise of academic freedom.

D. Reporting

Complaint Reporting Options

The University strongly encourages individuals who have been the subject of, or have witnessed, or are aware of, discrimination, harassment or retaliation, to make a complaint as soon as possible. The ability to investigate a complaint may be impacted if it is not made within a reasonable time period after the alleged occurrence(s).

An individual's options for reporting conduct that may be a violation of this policy are detailed below. Reports from third parties who have not themselves been involved in an instance of discrimination, harassment or retaliation are accepted.

For purposes of reporting, the terms employee, student, and third- party mean the following:

- Employee: Faculty, staff, student employee.
- Student: Student, as defined in the Code of Student Responsibility.
- Third-party: An individual who interacts with the DePaul community and its members. This could include, but is not limited to, vendors, off-site supervisors, guests, community partners, etc.

1. Reporting Conduct to Human Resources, Employee Engagement & Equal Employment Opportunity) (EE&EEO)

Human Resources, Employee Engagement & Equal Employment Opportunity) ("EE&EEO") is responsible for receiving, processing, and investigating a complaint that an **employee or third party** has engaged in discrimination, harassment, or retaliation on the basis of:

- Race
- Color
- Ethnicity
- Religion
- National origin
- Age
- Disability
- Military status
- Genetic information
- Other status protected by local, state, or federal law

Individuals seeking to make such a complaint should contact EE&EEO.

Contact information for EE&EEO is as follows:

14 East Jackson Boulevard, Suite 1300
(312) 362-8500
employeerelations@depaul.edu

Complaints can also be submitted electronically on the Human Resources website by completing the Complaint Form for Discrimination, Harassment and Retaliation

2. Reporting Conduct to the Title IX Coordinator

The Title IX Coordinator is responsible for receiving, processing, and investigating a complaint that an **employee, student, or third party** has engaged in discrimination, harassment, or retaliation on the basis of:

- Sex
- Gender
- Gender identity or expression
- Sexual orientation
- Marital status
- Pregnancy/parental status
- Family relationship status

Individuals seeking to make such a complaint should contact the Title IX Coordinator.

Contact information for the Title IX Coordinator is as follows:

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

Complaints can also be submitted electronically on the Sexual & Relationship Violence Prevention website.

3. Reporting Conduct to the Dean of Students Office

The Dean of Students Office is responsible for receiving, processing, and investigating a complaint that a **student** has engaged in discrimination, harassment, or retaliation on the basis of:

- Race
- Color
- Ethnicity
- Religion
- National origin
- Age
- Disability
- Military status
- Genetic information
- Other status protected by local, state, or federal law

Individuals seeking to make such a complaint should contact the Dean of Students Office.

Contact information for the Dean of Students Office is as follows:

Lincoln Park Campus
Student Center, Suite 307
(773) 325-7290
deanofstudents@depaul.edu

Complaints can also be submitted electronically on the Dean of Students website.

4. Reporting Conduct to the Misconduct Reporting Hotline

One may anonymously report a complaint of discrimination, harassment, or retaliation to the Misconduct Reporting Hotline. The University's Reporting Misconduct & Non-Retaliation policy also describes the responsibility to report certain information that applies to this Policy.

(877) 236-8390
www.depaul.ethicspoint.com

General Reporting Obligations

1. Reporting obligations of managers and supervisors

All members of the University who serve in a supervisory capacity are responsible for relaying all complaints of discrimination, harassment, or retaliation that comes to their attention as supervisors and that may be in violation of this policy to the appropriate office.

2. Reporting obligations of all employees

Title IX prohibits discrimination on the basis of sex in federally-funded education programs and activities. Sex discrimination includes sexual harassment and sexual and relationship violence. Title IX requires that when an individual who is a "responsible employee" learns of sex discrimination, the responsible employee is required to promptly report specific information about the sex discrimination to DePaul's Title IX Coordinator or other appropriate designees.

At DePaul, unless otherwise designated as a confidential reporting resource, all DePaul faculty, staff, and student employees are required to promptly report incidents of sex discrimination and sexual harassment, including sexual and relationship violence that comes to their attention to the Title IX Coordinator.

As appropriate, the Title IX Coordinator works with other offices to address Title IX complaints and other Title IX compliance issues. These offices include, for example, other offices in Student Affairs, Academic Affairs, Human Resources, Athletics, Compliance and Risk Management and Enrollment Management & Marketing.

Information to be disclosed: 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.

Information to be provided: For instances involving sexual and relationship violence, the employee will also provide the reporting individual with a Sexual and Relationship Violence Information Sheet.

Other important information: Employees should also:

- Familiarize themselves with confidential reporting resources.
- Inform the individual disclosing an issue related to sex discrimination or sexual harassment, including 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

Reporting Misconduct & Non-Retaliation

More information about reporting responsibilities regarding sexual and relationship violence and sexual harassment for all DePaul employees and confidential reporting options can be found on the Sexual & Relationship Violence Prevention website.

Procedures

Investigation and Resolution Process

When the offices above receive a complaint of discrimination, harassment or retaliation, including matters related to the Sexual and Relationship Violence Prevention and Response Policy and the Formal Title IX Sexual Harassment Policy and Procedures, the office will promptly investigate the complaint in a fair and expeditious manner. Every complaint is based on its own facts and circumstances, which can impact the course of the investigation. Except as mandated by the Title IX regulations, the following is an outline of the procedure generally followed. To review the procedures mandated by Title IX, please see the Formal Title IX Sexual Harassment Policy and Procedures.

Receipt and Review

The specific initial steps may vary depending on the facts and circumstances of the complaint. Generally speaking, the responsible office will:

- Acknowledge receipt of the complaint in writing within 10 days of receipt.
- Conduct a preliminary assessment of allegations to determine whether the alleged conduct, if substantiated, could constitute a violation of this Policy.

Fact-Finding and Notifications

The specific fact-finding and notifications steps may vary depending on the facts and circumstances of the complaint. Generally speaking, the responsible office will:

- Simultaneously inform the complainant and the respondent in writing of the initiation of the investigation.
- Collect and review relevant documentation.
- As needed, interview the complainant, respondent, and witnesses to the reported event or events.
- Prepare a summary of the investigation.
- Simultaneously inform the complainant and respondent in writing of aspects of the investigation, including, for example, any interim measures, extensions of time, and outcomes.
- Provide written notification to the appropriate University officials of its finding, if necessary.
- In matters involving student respondents, the parties will be given a written notification as to whether the matter will move forward to a Student Conduct Process.

Time Frame for Resolution

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 an investigation is initiated. 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. As referenced above, the appropriate office will simultaneously inform the complainant and respondent of any extensions and the reasons.

Resolution of Complaint

When the Respondent's Status is: Employee

A determination as to policy violation(s) will be made by EE&EEO or the Title IX Coordinator. 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. If EE&EEO or the Title IX Coordinator, following its investigation, determines that the Anti-Discrimination and Anti-Harassment policy has been violated, it will work with the appropriate University officials to recommend appropriate corrective action. Supervisors, department heads, chairs, and other University managers and officers have the responsibility for determining and implementing appropriate corrective action. EE&EEO or the Title IX Coordinator may advise in the implementation of corrective action and may monitor the implementation of the corrective actions.

- Report that a **staff member or student employee** may have violated this policy: For staff members, the Progressive Discipline policy applies. For student employees, the Student Conduct Process may also apply, as detailed below.
- Report that a **faculty member** may have violated this policy: The procedures outlined in the Faculty Handbook apply, including Chapter Four of the Faculty Handbook relating to discipline, suspension or termination of faculty members for cause

When the Respondent's Status is: Student

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. 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 aspects of the Student Conduct Process**.** This includes, for example, the Amnesty/Good Samaritan policy.

Other Policies

To the extent that the initial assessment or investigation indicates that other University policies may have been violated by the reported conduct, the appropriate University official(s) will be notified and applicable procedures set forth in the DePaul Student Handbook, the applicable policy, the DePaul Faculty Handbook, or relevant collective bargaining agreements will apply

Confidentiality

DePaul is committed to balancing the interests of all parties involved in discrimination, harassment, and/or retaliation complaints. To the extent possible, DePaul will limit the disclosure of information related to the complaint and its investigation. Nonetheless, DePaul cannot promise confidentiality of any information received in a complaint or during an investigation.

Section 504 Grievance Procedure

Please note that this Policy constitutes the University's Section 504 Grievance Procedure. EE&EEO is the University's Section 504 Coordinator for Grievance Procedures. Any employee, applicant, or student who believes that they may have been discriminated against based on a disability, or retaliated against because they complained about discrimination or because they have requested an accommodation may file a complaint through this Policy.

Employees and applicants for employment seeking accommodations for physical or mental disabilities should contact the University's Section 504 Coordinator for Employees (EE&EEO). Students and applicants for admissions seeking accommodations for physical or mental disabilities should contact the University's Section 504 Coordinator for Students (Center for Students with Disabilities).

Other Resources

Although the University encourages individuals to utilize the complaint process described above 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

Office of Institutional Compliance
Student Affairs

Contact Information

EE&EEO
14 East Jackson Boulevard, Suite 1300
(312) 362-8500
employeerelations@depaul.edu

Title IX Coordinator
Lincoln Park Campus
Student Center, Suite 307
(312) 362-8970
titleixcoordinator@depaul.edu

Appendices

None.

History/Revisions

Origination Date: 03/13/2012
Last Amended Date: 03/23/2023
Next Review Date: N/A

EXHIBIT C

Student Conduct Process

Overview of the Student Conduct Process

1. The Student Conduct Process begins when the University receives information that a student's conduct may be in violation of the policies in the Code of Student Responsibility or other University policies.

The University will review the information provided and make a decision that:

1. It is appropriate to initiate a Student Conduct Process.
2. More information or investigation is needed before making a determination whether to initiate a Student Conduct Process.
3. It is not appropriate to initiate a Student Conduct Process at this time.

If a Student Conduct Process is initiated (including after further investigation or information gathering), the Student Conduct Process will proceed as follows:

1. The University will promptly communicate with the relevant parties, including the complainant and the referred student, in order to explain the Student Conduct Process. See details in Initial Meetings.
2. Depending on the circumstances, the University may decide to impose interim sanctions. See details in Interim Sanctions.
3. The University will determine whether the Student Conduct Process will proceed with an administrative hearing or a University Board hearing. This determination will be discussed with the relevant parties during any initial meetings. Factors that contribute to the decision include but are not limited to the type of violation, severity of the incident, consideration for potential likely sanctions, the impact on the larger University community, and the role of the complainant.
4. The University will work with the individuals involved to determine each individual's level of participation in the Student Conduct Process and what role each individual will have in the Student Conduct Process. For example, whether the referred student will be

participating in the Student Conduct Process; and whether the complaining individual will serve as a complainant, witness, or not participate at all.

5. The University will hold an administrative hearing or a University Board hearing. See details in Administrative Hearing Process and University Board hearing process.
6. If a referred student is found "IN VIOLATION" of any policy, conduct sanctions will be assigned. See details in Information About Conduct Sanctions.
7. The complainant and the referred student will have the opportunity to appeal all determinations as to policy violations and sanctions. See details in Conduct Appeals Procedures.

All meetings and hearings that are part of the Student Conduct Process, including initial reviews, administrative hearings and University board hearings are scheduled at the earliest availability of the reporting individual, the referred student and the hearing officer or University Board panel. As appropriate, academic commitments will be considered in determining student availability. Other commitments may be considered at the discretion of the Dean of Students Office.

The availability of an advisor to attend any meeting or hearing related to the Student Conduct Process shall not unreasonably interfere with or delay the Student Conduct Process.

EXHIBIT D

Formal Title IX Sexual Harassment Policy and Procedures

DEPAUL UNIVERSITY

Formal Title IX Sexual Harassment Policy and Procedures

Category: Presidential
Responsible Department: Student Affairs
Responsible Officer: Vice President for Student Affairs
Effective Date: 04/08/2024

I. Summary

Consistent with DePaul University's Non-Discrimination Notice and the U.S. Department of Education's implementing regulations for Title IX of the Education Amendments of 1972 ("Title IX") (*see* 34 C.F.R. § 106 *et seq.*), DePaul prohibits Sexual Harassment that occurs within its education programs or activities.

For purposes of this policy, Sexual Harassment includes Quid Pro Quo Sexual Harassment, Hostile Environment Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, and Stalking.

Administrators, faculty members, staff, students, contractors, and other members of the DePaul community who are found responsible for engaging in Sexual Harassment are subject to the full range of university discipline, including verbal, written, and final counseling; addendum to counseling; performance improvement plans; reprimand; mandatory training, coaching, or counseling; university restrictions; restitution; education project; probation; suspension; revocation of offer (employment, admission, or degree); permanent separation from the institution (that is, discharge or dismissal); cancellation of contracts; "major" or "minor" sanctions; and any combination of the same.

DePaul will provide persons who have experienced Sexual Harassment ongoing remedies as reasonably necessary to restore or preserve access to the university's education programs or activities, including counseling; extensions of deadlines or other course-related adjustments; modifications of work or class schedules; campus escort services; mutual restrictions on contact between the parties; changes in work or housing locations; leaves of absence; increased security and monitoring of certain areas of the campus; other changes to academic, living, dining, transportation, and working situations; honoring an order of protection or no contact order entered by a State civil or criminal court; and other similar measures. The university may provide other remedies as appropriate in each particular situation. However, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the Respondent.

Individuals impacted by Sexual Harassment may contact the Office of Gender Equity to receive support, resources, and information even if they do not wish to move forward with an investigation or adjudication as described herein.

II. Scope

This policy applies to Sexual Harassment, as defined in this policy, that occurs within DePaul University's education programs or activities and that is committed by a current administrator, faculty member, staff, student, contractor, or other current member of the DePaul community.

This policy does not apply to Sexual Harassment committed by visitors, guests, applicants, or former administrators, faculty members, staff, students, or contractors, or to Sexual Harassment that occurs off-campus, in a private setting, and outside the scope of the university's education programs or activities; such sexual misconduct may be prohibited by the Sexual & Relationship Violence Prevention and Response policy, the Anti-Discrimination and Anti-Harassment Policy and Procedures, the Code of Student Responsibility, and/or other university policies and standards.

Consistent with the U.S. Department of Education's implementing regulations for Title IX, this policy does not apply to Sexual Harassment that occurs outside the geographic boundaries of the United States, even if the Sexual Harassment occurs in DePaul's education programs or activities, such as a study abroad program. Sexual Harassment that occurs outside the geographic boundaries of the United States may be governed by the Sexual & Relationship Violence Prevention and Response policy, the Anti-Discrimination and Anti-Harassment Policy and Procedures, the Code of Student Responsibility and/or other university policies and standards.

Pursuant to guidance from the U.S. Department of Education, this policy applies to Sexual Harassment alleged to have occurred on or after August 14, 2020. Allegations of conduct occurring prior to this date may be subject to other university policies.

To the extent that receipt of notice of Title IX prohibited conduct also triggers DePaul's responsibilities under the Illinois Preventing Sexual Violence in Higher Education Act, this policy is also designed to meet DePaul's concurrent obligations under those laws. This policy is also designed to comply with the Violence Against Women Act ("VAWA") (42 U.S.C. 13925) and its implementing regulations (24 C.F.R. 5.2001) if reauthorized.

III. Definitions

The types of sexual harassment covered by this policy (collectively "Title IX Prohibited Conduct") include conduct on the basis of sex that satisfies one or more of the definitions below. Note that sexual misconduct or other discrimination on the basis of sex that does not fall within these specific definitions may still violate university policy, such as conduct that violates the Sexual & Relationship Violence Prevention and Response policy or the Anti-Discrimination and Anti-Harassment Policy and Procedures, and should be reported to the Office of Gender Equity. An act may violate one or more university policies.

A. Prohibited Conduct

Sexual Harassment. Conduct on the basis of sex that constitutes Quid Pro Quo Sexual Harassment, Hostile Environment Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, or Stalking.

Quid Pro Quo Sexual Harassment. An employee of the university conditioning the provision of an aid, benefit, or service of the university on an individual's participation in unwelcome sexual conduct.

Hostile Environment Sexual Harassment. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person access to the university's education programs or activities.

Sexual Assault. Sexual Assault includes the sex offenses of Rape, Sodomy, Sexual Assault with an Object, Fondling, Incest, and Statutory Rape.

1. **"Rape"** is the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. Attempted Rape is included.

2. **"Sodomy"** is oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

3. **"Sexual Assault with an Object"** is using an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity. An "object" or "instrument" is anything used by the offender other than the offender's genitalia.

4. **"Fondling"** is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

5. **"Incest"** is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Illinois law.

6. **"Statutory Rape"** is sexual intercourse with a person who is under the statutory age of consent as defined by Illinois law.

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.

B. Additional Definitions

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. Consentto 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.

Retaliation. Intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX and its implementing regulations or because an individual has made a report or complaint, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy.

Complainant. An individual who has allegedly experienced the conduct that could constitute Sexual Harassment. DePaul uses this term to provide consistency with the Title IX regulations. Use of this term does not necessarily indicate that this person either reported the conduct or requested that the university pursue the matter.

Respondent. An individual who has allegedly engaged in the conduct that could constitute Sexual Harassment. A respondent may also be denoted as the "referred party."

Parties. A term that refers to the Complainant and the Respondent collectively.

Formal Complaint. A document filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Harassment against a Respondent and requesting that the university investigate the allegation of Sexual Harassment in accordance with this policy. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in the university's education programs or activities. A "document filed by a Complainant" means a document or electronic submission (such as an email) that contains the Complainant's physical or electronic signature or otherwise indicates that the Complainant is the person filing the Complaint.

Supportive Measures. Non-disciplinary, non-punitive individualized services offered, as appropriate, and reasonably available, and without fee or charge, that are designed to restore or preserve equal access to the university's education programs or activities without unreasonably burdening another party, including measures designed to protect the safety of all parties implicated bya report or the university's education environment, or to deter Sexual Harassment. Supportive measures may include: counseling, extensions of academic or other deadlines, course-related adjustments, modifications to work or class schedules, campus escort services, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of campus, and other similar measures. Supportive Measures may also include mutual restrictions on contact between the parties implicated by a report.

Education Programs or Activities. All the operations of the university, including, but not limited to, in-person and online educational instruction, employment, research activities, extracurricular activities, athletics, residence life, dining services, performances, and community engagement and outreach programs. The term applies to all activity that occurs on campus or on other property owned or occupied by the university. It also includes off-campus locations, events, or circumstances over which the university exercises substantial control over the Respondent and the context in which the Sexual Harassment occurs, including Sexual Harassment occurring in any building owned or controlled by a student organization that is officially recognized by the university.

Advisor. An individual who assists and/or supports a Complainant or Respondent during an investigation or adjudication. The advisor may be, but is not required to be, an attorney.

IV. Reporting Sexual Harassment

Individuals who have experienced Sexual Harassment are 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 whoreport incidents of Sexual Harassment to receive resources and consider all available options.Individuals impacted by Sexual Harassment may contact the Office of Gender Equity to receive support, resources, and information even if they do not wish to move forward with the Formal Complaint process described in Section V.

Reporting Sexual Harassment is not equivalent to filing a Formal Complaint of Sexual Harassment as defined in this policy. Information on how to file a Formal Complaint can be found in Section V (Preliminary Assessment) below.

Any person may report Sexual Harassment to the Title IX Coordinator. Reports may be made in person, by regular mail, telephone, electronic mail, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. In-person reports must be made during normal business hours, but reports can be made by regular mail, telephone, or electronic mail at any time, including outside normal business hours.

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

Individuals may use the form at the following link to electronically file a report of Sexual Harassment with the Office of Gender Equity:

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

Unless otherwise designated as a confidential reporting resource, all DePaul faculty, staff, and student employees are required to promptly report to the Title IX Coordinator all incidents of alleged Sexual Harassment that are disclosed to them.

While anonymous reports will be reviewed by the Office of Gender Equity, the university's ability to address Sexual Harassment reported by anonymous sources is significantly limited.

There is no time limit for reporting an incident of Sexual Harassment. However, in order for DePaul to proceed to an investigation, at the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in DePaul's education programs or activities.

For more information about (i) an individual's additional options for reporting, including for sharing information confidentially, and (ii) the ways in which DePaul addresses privacy issues and confidentiality requests with respect to reports made to individuals other than confidential reporting resources, please refer to DePaul's Sexual & Relationship Violence Prevention and Response policy or the Anti-Discrimination and Anti-Harassment Policy and Procedures. Also, concise information for individuals seeking to report Sexual Harassment can be found in the Sexual and Relationship Violence Rights and Options Booklet.

V. Preliminary Assessment

After receiving a report of Sexual Harassment, the Title IX Coordinator will conduct a preliminary assessment to determine (i) whether the conduct, as reported, falls or could fall within the scope of this policy (see "Scope"); and (ii) whether the conduct, as reported, constitutes or could constitute Title IX Prohibited Conduct .

If the Title IX Coordinator determines that the conduct reported could not fall within the scope of Title IX, and/or could not constitute Title IX Prohibited Conduct, even if investigated, the Title IX Coordinator will close the matter and may notify the reporting party. The Title IX Coordinator may refer the report to other university offices, as appropriate, or direct that the matter be investigated under the procedures set forth in the Sexual & Relationship Violence Prevention and Response and/or the Anti-Discrimination and Anti-Harassment Policy and Procedures.

If the Title IX Coordinator determines that the conduct reported could fall within the scope of Title IX, and/or could constitute Title IX Prohibited Conduct, if investigated, the Title IX Coordinator will proceed to contact the Complainant (see "Contacting the Complainant")

A. Contacting the Complainant

If a report is not closed as a result of the preliminary assessment and the Complainant's identity is known, the Title IX Coordinator will promptly contact the Complainant to discuss the availability of Supportive Measures (see "Supportive Measures"); to discuss and consider the Complainant's wishes with respect to Supportive Measures; to inform the Complainant about the availability of Supportive Measures with or without filing a Formal Complaint; and to explain the process for filing and pursuing a Formal Complaint. The Complainant will also be provided options for filing complaints with the local police and information about resources that are available on campus and in the community.

B. Supportive Measures

If a report is not closed as a result of the preliminary assessment, DePaul will offer and make available Supportive Measures to the Complainant regardless of whether the Complainant elects to file a Formal Complaint.

Contemporaneously with notifying the Respondent of a Formal Complaint, the Title IX Coordinator will notify the Respondent of the availability of Supportive Measures for the Respondent, and DePaul will offer and make available Supportive Measures to the Respondent in the same manner in which it offers and makes them available to the Complainant. DePaul will also offer and make available Supportive Measures to the Respondent prior to the Respondent being notified of a Formal Complaint, if the Respondent requests such measures.

DePaul will maintain the confidentiality of Supportive Measures provided to either a Complainant or Respondent, to the extent that maintaining such confidentiality does not impair the university's ability to provide the Supportive Measures in question.

C. Interim Removal

At any time after receiving a report of Sexual Harassment, DePaul may remove a student Respondent from one or more of the university's education programs or activities on a temporary basis if an individualized safety and risk analysis determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Sexual Harassment justifies removal. In the event that DePaul imposes an interim removal, the university will provide Respondent with notice of and an opportunity to challenge the interim removal. For students, please see the Student Conduct Process.

In the case of a Respondent who is a non-student employee (administrator, faculty, or staff), and in its discretion, DePaul may place the Respondent on administrative leave at any time after receiving a report of Sexual Harassment, including during the time period of the investigation and adjudication process (see "Investigation" and "Adjudication").

For all other Respondents, including independent contractors and guests, DePaul retains broad discretion to prohibit such persons from entering onto its campus and other properties at any time, and for any reason, whether after receiving a report of Sexual Harassment or otherwise.

D. Formal Complaint

A Complainant may file a Formal Complaint with the Title IX Coordinator requesting that the university investigate and adjudicate a report of Sexual Harassment in accordance with the provisions "Investigation" and "Adjudication," provided, however, that at the time the Complainant submits a Formal Complaint, the Complainant must be participating in, or attempting to participate in, one or more of the university's education programs or activities.

A Complainant may file a Formal Complaint with the Title IX Coordinator in person, by regular mail, or by electronic mail using the contact information specified in "Reporting Sexual Harassment." Formal Complaints submitted by someone other than the Complainant will not be considered Formal Complaints.

In any case, including a case where a Complainant elects not to file a Formal Complaint, the Title IX Coordinator may file a Formal Complaint on behalf of DePaul University if doing so is not clearly unreasonable. Such action will normally be taken in limited circumstances involving serious or repeated conduct or where the party alleged to have engaged in the conduct may pose a continuing threat to the DePaul community.

In all cases where a Formal Complaint is filed, the Complainant will be communicated with and treated as a party, irrespective of the party's level of participation.

In a case where the Title IX Coordinator files a Formal Complaint, the Title IX Coordinator will not act as a Complainant or otherwise as a party for purposes of the investigation and adjudication processes. In such cases, the university will not compel an individual to participate, but will proceed with the available information.

DePaul may consolidate Formal Complaints as to allegations of Sexual Harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations of Sexual Harassment arise out of the same facts or circumstances. Where the investigation and adjudication process involve more than one Complainant or more than one Respondent, references in these procedures to the singular "party," "Complainant,"

or "Respondent" include the plural, as applicable.

E. Dismissal of a Formal Complaint Prior to Investigation

In a case where the Complainant files a Formal Complaint, the Title IX Coordinator will evaluate the Formal Complaint and must dismiss it if the Title IX Coordinator determines (i) the conduct alleged in the Formal Complaint would not constitute Title IX Prohibited Conduct, even if proved; or (ii) the conduct alleged in the Formal Complaint falls outside the scope of Title IX as specified in "Scope" (that is, because the alleged conduct did not occur in the university's education programs or activities and/or the alleged conduct occurred outside the geographic boundaries of the United States). The Title IX Coordinator may refer the subject matter of the Formal Complaint to other university offices, as appropriate, or may direct that the matter be investigated under the procedures set forth in the Sexual & Relationship Violence Prevention and Response policy and/or Anti-Discrimination and Anti-Harassment Policy and Procedures.

In the event the Title IX Coordinator determines the Formal Complaint should be dismissed pursuant to this section, the Title IX Coordinator will provide written notice of dismissal to the parties and advise them of their right to appeal as specified in "Appeal." The dismissal is a final determination unless modified or overturned on appeal.

F. Notice of Investigation

Upon receipt of a Formal Complaint that is not dismissed, the Title IX Coordinator will provide a written Notice of Investigation ("NOI") to the Complainant and Respondent that includes:

- A copy or hyperlink to this policy;
- Sufficient details known at the time so that the parties may prepare for an initial interview with the investigator, to include the identities of the parties involved in the incident (if known), the conduct allegedly constituting Title IX Prohibited Conduct, and the date and location of the alleged incident (if known);
- A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination of responsibility will not be made until the conclusion of the adjudication and any appeal;
- Notice to the Complainant and Respondent of their right to be accompanied by an advisor of their choice, as specified in "Advisor of Choice."
- Notice to the Complainant and Respondent of DePaul's prohibitions on retaliation and knowingly false statements.
- Information about resources that are available on campus and in the community.

Should DePaul elect, at any point, to investigate allegations that are materially beyond the scope of the initial Notice of Investigation, the university will provide a supplemental written notice describing the additional allegations to be investigated.

VI. Investigations

Allegations in a Formal Complaint not subject to dismissal under this policy will proceed to an investigation. The formal investigation phase is the period during which an investigator gathers information about the allegations.

A. Start of Investigation and Timing

After the written Notice of Investigation is provided to the parties, an investigator or investigators selected by the Title IX Coordinator will undertake an investigation to gather evidence relevant to the alleged misconduct. The burden of gathering evidence sufficient to reach a determination in the adjudication lies with the university and not with the parties. The investigation will culminate in a written investigation report that will be submitted to the adjudicator during the selected adjudication process. Although the length of each investigation may vary depending on the totality of the circumstances, DePaul strives to complete each investigation within 90 days of the written Notice of Investigation.

B. Equal Opportunity

During the investigation, the investigator(s) will provide an equal opportunity for the parties to be interviewed, to suggest witnesses, and to provide other evidence. Notwithstanding the foregoing, the investigator(s) retains discretion to limit the number of witness interviews the investigator(s) conducts if the investigator(s) finds that testimony would be unreasonably cumulative, if the witnesses are offered solely as character references and do not have information relevant to the allegations at issue, or if the witnesses are offered to render testimony that is categorically inadmissible, such as testimony exclusively concerning the sexual history of the Complainant, as specified in "Sexual History." The investigator(s) will not restrict the ability of the parties to gather and provide relevant evidence on their own.

The investigation is a party's opportunity to provide testimonial and other evidence that the party believes is relevant to resolution of the allegations in the Notice of Investigation. A party that is aware of and has a reasonable opportunity to present particular evidence and/or identify particular witnesses during the investigation, and elects not to, will be prohibited from introducing any such evidence during the adjudication absent a showing of mistake, inadvertence, surprise, or excusable neglect.

C. Documentation of Investigation

The investigator(s) will take reasonable steps to ensure that the investigation is documented. The particular method utilized to record the interviews of parties and witnesses will be determined by the investigator(s) in the investigator's sole discretion, although whatever method is chosen shall be used consistently throughout a particular investigation.

D. Access to the Evidence

At the conclusion of the evidence-gathering phase of the investigation, but prior to the completion of the investigation report, the investigator will provide to each party and their advisor, if applicable, access to a preliminary investigation report, which will reflect all evidence obtained as part of the

investigation that is directly related to the allegations raised in the Notice of Investigation, including evidence the university may choose not to rely on at any hearing and inculpatory or exculpatory evidence whether obtained from a party or some other source. Thereafter, the parties will have ten (10) days in which to submit to the investigator a written response, which the investigator will consider prior to completing the investigation report and may include in the investigation report.

The parties and their advisors are permitted to review the evidence solely for the purposes of this grievance process and may not duplicate or disseminate the evidence.

E. Investigation Report

After the period for the parties to provide any written response as specified in "Access to Evidence" has expired, the investigator(s) will complete a written investigation report that fairly summarizes the various steps taken during the investigation, summarizes the relevant evidence collected, and lists contested and uncontested facts that are material to the investigation. When the investigation report is complete, the investigator will transmit a copy to the Title IX Coordinator. At least ten (10) days prior to an adjudication, DePaul will provide each party and their advisor, if applicable, with access to the final investigation report.

F. Selection of Adjudication Process

After the final investigation report has been made available to the parties, DePaul will transmit to each party a notice advising the party of the two different adjudication processes specified in "Adjudication." The notice will explain that the hearing process specified in "Hearing Process" is the default process for adjudicating all Formal Complaints and will be utilized unless both parties voluntarily consent to administrative adjudication as specified in "Administrative Adjudication (Optional)" as a form of informal resolution. The notice will be accompanied by a written consent to administrative adjudication and will advise each party that, if both parties execute the written consent to administrative adjudication, then the administrative adjudication process will be used in lieu of the hearing process. Parties are urged to carefully review these procedures (including the entirety of "Adjudication"), consult with their advisor, and consult with other persons as they deem appropriate prior to consenting to administrative adjudication.

Administrative adjudication will not be permitted if the Respondent is a non-student employee accused of engaging in Title IX Prohibited Conduct against a student.

Each party will have three (3) days from transmittal of the notice specified in this section to return the signed written consent form to the Title IX Coordinator. If either party does not timely return the signed written consent, that party will be deemed not to have consented to administrative adjudication and the Formal Complaint will be adjudicated pursuant to the hearing process, unless the parties otherwise agree.

VII. Adjudications

The purpose of an adjudication is to resolve any outstanding issues of contested facts, assess the credibility of parties and witnesses, and determine whether it is more likely than not that a policy violation or violations occurred.

A. Hearing Process

The default process for adjudicating Formal Complaints is the hearing process specified in this section. The hearing process will be used to adjudicate all Formal Complaints unless both parties timely consent to administrative adjudication.

1. Hearing Officers

After selection of the hearing process as the form of adjudication, DePaul will designate the hearing officer(s) who will oversee the hearing process and render a determination of responsibility for the allegations in the Notice of Investigation at the conclusion of the hearing process. The hearing officer(s) may be a panel of three members or a single decision-maker. The hearing officer(s) will be provided with a copy of the investigation report and a copy of all evidence transmitted to the parties as specified in "Access to Evidence."

2. Hearing Notice

DePaul will notify the parties of the pre-hearing process, including appointment of the hearing officer(s); any pre-hearing meetings and the requirements thereof; and the date and time for the hearing. The hearing may not be held any earlier than ten (10) days from the date that the parties are provided with access to the final investigative report.

3. Pre-Hearing Process

Prior to the hearing, DePaul will provide information to the parties regarding the hearing procedures. DePaul may also request pre-hearing meetings to address matters raised by the parties; to discuss whether there are any uncontested facts that may expedite the hearing; to discuss the witnesses that the parties have requested; and to address any other matters that should be resolved before the hearing.

At DePaul's discretion, the university may request that the parties provide certain information in advance of the hearing, such as:

- Any argument that evidence should be categorically excluded from consideration at the hearing based on privilege, relevancy, the prohibition on the use of sexual history specified in "Sexual History," or for any other reason;
- A list of any witnesses that the party intends to ask to submit to questioning at the hearing;
- Any request that the parties be separated physically during the hearing, if applicable;
- Any other accommodations that the party seeks with respect to the hearing;
- The name and contact information of the advisor who will accompany the party at the hearing;

- If the party does not have an advisor who will accompany the party at the hearing, a request that the university provide an advisor for purposes of conducting questioning as specified in "Hearing."
- Statement regarding whether any of the allegations in the Notice of Investigation are supported by a preponderance of the evidence; and
- Statement regarding whether any of the allegations in the Notice of Investigation constitute Title IX Prohibited Conduct.

4. <u>Hearing Schedule</u>

Unless an extension is granted based on a showing of good cause, the parties are obligated to follow the hearing schedule. The availability of an advisor to attend any meeting or hearing shall not unreasonably interfere with or delay the hearing process.

DePaul will notify any university employee (including administrator, faculty, or staff) or student whose attendance is requested at the hearing as a witness. The notice will advise the witness of the specified date and time of the hearing and advise the witness to contact the sender immediately if there is a material and unavoidable conflict, or if they do not agree to appear.

The subject of an attendance notice should notify any manager, faculty member, coach, or other supervisor, as necessary, if attendance at the hearing will conflict with job duties, classes, or other obligations. All such managers, faculty members, coaches, and other supervisors are required to excuse the subject of the obligation, or provide some other accommodation, so that the subject may attend the hearing as specified in the notice.

5. <u>Hearing</u>

The hearing officer(s) will convene and conduct a hearing pursuant to the university's procedures. The hearing will be recorded. An audio recording will be made available to the parties for inspectionand review on reasonable notice.

The hearing will be conducted live, with simultaneous and contemporaneous participation by the parties and their advisors. By default, the hearing will be conducted with the hearing officer(s), the parties, the advisors, witnesses, and other necessary university personnel together in the same physical location. However, at the university's discretion or upon request of either party, the parties will be separated into different rooms with technology enabling the parties to participate simultaneously and contemporaneously by video and audio.

In the hearing officer's discretion, the hearing may be conducted virtually, by use of video and audio technology, where all participants participate simultaneously and contemporaneously by use of such technology.

Each hearing will include, at a minimum:

- Opportunity for each party to address the hearing officer(s) directly and to respond to questions posed by the hearing officer(s);

- Opportunity for each party's advisor to ask directly, orally, and in real time, relevant questions, and follow up questions, of the other party and any witnesses, including questions that support or challenge credibility;
- Opportunity for each party to raise objections to the evidence and to have such objections ruled on by the hearing officer(s) and a reason for the ruling provided.

Except as otherwise permitted by the hearing officer(s), the hearing will be closed to all persons except the parties, their advisors, the investigator(s), the hearing officer(s), the Title IX Coordinator, and other necessary university personnel. Witnesses will be present at a time determined by the hearing officer(s) and, with the exception of the investigator(s) and the parties, witnesses will only be present during their testimony. Further, during the hearing, witnesses will be separated from one another until such time as their testimony is complete.

During the hearing, the parties and their advisors will have access to the investigation report and evidence that was transmitted to them pursuant to "Access to Evidence."

While a party has the right to attend and participate in the hearing with an advisor, a party and/or advisor who materially and repeatedly violates the rules of the hearing in such a way as to be materially disruptive may be barred from further participation and/or have their participation limited in the discretion of the hearing officer(s).

Subject to the minimum requirements specified in this section, the hearing officer(s) will have sole discretion to determine the manner and particulars of any given hearing, including with respect to the length of the hearing, the order of the hearing, and questions of admissibility. Only relevant cross-examination and other questions may be asked of a party or witness. Questions that are duplicative or repetitive of those already asked may be deemed not relevant and thus excluded. The hearing officer(s) may independently and contemporaneously screen questions for relevance in addition to resolving any objections raised by the parties.

The hearing is not a formal judicial proceeding and strict rules of evidence do not apply. The hearing officer(s) will have discretion to modify the hearing procedures, when good cause exists to do so and provided the minimal requirements specified in this section are met.

6. Deliberation and Determination

After the hearing is complete, the hearing officer(s) will objectively evaluate all relevant evidence collected during the investigation, including both inculpatory and exculpatory evidence, together with testimony and non-testimony evidence received at the hearing, and ensure that any credibility determinations made are not based on a person's status as a Complainant, Respondent, or witness. The hearing officer(s) will resolve disputed facts using a preponderance of the evidence (that is, "more likely than not") standard and reach a determination regarding whether the facts that are supported by a preponderance of the evidence constitute one or more violations of the policy as alleged in the Notice of Investigation.

7. Discipline and Remedies

In the event the hearing officer(s) determines that the Respondent has violated this policy, the hearing officer(s) may, prior to issuing a written decision, consult with appropriate university personnel with disciplinary authority over the Respondent and such personnel will determine any discipline to be

imposed. The hearing officer(s) may also, prior to issuing a written decision, consult with the Title IX Coordinator who will determine whether and to what extent ongoing support measures or other remedies will be provided to the Complainant.

8. Written Decision

After reaching a determination and consulting with the appropriate university personnel and Title IX Coordinator as required by "Discipline and Remedies," the hearing officer(s) will prepare a written decision that will include:

- Identification of the allegations potentially constituting Title IX Prohibited Conduct made in the Notice of Investigation;
- A description of the procedural steps taken by the university upon receipt of the Formal Complaint, through issuance of the written decision, including notification to the parties, interviews with the parties and witnesses, methods used to gather non-testimonial evidence, and the date, location, and people who were present at or presented testimony at the hearing.
- Articulate findings of fact, made under a preponderance of the evidence standard, that support the determination;
- A statement of, and rationale for, each allegation that constitutes a separate potential incident of Title IX Prohibited Conduct, including a determination regarding responsibility for each separate potential incident;
- To the extent possible and in accordance with other university policies, the discipline determined by the appropriate university personnel as referenced in "Discipline and Remedies";
- Whether the Complainant will receive any ongoing support measures or other remedies as recommended by the Title IX Coordinator; and
- A description of the university's process and grounds for appeal, as specified in "Appeal."

The written determination will be transmitted to the parties. Transmittal of the written determination to the parties concludes the hearing process, subject to any right of appeal as specified in "Appeal."

Although the length of each adjudication by hearing will vary depending on the totality of the circumstances, DePaul University strives to issue the written determination within fourteen (14) days of the conclusion of the hearing.

B. Administrative Adjudication (Optional)

In lieu of the hearing process, the parties may consent to have a Formal Complaint resolved by administrative adjudication as a form of informal resolution. Administrative adjudication is voluntary and must be consented to in writing by both parties. At any time prior to the issuance of the administrative officer's determination, a party has the right to withdraw from administrative adjudication and request a live hearing as specified in "Hearing Process."

If administrative adjudication is selected, an administrative officer will be appointed. The administrative officer will be provided with a copy of the investigation report and a copy of all of the evidence transmitted to the parties as specified in "Access to Evidence."

The administrative officer will promptly send written notice to the parties notifying them of the administrative officer's appointment and setting a date and time for each party to meet with the administrative officer separately. The administrative officer's meetings with the parties will not be held any earlier than ten (10) days from the date of transmittal of the written notice specified in this paragraph.

After receipt of the investigation report and in DePaul's discretion, the administrative officer may request that the parties provide certain information, such as:

- Any argument that evidence should be categorically excluded from consideration based on privilege, relevancy, the prohibition on the use of sexual history specified in "Sexual History," or for any other reason;
- Statement regarding whether any of the allegations in the Notice of Investigation are supported by a preponderance of the evidence; and
- Statement regarding whether any of the allegations in the Notice of Investigation constitute Title IX Prohibited Conduct.

The administrative officer will meet separately with each party to provide the party with an opportunity make any oral argument or commentary the party wishes to make and for the administrative officer to ask questions, including, but not limited to, questions concerning the party's arguments, the investigative report and/or the evidence collected during the investigation. The administrative officer may follow-up with the investigator(s) to address any questions raised by the parties or by the administrative officer's own review of the investigative report.

After meeting with each party, the administrative officer will objectively evaluate all relevant evidence, including both inculpatory and exculpatory evidence, and ensure that any credibility determinations made are not based on a person's status as a Complainant, Respondent, or witness. The administrative officer will resolve disputed facts using a preponderance of the evidence (that is, "more likely than not") standard and reach a determination regarding whether the facts that are supported by a preponderance of the evidence constitute one or more violations of the policy as alleged in the Notice of Investigation.

Thereafter, the administrative officer will prepare and transmit a written decision, which shall serve as a resolution for purposes of informal resolution.

Transmittal of the administrative officer's written determination concludes the administrative adjudication, subject to any right of appeal as specified in "Appeal."

Although the length of each administrative adjudication will vary depending on the totality of the circumstances, DePaul University strives to issue the administrative officer's written determination within thirty (30) days of the transmittal of the initiating written notice specified in this section.

Other language in this section notwithstanding, informal resolution will not be permitted if the Respondent is a non-student employee accused of engaging in Title IX Prohibited Conduct against a student.

For more information about administrative adjudication for a Respondent who is a student, please refer to the "Administrative Hearing Process" within the Student Conduct Process.

C. Dismissal During Investigation or Adjudication

DePaul **must** dismiss a Formal Complaint at any point during the investigation or adjudication process if the Title IX Coordinator determines that one or more of the following is true:

- The conduct alleged in the Formal Complaint would not constitute Title IX Prohibited Conduct, even if proved; or
- The conduct alleged in the Formal Complaint falls outside the scope of Title IX specified in "Scope" (that is, because the alleged conduct did not occur in the university's education programs or activities and/or the alleged conduct occurred outside the geographic boundaries of the United States).

DePaul **may** dismiss a Formal Complaint at any point during the investigation or adjudication process if the Title IX Coordinator determines that any one or more of the following is true:

- The Complainant provides the Title IX Coordinator written notice that the Complainant wishes to withdraw the Formal Complaint or any discrete allegations therein (in which case those discrete allegations may be dismissed);
- The Respondent is no longer enrolled in or employed by the university; or
- Specific circumstances prevent the university from gathering evidence sufficient to reach a determination as to the Formal Complaint, or any discrete allegations therein (in which case those discrete allegations may be dismissed).

In the event the Title IX Coordinator dismisses a Formal Complaint pursuant to this section, the Title IX Coordinator will provide written notice of dismissal to the parties and advise them of their right to appeal as specified in "Appeal." The Title IX Coordinator may refer the allegations in the Formal Complaint to other university offices, as appropriate, or may direct that the matter be investigated under other university policies.

The dismissal is a final determination unless modified or overturned on appeal.

VIII. Appeals

Either party may appeal the determination of an adjudication, or a dismissal of a Formal Complaint, on one or more of the following grounds:

- A procedural irregularity affected the outcome;
- There is new evidence that was not reasonably available at the time the determination or dismissal was made, that could have affected the outcome;
- The Title IX Coordinator, investigator, hearing officer(s), or administrative officer had a conflict of interest or bias for or against complainants or respondents generally, or against the individual Complainant or Respondent, that materially affected the outcome.

Except as provided for in the Student Conduct Process, no other grounds for appeal are permitted.

A party must file an appeal within seven (7) days of the date they receive notice of dismissal or determination appealed from. The appeal must be submitted in writing to the appellate officer, who will be designated in the written determination. The appeal must specifically identify the determination and/or dismissal appealed from, articulate which one or more of the three grounds for appeal are being asserted, explain in detail why the appealing party believes the appeal should be granted, and articulate what specific relief the appealing party seeks.

Promptly upon receipt of an appeal, the appeal officer will conduct an initial evaluation to confirm that the appeal is timely filed and that it sets forth at least one of the permitted grounds for appeal. If the appeal officer determines that the appeal is not timely, or that it fails to invoke a permitted ground for appeal, the appeal officer will dismiss the appeal and provide written notice of the same to the parties.

If the appeal officer confirms that the appeal is timely and does set forth at least one permitted ground for appeal, the appeal officer will provide written notice to the other party that an appeal has been filed and that the other party may submit a written reply to the appeal within seven (7) days. The appeal officer shall also promptly obtain from the Title IX Coordinator any records from the preliminary assessment, investigation and/or adjudication necessary to resolve the grounds raised in the appeal.

Upon receipt of any reply or after the time period for submission of a reply has passed without one being filed, the appeal officer will promptly decide the appeal and transmit a written decision to the parties that explains the outcome of the appeal and the rationale.

The determination of a Formal Complaint becomes final when the time for appeal has passed with no party filing an appeal or, if any appeal is filed, at the point when the appeal officer has resolved all appeals, either by dismissal or by transmittal of a written decision.

No further review beyond the appeal is permitted.

Although the length of each appeal will vary depending on the totality of the circumstances, DePaul University strives to issue the appeal officer's written decision within fourteen (14) days of an appeal being filed.

IX. Additional Information

A. Advisor of Choice

From the point a Formal Complaint is made, and until an investigation, adjudication, and appeal are complete, the Complainant and Respondent will have the right to be accompanied by an advisor of their choice to all meetings, interviews, and hearings that are part of the investigation, adjudication, and appeal process. While an advisor may be, but is not required to be, an attorney, an attorney has no different role in the process and serves as an advisor in the same capacity as a non-attorney.

Except for the questioning of parties and witnesses during a hearing, the advisor will play a passive role and is not permitted to communicate on behalf of a party, insist that communication flow through the advisor, or communicate with the university about the matter without the party being included in

the communication. In the event a party's advisor of choice engages in material violation of the parameters specified in these procedures, DePaul may preclude the advisor from further participation, in which case the party may select a new advisor of their choice or have one appointed for them.

In the event a party is not able to secure an advisor to attend the hearing and requests that the university provide an advisor, DePaul will provide the party an advisor, without fee or charge, who will conduct questioning on behalf of the party at the hearing. DePaul will have sole discretion to select the advisor it provides. The advisor may be, but is not required to be, an attorney.

If the advisor is a lawyer, a representative of the university's Office of the General Counsel also will attend the hearing. Regardless of whether a party is represented by counsel, at all times the parties are expected to speak for themselves, directly communicate with the university personnel involved in the investigation and adjudication processes, and submit their own written statements.

DePaul is not required to provide a party with an advisor in any circumstance except where the party does not have an advisor present at the hearing or the party requests that the university provide an advisor for the hearing.

B. Treatment Records and Other Privileged Information

During the investigation and adjudication processes, the investigator and adjudicator are not permitted to access, consider, disclose, permit questioning concerning, or otherwise use:

- A party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party; or
- Information or records protected from disclosure by any other legally recognized privilege, such as the attorney client privilege;

unless the university has obtained the party's voluntary, written consent to do so for the purposes of the investigation and adjudication processes.

Notwithstanding the foregoing, the investigator and/or adjudicator may consider any such records or information otherwise covered by this section if the party holding the privilege affirmatively discloses the records or information to support their position in the case.

C. Sexual History

During the investigation and adjudication processes, questioning regarding a Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent. Notwithstanding the foregoing, a Complainant who affirmatively uses information otherwise considered irrelevant by this section for the purpose of supporting the Complainant's allegations, may be deemed to have waived the protections of this section.

D. Resources

Any individual affected by or accused of Sexual Harassment will have access to support and, where applicable, counseling services offered through the university. DePaul encourages any individual who has questions or concerns to seek support of university-identified resources. The Title IX Coordinator is available to provide information about DePaul's policy and procedure and to provide assistance. A list of university-identified resources is located at the following link: Sexual and Relationship Violence Rights and Options Booklet

E. Conflicts of Interest, Bias, and Procedural Complaints

The Title IX Coordinator, investigator(s), hearing officer(s), administrative officers, appeals officers, and informal resolution facilitators will be free of any material conflicts of interest or material bias. Any party who believes one or more of these university officials has a material conflict of interest or material bias must raise the concern within forty-eight hours of being notified of the official's intended involvement so that DePaul may evaluate the concern and find a substitute, if appropriate. The failure of a party to timely raise a concern of a conflict of interest or bias may result in a waiver of the issue for purposes of any appeal specified in "Appeal," or otherwise.

F. Relationship with Criminal Process

This policy sets forth DePaul's processes for responding to reports and Formal Complaints of Sexual Harassment. The university's processes are separate, distinct, and independent of any criminal processes. While the university may temporarily delay its processes under this policy to avoid interfering with law enforcement efforts if requested by law enforcement, the university will otherwise apply this policy and its processes without regard to the status or outcome of any criminal process.

G. Recordings

Wherever this policy specifies that an audio or video recording will be made, the recording will be made only by the university and is considered property of the university, subject to any right of access that a party may have under this policy, FERPA, and other applicable federal, state, or local laws. Only DePaul is permitted to make audio or video recordings under this policy. The surreptitious recording of any meeting, interview, hearing, or other interaction contemplated under this policy violates Illinois law and is strictly prohibited.

H. Vendors, Contractors, and Third Parties

DePaul does business with various vendors, contractors, and other third parties who are not students or employees of the university. Notwithstanding any rights that a given vendor, contractor, or third-party Respondent may have under this policy, the university retains its right to limit any vendor, contractor, or third-party's access to campus for any reason. Further, DePaul retains all rights it enjoys by contract or law to terminate its relationship with any vendor, contractor, or third-party irrespective of any process or outcome under this policy.

I. Bad Faith Complaints and Knowingly False Statements and Information

It is a violation of this policy for any person to submit a report or Formal Complaint that the person knows, at the time the report or Formal Complaint is submitted, to be false or frivolous. It is also a violation of this policy for any person to knowingly make a materially false statement during an investigation, adjudication, or appeal under this policy. Violations of this section are not subject to the

investigation and adjudication processes in this policy; instead, they may be addressed under the Code of Student Responsibility, in the case of students, and other university policies and standards, as applicable, for other persons.

J. 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.

K. Confidentiality

To the fullest extent possible, DePaul University will keep confidential the identity of any individual who has made a report or Formal Complaint of Sexual Harassment or Retaliation including any Complainant, the identity of any individual who has been reported to be a perpetrator of Sexual Harassment or Retaliation including any Respondent, and the identity of any witness. DePaul will also maintain the confidentiality of its various records generated in response to reports and Formal Complaints, including, but not limited to, information concerning Supportive Measures, notices, investigation materials, adjudication records, and appeal records. Notwithstanding the foregoing, DePaul may reveal the identity of any person or the contents of any record if permitted by FERPA, if necessary to carry out the university's obligations under Title IX and its implementing regulations including the conduct of any investigation, adjudication, or appeal under this policy or any subsequent judicial proceeding, or as otherwise required by law. Further, notwithstanding the university's general obligation to maintain confidentiality as specified herein, the parties to a report or Formal Complaint will be given access to investigation and adjudication materials in the circumstances specified in this policy.

While DePaul will maintain confidentiality specified in this section, DePaul will not limit the ability of the parties to discuss the allegations at issue in a particular case. Parties are advised, however, that the manner in which they communicate about, or discuss a particular case, may constitute Sexual Harassment or Retaliation in certain circumstances and be subject to discipline pursuant to the processes specified in this policy.

Note that certain types of Sexual Harassment are considered crimes for which the university must disclose crime statistics in its annual security report that is provided to the campus community and available to the public. These disclosures will be made without including personally identifying information.

L. Signatures and Form of Consent

For purposes of this policy, either a physical, electronic, or digital signature will be sufficient to satisfy any obligation that a document be signed. Where these procedures provide that written consent must be provided, consent in either physical or electronic form, containing a physical, electronic, or digital signature, will suffice.

M. Deadlines, Time, Notices, and Method of Transmittal

Where this policy specifies a period of days by which some act must be performed, the following method of calculation applies:

- Exclude the day of the event that triggers the period;
- Count every day, including intermediate Saturdays, Sundays, and legal holidays recognized by the federal government;
- Include the last day of the period until 5:00 p.m. central time, but if the last day is a Saturday, Sunday, or legal holiday recognized by the federal government, the period continues to run until 5:00 p.m. central time on the next day that is not a Saturday, Sunday, or legal holiday recognized by the federal government.

All deadlines and other time periods specified in this policy are subject to modification by DePaul where, in the university's sole discretion, good cause exists. Good cause may include, but is not limited to, the complexities of a given case; extended holidays or closures; sickness of the investigator, adjudicator, or the parties; the need to consult with the university's legal counsel; unforeseen weather events; and the like.

Where this policy refers to notice being given to parties "simultaneously," notice will be deemed simultaneous if it is provided in relative proximity on the same day. It is not necessary that notice be provided at exactly the same hour and minute.

Unless otherwise specified in this policy, the default method of transmission for all notices, reports, responses, and other forms of communication specified in this policy will be electronic mail using an individual's designated email address.

A party is deemed to have received notice upon transmittal of an email to their designated email address. In the event notice is provided by mail, a party will be deemed to have received notice three (3) days after the notice in question is postmarked.

Any notice inviting or requiring a party or witness to attend a meeting, interview, or hearing will be provided with sufficient time for the party to prepare for the meeting, interview, or hearing and will include relevant details such as the date, time, location, purpose, and participants. Unless a specific number of days is specified elsewhere in this policy, the sufficient time to be provided will be determined in the sole discretion of the university, considering all of the facts and circumstances, including, but not limited to, the nature of the meeting, interview, or hearing; the nature and complexity of the allegations at issue; the schedules of relevant university officials; approaching holidays or closures; and the number and length of extensions already granted.

N. Training

DePaul will ensure that university officials acting under this policy, including, but not limited to, the Title IX Coordinator, investigators, hearing officers, administrative officers, and appeals officers receive training in compliance with 34 C.F.R. § 106.45(b)(1)(iii) and any other applicable federal or state law.

O. Recordkeeping

DePaul will retain those records specified in 34 C.F.R. § 106.45(b)(10) for a period of seven years, after which point in time they may be destroyed, or continue to be retained, in the university's sole discretion. The records specified in 34 C.F.R. § 106.45(b)(10) will be made available for inspection, and/or published, to the extent required by 34 C.F.R. § 106.45(b)(10) and consistent with any other applicable federal or state law, including FERPA.

P. Discretion in Application

DePaul retains discretion to interpret and apply this policy in a manner that is not clearly unreasonable, even if the university's interpretation or application differs from the interpretation of the parties.

Despite DePaul's reasonable efforts to anticipate all eventualities in drafting this policy, it is possible unanticipated or extraordinary circumstances may not be specifically or reasonably addressed by the express policy language, in which case the university retains discretion to respond to the unanticipated or extraordinary circumstance in a way that is not clearly unreasonable.

The provisions of this policy and the hearing procedures referenced in "Hearing" are not contractual in nature, whether in their own right, or as part of any other express or implied contract. Accordingly, DePaul retains discretion to revise this policy and the Hearing Procedures at any time, and for any reason. DePaul may apply policy revisions to an active case provided that doing so is not clearly unreasonable.

X. Divisional Collaborations

Student Affairs

Academic Affairs
Human Resources
Office of the General Counsel

XI. Contact Information

Title IX Coordinator
(773) 325-4852
titleixcoordinator@depaul.edu

XII. Appendices

None.

XIII. History/Revisions

Origination Date: 08/14/2020 (Interim Policy)
Last Amended Date: 04/08/2024
Next Review Date: N/A

EXHIBIT E

Sexual & Relationship
Violence Rights and Options Packet

DePaul University

Sexual and Relationship Violence Rights and Options

Office of Gender Equity

The Office of Gender Equity (OGE) is responsible for implementing DePaul University's Formal Title IX Policy and Procedures (Formal Title IX), Anti-Discrimination and Anti-Harassment (ADAH), and Sexual and Relationship Violence (SRV) policies to address concerns about sex and gender-based misconduct, harassment, and discrimination.

OGE can assist students with accessing campus and local health services, mental health services, counseling, and advocacy services.

OGE CONTACT

Molly Lamping Fleck (Title IX Coordinator)
Phone: (312) 362-8970
Email: titleixcoordinator@depaul.edu
Address: Lincoln Park Student Center, Suite 308

Formal Title IX Policy

Pursuant to Title IX of the Education Amendments of 1972, DePaul's Formal Title IX Policy deals with allegations of the following conduct that occurs within DePaul's education programs or activities:

- Quid Pro Quo Sexual Harassment
- Hostile Environment Sexual Harassment
- Sexual Assault
- Domestic Violence
- Dating Violence
- Stalking

ADAH and SRV Policies

DePaul's ADAH and SRV policies deal with allegations of harassment and/or discrimination, as well as sexual and relationship violence, based on the following protected categories when the conduct involved members of the DePaul community:

- Sex
- Gender
- Gender identity or expression
- Sexual orientation
- Marital status
- Pregnancy
- Parental status
- Family relationship status

How to Report

You have the right to decide who and when to tell about sexual violence. You also have the right to have an advocate of your choice (a friend, family member, sexual assault advocate, or other representative) present with you while reporting the incident.

You have several reporting options, and you may pursue one or all of these options at any time:

- **Call 911 if you are in the midst of any kind of emergency, immediate harm, or threat of harm.**
- The Director of Gender Equity/Title IX Coordinator can assist you in notifying the police, if you choose.

On-Campus

- Emergency
  - Public Safety Office is open 24/7
    - Lincoln Park campus: (773) 325-7777
    - Loop campus: (312) 362-8400

- Non-Emergency
  - Online: OGE Reporting Form
  - Email: titleixcoordinator@depaul.edu
  - Phone: (312) 362-8970
  - In-Person: Lincoln Park Student Center, Suite 308

- Anonymous Reporting
  - Misconduct Reporting Hotline: (877) 236-8390
  - Online: EthicsPoint Reporting Form

Off-Campus

- 24-hour Chicago Rape Crisis Hotline: 1-888-293-2080
- 24-Hour Chicago Domestic Violence Help: 1-877-863-6338

- Chicago Police Department
  - 911 for emergencies
  - 311 for non-emergencies

Confidential Resources and Responsible Employees

Responsible Employees

Unless otherwise designated as a confidential reporting resource below, 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. For further information about what must be reported, please see the SRV Policy.

Health Promotion & Wellness (HPW)

HPW is an on-campus resource staffed by trained survivor support advocates. 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:

1. the individual consents to the disclosure of the communication in writing;
2. failure to disclose the communication would violate state or federal law; or
3. failure to disclose would result in a clear, imminent risk of serious physical injury to or death of the individual or another person.

Phone: (773) 325-7129
Email: hpw@depaul.edu
Location: Lincoln Park Student Center, Suite 302

University Counseling & Psychological Services (UCAPS)

UCAPS is an on-campus resource. Professional counselors and psychiatrists are available to students for **confidential counseling and support** as defined by the counselor's or psychiatrist's professional confidentiality obligations.

Phone: (773) 325-2273
Email: depaulucaps@depaul.edu
LPC Location: Lincoln Park Student Center, Suite 350
Loop Location: Lewis Center, Suite 1400

Misson & Ministry

Mission and Ministry is an on-campus resource. 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.

Phone: (773) 325-7902
Email: missionandministry@depaul.edu
LPC Location: Lincoln Park Student Center, Suite 311 and Suite 104
Loop Location: DePaul Center 11008-11010 and 14 E. Jackson Blvd, Suite 800

Interim Protective Measures and Accommodations

The Director of Gender Equity will coordinate providing reasonable and appropriate interim measures when requested. Interim measures, if requested and if reasonably available, may include interim changes in academic, living, transportation, and working situations. 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 workspace;
- 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.

DePaul will maintain as confidential any interim measures to the extent that maintaining such confidentiality would not impair the ability of the University to provide the interim measures.

Preserving Evidence

It is recommended that you do not bathe, shower, douche, eat, drink, smoke, brush your teeth, urinate, defecate or change clothes before receiving medical attention. Even if you have already taken any of these actions, you are still encouraged to have prompt medical care, and evidence may still be recoverable.

If clothing is changed, save each item of clothing worn at the time of the assault in separate paper bags. Plastic bags or containers are not recommended. If physical injuries are present, photograph or have them photographed with a date stamp on the photo. SANE Nurses also have equipment to photograph injuries. Avoid disturbing anything in the area where the assault occurred. Record the names of any witnesses and their contact information. Save any text messages, social networking pages, and other communications. This information may be helpful as proof of a crime, to obtain an order of protection, or to offer proof of a campus policy violation. Try to memorize details (e.g., physical description, names, license plate number, car description, etc.) or write notes of details.

Resolution Options and Procedures

Upon receiving a report, OGE will send a Care and Concern letter to the Impacted Party which will include resources and an opportunity to meet with OGE staff to discuss accessing resources and options for moving forward with an investigation. Participation in the OGE process is optional and no person will be compelled to participate. Every report is unique and there are many fact-specific analyses that can determine how a report is addressed by OGE.

REMEDIES AND/OR SANCTIONS

In situations where a report indicates that a member of the DePaul community may have violated the ADAH or SRV Policy, all determinations as to policy violations and potential disciplinary response will be made through the existing applicable university policies and processes. The status of the alleged individual will determine which university policy is applied.

Who is alleged to have violated the policy	Policy	Which office conducts the investigation	Determination of responsibility decided by	Discipline/sanctions decided by
Student	Student Conduct Process	OGE	Dean of Students	Dean of Students
Staff	Progressive Discipline	OGE	Director of Gender Equity	Direct supervisor
Faculty	Faculty Handbook	OGE	Director of Gender Equity	Dean

The adjudication resolves any outstanding issues of contested facts, assesses the credibility of parties and witnesses, and determines whether it is more likely than not that a policy violation or violations occurred.

In situations where a report indicates that a member of the DePaul community may have violated the Formal Title IX Policy, OGE will conduct the investigation following the procedures detailed in that policy. All determinations as to policy violations and potential disciplinary response will be made through one of two types of adjudication, a Hearing or Administrative Adjudication.

Medical Forensic Examination

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 Resilience

Thorek Memorial Hospital
850 W. Irving Park Rd.
Chicago, IL
60613 773-975-6770
Sexual assault medical advocate available from Resilience

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

Medical Forensic Examination

LOOP CAMPUS

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

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 Resilience 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
Sexual assault medical advocate available from Zcenter

Vista Lindenhurst Campus
1050 Red Oak Ln.
Lindenhurst, IL 60046
847-356-4700

SANE nurse available
Sexual assault medical advocate available from Zcenter

Vista Medical Center West
2615 Washington St.
Waukegan, IL 60085
847-249-3900

SANE nurse available
Sexual assault medical advocate available from Zcenter

On-Campus Resources

★ Confidential Resource

Dean of Students (DOS)

773-325-7290
deanofstudents@depaul.edu

DOS Website

Office of Gender Equity (OGE)

312-362-8970
titleixcoordinator@depaul.edu

OGE Website

Public Safety

773-325-7777 (Lincoln Park)
312-362-8400 (Loop)

PS Website

★ Health Promotion & Wellness (HPW) (Suvivor Support Advocates)

773-325-7129
hpw@depaul.edu

HPW Website

Housing & Residence Life (HRL)

773-325-7169
housing@depaul.edu

HRL Website

★ University Counseling & Psychological Services (UCAPS)

773-325-CARE (2273)
depaulucaps@depaul.edu

UCAPS Website

Center for Students with Disabilities (CSD)

773-325-1677 (Lincoln Park)
312-362-8002 (Loop)
csd@depaul.edu

CSD Website

★ Mission & Ministry

773-325-7902
missionandministry@depaul.edu

Mission and Ministry Website

Off-Campus Resources

Center on Halsted

Community center dedicated to advancing community and securing the health and well-being of the LGTBQ+ people of Chicagoland.

773-472-6469 | Website

3656 N Halsted St., Chicago, IL 60613

Greenlight Family Services of Illinois

Organization that provides various supportive services, including free crisis counseling for survivors of sexual assault.

773-750-7077 | Website

Multiple locations throughout Chicagoland

Howard Brown Health

Healthcare and social services provider rooted in LGBTQ+ liberation that focuses on providing health care to people in the community.

773-472-6469 | Website

Multiple locations throughout Chicagoland

Apna Ghar Inc.

Human rights organization that provides holistic services and advocacy across immigrant, refugee, and marginalized communities.

773-883-4663 | Website

4350 N Broadway, 2nd Floor, Chicago, IL 60613

Mujeres Latinas en Accion

Latina-led organization that offers advocacy and counseling services to Latinx women.

773-890-7676 | Website

2124 West 21st Place, Chicago, IL 60608

Resilience

Not-for-profit organization dedicated to the healing and empowerment of sexual assault survivors.

312-443-9603 | Website

180 N Michigan Ave., Suite 600, Chicago, IL 60613

RAINN (Rape, Abuse, & Incest National Network)

The nation's largest anti-sexual violence organization that partners with 1,000+ service providers across the country to offer support, services, and programs for survivors of sexual violence.

800-656-HOPE (4673) | Website

Multiple partner locations throughout the country

Crisis Hotlines

- Resilience: 888-293-2080
- RAINN: 800-656-HOPE(4673)
- Apna Ghar (phone): 773-334-4663
- Apna Ghar (text): 773-899-1041
- IDHS Suicide Crisis Lifeline: 988
- Crisis Text Line: text HOME to 741741
- Sarah's Inn Domestic Violence: 708-386-4225

Last updated: September 2024

EXHIBIT F

Summary of DePaul's Primary Prevention and Awareness Programming

All 2024			
2024	Sexual Harassment Prevention Training	Staff, Faculty, Students	4628
2024	Bystander Intervention Training	Staff and Faculty	3747
2024	Sexual Assault Prevention Training	Students	3183
2024	New Employee Orientations	Staff	289
Winter			
Winter 2024	Men's Tennis Training	Students	15
Winter 2024	Staff Council	Staff	40
Winter 2024	Volleyball Team Training	Students	20
Winter 2024	Athletics Head Coaches	Staff	15
Winter 2024	Track and Field Team Training	Students	85
Winter 2024	Women's Soccer Team Training	Students	20
Winter 2024	Men's Golf Team Training	Students	10
Winter 2024	University Counseling and Psychological Services Training	Staff	15
Winter 2024	Women's Tennis Team Training	Students	15
Winter 2024	Women's Basketball Team Training	Students	15
Winter 2024	LGBTQ Studies Advisory Board Meeting	Staff	15
Winter 2024	International Student Orientation	Students	25
Winter 2024	Heart to Heart Chats	Students	37
Spring			
Spring 2024	Athletics Coaches Title IX Refresher Training	Staff	15
Spring 2024	Orientation Leaders Training	Students	30
Spring 2024	Global DePaul Boundaries	Students	40
Spring 2024	Clothesline Project Exhbition	Students	59
Spring 2024	Healthy Relationships with Gamma Phi Omega	Students	15
Spring 2024	De-Escalation Training Athletics	Students	20
Spring 2024	Guest Lecturing in Human Sexuality	Students	25
Summer			
Summer 2024	Chartwells Employee Training	Staff	115
Summer 2024	University Center Resident Assistants	Students	34
Summer 2024	Housing & Residence Life Student Employee Training	Students	57
Summer 2024	College of Law New Student Orientation	Students	22
Summer 2024	College of Law New Student Orientation	Students	75
Summer 2024	College of Law New Student Orientation	Students	75
Summer 2024	Chicago Quarter Staff and Student Mentors	Staff and Students	33
Summer 2024	ACE & OMSS Student Employee Training	Students	45

Summer 2024	Athletics Pro-Staff Training	Staff	100
Summer 2024	International Student Orientation	Students	80
Summer 2024	Chicago Quarter Staff and Student Mentors	Staff and Students	44
Summer 2024	New Faculty Orientation	Faculty	47
Summer 2024	Vinny Vow: Bystander Intervention Training	Students	13
Summer 2024	Vinny Vow: Bystander Intervention Training	Students	8
Summer 2024	Boundaries Training for Global DePaul	Students	69
Summer 2024	HEAT Training	Students	4
Summer 2024	Vinny Vow: Bystander Intervention Training	Students	5
Summer 2024	Vinny Vow: Bystander Intervention Training	Students	10
Summer 2024	Vinny Vow: Bystander Intervention Training	Students	6
Summer 2024	Vinny Vow: Bystander Intervention Training	Students	11
	Fall		
Fall 2024	Student Athlete Orientation	Students	200
Fall 2024	Student Center Student Employee Training	Students	80
Fall 2024	The Theatre School Faculty Retreat	Faculty	50
Fall 2024	IRMA Brown Bag: Campus Sexual Misconduct Climate Survey	Employees	27
Fall 2024	Mental Health Fair - Lincoln Park	Students	100
Fall 2024	Mental Health Fair - Loop	Students	50
Fall 2024	It's All Love Fair	Students	45
Fall 2024	IRMA Brown Bag: Campus Sexual Misconduct Climate Survey	Students	29
Fall 2024	Empowered DePaul - Lincoln Park	Students	73
Fall 2024	Empowered DePaul - Loop	Students	85
Fall 2024	Domestic Violence Awareness - Purple Thursday	Students	5
Fall 2024	Cultural Resource Centers Employee Training	Employees	10
Fall 2024	Office of Student Involvement Employee Training	Employees	10
Fall 2024	Financial Aid Employee Training	Employees	20
Fall 2024	Athletics Student Employee Training	Students	17
Fall 2024	International Student Services Student Employee Training	Students	9
Fall 2024	Vinny Vow: Bystander Intervention Training	Students	24
Fall 2024	Student Health Ambassador Program SRV Training	Students	1
Fall 2024	Boundaries & Bracelets	Students	5
Fall 2024	Student Health Ambassador Program SRV Training	Students	1
Fall 2024	Healthy Relationships Workshop	Students	20
Fall 2024	Vinny Vow: Bystander Intervention Training	Students	11
Fall 2024	Healthy Relationships Workshop	Students	28
Fall 2024	Boundaries Training - New Global DePaul Leaders	Students	55