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Resource Guide  
on the Policy on  
Discrimination,  
Harassment, and  
Sexual Misconduct

Northwestern

Northwestern University is committed to fostering an environment in which all members of our campus community are free from sexual misconduct of any form.

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## If you believe that you have experienced sexual misconduct,

Speak with a confidential resource about your options, on or off campus. See the resource section on page 12.

Seek medical attention to treat an injury, test for sexually transmitted infection, obtain emergency contraception (if needed), and/or perform a rape evidence collection procedure. A medical forensic exam can be performed up to 72 hours after an incident but is most effective if performed sooner. See page 15 for contact information.

Contact the police to file a report. See page 14 for contact information.

Contact the Office of Civil Rights and Title IX Compliance to report the incident to North Eastern, request an appropriate measure, and explore resolution options (investigation, administrative or educational response, or alternative resolution). See page 14 for contact information.

Prefer an official evidence collection in case you decide to report the incident at a later date.

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## Preserving evidence

North Eastern encourage parties to preserve evidence to the greatest extent possible. This will preserve more options for them in the future. Some suggestions include the following:

Preserve evidence of electronic communication, chat messages, pictures, and/or social media posts, backing them up and/or taking screenshots.

If there is suspicion that a drink may have been drugged, inform a medical assistance provider and/or police as soon as possible so they can collect evidence on-site. [more info JETEMC/PXL](#)

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## When a person does not want Northwestern to investigate or wants to remain anonymous

In case where an individual reporting sexual misconduct requests anonymity or does not wish to proceed with an investigation, the University will attempt to honor that request, but, in some cases, the Office of Civil Rights and Title IX Compliance may determine that the University needs to proceed with an investigation or take other action based on concern for the safety or well-being of the broader University community. A list of factors that the Office of Civil Rights and Title IX Compliance will consider in making this determination is available in the Policy on Discrimination, Harassment, and Sexual Misconduct. Northwestern reserves the right to take appropriate action in each circumstance, including in cases where the individual reporting the misconduct chooses not to proceed; however, the University will not compel an individual to participate. For a full list of the factors, please refer to page 21 of the Policy on Discrimination, Harassment, and Sexual Misconduct ([northwestern.edu/civil-rights-of-ce/policies-procedure/policies/policy-on-discrimination-harassment-and-sexual-misconduct.pdf](http://northwestern.edu/civil-rights-of-ce/policies-procedure/policies/policy-on-discrimination-harassment-and-sexual-misconduct.pdf)).

If you are unsure about whether you want to make a report or proceed with an investigation, a confidential resource can help you explore your options and provide additional resources, support, and information. See page 12 for a list of confidential resources.

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## Reporting obligations

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### Timeline

Though the University tries to resolve all cases in a prompt and timely manner, the timeline varies based on the circumstances of the case. Additionally, the timeline for a case may be affected by break in the academic calendar, availability of the parties and time (including due to leave of absence), scope of the investigation, need for

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One or more investigators meet with the respondent to get information. The respondent can suggest witnesses and provide evidence.

One or more investigators collect information from the complainant, respondent, and relevant witnesses and review all evidence collected.

The complainant and respondent each have the opportunity to review a preliminary investigative report and provide additional information. In the event that new, relevant information is provided, the complainant and respondent have the opportunity to review a second preliminary investigative report and provide feedback on the new information.

The investigators complete the investigation and send the complainant and respondent a final investigative report containing all information collected, findings of fact, and a finding of whether there has been a policy violation. If a policy violation has been found and the respondent is a

- student, OCR will refer the matter to the Office of Community Standards.
- staff member, OCR will refer the matter to Office of Human Resources.
- faculty member, OCR will refer the matter to the appropriate dean/department chair and associate provost for the faculty.

Any party may appeal a finding or sanction. Information on how to appeal is included in the outcome letters provided to the parties.

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## Alternative resolution

Alternative resolution is available as an alternative to a formal investigation to resolve formal complaints. Alternative resolution includes informal resolution mechanisms to resolve complaints. Contact the Ombudsman for more information.

## Supportive measures

Supportive measures are individualized services offered to parties involved in incident of sexual misconduct. Supportive measures may include:

academic assistance	financial aid arrangement
housing or workspace relocation	transportation arrangement
dining arrangement	no-contact directive
time off from class or work	safety planning

Contact the Office of Civil Rights and Title IX Compliance to request supportive measures (see page 14). Such measures will be kept confidential to the extent possible.

## For community members abroad

Northwestern can work with you to help create a safe environment and prioritize healing. Student, faculty, and staff participating in University-sponsored international activities whose experience sexual misconduct abroad can receive information about support and services from Director of Global Safety and Security Julie Friend (see page 14). For additional information, see [northwestern.edu/global-safety-security/emergencies-abroad/sexual-misconduct](http://northwestern.edu/global-safety-security/emergencies-abroad/sexual-misconduct).

Referral for medical care may be obtained through Northwestern's international medical assistance provider, GeoBlue (610-254-8771); at the nearest United States embassy or consulate ([embassy.gov](http://embassy.gov)); or by calling American Citizens Service (202-501-4444).

## Confidential resources

Confidential resources are privileged to keep communication confidential, except in a limited situation (e.g., minor, imminent danger).

### Center for Awareness, Response, and Education (CARE)

(provide support, advocacy, and education to student)  
847-491-2054  
[northwestern.edu/care](http://northwestern.edu/care)

### Counseling and Psychological Services (CAPS)

(provide counseling services to student)  
847-491-2151 (24 hours)  
[northwestern.edu/counseling](http://northwestern.edu/counseling)

### Employee Assistance Program

(provide crisis intervention and short-term counseling to faculty and staff and all their household members)  
[northwestern.edu/hr/benefits/well-being/program/employee-assistance-program](http://northwestern.edu/hr/benefits/well-being/program/employee-assistance-program)

### Faculty Wellness Program

(provide free consultation for faculty member to identify appropriate resources for personal and professional concern)  
[facultywellness@northwestern.edu](mailto:facultywellness@northwestern.edu)  
[northwestern.edu/faculty-wellness](http://northwestern.edu/faculty-wellness)

### Office of the Ombudsperson

(provide confidential and informal assistance for resolving University-related concerns, independent of the University's formal administrative structure, and consider all sides of an issue in a neutral manner)  
847-467-2430  
[ombud@northwestern.edu](mailto:ombud@northwestern.edu)  
[northwestern.edu/ombud](http://northwestern.edu/ombud)

### Office of Religious and Spiritual Life

(provide spiritual guidance for student and other members of the University community)  
847-491-3741 (Evanston)  
312-503-8649 (Chicago)  
[northwestern.edu/religious-life](http://northwestern.edu/religious-life)

### TimelyCare

(provide Northwestern's e-visit confidential services for student and provide access to a member of virtual well-being resources, including scheduled counseling, health coaching, and group sessions)  
[northwestern.edu/help/self-care/timely-care](http://northwestern.edu/help/self-care/timely-care)

For confidential resources located off campus, please see [northwestern.edu/sexual-misconduct/get-help/confidential-support.html](http://northwestern.edu/sexual-misconduct/get-help/confidential-support.html).





North e tern Uni er it doe not di crimate or permit di crimation b an member of it comm nit again t an indi id al on the ba i of race, color, religion, national origin, e , pregnanc , e al orientation, gender identit , gender e pre ion, parental tat , marital tat , age, di abilit , citi en hip tat , eteran tat , genetic informa- tion, reprod cti e health deci ion making, height, eight, or an other cla ification protected b la in the ed cational program or acti itie North e tern operate , incl ding b t not limited to matter of admi ion, emplo ment, ho ing, or er ice .Hara ment, hether erbal, ph ical, or i al, that i ba ed on an of the e characteri tic i a form of di crimation. F rther prohibited b la i di crimation again t an emplo ee and/or job applicant ho choo e to inq ire abo t, di c , or di clo e their o n compen ation or the compen ation of another emplo ee or applicant.

North e tern Uni er it complie ith federal and tate la that prohibit di crimation ba ed on the protected categorie li ted abo e, incl ding Title IX of the Ed cation Amendment of 1972. Title IX req ire ed cational in tit tion , ch a North e tern, to prohibit di crimation ba ed on e (incl ding e al hara ment) in the Uni er it ' ed cational program and acti itie , incl ding in matter of emplo ment and admi ion . In addition, North e tern pro ide rea onable accommodation to q alified applicant , t dent , and emplo ee ith di abilitie and to indi id al ho are pregnant.

**Office of Civil Rights and Title IX Compliance  
Northwestern University**

Fostering a culture of access, belonging, and accountability.