



OFFICE OF
**EQUAL OPPORTUNITY
AND ACCESS**
Illinois State University

SEXUAL AND
GENDER-BASED
MISCONDUCT
REPORTING
— AND —
**RESOURCE
GUIDE**
FOR STUDENTS

TITLEIX.ILLINOISSTATE.EDU



ILLINOIS STATE UNIVERSITY

Table of Contents

Introduction to Title IX and the Illinois Preventing Sexual Violence in Higher Education Act	2
University Policy	3
Getting Help	3
Medical Support	4
Evidence Preservation	4
The Who/What/How of Reporting	5
Methods of Reporting	5
Responsible Employees	7
Reportable Crimes and Incidents	8
Confidentiality of Information in Public Reports	9
Accessing University and Community Support	10
Confidential Counseling and Confidential Advisors	10
University Supportive Measures	10
Visa/Immigration Assistance	12
Financial Assistance	12
Community Resources	12
University Policy and Procedures	14
Anti-Harassment and Non-Discrimination Policy 1.2	14
Policy 1.2(O): Sexual Harassment–Student	14
Dismissal of a Formal Complaint	15
Policy 1.2(P): Sexual Misconduct/Violence, Domestic Violence, Dating Violence, and Stalking	16
University Procedure 1.2.2	17
Investigation of Formal Complaint	19
Hearing Procedures	23
Possible Sanctions	24
Appeal Procedures	26
Complainant Rights	29
Complainant Responsibilities	30
Respondent Rights	30
Respondent Responsibilities	31
Frequently Asked Questions	34
Prevention and Training Policies	40
Training and Programs	41
Get Involved	42
How Can I Help Someone?	42
Appendix 1: Gender-Based Harassment and Misconduct Definitions	44
Appendix 2: Local, State, and National Resources	49
Find Help Now: Quick Reference Guide for University and Local Resources	55



**ILLINOIS STATE
UNIVERSITY**

Illinois' first public university

Introduction

to Title IX and the Illinois Preventing Sexual Violence in Higher Education Act

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in education programs and activities in federally funded schools at all levels. Title IX protects students, employees, and applicants for admission and employment from all forms of sex discrimination. Recent updates to the federal regulations are intended to substantiate Title IX's prohibition against sex discrimination by requiring federally funded schools to address sexual harassment as a form of sex discrimination in education programs or activities. Within these regulations, sexual harassment also includes sexual assault/misconduct, dating violence, domestic violence, and stalking. These updated regulations require institutions to respond promptly and supportively to persons alleged to be victimized by sexual harassment, to resolve allegations of sexual harassment promptly and equitably under a consistent complaint process that provides fair and impartial due process for all parties, and to effectively implement supportive measures.

Illinois's Preventing Sexual Violence in Higher Education Act calls for all higher education institutions in the state to adopt a comprehensive policy to address sexual violence, dating violence, domestic violence, and stalking that includes a clear definition of consent, information on how to report concerns both confidentially and to university officials, and the institutions' procedures for responding to alleged violations of this policy in a trauma informed and culturally sensitive manner. The act also directs higher education institutions to provide clear information about primary prevention and awareness programming including bystander intervention and risk reduction strategies for students, faculty, and staff. Yearly training is also required to provide information about university policy, reporting options, complaint process procedures, supportive measures, and resources available both on campus and within the community.

This Sexual and Gender-Based Misconduct Reporting and Resource Guide for Students (hereinafter OEOA Resource Guide for Students), provides an overview of these requirements and a detailed outline of the [University's Anti-Harassment and Non-Discrimination Policy 1.2](#) and [Procedure 1.2.2](#) as it relates to the student complaint process facilitated by the Office of Equal Opportunity and Access (OEOA).

University Policy

Illinois State University fosters a campus environment that recognizes individual and cultural differences and is strongly committed to the ethical and legal principle that each member of the University community enjoys the constitutional right to free speech. The right of free expression and the open exchange of ideas stimulates debate, promotes creativity, and is essential to a rich learning environment.

As members of the University community, students, faculty, administrators, and staff have a responsibility to respect others and show tolerance for opinions that differ from their own. The value of free expression, however, may be undermined by certain acts of harassment and discrimination that may result in the deterioration of a quality learning, work, or campus community environment and therefore will not be tolerated.

It is the policy of the University to maintain an educational environment free of sexual harassment for students. Sexual harassment is contrary to the standards of the University community and a barrier to fulfilling the University's scholarly, research, educational, and service missions.

The University will not tolerate retaliation against students, employees, or faculty members who exercise their rights by filing a complaint with or by participating in a protected investigation. Any action or attempted action, directly or indirectly, against any person(s) who in good faith reports or discloses a violation of this policy, files a complaint, and/or otherwise participates under this policy may be considered retaliation. Any person or group within the scope of this policy who engages in retaliation is subject to a separate charge of retaliation.

The University's Title IX Coordinator, as part of the OEOA, is responsible for the University's Title IX compliance program, which includes oversight and implementation of the University's Title IX policies and complaint procedures. The Title IX Coordinator coordinates related education, training, and prevention programming and monitors the campus climate.

Getting Help

If you need immediate help, call 9-1-1. Important information on 24-hour resources for individuals who have experienced sexual assault, dating violence, domestic violence, or stalking is listed below. Additional resources can be found in **Appendix 2** and the **Quick Reference Guide** located at the end of this document. This OEOA Resource Guide for Students includes information on how to get help, reporting information, support resources, and what to expect next. Individuals who have experienced sexual violence are encouraged to:

- Seek medical attention.
- Consider reporting to police and/or university officials.

Medical Support

You are encouraged to seek medical and follow-up care even if you choose not to report the incident to law enforcement or the University. Seek medical attention from a hospital, Student Health Services, or another healthcare provider. Student Health Services cannot complete a sexual assault evidence collection kit (rape kit). The sexual assault evidence collection process can be completed, at no charge, by visiting any hospital emergency room. Individuals can also contact **Stepping Stones** at (309) 556-7000—a community provider of free, confidential sexual assault services—to request support from a sexual assault crisis advocate during the medical treatment and evidence collection process at the hospital. **Countering Domestic Violence** at (309) 827-7070 can offer medical support and advocacy in response to incidents of dating violence, domestic violence and/or stalking.

LOCAL HOSPITALS AND EMERGENCY ROOMS

Carle BroMenn Medical Center
(309) 454-1400
1304 Franklin Ave, Normal, IL
Available 24 hours

OSF St. Joseph Medical Center
(309) 662-3311
2200 E. Washington Street, Bloomington, IL
Available 24 hours

CAMPUS HEALTHCARE AND MENTAL HEALTH RESOURCES

Student Health Services
(309) 438-2778
Student Services Building
www.HealthServices.IllinoisState.edu

**Student Counseling Services
Confidential Advisors**
(309) 438-3655
Student Services Building, Room 320
www.Counseling.IllinoisState.edu

Evidence Preservation

Even if you choose not to file a criminal report or report the incident to the University, you are encouraged to take steps to preserve evidence. This will ensure that evidence is available if you later decide to proceed with a criminal or university investigation.

- After an assault, avoid showering, bathing, douching, using the bathroom, changing clothing and/or brushing your teeth or hair if you choose to have a sexual assault evidence collection exam done at a hospital. If you have done any of these activities, you can still have an exam performed.
- If you changed clothes, save all the clothing you were wearing at the time of the assault in a **paper bag**.
- Seek treatment at a local hospital emergency room as soon as possible.
- Immediately notify medical staff if you believe drugs or alcohol were involved. Medical staff are specially trained to collect evidence and perform tests, including tests that can provide important evidence to determine if drugs or alcohol were involved.
- Make every effort to save anything that might contain DNA. Do not clean up the crime scene or move anything the assailant may have touched.

- Write down as much as you can remember about the circumstances, including a description of the assailant. If you have a picture of the assailant, prepare to give it to the police.
- Save any electronic communications with the assailant—voicemail, email, text messages, or social media messages

Whether an incident occurred recently or in the past, help is still available. The University Supportive Measures section (page 10) and Appendix 2 of this resource guide contains many important resources for free and confidential support, medical treatment, and campus supportive measures. The **Quick Reference Guide** located at the end of this document also includes a list of campus and community resources. All of the resources are available even if an individual chooses not to report an incident to law enforcement or the University.

The Who/What/How of Reporting

Methods of Reporting

Any person may report sex discrimination including sexual harassment, whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment. Reports may be made in person, by telephone, by mail or by electronic mail using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time, including during non-business hours, by using the telephone number or electronic mail address or by mailing to the office address listed for the Title IX Coordinator. Students, employees, and third parties can report instances of gender-based harassment including sexual harassment, sexual assault/misconduct, domestic violence, dating violence, and stalking in the following ways.

TITLE IX COORDINATOR

The Title IX Coordinator is responsible for the University's Title IX compliance program, including oversight and implementation of the University's Title IX policies and grievance procedures. The coordinator coordinates related education and training and monitors the campus climate. The coordinator and deputy coordinator can be contacted by telephone, e-mail, or in person during regular office hours from 8 a.m. to 4:30 p.m., Monday-Friday.

Title IX Coordinator: Ashley Pritts

Office of Equal Opportunity and Access
EqualOpportunity@IllinoisState.edu
TitleIX@IllinoisState.edu

Hovey Hall, Room 310
Campus Box 1280
Normal, IL 61790-1280
(309) 438-5411

CAMPUS OR LOCAL LAW ENFORCEMENT

For emergencies, dial 9-1-1. Your call will be answered by a 9-1-1 dispatcher at the Illinois State University Police Department or other local emergency agency. In a non-emergency situation, dial (309) 438-8631 to be connected to the Illinois State University Police Department. For more information on reporting, go to <http://policy.IllinoisState.edu/health-safety/5-2-1.shtml>.

CAMPUS LAW ENFORCEMENT

Illinois State University Police Department

(309) 438-8631
Nelson Smith Building, Room 105
Police.IllinoisState.edu

COMMUNITY LAW ENFORCEMENT

Normal Police Department

(309) 454-9535
100 E. Phoenix Ave.,
Normal, IL 61761

Bloomington Police Department

(309) 820-8888
305 S. East Street,
Bloomington, IL 61701

McLean County Sheriff

(309) 888-5034
104 W. Front Street,
Bloomington, IL 61701

You are **not** required to speak to law enforcement or to file a criminal complaint. If an incident is reported to OEOA, staff can assist you with notifying law enforcement authorities at your request. If you are contacted by law enforcement authorities, it is not required but is highly recommended that you speak to them so you can communicate your desired outcome, even if that is to request no involvement from law enforcement.

ELECTRONICALLY

In non-emergency situations, the University's online Public Incident Report form is available for anyone to submit a report by accessing the link: https://ilstu-advocate.symplicity.com/public_report. Public Incident Reports are routed to the correct university department for response.

ANONYMOUSLY

If a reporting party wishes to remain anonymous, call (309) 438-0268 and leave a detailed message. Please note, the University may be limited in how we can respond to anonymous reports.

CONFIDENTIALLY

To access a confidential advisor 24-hours a day, call (309) 438-3655. Note that confidential advisors are required to the extent provided by law to keep the report confidential.

For more information, go to titleix.illinoisstate.edu/report.

Responsible Employees

ISU personnel have a responsibility to help maintain the safety and security of the campus. It is not only the right thing to do, it is the law. Federal law mandates select ISU personnel must:

- Report acts of sexual violence, sexual misconduct, sexual assault, domestic violence, dating violence, stalking, and sexual harassment so the University can respond and investigate.
- Report certain crimes so that the University can publish crime statistics in the University's Annual Security Report.

Responsible employees are mandated by law to act on a reportable crime or incident that is made known to them in their professional capacity, even if the information is shared in confidence. It is important to know that the University takes any reports or complaints of crimes/incidents very seriously. The University is required to follow up on all reported incidents of sexual harassment—including sexual misconduct, sexual assault, domestic violence, dating violence, and stalking—to support the University's efforts to provide a safe and nondiscriminatory educational and living environment. Any reported crimes or sexual harassment will be reviewed and may be investigated according to the University complaint procedures. Note that university processes are separate from any criminal processes related to an incident, and responsible employees are required by law to report certain crimes and allegations to university officials. Student Health Services medical staff are required to report certain crimes to police, and OEOA receives the report. Most ISU faculty and staff are considered responsible employees, including:

ACADEMIC AFFAIRS AND COLLEGES

- Deans
- Directors
- Department Heads
- Faculty
- Academic Advisors
- Lab School Personnel
- Supervisors
- Graduate Teaching and Research Assistants
- Undergraduate Teaching Assistants
- Tutors and Academic Coaches

STUDENT AFFAIRS

- University Police and Additional Security
- Dean of Students Office Staff
- RSO Advisors
- University Housing Staff (including Resident Assistants/Community Assistants)
- Campus Recreation Staff
- Health Promotion and Wellness Staff
- Student Access and Accommodations Services Staff
- Supervisors
- Student Health Services Staff, for reporting of the initial incident only to police

FINANCE AND PLANNING, UNIVERSITY ADVANCEMENT

- Human Resources Staff
- Facility Security Staff (including individuals who monitor access into campus buildings or parking facilities)
- Supervisors

OTHER UNIVERSITY PERSONNEL

- Athletics staff (including coaches, trainers, and study center personnel)
- OEOA personnel
- Supervisors

Reportable Crime and Incidents

- Aggravated assault
- All liquor, drug, and weapons violations resulting in an arrest
- Arson
- Burglary
- Dating violence
- Domestic violence
- Motor vehicle theft
- Murder and/or manslaughter
- Robbery
- Sex offenses (including rape, sexual assault, sexual violence, sexual battery, sexual abuse, sexual coercion, fondling, incest, and statutory offenses)
- Sexual harassment
- Stalking
- Hate crimes based on any of the above offenses, larceny-theft, assault, intimidation, vandalism, and other destruction of property

For more detailed definitions for federal criminal statistic reporting purposes, see [Security. IllinoisState.edu](#).

Sexual harassment is a required reportable incident and must be reported by responsible employees. Sexual harassment is uninvited and unwelcome physical, verbal, or nonverbal behavior of a sexual nature so *severe, pervasive, and objectively offensive* that it creates an intimidating or hostile educational or work environment.

In addition to being a form of sexual harassment, sexual misconduct/assault/rape, fondling, incest, statutory rape, domestic violence, dating violence, and stalking are all criminal acts. It is important to note that the University complaint process is separate and different from processes involving law enforcement agencies.

Responsible employees must report the information disclosed to them by contacting University Police or the University's Title IX Coordinator, or by completing the University's online [Public Incident Report Form](#).

Confidentiality of Information in Public Reports

Responsible employees are required to make appropriate university officials aware of information they receive regarding crimes/incidents. In addition, the Clery Act requires the University to include information about reported crimes in the Annual Security Report and the daily crime log.

When an incident of alleged dating violence, domestic violence, sexual assault, or stalking is reported, personally identifying information **will not be included** in these public records. 'Personally identifying information' includes information likely to disclose the identity or location of the victim of domestic violence, dating violence, sexual assault or stalking such as:

- First/Last Name
- Home physical address and/or contact information (e-mail, IP address, telephone, or other contact number)
- Social security number, driver's license number, passport number, or university identification number
- Any other information including date of birth, or other information that could serve to identify the individual (e.g., information regarding race, color, ancestry, national origin, religion, pregnancy, sexual orientation, order of protection, gender identity and expression, age, marital status, disability, genetic information, unfavorable military discharge, status as a veteran, or sex)

Illinois law mandates Student Health Services medical staff report certain crimes to police. Illinois law also mandates that confidential advisors in Student Counseling Services provide statistics on numbers of confidential reports of sexual violence, domestic violence, dating violence, and stalking to the Title IX Coordinator. These statistics will be provided to the Title IX Coordinator or designee but will never include any personally identifying information. Individuals providing counseling services also provide information to persons they counsel on how to report crimes and/or allegations of university policy violations on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.



Accessing University and Community Support

The following support resources are available on campus and within the Bloomington-Normal community. Most of the resources listed are available at no cost, and all resources are available even if an individual chooses not to file a criminal or university complaint. To view additional information, including support resources provided by the University, visit TitleIX.IllinoisState.edu. When an incident is reported, regardless of where the incident occurred, the University will provide written notification to students about the supportive measures and community resources described below.

Confidential Counseling and Confidential Advisors

Student Counseling Services consists of licensed mental health professionals, some of whom have completed an extra 40 hours of targeted training on counseling and assisting students who may have experienced sexual assault, dating violence, domestic violence, and stalking. They are considered confidential advisors as required by Illinois law. Confidential advisors can provide free and confidential services to students including:

- Counseling
- Support referrals
- Information/assistance on reporting an incident
- Advocate for survivors
- Empowering individuals in their recovery and continued academic success

Student Counseling Services and the Student Health Services psychiatrist are the only university officials who can discuss information on a confidential basis and are not required to complete reports as responsible employees. Services listed below are free and confidential.

STUDENT COUNSELING SERVICES

(309) 438-3655*

**24-hour assistance is available by calling this number after business hours*

Student Services Building, Room 320

www.Counseling.IllinoisState.edu

Students are encouraged to contact the OEOA to request any supportive measures described below as needed.

University Supportive Measures

Supportive measures are designed to restore or preserve access to the University's education program or activity without unreasonably burdening the other party, while also protecting the safety of all parties and the University's educational environment and deterring further sexual harassment.

The Title IX Coordinator is charged with coordinating the effective implementation of supportive measures. For the purposes of the OEOA policy, ‘supportive measures’ are defined as measures that are non-disciplinary and non-punitive individualized services offered as appropriate and when reasonably available. Supportive measures are implemented without a fee or charge to either party involved in the OEOA complaint process and can be implemented before or after the filing of a formal complaint. When appropriate, supportive measures may be implemented in instances where no formal complaint has been filed.

If a complainant desires supportive measures without a formal complaint, the University will keep their identity confidential unless disclosing their identity is necessary to provide supportive measures or there is a legally required reason to disclose. (e.g., where a no-contact order is appropriate and the other party would need to know your identity in order to comply with a university contact restriction, or campus security is informed about the no-contact order in order to enforce its terms).

The Title IX Coordinator will consider what reasonable measures to provide to individual students to ensure continued equal access to educational programs, activities, opportunities, and benefits. The coordinator will serve as the primary point of contact and is responsible for communicating with other offices within the school or department as needed to ensure the supportive measures are applied accordingly. At the conclusion of the University process, any supportive measures will be reviewed and removed if necessary. Supportive measures may include but are not limited to:

- On-campus counseling and/or assistance in connecting to community-based counseling services
- Extensions of deadlines or other course-related adjustments
- Modifications of work or class schedules
- Mutual restrictions on contact between the parties
- Changes in work or housing locations
- Leave of absence
- Increased security and monitoring of certain areas of the campus
- Campus safety services (e.g., Redbird Safe Walk, Redbird Express, etc.)

ISU’s Redbird Safe Walk program is available at no-charge to escort students on campus. To request an escort, call (309) 438-9255. Visit www.Police.IllinoisState.edu/safety/safe for more information.

In an emergency, always call 9-1-1. In addition to contacting police, individuals have the right to request an order of protection, no-contact order, restraining order, or other similar lawful orders issued by a criminal or civil court. Confidential advisors in Student Counseling Services can aid in any of these processes. Call (309) 438-3655.

COMPLAINT PROCEDURE AND SUPPORTIVE MEASURES

Office of Equal Opportunity and Access

TitleX.IllinoisState.edu

TitleX@IllinoisState.edu

Hovey Hall, Room 310

Campus Box 1280

Normal, IL 61790-1280

(309) 438-5411

Visa/Immigration Assistance

The Office of International Studies and the Students' Attorney can provide referrals for assistance with visa and immigration issues.

INTERNATIONAL STUDENT AND SCHOLAR SERVICES

InternationalStudents@ilstu.edu

(309) 438-1931

Fell Hall, Room 221

<https://internationalstudies.illinoisstate.edu/students-scholars/>

STUDENTS' ATTORNEY

(309) 438-2008

Student Services Building, Room 387

<http://deanofstudents.illinoisstate.edu/services/legal>

Financial Assistance

The Financial Aid Office has funds available to help students in an emergency. Students are encouraged to contact the office directly for more information or to request emergency funds.

FINANCIAL AID OFFICE

(309) 438-2231

Hovey Hall, Room 101

www.FinancialAid.IllinoisState.edu

Community Resources

In addition to the University's protective and support services, there are a number of resources available in the local community including information on legal assistance, assistance with obtaining orders of protection, visa and immigration assistance, financial assistance, and other services. For a complete list, review the **Quick Reference Guide** included at the end of this guide or download the document at <https://titleix.illinoisstate.edu/resources>.

PRAIRIE STATE LEGAL SERVICES can provide legal services; referrals for legal services; and assist with the process of requesting an order of protection, civil no-contact order, restraining

order, or other similar lawful orders issued by a criminal, civil, or tribal court. For more information on their services, contact the office directly at:

PRAIRIE STATE LEGAL SERVICES

(309) 827-5021 or (800) 874-2536

www.pslegal.org

The **STEPPING STONES** and **COUNTERING DOMESTIC VIOLENCE** programs can provide referrals for legal services and assist with the process of requesting an order of protection, civil no-contact order, restraining order, or other similar lawful orders issued by a criminal or civil court. Individuals can contact the programs for information on the availability of financial assistance within the community.

STEPPING STONES is a YWCA community-based, nonprofit program offering a number of free and confidential services including:

- Counseling
- Crisis intervention
- Medical advocacy
- Legal advocacy
- Orders of protection/civil no contact orders
- Support for family, partners, and friends
- Referrals for other services

YWCA STEPPING STONES - SEXUAL ASSAULT SERVICES

Available 24-hours by calling the hotline at (309) 556-7000

<https://www.ywcamclean.org/steppingstones>

COUNTERING DOMESTIC VIOLENCE, a program of Mid Central Community Action Inc., offers a number of free and confidential services including:

- Emergency shelter
- Free and confidential individual counseling
- Support groups
- Children's services
- Criminal justice advocacy
- Legal/Court Advocacy
- Training
- Referrals for other services

COUNTERING DOMESTIC VIOLENCE

Available 24-hours by calling (309) 827-7070

<https://mccainc.org/countering-domestic-violence/services>

University Policy and Procedures

Anti-Harassment and Non-Discrimination Policy 1.2

In keeping with its commitment to foster a safe and inclusive campus community, the University has established the Anti-Harassment and Non-Discrimination Policy. Among the forms of prohibited harassment and discrimination are sexual harassment and gender-based harassment including sexual assault/misconduct, dating violence, domestic violence, and stalking. This policy is administered by the OEOA. The complete policy follows and can also be found at <https://policy.illinoisstate.edu/conduct/1-1-2.shtml>.

For reporting and complaint procedures related to filing a complaint against an employee or student based on any protected class that is not sexual harassment, sexual assault/misconduct, dating violence, domestic violence or stalking, see [Procedure 1.2.1](#).

For reporting and complaint procedures related to filing a complaint against a student based on sexual harassment, sexual assault/misconduct, dating violence, domestic violence, or stalking, see [Procedure 1.2.2](#).

For reporting and complaint procedures related to filing a complaint against an employee based on sexual harassment, sexual assault/misconduct, dating violence, domestic violence, or stalking, see [Procedure 1.2.3](#).

For reporting and complaint procedures related to filing a complaint against a University Laboratory School student based on sexual harassment, sexual assault/misconduct, dating violence, domestic violence, or stalking, see [Procedure 1.2.4](#).

For reporting and complaint procedures related to filing a complaint against a University Laboratory School student, Laboratory School employee, or other Laboratory School contractor, visitor, or volunteer based on race, color, or national origin, please see [Procedure 1.2.5](#).

Policy 1.2(O): Sexual Harassment—Student

Hostile Educational Environment Sexual Harassment

It is the policy of the University to maintain an educational environment free of sexual harassment for students under Title IX. Sexual harassment is contrary to the standards of the University community and a barrier to fulfilling the University's scholarly, research, educational, and service missions. Sexual harassment is defined by federal law as the following:

1. An employee¹ of the University Laboratory School or Illinois State University conditions the provision of aid, benefit, or service of the school on an individual's participation in unwelcome sexual conduct;
2. Any unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it effectively denies a person equal educational access; or

¹ Complaints under this definition will be reviewed pursuant to University Procedure [1.2.1](#) or [1.2.3](#).

3. Any instance of sexual assault as defined in the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act); and dating violence, domestic violence, or stalking as defined in the Violence Against Women Act (VAWA)².

For the purposes of this policy, equal educational access applies to all persons admitted for enrollment at or through the University or University Laboratory Schools, both full-time and part-time, pursuing undergraduate or graduate degrees as well as certificate and other educational programs. Individuals are still considered students for the purpose of this policy between academic sessions, until such time that a student's degree has been awarded. The University has jurisdiction over a respondent when the respondent is enrolled as a student of the University and whenever the conduct that could constitute sexual harassment occurs in connection with a university-related program or activity.

Federal law defines 'program or activity' as locations, events, or circumstances over which the University exercises substantial control over both the respondent and the context of the harassment. This also includes any building owned or controlled by a recognized student organization, such as fraternities and sororities.

Any student or their parents/guardians who feel they have experienced harassment and/or discrimination on the basis of sex—including sexual harassment, sexual assault, domestic violence, dating violence, or stalking—can report the alleged conduct to the University or, if enrolled as a student at the University Laboratory Schools, to any school official who will fulfill necessary reporting obligations. Third parties that have knowledge of possible sexual harassment of others and are not mandated to report are still encouraged to report to the same sources. Once the University has received information related to a potential policy violation, written notice will be sent promptly to the complainant outlining the availability of supportive measures along with information on how to file a formal complaint in order to prompt an OEOA investigation.

Dismissal of a Formal Complaint

Mandatory Dismissal

If the conduct alleged in the formal complaint would not constitute sexual harassment as defined above; even if proven, did not occur in the recipient's education program or activity; or did not occur against a person in the United States, then the University must dismiss the formal complaint with regard to that conduct for the purposes of sexual harassment as defined under federal law.

Discretionary Dismissal

The University may dismiss the formal complaint or any allegations therein if at any time during the investigation or hearing:

- a complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein;
- the respondent is no longer enrolled 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 allegations therein.

² For the purposes of this policy, alleged instances of sexual assault, dating violence, domestic violence, and stalking are not evaluated for severity, offensiveness, or denial of equal education or activity access, as a one-time occurrence can be sufficiently serious to deprive a person of equal educational access.

Upon a dismissal required or permitted under this section, the University will promptly send written notice of the dismissal and reason(s) therefore simultaneously to the parties. In the event a formal complaint is dismissed on a discretionary basis, both parties may appeal the decision. Such a dismissal does not preclude the University from proceeding with action under Policy 1.2(P) Sexual Misconduct/Violence, Domestic Violence, Dating Violence, and Stalking, and/or additional provisions from the Code of Student Conduct.

Policy 1.2(P): Sexual Misconduct/Violence, Domestic Violence, Dating Violence, and Stalking

a. Sexual Misconduct/Violence

Engaging in any act that is sexual in nature and which is committed without the full and informed consent of all persons involved. Examples of sexual assault/misconduct include but are not limited to any penetration of the mouth, vagina, or anus with any body part or other object; contact with a person's breasts, buttocks, groin, or genitals; touching another person with one's own breasts, buttocks, groin, or genitals; any other intentional bodily contact of a sexual nature or exposing one's intimate body parts to another person or persons.

For the purposes of this section, 'informed consent' must be freely and actively given through mutually understandable terms or actions. A person is deemed incapable of giving consent when that person is not of an age to legally give consent (i.e., juvenile, minor), mentally disabled, mentally incapacitated, physically helpless, incapacitated through the use of alcohol and/or drugs to the point of being unable to make an informed and rational decision, unconscious, or asleep. Informed consent cannot be obtained through physical force, compelling threats, intimidating behavior, or coercion. Consent cannot be derived based on a lack of verbal or physical resistance, previous sexual relations between the same parties, consent provided to another party, previous or current sexual relations with other parties, or through the manner in which someone chooses to dress. A person always retains the right to revoke consent at any time during a sexual act. Attending an artistic or educational event or a class in which nudity occurs and for which advanced notice of nudity has been provided qualifies as informed consent.

b. Sexual Exploitation

Engaging in any action that results in one or more persons taking nonconsensual or abusive sexual advantage of another person or persons. Examples of such behavior include but are not limited to invasion of sexual privacy; recording or broadcasting sexual activity, including redistribution of pictures, video, or audio; engaging in voyeurism; facilitating or allowing voyeurism without the consent of all parties; knowingly exposing another to a sexually transmitted disease; inducing another person or persons to commit an inappropriate sexual act or; inducing incapacitation in another person with the intent to engage in sexual conduct, regardless of whether prohibited sexual conduct actually occurs.

c. Dating Violence

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of relationship, the type of the relationship, and the frequency of the interaction between the persons involved in the relationship.

d. Domestic Violence

Violence committed by:

- a current or former spouse or intimate partner of the alleged victim;
- a person with whom the alleged victim shares a child in common;
- a person who is cohabitating with, or has cohabitated with, the alleged victim as a spouse or intimate partner;
- a person similarly situated to a spouse of the alleged victim under the domestic or family violence laws of the State of Illinois; or
- any other person against an adult or youth alleged victim who is protected from that person's acts under the domestic or family violence laws of the State of Illinois.

e. Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (i) fear for the person's safety or the safety of others or (ii) suffer substantial emotional distress. For the purposes of this definition, 'course of conduct' means two or more acts, including but not limited to acts where the stalker directly, indirectly, or through third parties by any action, method, device or means follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. 'Substantial emotional distress' means significant mental suffering or anguish that may, but may not necessarily, require medical or other professional treatment or counseling.

University Procedure 1.2.2

Any student¹ who feels they have experienced harassment and/or discrimination on the basis of sex—including sexual harassment, sexual assault, domestic violence, dating violence, or stalking—can report the alleged behavior to the University and file a formal complaint.

Once the University has received information related to a potential policy violation, written notice will be sent promptly to the complainant outlining the availability of supportive measures, along with information on how to file a formal complaint. Supportive measures are available to the complainant with or without the filing of a formal complaint.

The University reserves the right to have the Title IX Coordinator sign a formal complaint in the absence of a participating complainant. A determination by the Title IX Coordinator to file a formal complaint will be made on a case-by-case basis. For the purposes of this policy, if the Title IX Coordinator signs a formal complaint, the coordinator is not considered a party to the case.

For the purposes of this policy, a 'formal complaint' is defined as a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment as defined in the

University's Policy 1.2 against a respondent and requesting that the University investigate the allegation of sexual harassment. At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in a university education program or activity. A formal complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail.

For the purposes of this policy, a 'document filed by a complainant' means a document or electronic submission such as by electronic mail or through an electronic incident report (see Reporting section beginning on page 5) that contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint. There is no time limit on a complainant's decision to file a formal complaint.

The complainant always has the option to pursue a criminal complaint with the appropriate law enforcement agency or pursue both the OEOA and criminal complaint processes simultaneously. The University will strive to complete the investigation, meaning the period from commencement of an investigation through to completion of an investigative report, within a reasonably prompt time frame. The commencement of an investigation begins with the receipt of a formal complaint from the complainant or when the Title IX Coordinator signs a formal complaint on behalf of the University. The University will strive to gather evidence and conduct interviews within sixty (60) university business days, with the understanding that additional time beyond sixty (60) university business days may be necessary. OEOA reserves the right to extend this time frame by a reasonable period according to the scope of the investigation, the availability of witnesses, any concurrent police investigations, and the cooperation of the parties. If additional time is necessary, both the complainant and respondent will be notified of the OEOA's need to extend the investigation.

Emergency Removal

The Vice President for Student Affairs (VPSA) or designee shall be responsible for the determination of emergency removals. During an emergency removal, the removed student shall be denied access to all campus facilities, including residence halls and classes, and to all university-related activities or privileges for which the student might otherwise be eligible as the vice president or designee may determine to be appropriate. All emergency removals will include an opportunity to submit information to challenge the final interim removal decision.

Whenever an interim action is taken, a proceeding to resolve alleged violations of the policy shall be convened at the earliest possible time. The interim actions may remain in effect until a final decision has been reached, including any appropriate appeals process, at the discretion of the VPSA or designee. In cases where a student is allowed to return to campus if removal or a suspension is not a sanction following the student conduct process, effort will be made to restore the student formerly on interim suspension to academic wholeness. Steps can include but are not limited to communicating with professors, assisting in obtaining course materials, and assisting in identifying academic assistance resources.

Investigation of Formal Complaint

When OEOA investigates allegations of sexual harassment, it reviews the information collected using the preponderance of the evidence standard. ‘Preponderance of the evidence’ means there is more credible information supporting the position of one party in comparison to the other, so that the facts in question were more likely than not to have occurred. It is the responsibility of the University to gather relevant evidence to the extent reasonably available and not the responsibility of the parties. The University’s review will be thorough, reliable, and impartial.

Advisors

The parties can have others present during the complaint procedure, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice.

OEOA Investigator

Whenever a formal complaint is received and reviewed, the Title IX Coordinator will assign an investigator. The investigator will be an OEOA staff member who must be impartial, free of any actual conflict of interest, and have specific and relevant training and experience. A complainant or a respondent who has concerns that the assigned OEOA investigator cannot conduct an impartial and fair review (e.g., has personal connections to any involved parties) may report those concerns directly to the Title IX Coordinator. Any concerns of perceived bias reported to the Title IX Coordinator will be assessed to determine whether a different investigator should be assigned. Any requests for supportive measures expressed to the OEOA investigator will be sent to the Title IX Coordinator for decision and implementation.

Retaliation

The University will not tolerate retaliation against students, employees, or faculty members who exercise their rights by filing a complaint with or participating in a protected investigation. Any action or attempted action, directly or indirectly, against any person(s) who in good faith reports or discloses a violation of this policy, files a complaint, and/or otherwise participates under this policy may be considered retaliation. ‘Retaliation’ includes but is not limited to harassment, discrimination, threats, or negative impact on employment and/or academic progress. Actions are considered retaliatory if they have a materially adverse effect on the working, academic, or living environment of a person or if they hinder or prevent the person from effectively engaging in university activities and programs. Any person or group within the scope of this policy who engages in retaliation is subject to a separate charge of retaliation. The full reference to retaliation found within university Policy 1.2(Q) can be found at <https://policy.IllinoisState.edu/conduct/1-1-2.shtml>.

1. Notice to the Complainant and Respondent

Once a formal complaint has been filed, the complainant and the respondent will be informed in writing of the initiation of the OEOA investigation into alleged violations of the policy and when applicable, alleged violations of the Code of Student Conduct. The notice of the investigation will include the identities of the parties, a summary of the conduct at

issue (including when and where it allegedly occurred, if known), and the potential specific violations. In this initial notification to the parties, they will be informed that they may have an advisor of their choice at their own cost attend all meetings and hearings. Both parties will be notified of the process to request supportive measures and the prohibition against knowingly making false statements or knowingly submitting false information during the investigation process. The complainant and respondent will be notified prior to the meeting of their right to review and inspect all evidence during the investigation.

The respondent, in specific, will be informed that they are presumed not responsible for the alleged conduct and that a determination regarding responsibility is not made until the conclusion of the complaint process. Through the course of the investigation, if any evidence is obtained or disclosed that may establish additional potential violations, the respondent will be informed in writing at that time.

2. Investigative Interview

During an investigation, the investigator will meet separately with the complainant, the respondent, and pertinent witnesses. At the time of the meeting, the complainant, the respondent, and pertinent witnesses will be given the opportunity to participate in an interview with the investigator. The complainant and the respondent may bring an advisor of their choice to an interview, with the understanding that the advisor's role is to provide guidance, advice, and assistance at this point in the OEOA complaint process. Following the interview, each individual will be provided with a draft summary of their statement for their review and feedback to ensure its accuracy and completeness.

3. Evidence

An investigation will allow both the complainant and the respondent an equal opportunity to submit information; additional evidence (including inculpatory and exculpatory evidence); and to identify witnesses, including fact and expert witnesses, with relevant and appropriate information. The investigator will also gather other relevant information or evidence reasonably available to the investigator and university. Evidence that may be 'reasonably available' includes but is not limited to documents, photographs, social media, communications between the parties, and other electronic records as appropriate.

Attorney-client privileged material is not accessible to the investigator. In general, a person's medical and counseling records are confidential and not accessible to the investigator unless the person voluntarily chooses to share those records with the investigator. Should the parties involved submit medical records as evidence, any information that is deemed confidential and/or irrelevant to the investigation must be redacted by that party. In those instances, if relevant and appropriate, the relevant portions of the medical records will be summarized in the preliminary report, which will be made available for the other party's review.

The University cannot restrict the ability of either party to discuss the allegations under investigation or to gather and present evidence during the grievance process. All evidence (inculpatory and exculpatory) obtained as part of the investigation will be shared with the

parties and their advisors, if any, for their review and comment. The parties will have ten (10) university business days to review all evidence and submit any feedback.

The investigator will objectively review all information identified or provided by the parties, as well as any additional evidence obtained, and will determine the appropriate relevance and probative value of the information developed or received during the investigation.

4. Draft Investigation Report

After each party has had the opportunity to comment on their own statement and evidence, the investigator will prepare a draft investigation report. The draft investigation report will include a description of the procedural steps taken, the evidence gathered, including statements obtained during the investigation, any feedback to statements and any other information and evidence gathered. The investigator will provide the complainant and the respondent and their advisors, if any, with the draft investigation report in an electronic or hard copy format.

The complainant and the respondent will have one opportunity to concurrently review the draft investigation report and provide feedback. The complainant and the respondent must submit any comments, feedback, additional documents, evidence, requests for additional investigation, names of additional witnesses, or any other information they deem relevant to the investigator within ten (10) university business days. The 10-day period begins on the date of delivery of the draft investigation report via email. The feedback may be attached to the final investigation report if it is determined to be relevant and appropriate.

5. Final Investigation Report

After receiving any feedback submitted by either party, or after the ten (10) university business days review period has lapsed without response, the investigator will address any relevant and appropriate issues identified by the complainant and/or the respondent and as appropriate, pursue any additional investigative steps as needed before issuing a final investigation report for the purposes of a hearing referral.

The OEOA investigator will provide a copy of the final investigation report simultaneously to the complainant and the respondent and their advisors, if any, in an electronic or hard copy format. In addition to the investigation report, the OEOA investigator will also provide written information about next steps in the complaint procedure.

Informal Resolution Conference

At the request of the parties and when deemed appropriate, an investigation may be referred to an informal resolution conference in lieu of a university hearing to resolve the complaint. The complainant and respondent must give voluntary, informed, written consent to attempt an informal resolution. The OEOA investigator and a member of Student Conduct and Community Responsibilities (SCCR) will meet with the respondent to review the final investigation report and determine the University policies that may have been violated, as well as any sanctions that would be imposed as a result of the behavior. The OEOA investigator will meet with the complainant to notify them of the outcome of the meeting.

with the respondent. At any time prior to agreeing to a resolution, either party has the right to withdraw from the informal resolution process and proceed to a university hearing. The following outcomes may result from an informal resolution conference:

- a. The respondent and the OEOA investigator may agree on the University violations for which the student is responsible and the sanctions to be imposed. In this case, a decision letter is generated within five (5) university business days and the case is resolved. There is no right to appeal unless the student has agreed to a disciplinary suspension or disciplinary dismissal, in which case the student maintains limited appeal rights.
- b. The respondent and the OEOA investigator/SCCR member may not agree on the University violations and/or sanctions to be imposed. The case will then be forwarded to a formal hearing.
- c. If after receiving written consent from both parties to enter into an informal resolution, either the respondent and/or the complainant fail to attend an informal resolution conference, the case may be referred to a formal hearing.
- d. In cases where an informal resolution can be reached between the respondent, the OEOA investigator, and a representative from SCCR, the OEOA investigator will consult with the complainant to review the proposed outcome. If the outcome is satisfactory to all involved parties, a decision letter will be generated, and the case will be resolved. If the complainant does not support the proposed outcome, the case will be referred to a live hearing.

6. Referral to Hearing

The OEOA investigator will provide the final investigation report to the parties simultaneously, along with information regarding the hearing process. The hearing will be scheduled no earlier than ten (10) university business days of receiving the investigation report.

A member of the panel of decision-makers will conduct a pre-hearing meeting within five (5) university business days of the notice of hearing. The purpose of this meeting is not to discuss the substance of the investigation, but rather to provide information related to the hearing procedures.

If the complainant and/or the respondent do not intend to have an advisor present during the hearing, the University must provide an advisor of the University's choice to the parties.

Hearing Procedures

At the conclusion of the OEOA investigation, the information contained in the investigation report will be forwarded to a panel of decision-makers for a determination by a preponderance of the evidence of whether a violation of Policy 1.2 has occurred. The following rules apply to this proceeding:

1. Hearings will be closed to the public and are audio recorded.
2. The panel shall consist of three members. One member will be a staff member from OEOA other than the Title IX Coordinator and investigator. Another member will be from Student Conduct and Community Responsibilities, and that person will chair the hearing. The final member will be from a pool of faculty and staff volunteers who are specifically trained as panel members for Title IX hearings. A fourth panel member shall be assigned from the trained hearing panel volunteers as an alternate in each case.
3. The complainant and respondent have the right to have an advisor of their choosing present at the hearing.
4. If a party does not have an advisor present at the hearing, the University will provide that party an advisor without fee or charge to conduct cross-examination. Such cross-examination must be conducted directly, orally, and in real time by the party's advisor and never by a party personally. All questions, including those that challenge credibility, must be relevant and appropriate.
5. Hearings may be conducted with all parties physically present in the same geographic location or, at the University's discretion, any or all parties, witnesses, and other participants may appear at the hearing virtually with technology enabling participants simultaneously to see and hear each other.
6. All cross-examination must exclude evidence of the complainant's sexual behavior or predisposition, unless such evidence about the complainant's sexual behavior is offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the evidence concerns specific incidents of the complainant's sexual behavior with respect to the respondent and is offered to prove consent.
7. The panel of decision-makers will hear information and witnesses presented on behalf of both parties. All people appearing at a hearing are subject to questioning by the advisors and decision-makers. Only witnesses who can speak to the substance of the allegations will be considered by the panel.
8. Before a complainant, respondent, or witness answers a cross-examination or other question, the decision-makers must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. In the event that a question is deemed irrelevant, the party's advisor may challenge the decision to exclude the question based on relevance.

9. At the request of either party, an audio recording of the hearing will be made available to them for their inspection and review.

At the conclusion of the hearing, the panel of decision-makers will deliberate to reach a decision by majority for the alleged violations. The decision will be on the basis of whether there is a preponderance of information that the respondent violated each cited university regulation. A member of the panel of decision-makers must issue a written determination regarding responsibility with findings of fact, conclusions about whether the alleged conduct occurred, rationale for the result as to each allegation, any disciplinary sanctions imposed on the respondent, and whether remedies will be provided to the complainant.

The written determination will be emailed simultaneously to the parties no later than seven (7) university business days after the hearing. This may be delayed if the panel needs additional time to review the information provided at the hearing. Notifications of any delay will be sent to the parties by email to their Illinois State University email account.

Possible Sanctions as described in the Code of Student Conduct

When students are found in violation of university regulations, sanctions shall be imposed. The purpose of sanctioning is to educate a student as to why their behavior is inappropriate, as well as to make the student aware of and sensitive to all the possible consequences of the behavior in question. Sanctions for misconduct will be determined on a case-by-case basis, utilizing four main criteria: a) the nature of the offense; b) the precedent established at the University for similar conduct; c) the previous conduct record of the student; and d) the student's attitude and behavior throughout the conduct process.³

Sanctions shall generally be comprised of two components: a) an 'inactive sanction' or written sanction (censure, disciplinary probation, restrictive disciplinary probation, disciplinary suspension, or disciplinary dismissal), as well as b) an 'active sanction' or educational sanction, requiring the student to complete some form of assignment requiring the student's active participation and reflection. Sanctions imposed at the conclusion of the adjudication process as outlined in Procedures 1.2.2 shall be effective as of the date of the letter communicating the findings from the Administrative Hearing or, if an appeal is submitted, then upon the date that the appeal has concluded. The following sanctions may be imposed by a case manager, administrative hearing officer, the University Hearing Panel, the University Appeals Board, the Assistant Vice President/Dean of Students or through a restorative conference upon any student found to have violated the code:

A. Inactive Sanctions

Inactive sanctions include those sanctions that determine a student's standing at the University. These sanctions include:

1. **Censure:** A censure is an official statement that the student or student organization has violated a university regulation. It serves as a formal reprimand. A censure also indicates that future violations will likely result in a more serious level of sanctioning.
2. **Disciplinary Probation:** Disciplinary probation is a serious encumbrance on the student or student organization's good standing in the University community. It serves

³ The [Illinois State University Code of Student Conduct](#) outlines possible sanctions in Section IX.A-E.

as a recognition that the student or organization is no longer in good disciplinary standing with the University. Disciplinary probation will last at least one semester (18 academic calendar weeks). Any subsequent violations during the probationary period will be viewed as both a violation of university regulations and a violation of the probation. No more than three disciplinary probation sanctions may be imposed on a student prior to that student being removed from the University community, though the student may be removed prior to this condition. Student organizations are limited to three probationary sanctions in a four-year period prior to that student organization being removed from the University community, though the student organization may be removed prior to this condition. A student on disciplinary probation may not hold any elected or appointed office at the University and is ineligible for a sophomore housing exemption to move to a fraternity or sorority house. At the end of the disciplinary probation period, all lost privileges shall be restored.

3. **Restrictive Disciplinary Probation:** Restrictive disciplinary probation is a serious encumbrance on the student or student organization's good standing in the University community. It indicates that a student or student organization is at a near removal status from the University. Any additional incidents in which the student or student organization is found in violation of the Code of Student Conduct would result in immediate removal from the University for a period of time and the possibility of additional sanctions. No more than one restrictive disciplinary probation sanction shall be imposed on a student prior to removal from the University community. Student organizations are limited to one restrictive disciplinary probation sanction in a three-year period. Restrictive disciplinary probations may not be extended as a result of separate incidents. A student on restrictive disciplinary probation may not hold elected office, is ineligible for a sophomore housing exemption to live in a fraternity or sorority house and may not represent the University in any official capacity, including intercollegiate athletics, major extracurricular activities (including forensics, debate, plays and musicals) or student exchange programs. At the end of the restrictive disciplinary probation period, all lost privileges and eligibility shall be restored. Student organizations on restrictive disciplinary probation may not seek sophomore housing exemptions and may not host any events with alcohol.
4. **Disciplinary Suspension:** Disciplinary suspension establishes a fixed period of time during which the student or student organization may not participate in any academic or other activities of the University. At the end of the suspension period, the student or student organization may apply for reinstatement and be readmitted only upon the approval of the Assistant Vice President/Dean of Students or designee.
5. **Disciplinary Dismissal:** Disciplinary dismissal denies the student or student organization the right to participate in any academic or other activities of the University. This is a permanent exclusion from the University community. Students subject to disciplinary dismissal shall be restricted from university property and university-related events for a minimum of five calendar years.
6. **Restrictions:** A restriction takes away a privilege that the student may have, as well as restricting contact with people and/or access to property.

B. Active/Educational Sanction

Case managers, administrative hearing officers, and the University Hearing Panel are strongly encouraged to impose active and educational sanctions that promote learning, understanding, and reflection. These sanctions may be developed as necessary and as deemed relevant to specific conduct and specific individuals. Among the previously established educational sanctions are:

- i. An alcohol education program
- ii. Attendance at educational programs
- iii. Conflict management training
- iv. Educational service hours
- v. Ethics workshop
- vi. Reflective exercises
- vii. Restitution

C. Conduct Fines and Fees

Fines are utilized as a deterrent to further student misconduct. They are most often employed in cases involving the use of alcohol and other drugs. Conduct fines are, however, also utilized for frequent offenders of university regulations. Conduct fine rates are approved by the VPSA. Conduct fees are associated with costs for providing educational sanctions, and they are set by the service provider.

D. More than one sanction may be imposed for any violation.

E. Decision-makers and sanctioning case managers may impose other restrictions, such as restriction from class registration and other academic activities as is deemed necessary.

Appeal Procedures

The respondent and the complainant can both appeal outcomes of cases, except in cases where the appeal right has been waived as a result of a voluntary agreement. Only one appeal is collectively afforded to all parties involved in a student conduct case.

1. Appeal Board: The Assistant Vice President/Dean of Students shall convene a Dean's Appeal Board, which shall hear appeals of cases involving allegations of Policy 1.2 violations. The following rules apply to the Dean's Appeal Board:

- a. The members of the Assistant Vice President/Dean of Students' Appeal Board (board) shall be faculty and staff members recruited and selected by the Assistant Vice President/Dean of Students. Members of the University Appeals Board are eligible to serve. Board members are subject to annual review and renewal at the discretion of the Assistant Vice President/Dean of Students.
- b. The Assistant Vice President/Dean of Students will identify at least four faculty and staff members to serve on the board. All members of the board are required to complete training specific to the subject matter of the appeals over which the board holds jurisdiction.

- c. Three members of the board shall serve on each appeal hearing. The Assistant Vice President/Dean of Students shall chair the hearing unless this role is designated to another board member by the Assistant Vice President/Dean of Students. The Assistant Vice President/Dean of Students is a voting member of the board.
- d. All members of the board may be removed from membership at the discretion of the Assistant Vice President/Dean of Students for any of the following reasons: failure to participate in training activities, failure to attend scheduled hearings, poor performance appraisals, termination or expiration of employment, violation of university regulations, failure to uphold confidentiality requirements, or other issues as specified by the Assistant Vice President/Dean of Students.
- e. The Dean's Appeal Board makes a recommendation to the president or designee who makes the final decision on all appeals of this policy.

2. The following conditions apply to the appeals process:

Appeals are not re-hearings of student conduct cases, but only serve to review the conditions within which a case was resolved. Because this is not a new hearing of the case, the burden rests with the appealing party to establish that the original hearing and/or the decision reached are improper. The Dean's Appeals Board shall give deference to the original decision unless it is established by a preponderance of information that the appellant was deprived of a fair process. Board members shall not supplant their judgment over the decision of the original hearing body without cause.

3. The criteria for filing an appeal are:

- a. **Procedural Irregularity** – The appellant contends that a substantive error was committed as a part of the student conduct process that affected the outcome of the case.
- b. **Newly Discovered Information** – The appellant contends that there is newly discovered information that was unavailable to the appellant at the time of the original proceeding, and that this information could affect the outcome of the proceeding. The student must include the new information with the appeal. Note that these criteria may not be utilized by students who choose or fail to attend or participate in the original proceeding they are appealing.
- c. **Disproportionate Sanction** – The appellant contends that the sanction is not appropriate to the finding of the case.
- d. **Conflict of Interest or Bias** – The appellant contends Title IX personnel and/or decision-makers had a conflict of interest or bias that affected the outcome of the proceedings.

4. The process for the review of appeals is as follows:

- a. Students have ten (10) calendar days to request an appeal to a determination made by the hearing panel under this procedure. The 10-day calendar period begins on the date of delivery of the decision letter via email.
- b. The dean or designee will review the request for appeal submitted by the appellant, as well as all case information, to ensure that the appeal meets the criteria for appeal.

In some cases, the dean may invite the appellant to provide additional information in person or by telephone. The dean will respond to all requests for appeals within ten (10) university business days of receipt.

- c. If the Dean of Students or designee determines that the appeal does not meet any of the criteria, the appeal hearing is denied and the case is closed, subject to no further route of appeal.
- d. If the dean grants the appeal hearing, the hearing will be convened based on the appeal criteria within ten (10) university business days of this decision to grant the hearing to review the case.
- e. The dean will allow the investigator and/or hearing panel members the opportunity to respond to the appeal criteria in writing. This response is provided to both the respondent and the complainant within five (5) university business days prior to the appeal hearing.
- f. Both the respondent and the complainant shall be given the opportunity to appeal at the same appeals hearing. Whether or not both the respondent and the complainant appeal, both shall be provided the opportunity to attend a hearing. Information not presented by the appellant in the written appeal will not be considered in the appeal hearing.

5. Proceedings of all appeal hearings shall abide by the following protocol:

- a. All hearings are closed to the public.
- b. The appellant offers a summary of their cause for appeal, providing any relevant information based on the appeal criteria.
- c. The Dean's Appeal Board and all parties have the opportunity to ask questions and share additional information as appropriate.
- d. Optional final statements can be made by both parties, beginning with the appellant.
- e. Upon conclusion of the appeal hearing, deliberations will take place in closed session to reach a recommendation by majority.
- f. At the conclusion of the appeal board deliberations, the Dean's Appeal Board will submit a recommendation on the appeal to the president or designee for final decision. The recommendation shall be one of the following:
 1. Affirm the original finding and sanction.
 2. Affirm the finding but modify the sanction. In cases where the respondent is the appealing party, the sanction may not be increased. The cases where the complainant is the appellant, the sanction may be increased or reduced as deemed appropriate.
 3. Modify the finding and/or sanctions.

Written findings of the appeal proceeding decision shall be communicated to all parties within ten (10) business days of the decision.

Complainant Rights in the OEOA Complaint Process

Student complainants are entitled to the following rights in the OEOA complaint process. A complainant has the right to:

1. be treated equitably by all representatives of the OEOA complaint process.
2. be notified of the availability of supportive measures.
3. an OEOA complaint procedure that is free from conflict of interest or bias. This includes a fair and impartial review by all investigators and decision-makers.
4. written notification of any potential university policy charges under review. Any meeting notice shall indicate the purpose of the meeting, along with the time and place of any meeting or hearing. Proper written notification shall be defined as delivery of email to a student's university account (ilstu).
5. have a support person of their choice present at all meetings and/or hearings in the OEOA complaint procedure. During the investigation phase of the complaint process, the support person's role is non-participatory, limited only to supporting the complainant. The support person may not actively participate in the meetings nor serve as a witness. If the complainant chooses to bring an advisor of their choice to the live hearing, this person is responsible for conducting cross-examination.
6. request to participate in the OEOA complaint process via electronic means.
7. expect to be free from intimidation and harassment throughout the OEOA complaint process.
8. A complainant in cases of alleged violations of the Anti-Harassment and Non-Discrimination policy will not receive a disciplinary sanction by the University for a Code violation (such as underage drinking), that is revealed in the course of such a report, unless the University determines that the violation was egregious, including without limitation an action that places the health or safety of any other person at risk.
9. upon request to have reasonable steps taken by OEOA to prevent any unnecessary or unwanted contact with the responding student(s).
10. present information and/or witnesses, including fact or expert witnesses, on their behalf.
11. inspect and review evidence, including exculpatory and inculpatory evidence, directly related to the allegations.
12. question all involved parties during a live hearing through an advisor of their choice or through a university appointed advisor. Direct questioning of any participants is not permitted. A live hearing may be conducted with all parties physically present in the same geographic location or at the recipient's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually with technology enabling participants simultaneously to see and hear each other.
13. written notification of the outcome of a hearing as it pertains specifically to the complainant no later than seven (7) university business days after the hearing. This

may be delayed if the panel of decision-makers needs additional time to review the information provided at the hearing. Notifications of any delay will be sent to a complainant by email.

14. appeal in two circumstances: when a discretionary dismissal of a formal complaint has been issued and when a decision from a hearing has been issued.

Complainant Responsibilities in the OEOA Complaint Process

Student complainants are expected to adhere to the following responsibilities in the OEOA complaint process:

1. A complainant has the responsibility to take the OEOA complaint process seriously, to act in good faith, and to treat everyone involved in the process with respect and dignity.
2. A complainant giving testimony or evidence is expected to tell the full and complete truth throughout the OEOA complaint process. The Code of Student Conduct prohibits knowingly making false statements and/or submitting false, inaccurate, and/or misleading information during the grievance process.
3. A complainant is responsible for regularly checking their University email account (ilstu) and is responsible for the contents of any notices sent to their account, whether or not the complainant chooses to open them.
4. A complainant is responsible for ensuring that the support person of their choice attends meetings, understanding that meetings will not be rescheduled to accommodate the support person.
5. Complainants are not obligated to provide information in OEOA complaint process proceedings but may not later utilize this as a basis for appeal on the grounds of new information.

Respondent Rights in the OEOA Complaint Process

Student respondents are entitled to the following rights in the OEOA complaint process. A respondent has the right to:

1. be treated equitably by all representatives of the OEOA complaint process.
2. be notified of the availability of supportive measures.
3. an OEOA complaint process that is free from conflict of interest or bias. This includes a fair and impartial review by all investigators and decision-makers.
4. written notification of any potential university policy charges under review. This notice shall indicate the purpose of the meeting, along with the time and place of any meeting or hearing. Proper written notification shall be defined as delivery of email to a student's University account (ilstu). Both parties will also be notified of any additional allegations under review that were disclosed during the course of the OEOA investigation.

5. have a support person of their choice present at all meetings and/or hearings in the OEOA complaint procedure. During the investigation phase of the complaint process, the support person's role is non-participatory, limited only to supporting the respondent. The support person may not actively participate in the meetings nor serve as a witness. If the respondent chooses to bring an advisor of their choice to the live hearing, this person is responsible for conducting cross-examination.
6. request to participate in the complaint procedure via electronic means.
7. be free from intimidation and harassment throughout the OEOA complaint process.
8. an OEOA complaint process that presumes that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint procedure.
9. request actions that would aim to prevent any unnecessary or unwanted contact with the reporting student(s).
10. not to present information against themselves.
11. hear and respond to all information presented against the student.
12. present information and/or witnesses, including fact or expert witnesses, on their behalf.
13. inspect and review evidence, including exculpatory and inculpatory evidence, directly related to the allegations.
14. question all involved parties during a live hearing through an advisor of their choice, or through a university appointed advisor. Direct questioning of any participants is not permitted. A live hearing may be conducted with all parties physically present in the same geographic location or at the recipient's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually with technology enabling participants simultaneously to see and hear each other.
15. written notification of the outcome of a hearing no later than seven (7) university business days after the hearing decision. This may be delayed if the panel of decision-makers needs additional time to review the information provided at the hearing. Notifications of any delay will be sent to the respondent by email.
16. appeal in two circumstances: when a discretionary dismissal of formal complaint has been issued, and when a decision from a hearing has been issued.

Respondent Responsibilities in the OEOA Complaint Process

Student respondents are expected to adhere to the following responsibilities in the OEOA complaint process:

1. A respondent has the responsibility to take the OEOA complaint procedure seriously, to act in good faith, and to treat everyone involved in the process with respect and dignity.

2. A respondent giving testimony or evidence is expected to tell the full and complete truth throughout the OEOA complaint process. The OEOA complaint procedure prohibits knowingly making false statements and/or submitting false, inaccurate, and/or misleading information during the complaint procedure.
3. A respondent is responsible for regularly checking their university email account (ilstu) and is responsible for the contents of any notices sent to their account, whether or not the student chooses to open them.
4. A respondent is responsible for ensuring that the support person of their choice attends meetings, understanding that meetings will not be rescheduled to accommodate the support person
5. Respondents are not obligated to provide information against themselves in OEOA complaint process proceedings but may not later utilize this as a basis for appeal on the grounds of new information.



HOVEY HALL



Frequently Asked Questions

Whether you are reporting an incident or responding to an allegation, you likely have many questions. Most of those questions will be answered when each party meets with the OEOA investigator. You can, however, find many answers in the following section.

Who can I contact with questions about my case or for more information about the complaint process?

Office of Equal Opportunity and Access

Hovey Hall, Room 310
Campus Box 1280
Normal, IL 61790-1280
(309) 438-5411

TitleIX@ilstu.edu
www.TitleIX.IllinoisState.edu

Student Conduct and Community Responsibilities

Student Services Building, Room 120
Campus Box 2440
Normal, IL 61790-2440
(309) 438-8621

SCCRHelp@ilstu.edu
[https://deanofstudents.illinoisstate.edu/
conduct/](https://deanofstudents.illinoisstate.edu/conduct/)

What should I do if I am an individual with a disability and I need an accommodation to participate in the complaint and/or investigation process?

If you are an individual with a disability and need a reasonable accommodation in order to participate in this process, contact Student Access and Accommodation Services, 350 Fell Hall, Campus Box 1290, Normal, IL 61790-1290, (309) 438-5853, or visit the website at www.studentaccess.IllinoisState.edu/ to make arrangements. OEOA staff will work with you and Student Access and Accommodation Services to provide the necessary services for your participation.

How does Illinois State University receive reports about incidents like sexual assault?

Local police jurisdictions, Illinois State University Police, and university responsible employees are required to inform OEOA of disclosures or reported incidents involving Illinois State University students where sexual harassment is indicated—including sexual assault/misconduct, dating violence, domestic violence, and/or stalking. While most reports are received from third parties, students may also directly report their experiences to OEOA to learn more about supportive measures and how to file a formal complaint.

Why is Illinois State University involved in this matter?

Illinois State University is committed to supporting your well-being and safety and acting to ensure equal education access for all students. For that reason, the University follows its review and investigation procedures when it receives information or reports regarding incidents that may involve sexual harassment, sexual assault/misconduct, dating violence, domestic violence, and/or stalking. Local law enforcement agencies also have agreements with the University to share information reported to them involving ISU students. This helps to ensure the safety of the entire campus community. While some students may only want to file a report with a local police jurisdiction, students should be aware that reports involving sexual assault/misconduct, dating violence, domestic violence, and/or stalking will be shared with OEOA in order for staff to follow up with the involved students to discuss supportive measures and how to file a formal complaint through the University process.

Who will information about this incident be shared with? Will OEOA tell my parents?

The University is required to complete certain publicly available reports and disclosures, including the Annual Security Report required by the Clery Act and to the State of Illinois. Such reports are prepared without the inclusion of personally identifying information about you. More information about Clery reportable crimes can be found at <https://saferedbirds.illinoisstate.edu/report/crime-reporting/>. All information involved in the OEOA complaint process is maintained in a secure manner. Information is only shared with people who are directly involved in administering the University's response, when legally required, or if an individual submits a waiver under the Family Educational Rights and Privacy Act (FERPA) that permits the University to share information and documents related to the complaint. Parents of students are not contacted about an OEOA complaint unless such a FERPA waiver is filed, the complaint involves minors, or if parental notification is deemed necessary in the sanctioning process as determined by Student Conduct and Community Responsibilities. The University will also maintain as confidential any assistance or supportive measures provided to you to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the assistance or protective/interim measures.

I disclosed a recent incident to my advisor/professor/supervisor, and now the Office of Equal Opportunity and Access is contacting me to schedule a meeting. Am I under investigation or in trouble?

No. Our priority is your well-being, safety, educational access, and the safety of our campus. Our focus is on gathering information about the report we received and providing you with information about your rights, available supportive measures, and information on filing a formal complaint. An individual who reports sexual harassment, sexual assault, or sexual misconduct will not be subject to the disciplinary action by the University for his/her own personal consumption of alcohol or drugs at or near the time of the incident, provided that any such violations did not and do not place the health or safety of any other person at risk. The University has an obligation to reach out to you about the report received, but our ultimate goal is to ensure your continued equal educational access.

Who should I contact to request assistance with university supportive measures such as changing classes, moving residence hall rooms, or obtaining a contact restriction due to alleged sexual harassment, sexual assault, dating violence, domestic violence, and/or stalking?

Office of Equal Opportunity and Access

Hovey Hall, Room 310

Campus Box 1280

Normal, IL 61790-1280

(309) 438-5411

TitleIX@ilstu.edu

www.TitleIX.IllinoisState.edu

As a possible complainant in an OEOA investigation, is the meeting I am being asked to attend mandatory?

No, this meeting is not mandatory but is highly encouraged. The purpose of the meeting is to provide you with information about supportive measures available to you on and off campus and to share information with you about the University processes that are available to address this incident. Sometimes OEOA staff need more information about an alleged incident before determining how to proceed. If you choose to attend this meeting, the OEOA investigator will ask you a few more questions about the report received, discuss the OEOA complaint process with you, and provide you with information on how to file a formal complaint in order to prompt an OEOA review of the allegations and appropriate next steps.

Can I bring a support person with me to meetings with the OEOA Investigator?

Yes, you are welcome to have someone present with you at the initial meeting and during your interview to offer advice and support, provided the individual is not a potential witness to the incident or would otherwise be providing information during OEOA's investigation. This person may be a family member, a friend, a significant other, an attorney, a counselor, or anyone else that will help you feel as comfortable as possible. Please note that this person's role is limited to advising and supporting you. This individual may not participate directly in the meeting or interview. You must provide a FERPA waiver for the support person.

As a complainant or respondent, am I required to provide information to the OEOA Investigator?

No, you are not required to provide information. Your participation with the University investigation, hearing, or other proceedings associated with this report is completely voluntary. There are a variety of ways in which you can participate in the University process. They will be reviewed during the meeting we have requested. You are welcome and encouraged to participate in the University process to your desired level of comfort. Should a complainant choose not to file a complaint, however, the University may not be able to move forward with an investigation under Policy 1.2. This does not limit the Office of Student Conduct and Community Responsibilities' ability to address the behavior through the Code of Student Conduct. In some circumstances, the Title IX Coordinator can file a formal complaint on behalf of the University.

Should a respondent choose not to provide information, the investigation may proceed based on the information that is available at that time. There will be additional opportunities throughout the investigation and hearing process for individuals to provide information. It is important to know that if you choose to file a formal complaint but do not participate in the investigation, the University may be limited in addressing the alleged behavior.

What if I change my mind and wish to withdraw my participation?

If you have filed a formal complaint regarding an alleged incident of misconduct with OEOA, you may withdraw it at any time with the understanding that the University may be limited in addressing the alleged behavior.

As a complainant, can I request confidentiality or ask the University not to investigate further?

Yes. In most instances prior to filing a formal complaint, the University can work with you to keep your concerns confidential while providing supportive measures to the extent that the supportive measures allow for confidentiality. For example, if you do not wish to file a formal complaint but are requesting a contact restriction, OEOA would need to disclose your identity to the other party in order to convey the contact restriction guidelines. If you have already filed a formal complaint, you may withdraw it at any time. Should the Title IX Coordinator perceive there to be grounds for the University to continue investigating the allegations, however, the Title IX Coordinator reserves the right to file a formal complaint on behalf of the University.

What if I do not file a formal complaint and then change my mind and want more information about the University processes or wish to participate?

You may contact OEOA at (309) 438-5411 at any time to request more information about your case in particular and/or the OEOA complaint process. A formal complaint must be received by the OEOA in order to proceed with an investigation. If you do not file a formal complaint, you will be notified of the status of the case, which could result in the matter being dismissed under Policy 1.2 and addressed through the Code of Student Conduct disciplinary process.

Can I talk to my friends about the investigation I am involved in?

The University cannot restrict or deny your ability to share or discuss information related to the alleged incident. The OEOA investigator working with you on your case will ask you about any information you may be able to provide as evidence for their review and for a list of possible witnesses to interview. For example, you may want to reach out to friends who can provide you with screenshots or video that you would like to use as part of the investigation, with the understanding that the OEOA investigator may ask to speak to your friends. You are not precluded, however, from gathering evidence.

Do I have the right to file a criminal complaint as well?

Yes. Illinois State University's response to this report is independent of any criminal processes. You also have a right to file a criminal complaint with the appropriate law enforcement authorities. You can contact the Illinois State University Police at (309) 438-8631, the Normal Police Department at (309) 454-9535, or the Bloomington Police Department at (309) 820-8888. You also have the right to request assistance in notifying law enforcement authorities and the right to request an order of protection, no contact order, restraining order, or other similar lawful orders issued by a criminal or civil court. ISU's Student Counseling Services at (309) 438-3655 and the YWCA's Stepping Stones Program at (309) 556-7000 both offer advocates who can accompany you through the process of filing a criminal complaint and/or requesting an order of protection, no contact order, restraining order, or other similar lawful order.

What if I don't want to file a criminal complaint or involve law enforcement?

You are not required to speak to law enforcement or to file a criminal complaint. If you are contacted by law enforcement authorities, it is not required but is highly recommended that you speak to them so you can communicate your desired outcome, even if that is to request no involvement from law enforcement.

A formal complaint has been filed against me by another student. Am I already considered in violation of university policy?

No. The University assumes the respondent in an OEOA investigation is not responsible for the behavior until a preponderance of the evidence shows that it is more likely than not that a violation of University Policy 1.2 occurred. A respondent is presumed not responsible until a final determination is made on the case.

As a respondent, is the meeting I am being asked to attend mandatory?

No, this meeting is not mandatory, but is highly encouraged. The purpose of the meeting is to provide you with information about the formal complaint received by OEOA, to discuss the OEOA complaint process, and to inform you of your rights and responsibilities during this process. During this meeting, the OEOA investigator will also discuss supportive measures available to you both on and off campus.

The police never contacted me. Why is the University even involved?

It is important to remember that the University and criminal processes are separate and different, but they may proceed concurrently. For the safety of the campus community, local law enforcement agencies have agreements with Illinois State University to share information about reports received involving ISU students.

Should I hire a lawyer?

You are not required to hire a lawyer in order to proceed with the OEOA complaint process as outlined in [Procedure 1.2.2](#). If you choose to hire a lawyer at your own expense, they may attend the initial meeting with OEOA and interview with you as your support person with the

understanding that the support person's role is to provide guidance, advice, and assistance. Should the formal complaint result in a hearing before a panel of decision makers, an advisor is required to conduct cross-examination of the participating parties. You can provide your own advisor of your choosing, and this advisor does not have to be a lawyer. If you do not have an advisor at the time of the hearing, the University will provide one for you at no fee or cost. The University appointed advisor will not be an attorney.

Will I ever have to sit in the same room as the other party? Will I have to see them? Will they be asking me questions?

All meetings prior to the hearing with the panel of decision-makers will involve only the OEOA investigator, the individual party, and a support person of their choosing should they bring one. At the hearing, all participating parties will either be in the same room or visible to each other using video conferencing technology. Federal regulations require students involved in a hearing to be present and available for questioning by the other party's advisor, and that will take place either in person or through available technology. Parties will not be questioning each other directly during hearings before a panel of decision-makers.

What if I am retaliated against for participating in this investigation?

Illinois State University Policy 1.2(Q) prohibits retaliation against individuals who provide information to the University, bring forth a complaint, or who are asked to cooperate in an investigation. As part of this policy, Illinois State University, students, its officers, employees, or agents, may not retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual for exercising their rights or responsibilities. Any allegation of retaliation initiated by someone participating in an investigation will be deemed a separate and distinct violation of the Illinois State University policy and will be investigated independently. Additionally, you may contact OEOA at any time to discuss supportive measures such as class changes or a university contact restriction related to the report. Remember to not engage in retaliatory behavior yourself (e.g., intimidation, threats, harassment, etc.) directed toward anyone who you believe may be cooperating with or involved in an OEOA investigation. If you are experiencing retaliation, contact OEOA at (309) 438-5411 immediately so that it may be addressed promptly .

How long will this investigation take?

The University will strive to complete the investigation, meaning the period from commencement of an investigation through to completion of an investigative report, within a reasonably prompt timeframe. The commencement of an investigation begins with the receipt of a formal complaint from the complainant or when the Title IX Coordinator signs a formal complaint on behalf of the University. The University will strive to gather evidence and conduct interviews within sixty (60) university business days, with the understanding that additional time beyond sixty (60) university business days may be necessary. OEOA reserves the right to extend this time frame by a reasonable period according to the scope of the investigation, the availability of witnesses, any concurrent police investigations, and the cooperation of the parties. If additional time is necessary, both the complainant and respondent will be notified of the OEOA's need to extend the investigation.

Prevention and Training Policies

The University is committed to:

1. providing educational programs that promote awareness of anti-harassment and non-discrimination, sexual assault, dating violence, domestic violence, and/or stalking and target prevention of such acts.
2. informing students and employees of available services within the University and surrounding community and facilitating their decision-making regarding recovery needs.
3. encouraging and assisting in the reporting of discrimination, harassment, sexual assault, dating violence, domestic violence, and/or stalking to the appropriate law enforcement authority and filing a complaint with the Office of Equal Opportunity and Access (OEOA).
4. timely investigations of allegations of policy violations and misconduct including violations of the Code of Student Conduct and/or the Equal Opportunity/Anti-Harassment and Non-Discrimination Policy.
5. reviewing upon request available options for supportive measures designed to protect students (e.g., no contact order, modifying academic and/or living environments, and implementing modifications if such modifications are reasonably available).
6. ensuring that individuals conducting investigations or making any decisions regarding violations of this policy shall receive annual training on related issues including but not limited to sexual harassment, domestic violence, dating violence, sexual assault, and stalking.
7. for sexual harassment allegations reported pursuant to Title IX, individuals tasked with investigating and making determinations in those matters will be specifically trained on the following:
 - The definition of sexual harassment
 - The scope of the University's education programs or activities
 - How to conduct an investigation and grievance process including hearings, appeals, and informal resolutions
 - How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias
 - Technology to be used at a live hearing
 - Issues related to relevance of questions and evidence, and how to respond to questions about a complainant's sexual predisposition or prior sexual behavior
 - Investigators will be trained on issues of relevance to create an investigative report that fairly summarizes relevant evidence.
8. annual training for employees regarding mandatory reporting, crime reporting, and complaint procedures. For more information, visit <https://equalopportunity.illinoisstate.edu/training/>.

9. annual training and education for students regarding anti-harassment and non-discrimination, sexual assault, dating violence, domestic violence, and/or stalking and the relevant policies, procedures, support and resources. For more information, visit <https://titleix.illinoisstate.edu/training>.

Training and Programs

Training, education, and prevention programs are a collaborative effort among several offices on campus. Primary prevention and awareness programming for students are coordinated by Student Counseling Services and Health Promotion and Wellness (HPW). Contact HPW at (309) 438-WELL or Wellness@IllinoisState.edu for information about training opportunities. HPW is responsible for training and educating students on bystander intervention and risk reduction strategies. Learn more at <https://wellness.illinoisstate.edu/living/redbirdrespect/>.

The following is a short description of the required training and other training resources available to students.

DISMANTLING RAPE CULTURE:

Facilitated by Students Ending Rape Culture (SERC)—By request

This session explores the role consent plays in sexual activities and everyday life. Examine different types of sexual violence (i.e., sexual assault, intimate partner violence, voyeurism); learn about common tactics of power and control used in abusive relationships; and recognize the signs of stalking and what steps to take when you or someone you know needs help. Participants will spend time on ways they can challenge rape culture and victim blaming, recognize how to best support and empower survivors of sexual violence, and identify campus and community resources.

HEALTHY RELATIONSHIPS FROM ROOMMATES TO ROMANCE—By request

Participants explore the characteristics and foundations shared by all healthy relationships. Discover the impact unhealthy relationships have on our health and well-being and recognize the importance of maintaining healthy relationships at all levels of our social network. Participants will identify campus resources that will help students cultivate healthy relationships with others as well as themselves.

UNDER THE COVERS:

Facilitated by Student Wellness Ambassador Team (SWAT)—By request

This workshop discusses the characteristics of healthy and unhealthy relationships, examines what ‘consent within the context of sexual activity’ means, and why it’s so important to have ongoing conversations with your partner about each other’s needs. With a sex-positive lens, learn how to reduce risk for sexually transmitted infections, participate in a condom demonstration, and identify campus and community resources.

Get Involved

Illinois State University and the surrounding community offer many opportunities to get involved.

- Consider volunteering for a community organization such as the YWCA's Stepping Stones' Rape Crisis Center and become an advocate for survivors of sexual assault.
- Participate in one of the many campus events including education and awareness campaigns and training programs such as Consent Day, the Clothesline Project, or Day of Silence. For more information on available awareness campaigns and training programs, visit www.Wellness.IllinoisState.edu.
- Host a guest speaker for your campus/student organization or class. For more information on requesting a guest speaker visit www.Titleix.IllinoisState.edu or www.Wellness.IllinoisState.edu

CAMPUS ORGANIZATIONS AND GROUPS

- Health Promotion and Wellness: www.Wellness.IllinoisState.edu.
- ISU Flame: <https://wgs.illinoisstate.edu/student-life/isu-flames/>
- Students Ending Rape Culture (SERC): <https://Wellness.IllinoisState.edu/students/serc/>

COMMUNITY ORGANIZATIONS AND GROUPS

- Countering Domestic Violence: <https://mccainc.org/countering-domestic-violence/services>
- YWCA's Stepping Stones Program: <https://www.ywcamclean.org/steppingstones>

How Can I Help Someone?

RESPOND WITH CARE: When someone tells you that they were sexually assaulted, the best way to respond is simply to [Start by Believing](#). Start By Believing is the global campaign to transform the way we respond to sexual assault. Start By Believing was created by End Violence Against Women International, America's leading nonprofit organization dedicated to improving criminal justice responses to sexual assault. Survivors are often afraid that others won't believe them, or that others will blame them for what happened, so it is important to *simply listen* and *offer support* and whatever types of assistance they want. Let them take the lead on what they need from you.

- [Be Patient with Intimate Partners](#)
- [Help them Move Forward](#)
- [Identifying a Disclosure](#)
- [Learn about Sexual Assault](#)
- [Knowing What to Say](#)
- [Pause and Listen](#)



Appendix 1

University, State, and Federal Gender-Based Harassment and Misconduct Definitions

Federal law requires that students, employees, and others receive training regarding applicable definitions for consent, sexual assault/misconduct, dating violence, domestic violence, and stalking. The University policy, Illinois law, and federal law each use slightly different definitions for various legal purposes. A complete list of related policy definitions, as well as federal and state criminal code definitions, is included below.

Consent

- *University Policy 1.2:* For purposes of this section, informed consent must be freely and actively given through mutually understandable terms or actions. A person is deemed incapable of giving consent when that person is not of an age to legally give consent (i.e., juvenile, minor), mentally disabled, mentally incapacitated, physically helpless, incapacitated through the use of alcohol and/or drugs to the point of being unable to make an informed and rational decision, unconscious, or asleep. Informed consent cannot be obtained through physical force, compelling threats, intimidating behavior, or coercion. Consent cannot be derived based on a lack of verbal or physical resistance, previous sexual relations between the same parties, consent provided to another party, previous or current sexual relations with other parties, or through the manner in which someone chooses to dress. A person always retains the right to revoke consent at any time during a sexual act. Attending an artistic or educational event or a class in which nudity occurs and for which advanced notice of nudity has been provided qualifies as informed consent.
- *State:* A freely given agreement to the act of sexual penetration or sexual conduct in question. Lack of verbal or physical resistance or submission by the victim resulting from the use of force or threat of force by the accused shall not constitute consent. The manner of dress of the victim at the time of the offense shall not constitute consent.
- *Federal:* Uses state definition.

Dating Violence

- *University Policy 1.2:* Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of relationship, the type of the relationship, and the frequency of the interaction between the persons involved in the relationship.
- *State:* The Illinois criminal code includes an offense of teen dating violence that is defined as a pattern of 1) behavior in which a person uses or threatens to use physical, mental, or emotional abuse to control another person who is in a dating relationship with the person, where one or both persons are 13 to 19 years of age; or (2) behavior

by which a person uses or threatens to use sexual violence against another person who is in a dating relationship with the person, where one or both persons are 13 to 19 years of age.

- *Federal*: Violence committed by a person (1) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (2) the existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of the relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition, 'dating violence' includes but is not limited to sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence

- *University Policy 1.2*: Violence committed by:
 - a. a current or former spouse or intimate partner of the alleged victim;
 - b. a person with whom the alleged victim shares a child in common;
 - c. a person who is cohabitating with or has cohabitated with the alleged victim as a spouse or intimate partner;
 - d. a person similarly situated to a spouse of the alleged victim under the domestic or family violence laws of the State of Illinois;
 - e. any other person against an adult or youth alleged victim who is protected from that person's acts under the domestic or family violence laws of the State of Illinois.
- *State*: Physical abuse, harassment, intimidation of a dependent, interference with personal liberty or willful deprivation but does not include reasonable direction of a minor child by a parent or person in loco parentis.
- *Federal*: Felony or misdemeanor crimes of violence committed (i) by a current or former spouse or intimate partner of the victim; (ii) by a person with whom the victim shares a child in common; (iii) by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; (iv) by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or (v) by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Fondling

- *University Policy 1.2*: See definition of Sexual Misconduct and Sexual Exploitation
- *State*: A person commits criminal sexual abuse if that person (1) commits an act of sexual conduct by the use of force or threat of force; or (2) commits an act of sexual conduct and knows that the victim is unable to understand the nature of the act or

is unable to give knowing consent. For the purpose of this definition, sexual conduct means any knowing touching or fondling by the victim or the accused either directly or through clothing of the sex organs, anus, or breast of the victim or the accused; or any part of the body of a child under 13 years of age; or any transfer or transmission of semen by the accused upon any part of the clothed or unclothed body of the victim, for the purpose of sexual gratification or arousal of the victim or the accused. The accused commits criminal sexual abuse if the accused was under 17 years of age and commits an act of sexual penetration or sexual conduct with a victim who was at least 9 years of age but under 17 years of age when the act was committed. The accused commits criminal sexual abuse if the accused commits an act of sexual penetration or sexual conduct with a victim who was at least 13 years of age but under 17 years of age and the accused was less than 5 years older than the victim.

- *Federal:* The touching of the private parts of another person for the purposes of sexual gratification without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest

- *University Policy 1.2:* See definition of Sexual Misconduct and Sexual Exploitation
- *State:* A person commits sexual relations within families if he or she (1) commits an act of sexual penetration; and (2) the person knows that he or she is related to the other person as follows: (i) brother or sister, either of whole blood or the half-blood; or (ii) father or mother when the child, regardless of legitimacy and regardless of whether the child was of the whole blood or half-blood or was adopted, was 18 years of age or over when the act was committed; or (iii) stepfather or stepmother, when the stepchild was 18 years of age or over when the act was committed; (iv) aunt or uncle, when the niece or nephew was 18 years of age or older when the act was committed; (v) great-aunt or great-uncle, when the grand-niece or grand-nephew was 18 years of age or older when the act was committed; (vi) grandparent or step-grandparent, when the grandchild or step-grandchild was 18 years of age or older when the act was committed.
- *Federal:* Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law

Rape

- *University Policy 1.2:* See definition of Sexual Misconduct and Sexual Exploitation
- *State:* A person commits criminal sexual assault if that person commits an act of sexual penetration and (1) uses force or threat of force; (2) knows that the victim is unable to understand the nature of the act or is unable to give knowing consent; (3) is a family member of the victim, and the victim is under 18 years of age; or (4) is 17 years of age or over and holds a position of trust, authority, or supervision in relation to the victim, and the victim is at least 13 years of age but under 18 years of age.
- *Federal:* 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.

Sexual Assault/Misconduct

- *University Policy 1.2:* The University Code of Student Conduct does not have a definition of sexual assault. Policy 1.2(P) defines sexual misconduct and sexual exploitation to include:
 - Engaging in any act that is sexual in nature and which is committed without the full and informed consent of all persons involved. Examples of sexual behaviors include but are not limited to any penetration of the mouth, vagina, or anus with any body part or other object; contact with a person's breasts, buttocks, groin, or genitals; touching another person with one's own breasts, buttocks, groin, or genitals; any other intentional bodily contact of a sexual nature or exposing one's intimate body parts to another person or persons.
 - Engaging in any action that results in one or more persons taking nonconsensual or abusive sexual advantage of another person or persons. Examples of such behavior include but are not limited to invasion of sexual privacy; recording or broadcasting sexual activity, including redistribution of pictures, video, or audio; engaging in voyeurism; facilitating or allowing voyeurism without the consent of all parties; knowingly exposing another to a sexually transmitted disease; inducing another person or persons to commit an inappropriate sexual act; or inducing incapacitation in another person with the intent to engage in sexual conduct, regardless of whether prohibited sexual conduct actually occurs.
- *State:* Sexual Violence (state law Preventing Sexual Violence in Higher Education Act): Any physical sexual acts attempted or perpetrated against a person's will or when a person is incapable of giving consent, including without limitations rape, sexual assault, sexual battery, sexual abuse, and sexual coercion. See IL Criminal Code offenses of state criminal sexual assault, criminal sexual abuse.
- *Federal:* An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting system. A sex offense is any act directed against another person without the consent of the victim, including instances where the victim is incapable of giving consent.

Stalking

- *University Policy 1.2:* Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (i) fear for the person's safety or the safety of others; or (ii) suffer substantial emotional distress. For the purposes of this definition, 'course of conduct' means two or more acts including but not limited to acts which the stalker directly, indirectly, or through third parties by any action, method, device or means follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. 'Substantial emotional distress' means significant

mental suffering or anguish that may, but may not necessarily, require medical or other professional treatment or counseling.

- *State*: A person commits stalking when knowingly engaging in a course of conduct directed at a specific person that knows or should know would cause a reasonable person to: i) fear for his/her safety or the safety of a third person; or ii) suffer other emotional distress. A person commits stalking when he or she knowingly and without lawful justification on at least two separate occasions follows another person or places the person under surveillance or any combination thereof and i) at any time transmits a threat of immediate or future bodily harm, sexual assault, confinement or restraint to an individual or their family member; or ii) places that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement or restraint to an individual or their family member. A person also commits stalking when he or she has previously been convicted of stalking another person and knowingly does either of the above activities.
- *Federal*: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (i) fear for the person's safety or the safety of others; or (ii) suffer substantial emotional distress.
 - For the purposes of this definition, 'course of conduct' means two or more acts including but not limited to acts which the stalker directly, indirectly, or through third parties, by any action, method, device or means follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. 'Substantial emotional distress' means significant mental suffering or anguish that may, but may not necessarily, require medical or other professional treatment or counseling. 'Reasonable person' means a reasonable person under similar circumstances and with similar identities to the victim.

Statutory Rape

- *University Policy 1.2*: See definition of Sexual Misconduct and Sexual Exploitation
- *State*: In Illinois there is not a crime called statutory rape. The elements of this offense are contained within the criminal sexual abuse laws. Specifically, the accused commits criminal sexual abuse if the accused was under 17 years of age and commits an act of sexual penetration or sexual conduct with a victim who was at least 9 years of age but under 17 years of age when the act was committed. The accused commits criminal sexual abuse if the accused commits an act of sexual penetration or sexual conduct with a victim who was at least 13 years of age but under 17 years of age and the accused was less than 5 years older than the victim. The accused commits aggravated criminal sexual abuse if he or she commits an act of sexual penetration or sexual conduct with a victim who was at least 13 years of age but under 17 years of age and the accused was at least 5 years older than the victim.
- *Federal*: Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Appendix 2

Local, State, and National Resources

Local Resources:

- Mid-Central Community Action (MCCA) Countering Domestic Violence Services: (309) 829-0691. Neville House 24-hour hotline: (309) 827-7070
<https://mccainc.org/>
- PATH: (888)-865-9903; TDD (309) 829-9027
Crisis, information, and referral workers can be reached 24/7, 365 days per year by calling United Way 2-1-1.
info@pathcrisis.org
<https://www.pathcrisis.org/>
- Stepping Stones Rape Crisis Center -YWCA of McLean County: (309) 556-7000
<https://www.ywcamclean.org/what-we-do/prevention-and-empowerment-services/stepping-stones>

Legislative Resources:

- Legislation: The Clery Act: <https://www.gpo.gov/fdsys/pkg/FR-2014-10-20/pdf/2014-24284.pdf>
- Legislation: Title VII: <https://www.justice.gov/crt/overview-employment-litigation>
- Legislation: Title IX: <https://www2.ed.gov/policy/rights/guid/ocr/sex.html>
- Legislation: Violence Against Women Act (VAWA):
<https://www.federalregister.gov/articles/2014/10/20/2014-24284/violence-against-women-act>
- Preventing Sexual Violence in Higher Education Act: <https://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=3672&ChapterID=18>
- What You Need to Know About Title IX: Resources and Information on Title IX provided by the Department of Education
https://sites.ed.gov/titleix/?utm_content&utm_medium=email&utm_name&utm_source=govdelivery&utm_term

Sexual Assault Resources:

- Aequitas: <http://www.aequitasresource.org/>
- The Center for Changing Our Campus Culture: <http://changingourcampus.org/>
- Centers for Disease Control and Prevention:
<http://www.cdc.gov/Violenceprevention/sexualviolence/index.html>
- End Violence Against Women International: <http://www.evawintl.org/>
- Joyful Heart Foundation: <http://www.joyfulheartfoundation.org/>
Founded by Law & Order SVU's Mariska Hargitay with the intention of helping sexual assault survivors heal and reclaim a sense of joy in their lives.

- Mending the Sacred Hoop: <http://mshoop.org/>
- National Alliance to End Sexual Violence: <http://endsexualviolence.org/>
- National Center for Victims of Crime: <http://www.victimsofcrime.org/home>
- National Institute of Justice:
<http://www.nij.gov/topics/crime/rape-sexual-violence/pages/welcome.aspx>
- National Sexual Assault Hotline: (800)-656-HOPE (4673)
Operated by the Rape, Abuse, and Incest National Network (RAINN) in partnership with 1,100 rape crisis centers across the nation, providing free, confidential advice 24/7.
<https://rainn.org/get-help>: Page includes helpful information for supporting friends or finding local counseling and advocacy organizations.
- National Sexual Violence Resource Center: <http://www.nsvrc.org/saam>
- Resource Sharing Project: <http://resourcesharingproject.org/>
- Responding to Campus Sexual Assault:
<https://www.justice.gov/ovw/responding-campus-sexual-assault>
- Sisters of Color Ending Sexual Assault: <http://sisterslead.org/>
- Vision of Hope: <http://www.pcar.org/vision-of-hope-fund>

Dating Violence Resources:

- Asian Task Force Against Domestic Violence – ATASK: <http://www.atask.org/site/>
Primarily serves Asian families and individuals in Massachusetts and New England who suffer from, or are at risk of suffering from, domestic violence.
- ASISTA: <https://asistahelp.org/>
Asista provides technical assistance in battered immigrant cases.
- Battered Women’s Justice Project – BWJP: <http://www.bwjp.org/>
Offers training, technical assistance, and consultation on the most promising practices of the criminal and civil justice systems in addressing domestic violence.
- Casa de Esperanza: <http://www.casadeesperanza.org/>
Mobilizes Latinas and Latino communities to end domestic violence. Casa de Esperanza offers a 24-hour bilingual domestic violence helpline at (651) 772-1611.
- FaithTrust Institute: <http://www.cpsdv.org/>
A national, multi-faith, multicultural training and education organization with global reach working to end sexual and domestic violence. Staff provide communities and advocates with the tools and knowledge they need to address the religious and cultural issues related to abuse.
- Futures Without Violence: <http://www.futureswithoutviolence.org/>
Has led the way and set the pace for groundbreaking education programs, national policy development, professional training programs, and public actions designed to end violence against women, children, and families around the world.
- Illinois Coalition Against Domestic Violence: www.ilcadv.org
Illinois Domestic Violence Hotline: (877) 863-6338; Office: (217) 789-2830

- Institute for Law and Justice: <http://www.ilj.org/>
A private, nonprofit corporation dedicated to consulting, research, evaluation, and training in criminal justice.
- Legal Services Corporation: <http://www.lsc.gov/>
An independent, nonprofit established by Congress in 1974 to provide financial support for civil legal aid to low-income Americans.
- The National Center for Victims of Crime: <http://www.victimsofcrime.org/>
Advocates for victims' rights, trains professionals who work with victims, and serves as a trusted source of information on victims' issues. It is the most comprehensive national resource committed to advancing victims' rights and helping victims of crime rebuild their lives.
- National Center on Domestic and Sexual Violence–NCDSV: <http://www.ncdsv.org/>
Helps people who work with victims and perpetrators: law enforcement, criminal justice professionals, healthcare professionals, advocates and service providers, counselors, and social workers. Also works with local, state, and federal agencies, educators, media, policymakers and more.
- The National Coalition Against Domestic Violence: <http://www.ncadv.org/>
Has worked since 1978 to make every home a safe home. Works to raise awareness about domestic violence; to educate and create programming and technical assistance; to assist the public in addressing the issue; and to support those impacted by domestic violence.
- National Domestic Violence Hotline: <http://www.thehotline.org/>
A non-profit organization established in 1996 as a component of the Violence Against Women Act (VAWA). Provides confidential, one-on-one support to each caller, offering crisis intervention, options for next steps, and direct connection to sources for immediate safety. (800)799-SAFE (7233).
- National Immigration Project of the National Lawyers Guild – NIPNLG: <https://nipnlg.org/Rvictims.html>
Provides legal and technical support to immigrant communities, legal practitioners, and all advocates seeking to advance the rights of noncitizens.
- National Network to End Domestic Violence – NNEDV: <http://www.nnedv.org/>
Offers a range of programs and initiatives to address the complex causes and far-reaching consequences of domestic violence. Through cross-sector collaborations and corporate partnerships, gives support to victims of domestic violence who are escaping abusive relationships.
- National Online Resource Center on Violence Against Women: <http://www.vawnet.org/special-collections/TDV.php>
- National Resource Center on Domestic Violence – NRCDV: <http://www.nrcdv.org/>
Engages, informs and supports systems, organizations, communities and individuals to build their capacity to effectively address domestic violence and intersecting issues.
- National Suicide Prevention Lifeline: <http://www.suicidepreventionlifeline.org/>
If you're having thoughts of suicide or know someone who is, call 1-800-273-8255 and by chat; available 24/7

- NO MORE - NO MORE: <http://nomore.org/>
A new unifying symbol designed to galvanize greater awareness and action to end domestic violence and sexual assault. NO MORE is supported by major organizations working to address these urgent issues.
- Pathways to Safety International: www.pathwaystosafety.org
An international toll-free domestic violence crisis line that abused American women living overseas can call.
- Peace Over Violence: <http://peaceoverviolence.org/>
A sexual and domestic violence, stalking, child abuse, and youth violence prevention center headquartered in Los Angeles and dedicated to building healthy relationships, families and communities free from sexual, domestic and interpersonal violence.
- Polaris Project: <http://www.polarisproject.org/>
The leader in the global movement to eradicate modern slavery. Runs the National Human Trafficking Resource Center Hotline at (888) 373-7888.
- Prevent Connect: <http://www.preventconnect.org/>
A national project of the California Coalition Against Sexual Assault with funding from the CDC. Its goal is to advance the primary prevention of sexual assault and relationship violence by building a community of practice among people who are engaged in such efforts.
- US Department of Housing and Urban Development:
<http://www.hud.gov/apps/section8/index.cfm>
Can assist in locating housing for low-income tenants, including senior citizens and people with disabilities.
- US Department of Justice: Office on Violence Against Women | Domestic Violence State Coalitions:
<https://www.justice.gov/ovw> or <https://www.justice.gov/ovw/domestic-violence>
VA component of the U.S. Department of Justice; provides federal leadership in developing the nation's capacity to reduce violence against women and administer justice for and strengthen services to victims of domestic violence, dating violence, sexual assault, and stalking.
- Victim's Economic Safety and Security Act (VESSA):
<https://www2.illinois.gov/idol/Laws-Rules/CONMED/Pages/vessa.aspx>
- WomensLaw: <http://www.womenslaw.org/>
A project of NNEDV; launched to provide state-specific legal information and resources for survivors of domestic violence. Provides referrals, detailed protective/restraining order information, and more state by state.
- YWCA: <http://www.ywca.org/>
One of oldest and largest women's organizations in the nation; serving more than 2 million women, girls, and their families; can assist the homeless in finding safe places to sleep; some facilities provide domestic violence, job training, and financial literacy services.

Teen Dating Violence Resources:

- 1 is 2 Many: <https://obamawhitehouse.archives.gov/1is2many>
Launched by Vice President Joe Biden; uses technology and outreach to spread knowledge about dating violence and sexual assault among teens and young adults.
- Boys Town: <http://www.boystown.org/>
Works to reunite children with their families when possible or give them the skills and foundation needed to build a life on their own; strives to help every child, from those who may simply be struggling or in doubt to those who are in need of the most severe behavioral care.
- Break the Silence - Stop the Violence:
<https://www.cdc.gov/grand-rounds/pp/2012/20120619-partner-violence.html>
Parents talk with teens about developing healthy, respectful relationships before they start dating.
- Dating Matters - Understanding Teen Dating Violence Prevention:
<http://www.cdc.gov/violenceprevention/datingmatters/index.html>
60-minute, interactive training designed to help educators, youth-serving organizations and others working with teens understand the risk factors and warning signs associated with teen dating violence.
- Loveisrespect: <http://www.loveisrespect.org/>
A project of the National Domestic Violence Hotline and Break the Cycle; ultimate resource for advice and information on healthy dating; mission is to empower youth and young adults to prevent and end abusive relationships. Peer advocates can be reached 24/7 via phone, online chat, or text “loveis” to 22522.
- National Runaway Safeline: <http://www.1800runaway.org/>
One of the top resources for runaway, homeless, and at-risk youth and their families.
- National Teen Dating Abuse Helpline: <http://www.loveisrespect.org/>
- Northwest Network: <http://nwnetwork.org/>
Founded by and for LGBTQ survivors; focused on safety, support and empowerment.
- That’s Not Cool: <https://thatsnotcool.com/>
Where do you draw your digital line? Teens can learn about dating abuse and online safety through videos, games, and downloads they can share with friends.
- A Thin Line: <http://www.athinline.org/>
An MTV campaign created to empower teens to identify, respond to, and stop the spread of digital abuse.
- Trevor Project: <http://www.thetrevorproject.org/>
National crisis lifeline for LGBTQ teens and adults; provides suicide prevention services for youth in digital spaces, counseling via IM, and a large online social network for LGBTQ people.

LGBTQ+ Resources:

- CUAV (Community United Against Violence): <http://www.cuav.org/resources/>
Works to build the power of LGBTQ communities to transform violence and oppression.
- GLBT National Help Center: <http://www.glbthotline.org/>
Runs the GLBT National Hotline: (888) 843- 4564 and the GLBT National Youth Talkline for youth up to age 25: (800) 246-7743.
- LGBTQ Domestic Violence Project: <http://gmdvp.org/gmdvp/>
The Gay Men's Domestic Violence Project is a grassroots, non-profit organization founded by a gay male survivor of domestic violence and developed through the strength, contributions and participation of the community.
- The National Coalition of Anti-Violence Programs: <http://www.avp.org/>
Provides free and confidential assistance to thousands of lesbian, gay, bisexual, transgender, queer, and HIV-affected (LGBTQH) people each year from all five boroughs of New York City through direct client services and community organizing and public advocacy.
- The Network la Red: <http://tnlr.org/en/>
A survivor-led, social justice organization that works to end partner abuse in lesbian, gay, bisexual, transgender, BDSM, polyamorous, and queer communities.
- Northwest Network of Bi, Trans, Lesbian, and Gay Survivors of Abuse: <http://www.nwnetwork.org/>
Works to end violence and abuse by building loving and equitable relationships in communities and across the country.
- The Trans Lifeline: <http://www.translifeline.org/>
Dedicated to the wellbeing of transgender people. In the US: (877) 565-8860. In Canada: (877) 330-6366.
- Trevor Project: <http://www.thetrevorproject.org/>
National crisis lifeline for LGBTQ teens and adults; provides suicide prevention services for youth in digital spaces, counseling via IM, and a large online social network for LGBTQ people.

Stalking Resources:

- Stalking Resource Center: <http://www.victimsofcrime.org/our-programs/stalking-resource-center>
Mission is to enhance the ability of professionals, organizations, and systems to effectively respond to stalking. Website provides information and resources for victims of stalking, including a stalking incident and behavior log.
- VictimLaw: <https://www.victimlaw.org/>
A searchable database of victims' rights and legal provisions including federal, state, and territorial statutes, tribal laws, state constitutional amendments, court rules, administrative code provisions, and summaries of related court decisions and attorney general opinions.

Quick Reference Guide

RESOURCES AND REPORTING OPTIONS FOR SEXUAL ASSAULT, DATING VIOLENCE, DOMESTIC VIOLENCE, AND STALKING

Resources for Reporting	Advocacy & Counseling Resources	Campus Support Services	Health Care & Mental Health Resources	Other Important Resources
<p>EMERGENCY</p> <p>Police, fire, ambulance: 9-1-1 Available 24 hours</p> <p>UNIVERSITY POLICE</p> <p>Illinois State University Police Department Non-emergency: (309) 438-8631 Nelson Smith Building, Rm. 105 Police.IllinoisState.edu</p> <p>UNIVERSITY STAFF</p> <p>Title IX Coordinator Ashley Pritts (309) 438-3383 TitleIX.IllinoisState.edu</p> <p>Deputy Title IX Coordinator (309) 438-5411</p> <p>Report Electronically TitleIX.IllinoisState.edu/report/university_report</p> <p>Report Anonymously TitleIX.IllinoisState.edu/report/anonymous_report</p> <p>Confidential Advisors Student Counseling Services Available 24/7. All reports are confidential to the extent permitted by law. (309) 438-3655 Counseling.IllinoisState.edu</p> <p>COMMUNITY REPORTING</p> <p>Normal Police Department 9-1-1 or (309) 454-9535 100 E. Phoenix, Normal</p> <p>Bloomington Police Department 9-1-1 or (309) 820-8888 305 S. East St., Bloomington</p>	<p>CAMPUS RESOURCES</p> <p>Sexual Assault Survivor Services 1-855-256-2188 or (309) 438-3756 Student Services Bldg, Rm. 320 Counseling.IllinoisState.edu/sexual-assault/</p> <p>Confidential Advisors All reports are confidential to the extent permitted by law.</p> <p>Student Counseling Services (309) 438-3655 Student Services Bldg, Rm. 320</p> <p>COMMUNITY RESOURCES</p> <p>Providing Access to Help (PATH) Crisis Center Available 24 Hours 1-888-865-9903 or (309) 827-4005</p> <p>Stepping Stones – YWCA Sexual Assault Services Survivor support groups Held on ISU Campus (309) 556-7000 ywcamclean.org/</p> <p>Countering Domestic Violence (CDV)/Neville House Available 24 Hours (309) 827-7070 mccainc.org</p> <p>ISU Employee Assistance Program (EAP) CompPsych Guidance Available 24 hours (833) 955-3400 HR.IllinoisState.edu/benefits/EAP</p>	<p>To request protective measures, academic assistance, alternative housing, alternative work situations, and service referrals:</p> <p>UNIVERSITY EMPLOYEES</p> <p>Office of Equal Opportunity and Access 310 Hovey Hall (309) 438-3383 EqualOpportunity.IllinoisState.edu</p> <p>UNIVERSITY STUDENTS</p> <p>Title IX – Office of Equal Opportunity and Access 310 Hovey Hall (309) 438-3383 TitleIX.IllinoisState.edu</p> <p>OTHER CAMPUS SERVICES</p> <p>Dean of Students Dean on Duty / Redbird Care Team (309) 438-2008 Student Services Bldg, Rm. 387 DeanofStudents.IllinoisState.edu</p> <p>Health Promotion and Wellness (309) 438-WELL (9355) McCormick Hall, Room 187 Wellness.IllinoisState.edu</p> <p>Redbird Safe Walk (309) 438-WALK (9255) Available 24 hours/7 days a week</p> <p>Late Night Rides Parking.IllinoisState.edu/campus_busing</p>	<p>CAMPUS HEALTH SERVICES</p> <p>Student Health Services (309) 438-8655 Student Services Building HealthServices.IllinoisState.edu</p> <p>LOCAL HOSPITALS & EMERGENCY ROOMS</p> <p>Carle BroMenn Medical Center (309) 454-1400 1304 Franklin Ave., Normal Available 24 hours</p> <p>OSF St. Joseph Medical Center (309) 662-3311 2200 E. Washington St., Bloomington Available 24 hours</p> <p>SERVICES FOR STUDENTS</p> <p>Student Counseling Services (309) 438-3655 Student Services Bldg, Rm. 320 Counseling.IllinoisState.edu</p> <p>SERVICES FOR EMPLOYEES</p> <p>ISU Employee Assistance Program (EAP) CompPsych Guidance Available 24 hours (833) 955-3400 HR.IllinoisState.edu/benefits/EAP</p> <p>Faculty/Staff Care Team Security.IllinoisState.edu/prevention/fscare</p>	<p>For assistance with a civil no contact order, order of protection, or restraining order, contact:</p> <p>Stepping Stones – YWCA Sexual Assault Services (309) 556-7000 ywcamclean.org/</p> <p>Countering Domestic Violence (CDV)/Neville House Available 24 Hours (309) 827-7070 mccainc.org</p> <p>EDUCATION & TRAINING</p> <p>Health Promotion and Wellness (309) 438-WELL (9355) McCormick Hall, Room 187 Wellness.IllinoisState.edu</p> <p>IMMIGRATION</p> <p>International Studies & Programs (309) 438-5276 102 Williams Hall InternationalStudies.IllinoisState.edu</p> <p>LEGAL RESOURCES/ ORDERS OF PROTECTION</p> <p>Campus-Students' Attorney Dean of Students Office (309) 438-2008 Student Services Bldg, Rm 387 IllinoisState.edu/services/legal/</p> <p>Community- Prairie State Legal Services (309) 827-5021 (800) 874-2536 pslegal.org</p>





Resources for Reporting	Advocacy & Counseling Resources	Campus Support Services	Health Care & Mental Health Resources	Other Important Resources
<p>EMERGENCY Police, fire, ambulance: 9-1-1 Available 24 hours</p> <p>LOCAL POLICE</p> <p>Springfield Police Department Emergency: 911 Non-emergency: (217)753-4117 800 E Monroe, Springfield</p> <p>UNIVERSITY STAFF</p> <p>Title IX Coordinator Ashley Pitts (309) 438-3383 TitleIX.IllinoisState.edu</p> <p>Deputy Title IX Coordinator (309) 438-5411</p> <p>Report Electronically TitleIX.IllinoisState.edu/report/university_report</p> <p>Report Anonymously TitleIX.IllinoisState.edu/report/anonymous_report</p> <p>Confidential Advisors Student Counseling Services Available 24/7 by phone (not physically in Springfield) (309) 438-3655 Counseling.IllinoisState.edu</p> <p>ISU Police Department Non-emergency: 309-438-8631 Nelson Smith Building, Normal Police.IllinoisState.edu</p> <p>COMMUNITY REPORTING</p> <p>Sangamon Sheriff Department (217) 753-6880 Hotline: (217)606-7701 1 Sheriff's Dr., Springfield</p>	<p>COMMUNITY RESOURCES</p> <p>Crimestoppers Springfield 2501 Wabash St., Springfield (217) 788-8427</p> <p>Prairie Center Against Sexual Assault Hotline: (217) 753-8081 3 W Old State Capitol, Ste 206, Springfield (217) 744-2560 http://www.prairiecasa.org</p> <p>National Sexual Assault Hotline: (800) 656-HOPE (4673)</p> <p>Sojourn Shelter & Services 24 Hours Hotline: (217)726-5200 Toll free: (866)435-7438</p> <p>National Suicide and Crisis Lifeline Dial: 988</p> <p>UNIVERSITY EMPLOYEES</p> <p>ISU Employee Assistance Program (EAP) ComPsych Guidance Resources Available 24 hours 833-955-3400 (TTY 800-697-0353) HR.IllinoisState.edu/benefits/EAP</p>	<p>To request protective measures, academic assistance, alternative housing, alternative work situations, and service referrals:</p> <p>Office of Equal Opportunity and Access 310 Hovey Hall, Normal (309) 438-3383 EqualOpportunity.IllinoisState.edu</p> <p>UNIVERSITY STUDENTS</p> <p>Title IX – Office of Equal Opportunity and Access 310 Hovey Hall, Normal (309) 438-3383 TitleIX.IllinoisState.edu</p> <p>OTHER CAMPUS SERVICES</p> <p>Dean of Students Dean on Duty / Redbird Care Team (309) 438-2008 SSB 387, Normal DeanofStudents.IllinoisState.edu</p> <p>Health Promotion and Wellness (309) 438-WELL (9355) McCormick Hall 187, Normal Wellness.IllinoisState.edu</p> <p>TRANSPORTATION Sangamon Mass Transit District (SMTD) Public Busses (217) 522-5531 http://www.smtd.org/</p> <p>Amtrak Train Station 100 N 3rd St., Springfield (800) 872-7245 https://www.amtrak.com/</p>	<p>CAMPUS HEALTH SERVICES</p> <p>Student Health Services (309) 438-8655 Ask about Zoom appointments. HealthServices.IllinoisState.edu</p> <p>LOCAL HOSPITALS & EMERGENCY ROOMS</p> <p>HSHS St John's Hospital ER (217)525-5610 800 E. Carpenter St., Springfield Available 24 hours</p> <p>Memorial Medical Center ER (217) 788-3030 Crisis Line (217)788-7070 700 N. Rutledge., Springfield Available 24 hours</p> <p>SERVICES FOR STUDENTS</p> <p>Student Counseling Services (309) 438-3655 1-855-256-2188 after hours Student Services Bldg, Rm. 320 Normal Counseling.IllinoisState.edu</p> <p>SERVICES FOR EMPLOYEES</p> <p>ISU Employee Assistance Program (EAP) ComPsych Guidance Available 24 hours 833-955-3400 (TTY 800-697-0353) HR.IllinoisState.edu/benefits/EAP</p> <p>Faculty/Staff Care Team Security.IllinoisState.edu/prevention/fscare</p>	<p>For assistance with a civil no-contact order, order of protection, or restraining order, contact:</p> <p>Prairie Center Against Sexual Assault Hotline: (217) 753-8081 3 W Old State Capitol, Ste 206 Springfield (217) 744-2560 http://www.prairiecasa.org</p> <p>Sojourn Shelter & Services Available 24 Hours Hotline: (217) 726-5200 (866)435-7438</p> <p>EDUCATION & TRAINING</p> <p>Health Promotion and Wellness (309) 438-WELL (9355) McCormick Hall rm. 187, Normal Wellness.IllinoisState.edu</p> <p>IMMIGRATION</p> <p>International Studies & Programs Call: (309) 438-5276 InternationalStudies.IllinoisState.edu</p> <p>LEGAL RESOURCES/ORDERS OF PROTECTION</p> <p>Campus Students' Attorney Dean of Students Office (309) 438-2008 SSB, Normal DeanofStudents.IllinoisState.edu/services/legal/</p> <p>Community Land of Lincoln Legal Assistance (217) 529-8400 (800) 242-8629 Springfield</p>







OFFICE OF
**EQUAL OPPORTUNITY
AND ACCESS**
Illinois State University

TITLEIX.ILLINOISSTATE.EDU

Illinois State University, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding affirmative action, nondiscrimination, and anti-harassment. Illinois State University is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, religion, sex, national origin, sexual orientation, order of protection, gender identity and expression, ancestry, age, marital status, disability, genetic information, unfavorable military discharge, or status as a veteran in employment, educational programs and activities, or admissions. Inquiries or complaints may be addressed by contacting the director of the Office of Equal Opportunity and Access by email at EqualOpportunity@IllinoisState.edu, by calling (309) 438-3383, or by mailing to the office at Illinois State University, Campus Box 1280, Normal, IL 61790.