

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 ith a condential reorce about or option, on or off camp. See the reorce ection on page 12.

Seek medical attention to treat an inj rie , te t for e all tran mitted infection , obtain emergenc contraception (if needed), and/or perform a rape e idence collection proced re. A medical foren ic e am can be performed p to e en da after an incident b t i mo t effecti e if performed ooner. See page 15 for contact information.

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

Contact the Of ce of Ci il Right and Title IX Compliance to report the incident to North e tern, req e tan pporti e mea re, and e plore re ol tion option (in e tigation, admini trati e or ed cational re pon e, or alternati e re ol tion). See page 14 for contact information.

Pre er e an ph ical e idence o ha e in ca e o decide to report the incident at a later date.

## Preserving evidence

North e tern enco rage partie to pre er e e idence to the greate t e tent po ible a thi ill pre er e more option for them in the f t re. Some gge tion incl de the follo ing:

Pre er e e idence of electronic comm nication , cha te t me age , pict re , and/or ocial media po t , b a ing them and/or taking creen hot .

If there i picion that a drink ma ha e been dr gged, inform a medical a i tance pro ider and/or police a oon a po ible o the can collect e idence on e mor idmJETEMC /P \*\*La

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

In ca e here an indi id al reporting e al mi cond ct req e t anon mit or doe not i h to proceed ith an in e tigation, the Uni er it ill attempt to honor that req e t, b t, in ome ca e , the Of ce of Ci il Right and Title IX Compliance ma determine that the Uni er it need to proceed ith an in e tigation or take other action ba ed on concern for the afet or ell-being of the broader Uni er it comm nit . A li t of factor that the Of ce of Ci il Right and Title IX Compliance ill con ider in making thi determination i a ailable in the Polic on Di crimination, Hara ment, and Se al Mi cond ct. North e tern re er e the right to take appropriate action in ch circ mtance , incl ding in ca e hen the indi id al reporting the mi cond ct choo e not to proceed; ho e er, the Uni er it ill not compel an indi id al to participate. For a f ll li t of the e factor , plea e refer to page 21 of the Polic on Di crimination, Hara ment, and Se al Mi cond ct (north e tern.ed /ci il-right -of ce/policie -proced re /policie /polic -on-di crimination-hara ment-and- e al-mi cond ct.pdf).

If o are n reabot hether o ant to make a report or proceed ith an in e tigation, a condential reorce can help o e plore or option and proide additional reorce, pport, and information. See page 12 for a lit of condential reorce.

## Reporting obligations

## **Timeline**

Tho gh the Uni er it tri e to re ol e all ca e in a prompt and timel manner, the timeline arie ba ed on the circ m tance of the ca e. Additionall, the timeline for a ca e ma be affected b break in the academic calendar, a ailabilit of the partie and itne e (incl ding d e to lea e of ab ence), cope of the in e tigation, need for

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.

## **Alternative resolution**

## Supportive measures

S pporti e mea re are indi id ali ed er ice offered to partie in ol ed in incident of e al mi cond ct. S pporti e mea re ma incl de

academic a i tance t dent nancial aid arrangement ho ing or ork pace relocation tran portation arrangement dining arrangement no-contact directie e time off from cla or ork afet planning

Contact the Of ce of Ci il Right and Title IX Compliance to req e t pporti e mea re ( ee page 14). S ch mea re ill be kept con dential to the e tent po ible.

# For community members abroad

North e tern can ork ith o to help create a afe en ironment and prioriti e healing. St dent , fac lt , and taff participating in Uni er it - pon ored international acti itie hoe perience e al mi cond ct abroad can recei e information abo t pport and er ice from Director of Global Safet and Sec rit J lie Friend (ee page 14). For additional information, ee north e tern.ed /global- afet - ec rit /emergencie -abroad/ e al-mi cond ct.

Referral for medical care ma be obtained thro gh North e tern' international medical a i tance pro ider, GeoBl e (610-254-8771); at the neare t United State emba or con late (emba .go); or b calling American Citi en Ser ice (202-501-4444).

### **Confidential resources**

Con dential re o rce are pri ileged to keep comm nication con dential, e cept in er limited it ation (e.g., minor , imminent danger).

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

(pro ide  $\,$  pport, ad ocac , and ed cation to  $\,t\,$  dent )  $\,847\text{-}491\text{-}2054\,$  north e tern.ed /care

## Counseling and Psychological Services (CAPS)

(pro ide co n eling er ice to t dent ) 847-491-2151 (24 ho r ) north e tern.ed /co n eling

#### **Employee Assistance Program**

#### **Faculty Wellness Program**

(pro ide free con ltation for fac lt member to identif appropriate re o rce for per onal and profe ional concern ) fac lt ellne @north e tern.ed north e tern.ed /fac lt - ellne

#### Office of the Ombudsperson

north e tern.ed /omb d

(pro ide con dential and informal a i tance for re ol ing Uni er it -related concern , i independent of the Uni er it 'formal admini trati e tr ct re, and con ider all ide of an i e in a ne tral manner)
847-467-2430
omb d @north e tern.ed

## Office of Religious and Spiritual Life

(pro ide pirit alg idance for t dent and other member of the Uni er it comm nit )
847-491-3741 (E an ton)
312-503-8649 (Chicago)
north e tern.ed /religio -life

#### TimelyCare

( pplement North e tern' e i ting con dential er ice for t dent and pro ide acce to a n mber of irt al ell-being re o rce , incl ding ched led co n eling, health coaching, and gro p e ion ) north e tern.ed /n help/ elf-care/timel care

For confidential resources located off campus, please see northwestern.edu/sexual -misconduct/get-help/confidential-support.html.

North e tern Uni er it doe not di criminate or permit di crimination 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 information, 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 crimination. F rther prohibited b la i di crimination 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 crimination 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 , cha North e tern, to prohibit di crimination 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.

