
Office of Equity Staff (to report concerns to Northwestern)

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Other important contacts

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

Sexual misconduct may include

Sexual assault: Any non-consensual sexual contact or sexual intercourse.

Sexual exploitation: Any non-consensual sexual contact or sexual intercourse that results in the victim's exposure to a sexually transmitted infection, pregnancy, or other physical or psychological harm.

Sexual harassment: Any non-consensual sexual contact or sexual intercourse that results in the victim's exposure to a sexually transmitted infection, pregnancy, or other physical or psychological harm.

Dating/domestic violence: Any non-consensual sexual contact or sexual intercourse that results in the victim's exposure to a sexually transmitted infection, pregnancy, or other physical or psychological harm.

Stalking: Any non-consensual sexual contact or sexual intercourse that results in the victim's exposure to a sexually transmitted infection, pregnancy, or other physical or psychological harm.

Consent

Consent is **knowing, active, voluntary, and present and ongoing**.

Consent is not a one-time event and can be withdrawn at any time.

Title IX

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in any educational institution that receives federal financial assistance.

Participation in the process

Complaints should be handled in a way that respects the dignity and privacy of the complainant. The complainant should be kept informed of the progress of the investigation and the actions being taken to resolve the complaint. The complainant should be given the opportunity to provide input and feedback throughout the process.

Advisor/legal counsel

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Privacy

Verifying the accuracy of a complaint is a key step in the complaint investigation process. This step involves gathering and reviewing all relevant information to determine if the complaint is valid. This includes reviewing the complaint, conducting interviews with the complainant and the respondent, and reviewing any supporting documentation. The goal is to ensure that the complaint is based on accurate information and that the investigation is fair and unbiased.

Truthfulness

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Retaliation

Overview of the non-Title IX sexual misconduct complaint resolution process*

The Office of Equity receives a report of sexual misconduct.

An Office of Equity staff member contacts the person who may have experienced sexual misconduct to provide information about resources and options and extend an invitation to meet.

The person decides whether or not to meet with the staff member.

The person chooses to meet. The staff member goes over resources and options. The person may request supportive measures and may request to proceed with resolution through investigation, educational response, or restorative resolution.

The Office of Equity conducts an initial inquiry to determine appropriate next steps.

Where an investigation has been opened, one or more investigators from the Office of Equity meet with the complainant to gather information about the concern. The complainant can suggest witnesses and provide evidence.

An Office of Equity staff member contacts the person who is alleged to have committed sexual misconduct (respondent) to notify them of the complaint, the resolution process, and the resources available to them.

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*This is the process for matters falling under the Policy on Institutional Equity. For Title IX sexual harassment matters, please see the [Title IX Sexual Harassment Resolution Process](#).

