

Preventing Sexual Violence in Higher Education Act Annual Report

Name of Higher Education Loyola University Chicago
 Institution: Campus (if applicable) Lake Shore, Water Tower, Rome, Vietnam, Beijing, Cuneo, LUREC, HSD
 Completed By/Primary Contact: Jessica Landis, James Mendez/ Tom Kelly, Title IX Coordinator
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PART A

Provide one copy of the most recent version of each of the following documents:

- The higher education institution’s comprehensive policy (*see* 110 ILCS 155/10); and
- The higher education institution’s concise, written notification of a survivor’s rights and options under its comprehensive policy (*see* 110 ILCS 155/15).

See appendices for documents.

PART B

I. Campus Training, Education and Awareness

A. Student Primary Prevention Programming

Identify any and all institutional actions and strategies intended to prevent sexual violence before it occurs by means of changing social norms and other approaches, including, without limitation, training programs, poster and flyer campaigns, electronic communications, films, guest speakers, symposia, conferences, seminars or panel discussions that occurred during the 2016 calendar year. *See* 110 ILCS 155/30(b). If necessary, append additional pages.

See appendices for data.

Program name	Type/description	Date(s)	Location(s)	Target audience	Number of attendees

B. Employee Training (*optional*)

Identify any and all training provided to higher education institution employees who, with respect to reports of sexual violence, domestic violence, dating violence or stalking: (1) receive student reports, (2) refer or provide services to survivors or (3) participate in the complaint resolution procedure. *See* 110 ILCS 155/30(c). If necessary, append additional pages.

See appendices for data.

Program name	Type/description	Date(s)	Location(s)	Target audience	Number of attendees

II. Reports

Identify the total number of reports made to the following groups of individuals in the 2016 calendar year. If a higher education institution is aware that a student reported an incident more than once, it may provide an explanation for this or any other additional information regarding its reports in Part C below. *See* 110 ILCS 155/25 and 110 ILCS 205/9.21(b).

See appendices for data.

	Reports to the Title IX coordinator/responsible employees	Reports to confidential and anonymous resources *
Sexual violence		
Domestic violence		
Dating violence		
Stalking		

A. Responses to Reports to the Title IX Coordinator or Responsible Employees

Of the total number of reports or disclosures made to the Title IX coordinator or responsible employees at the higher education institution (identified in Part B, Section II), please report the number of times the following occurred:

See appendices for data.

	Survivor requested not to proceed with the complaint resolution procedure	HEI investigated allegation	HEI referred allegation to local or State law enforcement	HEI resolved allegation through complaint resolution procedure
Sexual violence				
Domestic violence				
Dating violence				
Stalking				

B. Complaint Resolution Procedure Outcomes

Of the total number of reports reviewed through the complaint resolution procedure, identify the number of students who received the following outcomes. Please provide a description of the other types of discipline students received for violating the comprehensive policy in Part C of this report.

See appendices for data.

	Found not responsible for violation of comprehensive policy	Dismissed/expelled	Suspended	Otherwise disciplined
Sexual violence				
Domestic violence				
Dating violence				
Stalking				

PART C

Use this space to provide any explanations or clarifications for information and data provided as part of the report. (Append additional pages as necessary.)

Please find the following documents attached:

Part A Comprehensive Policy

Part A Written Notification

Part B. I. A. Student Preliminary Prevention Programming

Part B. I. B. Employee Training

Part B. II. Reports

Part B. II. A. Responses to Reports to the Title IX Coordinator or Responsible Employees

Part B. II. B. Complaint Resolution Procedure Outcomes

Submit completed reports via mail or email to the addresses below by **November 1, 2017**:

- Office of the Illinois Attorney General
Civil Rights Bureau
100 W. Randolph Street, 11th Floor
Chicago, IL 60601
civilrights@atg.state.il.us
- Illinois Department of Human Rights
100 W. Randolph Street, 10th Floor
Chicago, IL 60601

Part A

Comprehensive Policy

608. Gender-Based Discrimination and Misconduct Rights & Resources

Under *Title IX of the Educational Amendments of 1972* ("Title IX"), Loyola has a specific responsibility to respond promptly and effectively to notifications and reports of gender-based discrimination and misconduct. For the purposes of this section, "gender-based misconduct" includes the following as they are defined in the *Community Standards*:

- Discrimination based on actual or perceived sex, sexual orientation, gender expression or identity, or pregnancy or parenting status;
- Dating and domestic violence;
- Sexual misconduct (including non-consensual sexual contact or penetration, sexual harassment, and sexual exploitation); and
- Stalking

Any other misconduct (such as abusive conduct, harassment and bullying, hazing, etc.) that appears to have been motivated by discrimination or bias on the basis of an individual's perceived or actual sex, sexual orientation, gender identity, or gender expression may also be considered gender-based misconduct under this policy. See §201(21) *Sexual Misconduct* for the definition of consent.

The Title IX Coordinator and Deputy Coordinators are responsible for ensuring that the University response to all notifications and reports of gender-based misconduct is appropriate and in compliance with all applicable laws.

The Title IX Coordinator for Loyola University Chicago is **Thomas M. Kelly**, Senior Vice President for Administrative Services, whose office is in Lewis Towers, Suite 1500, and who can be reached at (312) 915-6400 or tkelly4@luc.edu.

The Title IX Deputy Coordinator for student concerns for Loyola University Chicago is **Jessica Landis**, Assistant Dean of Students for Safety & Equity, whose office is in Damen Student Center, Suite 300, and who can be reached at (773) 508-8834 or jlandis@luc.edu.

1. Rights of Survivors at Loyola University Chicago

Regardless of whether they pursue resolution through the University's formal grievance process, individuals who experience gender-based misconduct ("survivors") have the following rights:

- a. The right to be informed in writing of all available reporting options, including reporting to the Office of the Dean of Students, OSCCR, Campus Safety, and/or local law enforcement.
- b. The right to be informed in writing of available counseling services, medical services, evidence collection options, victim advocacy services, legal assistance, visa and immigration assistance, and other supports and remedies available within the institution and in the local community within 12 hours of submitting an electronic report (see §608(2)(a)).
- c. The right to request interim protective measures through the University, including temporary no contact directives and/or changes to academic, living, dining, transportation, and/or working situations.
- d. The right to request the University's assistance with obtaining a civil or criminal order of protection, restraining order, or similar court-ordered intervention.
- e. The right to pursue resolution of a grievance through the grievance process (see *Article V.*), the criminal or civil courts, both, or neither.
- f. The right not to have their identity disclosed except as necessary to resolve a grievance, implement interim protective measures or provide other assistance, or when otherwise provided by Illinois state or federal law.

2. Reporting Gender-Based Misconduct

Whenever a student discloses an incident of gender-based misconduct to a responsible employee (as defined in §101(25)), regardless of when or where the incident occurred, the responsible employee must share all known information about the incident with the Deputy Coordinator. With the exception of designated "Confidential Resources" listed below (see §608(8)(a)), responsible employees are not authorized to have confidential conversations with students about gender-based misconduct.

Once the Deputy Coordinator has been informed of a reported incident (known as a "report"), the Deputy Coordinator will then reach out to offer resources and resolution options to the survivor or reporter. Reporting to the Deputy Coordinator – whether by a survivor directly or via a responsible employee – does not necessarily mean that the grievance process (described in *Article V.*) will be initiated, and the Deputy Coordinator will maintain students' privacy to the greatest extent possible.

Please note that survivors or other students who report gender-based misconduct to the University will not themselves face disciplinary action for prohibited behavior (such as underage drinking) that they may have engaged in during the incident. For more information and details about this policy, see §609 *Good Samaritan and Medical Amnesty Protocol*.

a. How to Report to the University

The following are the various reporting options available to students, faculty, staff, third parties, and any other individuals seeking to report an incident to the University.

- **EthicsLine Electronic Reporting:** Electronic reporting is available through the EthicsLine reporting hotline (855) 603-6988 or website (www.luc.edu/ethicsline). Reports submitted through EthicsLine are assigned automatically to the Deputy Coordinator and may be submitted anonymously.
 - **Title IX Coordinator or Deputy Coordinator:** Individuals may report directly to the Title IX Coordinator or Deputy Coordinator in person, via email, by phone, or by any other means. (See above for contact information.)
 - **Department of Campus Safety:** Individuals may call (773) 508-6039 or 44-911 (from an on-campus phone) or visit any Campus Safety office to initiate a University report or to receive assistance in filing Chicago Police report.
- b. How to Report to Local Law Enforcement

Survivors who wish to file a police report directly with local law enforcement (without reporting to the University) may do so by calling 911 or visiting any police station. The following is contact information for the nearest local law enforcement agencies to Loyola's Chicago-area campuses:

- **Lake Shore Campus:** Chicago Police (24th District): (312) 744-5907 (6464 N. Clark Street, Chicago, IL 60626)
- **Water Tower Campus:** Chicago Police (18th District): (312) 742-5870 (1160 N. Larrabee St., Chicago, IL 60610)
- **Health Sciences Division (Maywood):** Cook County Sheriff's Police: (708) 865-4700 (1401 S. Maybrook Dr., Maywood, IL 60153)

c. How to Access Resources without Reporting

Survivors or other individuals who seek resources related to gender-based misconduct but who do not wish to report the matter to the University can find information on "confidential resources" below (see §608(8)(a)).

3. Preliminary Review of a Report and Resulting Obligations

Once the Deputy Coordinator receives a report of gender-based misconduct, the University must, in consideration of the survivor's wishes, take prompt action to (a) stop the misconduct and eliminate any resulting hostile environment, (b) prevent recurrence of the misconduct, and (c) attempt to remedy any harm caused. Balancing the requests and needs of the survivor with the obligations of the University is the role of the Deputy Coordinator. The University reserves the right to take action based on a report independently of a survivor's wishes, but will only do so when the report involves a pattern, predation, threat, weapons, and/or violence, if it is otherwise determined that a greater threat to the University community is present, or if required by law.

The *Clery Act* (20 USC 1092(f), 34 CFR 668.46) requires that when there is an imminent and serious threat to the safety of the University community, Campus Safety must issue timely warnings and/or take other measures to protect the University community. Such measures are rarely necessary, and whenever possible, the Deputy Coordinator will make a reasonable attempt to notify reporters before any such warnings are issued. No personally identifiable information about the reporter or survivor will ever be included in such warnings.

Additionally, the *Illinois Abused and Neglected Child Reporting Act* (325 ILCS 5/1-11.8) requires that all personnel of institutions of higher education must notify the Illinois Department Child and Family Services of any allegation or reasonable suspicion of current child abuse or neglect upon a person under the age of 18. In such instances, the Deputy Coordinator will work with any students involved to maximize their privacy and safety.

4. Outreach to Reporter and/or Survivor

Upon receiving a report of gender-based misconduct involving a student, the Deputy Coordinator will provide the reporter or survivor with written information concerning their rights and resources and an invitation to meet in-person. Upon meeting, the Deputy Coordinator will review the following:

- a. The University's policies and procedures regarding gender-based misconduct
- b. The rights of all parties involved
- c. Expected timelines should the survivor choose to proceed with the grievance process.
- d. Support services available on campus and off; these may include, but are not limited to:
 - counseling services
 - medical services (including but not limited to forensic exams)
 - advocacy services
 - legal assistance
 - visa and immigration assistance
- e. Interim on-campus protective measures and other assistance that may be helpful, including but not limited to:
 - academic assistance (e.g., notification to faculty)
 - temporary no contact directives and assistance enforcing orders of protection
 - directives to temporarily limit a person's access to campus and University activities
 - immediate on-campus housing relocation or assistance accessing dining options
 - transfer of classes
 - transportation assistance
 - working assistance
 - other measures to prevent unnecessary or unwanted contact or proximity to a respondent(s) when reasonably available

Assistance may be requested with academic and other matters regardless of whether or not a student elects to participate in the University's grievance process or pursue criminal charges. Such requests may be made through the Loyola Sexual Assault Advocate (see §608(8)(a) *Confidential Resources*) or through the Deputy Coordinator. Whenever possible, the University will maintain a student's privacy when arranging protective measures or providing other support.

5. Investigation and Resolution Process

Survivors who have reported an incident to the University may request that the University investigate and adjudicate the matter within the framework of the *Community Standards*. This process, known as the "grievance process," is only available when the alleged misconduct was committed by a Loyola student (as defined in §101(31)). Due to the unique nature of gender-based misconduct and related state and federal guidelines, the grievance process is different from the process for addressing reports of other student misconduct. A survivor always has the right to pursue resolution through the grievance process, the criminal or civil courts, both, or neither. Please also see *Article V. Grievance Process for Gender-Based (Title IX) and Bias-Motivated Incidents*, which includes detailed information about how grievances are investigated and resolved.

6. Prohibition of Retaliation

The University strongly encourages all faculty, staff, students, administrators or other concerned parties to report gender-based misconduct or other suspected or wrongful acts by members of the University community. No University administrator, faculty, staff or student may interfere with the good faith reporting of suspected or actual wrongful conduct. Additionally, the University will make every effort to ensure that no member of the campus community is subjected to retaliation by a University or non-University member or group. Any act of retaliation by a student is a violation of the Code and will result in expedited and serious disciplinary action – up to and including University dismissal (see also §201(20) *Retaliation*).

1. *Educational Records, FERPA, and Gender-Based Misconduct*

Students involved in cases of gender-based misconduct may have special rights and/or restrictions pertaining to their privacy under FERPA. The University will comply with FERPA in all such matters. For more information about student rights under FERPA, see §618 *Privacy of Records, FERPA, and Release of Student Information*.

8. *Confidential and Other Resources*

When an individual would like confidential support and/or does not wish to officially report an incident (or is unsure) but would like assistance from someone at the University, the individual may speak with a confidential resource. Any student may utilize these resources to process their experience and/or seek support, including individuals who are alleged to have committed a violation.

a. Confidential Resources

The following are the three categories of confidential resources on campus where assistance can be requested while ensuring complete confidentiality:

- **Counseling and Medical Professionals:** Available at the Wellness Center, call (773) 508-8883 to schedule an appointment.
- **Loyola Sexual Assault Advocates:** Available during certain hours via the Advocacy Line at (773) 494-3810; visit www.luc.edu/wellness/resources/sexualassault/advocacy for more information.
- **Mira Krivoshey** is the Senior Health Educator in the Wellness Center whose office is located in the Granada Center, Suite 350, and who can be reached at (773) 508-2188 or mkrivoshey@luc.edu.
- **Pastoral Counselors:** A pastoral counselor is a person who (a) is associated with a religious order or denomination, (b) is recognized by that religious order or denomination as someone who provides confidential counseling, and (c) is functioning within the scope of that recognition. In the Catholic faith, this would include a priest from whom a person has sought private spiritual counsel. Campus Ministers are not confidential resources, but Campus Ministry can help you locate a pastoral counselor from your faith tradition upon request at (773) 508-2200.

Disclosure of an incident of gender-based misconduct to one of these confidential resources does not constitute “reporting” the incident to the University. A confidential disclosure will not be shared with any other University employee or office, including the Deputy Coordinator. Students who seek confidential support can expect to be listened to, offered appropriate resources, and supported according to the “Rights of Survivors at Loyola University Chicago” section above. No other official action will be taken unless explicitly requested by the student. For more information about confidential resources, visit www.luc.edu/titleix.

The following are other confidential support resources off-campus:

- Chicago Rape Crisis Hotline (RVA) (sexual assault)
(888) 293-2080
180 N. Michigan Ave. Suite 600 Chicago, IL 60601
www.rapevictimadvocates.org
- National Sexual Assault Hotline (sexual assault)
(800) 656-4673
www.rainn.org/about-national-sexual-assault-telephone-hotline
- Between Friends Chicago (dating/domestic violence and stalking)
(800) 603-4357
P.O. Box 608548 Chicago, IL, 60660
www.betweenfriendschicago.org
- Chicago Domestic Violence Help (dating/domestic violence and stalking)
(877) 863-6338
1 E. Wacker Drive, Suite 1630 Chicago, IL 60601
batteredwomensnetwork.org
- National Stalking Resource Center (dating/domestic violence and stalking)
(202) 467-8700
victimsofcrime.org/our-programs/stalking-resource-center
- YWCA Evanston-North Shore (dating/domestic violence and stalking)
(847) 864-8445
1215 Church Street, Evanston, IL 60201
www.ywca.org/site/c.ewK0LoO8LmK6F/b.7964321/k.BD08/Home.htm

b. Medical Resources

If a survivor wishes to report to law enforcement, it is important to preserve any physical evidence when possible. Pursuant to the Sexual Assault Survivors Emergency Treatment Act (“SASETA”), a survivor may have a medical forensic examination and/or medical treatment related to the sexual assault completed in Illinois at no cost to the survivor. Please note that although medical treatment is available regardless of the time since the incident, an evidence collection kit may be offered only within seven days of an assault, and certain specific medical support may only be available if administered within 72 hours of the incident. The following are medical facilities and/or agencies nearest to each campus where a survivor may ask for a “sexual assault advocate,” support, or other services upon check-in.

- **Lake Shore Campus**
Methodist Hospital, 5025 N. Paulina St., Chicago, IL 60640, phone: (773) 271-9040

- **Water Tower Campus**
Northwestern Memorial Hospital, 251 E. Huron St., Chicago, IL 60611, phone: (312) 926-2000
 - **Health Sciences Division**
West Suburban Medical Center, 3 Erie St., Oak Park, IL 60302, phone: (708) 383-6200
 - **John Felice Rome Center**
Policlinico Universitario Agostino Gemelli, Largo Agostino Gemelli, 00136 Roma, Italia,
phone: +39-06-30151
 - **Loyola University Retreat and Ecology Center (LUREC)**
(advocacy) The CARE Center in Crystal Lake, 104 Minnie St. Crystal lake, IL 60014,
phone: (815) 671-4004
(evidence collection) Emergency Room, 4201 Medical Center Dr. McHenry, IL 60050,
phone: (815) 344-5000
 - **Cuneo Mansion and Gardens**
(advocacy) Zacharias Sexual Abuse Center, 4275 Old Grand Ave., Gurnee, IL 60031,
phone: (847) 872-7799
(medical care) Advocate Condell Medical Center, 801 S Milwaukee Ave, Libertyville, IL 60048,
phone: (847) 362-2900
- c. International Resources for the JFRC

The following are various Anti-Violence Centers in Rome ("Centri Antiviolenza"). Although many of the following resources are marketed toward women, men in need of assistance for dating or domestic violence, sexual misconduct, or stalking issues are encouraged to contact the Dean of Rome Student Life or other JFRC staff.

Telefono Rosa (two locations)

Viale Giuseppe Mazzini, 73
00195 Roma
06 37 51 82 82
06 37 51 82 89 (fax)
telefonorosa@alice.it
www.telefonorosa.it

Centro Donna L.I.S.A

Via Rosina Anselmi 41/42
00139 Roma
06 871 41 661
06 872 30 457 (fax)
www.centrodonnalisa.it
donneingenere@tiscalinet.it

Centro Antiviolenza

Associazione Differenza Donna
Viale di Villa Pamphili, 86/B
00100 Roma
06 581 0926
06 581 1473 (fax)
ceproant@tiscalinet.it
www.differenzadonna.org

Casa Internazionale delle Donne

Via della Lungara, 19
00165 Roma
www.casainternazionaledelledonne.org

Centers in other Italian cities can be found at:

www.vitadidonna.it/salute/aborto/4111-centri-antiviolenza.html#an45

ARTICLE V. GRIEVANCE PROCESS AND RESOURCES FOR GENDER-BASED AND BIAS-MOTIVATED INCIDENTS

Loyola University Chicago is committed to maintaining an environment that is free from prohibited discrimination of any kind for members of the campus community, guests, and campus visitors. Accordingly, the University employs an administrative grievance process to resolve complaints involving gender-based or other bias-motivated misconduct. This process is distinct from the process for addressing other student conduct matters, in that it employs an investigative model rather than a hearing model.

When an individual requests that a report of gender-based misconduct, discrimination, or other bias-motivated misconduct by a Loyola student be investigated and adjudicated under this process, that report will be considered a "grievance" and the University will commence the process to investigate and adjudicate the matter ("the grievance process"). The individual bringing the grievance forward is the "complainant," and the student who allegedly committed the violation is the "respondent." In addressing grievances, the University will balance the needs and rights of all parties in a fair and unbiased process.

The grievance process is available to any individual who reports being harmed by a Loyola student in a discriminatory manner and in alleged violation of the University's policies prohibiting the following:

- §201(3) *Bias-Motivated Discrimination and Misconduct*;
- §201(6) *Dating and Domestic Violence*;
- §201(21) *Sexual Misconduct*;
- §201(24) *Stalking*; or
- Any other misconduct (such as abusive conduct, harassment and bullying, hazing, etc.) that appears to have been motivated by discrimination or bias on the basis of one or more characteristics protected under the University's *Non-Discrimination Policy* (§614).

Complainants who identify as survivors of gender-based discrimination or misconduct (including sexual misconduct, dating or domestic violence, and stalking) should review §608 for additional rights, resources, and information specific to their needs.

Please note that only *student* conduct is subject to disciplinary action under the *Community Standards*. Incidents of alleged misconduct by a faculty or staff member will be investigated and adjudicated according to faculty or staff disciplinary processes, respectively. For more information about reporting faculty and staff misconduct, please see §614 *Non-Discrimination Policy*.

The grievance process set forth here is separate and distinct from any criminal investigation or proceeding and is therefore fundamentally different in nature and scope from a criminal proceeding. Any criminal or civil lawsuit, investigation, or prosecution that may also take place will not relieve the University of its duty to respond, but the University may briefly delay an investigation to allow evidence collection or otherwise support the efforts of law enforcement.

501. Rights of All Parties in the Grievance Process

All individuals have the right to be treated with dignity and respect throughout any interaction with the grievance process.

Complainants and respondents (as defined in §101(8) and §101(27)) in the process also have the following rights:

- a. All grievances and their potential impact on both parties will be treated seriously, and the University will respond promptly and proceed in a timely manner.
- b. Both parties will receive timely notice of any required meetings, and will have the opportunity to review and respond to the information to be considered before a decision is rendered.
- c. Both parties will be notified in writing of the potential policy violations assigned at the beginning of the investigation.
- d. Both parties will have the opportunity to raise any concerns about any proposed investigator or appeal officer before that individual makes contact with the parties. If credible information is presented to the Deputy Coordinator indicating a conflict of interest, the Deputy Coordinator will replace the investigator or appeal board member as needed.
- e. Both parties may elect to participate in the grievance process, but neither will be compelled to do so. However, choosing not to participate limits an individual's ability to respond to questions and may impede the ability of the University to respond effectively to reports.
- f. Both parties may present or refute evidence throughout the investigation and may propose witnesses to be considered for interviewing. For more information about witnesses, which are considered the same as in the student conduct process, see §407(2).
- g. As with all University conduct processes, each party may choose to be accompanied by one advisor of their choice. The advisor may accompany either party at any point in time throughout the grievance process. For more information about the role of an advisor, which functions the same in the grievance process as in the student conduct process, see §407(1).
- h. Both parties will be notified simultaneously and in writing of the outcome of the grievance process, including a decision rationale, information about sanctions, and the outcome of any appeal, if applicable.
- i. Both parties have a right to appeal the decision of an investigator to an appeal board.
- j. Both parties have a right not to have personally identifiable information disclosed outside of the grievance process except as necessary to resolve the complaint, to implement interim protective measures or assistance, or when otherwise provided by Illinois state or federal law.

502. Procedures for Filing a Grievance

EthicsLine Reporting Hotline, a third party internet and telephone hotline provider, is available to provide the University community with an automated and, if desired, anonymous way to file a grievance. Students may file an anonymous report through the website at www.luc.edu/ethicsline or by dialing (855) 603-6988. The University may be limited with respect to the actions it can take in responding to anonymous grievances.

Although these *Community Standards* only govern alleged misconduct of students, the University strongly encourages all faculty, staff, students, administrators or other concerned parties to use the EthicsLine system to call attention to wrongful acts by any member of the University community. No University administrator, faculty, staff or student may interfere with the good faith filing of a grievance; and the University will seek to protect any individual who files a grievance in good faith from retaliation, including harassment or any adverse employment, academic, or educational consequence. Grievances will be handled as promptly and discreetly as possible, and information will only be shared with those who need to ensure the safety of the campus community or investigate and resolve the matter.

In compliance with *Title IX of the Educational Amendments of 1972* ("Title IX" federal law) and the *Preventing Sexual Violence in Higher Education Act of Illinois* (110 ILCS 155), additional reporting options are available to students who have experienced gender-based misconduct. These are referenced in *§608(2) Reporting Incidents of Gender-Based Misconduct*.

503. Management of the Grievance Process

All grievances of alleged student misconduct are managed by the Office of the Dean of Students, typically by the Title IX Deputy Coordinator/Assistant Dean for Student Safety & Equity ("Deputy Coordinator"). In managing the resolution of grievances, the Deputy Coordinator will assign and oversee the investigator(s) and ensure that the grievance process is conducted in accordance with the *Community Standards*, Title IX, and other applicable laws.

The Deputy Coordinator is also a resource to both parties, and will share information about available and relevant resources and support services as needed/requested. Such resources may include, but are not limited to counseling services, interim protective measures (including but not limited to the interim administrative actions listed in *§404*), and assistance identifying an advisor. For complainants reporting gender-based misconduct, additional information about available assistance specific to such grievances can be found in *§608 Gender-Based Discrimination and Misconduct Rights & Resources*.

When a complainant elects to initiate the grievance process, or when the University determines that a report must be investigated independently of a reporter's wishes (see *§608(3)*), the Deputy Coordinator will begin by reviewing the initial report. If the Deputy Coordinator determines that sufficient evidence has been presented to warrant a full investigation, the University will commence with a prompt, fair, and impartial investigation, which will be conducted by one or more investigators assigned by the Deputy Coordinator. Investigators for gender-based discrimination or misconduct cases, in compliance with Illinois law, have received at least eight hours of annual training on issues related to gender-based misconduct, cultural competency, trauma-informed investigations, and the University's related policies and procedures. Investigators may confer with the Deputy Coordinator openly and at any time on all matters related to the grievance.

The grievance process (through resolution, but not including appeal) will normally be completed within 60 days after the University begins its investigation. The Deputy Coordinator may extend this time frame for good cause with written notice to the complainant and respondent. Good cause for such extension may include but is not limited to, the following: the complexity of the case requires additional time; multiple parties are involved; witnesses or parties are unavailable or uncooperative; the University is closed or on an academic break; or a University investigation would compromise a law enforcement investigation.

A complainant may initiate or withdraw from participation in the grievance process at any time. Once an investigation has begun, however, the University may proceed with the conclusion of the investigation without the complainant's participation if the report involves pattern, predation, threat, weapons, and/or violence, or if it is otherwise determined that a significant threat to the University community must be addressed.

504. Notice of Investigation

Upon a complainant's request to proceed with the grievance process, the Deputy Coordinator or a designee will send both parties a Notice of Investigation ("NOI"). For students, this notice will be sent via the ADVOCATE database and/or LUC Outlook account. The NOI will inform the parties that a grievance has been filed and an investigation is commencing, and will identify potential policy violations indicated by the initial report and the name and contact information of the investigator or investigators assigned to the case. If either party is aware of a conflict of interest with a given investigator, they should communicate this to the Deputy Coordinator as soon as possible (see *§501(d)*).

505. Investigation and Resolution of a Grievance

Investigations will generally proceed with the investigator reviewing statements obtained from all parties; conducting interviews with complainant, respondent, and witnesses (if applicable); and identifying, locating, and reviewing other relevant information.

Complainant and respondent will have the same opportunity to propose witnesses for the investigator to interview. The investigator has the right to forgo interviewing a witness if the investigator determines that the proposed individual is unlikely to have new and relevant information pertaining to the investigation. Investigators generally will not meet with character witnesses or other individuals who do not have firsthand information directly relevant to the alleged misconduct.

Parties are not permitted to "cross examine" one another. Complainants(s) and respondent(s) may suggest questions to be posed to the other party by the investigator. Whether or not to pose such suggested questions is at the sole discretion of the investigator.

The University reserves the right to audio record individual interviews and meetings conducted as part of the investigation. Audio records will be preserved through the end of the appeal process or longer (at the discretion of the University), and may be accessed by an appeal board as needed. All audio records are the property of Loyola University Chicago and may be retained as part of the educational record. Participants (including advisors) may not make their own recordings. See also, *§407(3) Authorized Audio and Video Recording*.

1. Preliminary Investigation Report Review

Once a thorough review of all available information has been completed, the investigator will draft a Preliminary Investigation Report ("PIR"). The PIR will contain a summary of the facts as alleged by both parties, along with copies of all information considered by the investigator to be relevant to the grievance. The PIR may also amend the list of potential policy violations initially indicated in the NOI to include new potential policy violations discovered in the course of the investigation (the inclusion of new potential violations does not mean that the respondent will necessarily be found responsible for them).

The PIR will be made available to the complainant and respondent to review separately but in person, in a private space on-campus. To protect the privacy of the parties involved, no electronic recording devices (including cell phones) are permitted in the room while parties are reviewing the PIR, and the PIR may not be copied or made available for either party to take outside of the room where it is reviewed. Each party is responsible for making an appointment to review the PIR in a timely manner.

After each party has had a reasonable opportunity to review the PIR (no fewer than two business days), the investigator will typically meet or correspond with each party one final time to provide an opportunity for the party to respond to the totality of information presented in the PIR.

2. Final Investigation Report and Resolution of Grievance

Once both parties have had a reasonable opportunity to respond to the PIR, the investigator will amend the PIR to include the investigator's decision on responsibility and sanctions (if applicable). This amended report, known as the Final Investigation Report ("FIR"), will include any notes or correspondence from the parties in response to the PIR, as well as the investigator's rationale for the decision.

Each policy cited as a potential violation will result in one of the following two outcomes:

a. Not Responsible

If the investigator concludes that it is more likely than not that the respondent did not violate University policy, or if there is not enough information available to find a respondent responsible, a finding of "Not Responsible" will be issued and the alleged violation will be dismissed. No sanction will be assigned and the alleged violation will not be reported to parties outside the University as part of the student's disciplinary record.

b. Responsible

If the investigator concludes that it is more likely than not that the respondent did violate the University policy, or if the student has accepted responsibility for violating the University policy, a finding of "Responsible" will be issued and appropriate sanctions will be assigned.

As with all University disciplinary proceedings, determinations of responsibility will be made using the "preponderance of the evidence" standard (see §101(21)).

The investigator will inform both parties of the outcome simultaneously and in writing within five business days of a decision. The decision letter will indicate any sanctions imposed and the rationale for the decision and sanctions. Parties will also be informed of their right to review the FIR in its entirety (by request) and right to appeal.

505. Sanctions

Gender-based and bias-motivated incidents are among the most serious offenses at Loyola. If it is determined that such misconduct did occur, then the University strives to ensure that the behavior is stopped and prevented and that its resulting harm is remedied through effective and educational sanctioning. Sanctions for these violations vary depending on the circumstances, but may include any of the following: Educational Experience or Project; Extension of Emergency Administrative Actions; Loss of Privileges; Residence Hall Probation, Suspension, or Dismissal; Student Organization Sanctions; or University Probation, Suspension, or Dismissal. For more information on these potential outcomes, see §408 *Sanctions*.

Additionally, though outside the purview of these *Community Standards*, campus guests, visitors and/or individuals engaged in University-affiliated programs or services who are believed to have engaged in or supported such behavior are subject to loss of campus privileges, restriction from accessing University campuses or facilities, and/or criminal prosecution. In all cases, the University will consider the safety and concerns of the complainant, the respondent, and the greater University community in determining appropriate sanctions.

506. Appealing a Grievance Finding

Due to the unique nature of the grievance process, appeals of grievance decisions are handled differently from standard conduct appeals. In the grievance process, either or both parties may appeal all or part of an investigator's decision within five business days of the date of the decision letter.

Any party who files an appeal must do so in writing by submitting a request to the Deputy Coordinator, who will determine if the appeal is timely. If the appeal is timely, the Deputy Coordinator will begin preparations for a review of the decision by an appeal board.

Parties may request an appeal on one or more of the following grounds:

- a. New substantive information is available that could not reasonably have been discovered by the appealing party at the time of the investigation interview(s) and that would have likely changed the outcome of the case.
- b. A substantive procedural error or error in the interpretation of University policy occurred that denied the appealing party the right to a fair hearing and decision.

- c. The finding (as to responsibility or sanctions or both) was manifestly contrary to the information presented during the investigation or to the established *Community Standards* (i.e., the decision was clearly unreasonable and unsupported by the great weight of information).

A copy of the appeal request will be promptly provided to the non-appealing party, who may submit a response within five business days.

Appeal boards are comprised of Loyola faculty or staff who, as with investigators, have received at least eight hours of annual training on issues related to Title IX, cultural competency, trauma-informed investigations, and the University's related policies. Appeal board members are assigned by the Deputy Coordinator and may confer with the Deputy Coordinator or investigator at any time in the course of reviewing the appeal. Appeal board members will not have participated previously in the investigation or resolution of the grievance process and will not have a conflict of interest with either party.

An appellate review is not a hearing, re-investigation, or a replacement for the investigator's original decision. Rather, it is a review of the investigation and resolution to ensure that all University policies and procedures were followed and that parties' rights in the grievance process were upheld. Appeal decisions are deferential to the original investigative decision, but may overturn or modify that decision (with respect to responsibility, sanctions, or both) or remand a case when there is a clear and compelling reason to do so. The outcome of a remanded case may be appealed again (as if the case were being decided for the first time). An appeal board may wish to meet with the parties individually as a part of an appellate review but is not compelled to do so.

After reviewing all records pertaining to the grievance, the appeal board will communicate their final decision, including rationale, to the parties simultaneously and in writing. Unless extenuating circumstances cause unavoidable delay, parties will be informed of the appellate decision within five business days of the conclusion of the appellate review.

The disposition of a case by an appeal board following an appellate review is final within the University and is not subject to further review.

Part A

Written Notification



Office of the Dean of Students
Division of Student Development
6511 N. Sheridan Road (Suite 300) | Chicago, Illinois 60626
Phone (773) 508-8016 | Fax (773) 508-3895
www.luc.edu/dos

DATE

STUDENT

EMAIL@luc.edu

Dear STUDENT,

The reason for this email is to follow up with you regarding REPORTING PATHWAY (information you shared with/an incident you reported to) on DATE, regarding INCIDENT that you experienced. All responsible employees at Loyola have an obligation to share any reports of this nature with the Office of the Dean of Students, which is why I am writing you today. Having received this report, my role is to follow up with students – first via this email, and then preferably in person – regarding the University's protocols, our obligations to ensure your safety and that of our community, and available resources that you may find helpful. I assure you that this report will only be shared with those who have a legitimate “need to know” and that your personal information and identity will always be kept private to the greatest extent possible.

Please let me know if you would like to meet with me to discuss this matter further. If you would be more comfortable meeting with a professional who identifies as male, please let me know and I will be glad to put you in touch with Associate Dean Tim Love (tlove@luc.edu), who is equally well-equipped to assist and would also be glad to meet with you.

Whether you meet with me or Tim, the purpose of meeting is to help you understand your rights as student who experienced this behavior, as well as to review our University's obligations to protect students from physical and emotional harm. The meeting will also provide you with support/advocacy resources on- and off-campus, regardless of whether or not you wish to report the incident to law enforcement or pursue a formal investigation through the University.

Please note that meeting is not mandatory, so you also have the option not to meet with me or anyone else in my office. **If you prefer not to meet, I only ask that you let me know so that I can be sure that you have received this information.**

STUDENT, your personal safety and overall well-being are the utmost concern for us. Loyola University Chicago takes these matters very seriously and works quickly to ensure that your personal safety on campus is not compromised. Thank you for trusting us in coming forward with your concerns as we know that can be difficult to do. Under Title IX (federal civil rights law), my role is to ensure that our University takes reasonable measures to (a) stop the unwanted behavior immediately, (b) ensure it does not happen again, and (c) repair any harm that you have suffered.

Our *Community Standards*, which govern all student conduct, can be found [here](#). Specifically, if you review the section entitled “Gender-based Discrimination and Misconduct Rights & Resources,” beginning on page 52, you will find our written policies and procedures, including your rights as a person who is reporting gender-based misconduct. Loyola provides you with multiple reporting options,

including assistance in notifying local law enforcement (Chicago Police Department) and/or the ability to bring a complaint against another student within the internal student conduct process. To initiate the student conduct process (applicable only when the accused is a fellow Loyola student) that will begin with an investigation into this matter, let me know that you wish to proceed with that process, and we will enlist the assistance of the Office of Student Conduct and Conflict Resolution (OSSCR).

In the meantime, **please also review the information on the following pages.** Though some of the information provided may not apply to your situation, we want to be sure you are aware of various resources and policies that apply to gender-based misconduct at Loyola. Our goal in providing this information is to ensure that you are empowered with the information and resources that you may need to decide how to proceed.

Again, I want to thank you for entrusting our staff with this very delicate and personal matter. Please do not hesitate to contact me should you need more assistance at jlandis@luc.edu or by calling (773) 508-8834.

Respectfully,

Jessica Landis
Assistant Dean of Students for Student Safety and Equity/Title IX Deputy Coordinator
jlandis@luc.edu

****Be sure to scroll down for additional resources****

Right to Report

Any student who has experienced gender-based misconduct (including but not limited to sexual assault, dating/domestic violence, sexual harassment, and stalking) has a right to report the incident to Loyola, law enforcement (CPD), both, or neither. If the student wishes to report confidentially (without triggering any additional outreach or action) they should contact one of three resources:

- [The Wellness Center](#)
- [Loyola's Sexual Assault Advocacy Line](#)
- [Pastoral Counselor](#)

Any report received by other faculty or staff will be directed to the Title IX Deputy Coordinator, and will still be considered private and sensitive.

Right to Assistance

Any student who would like assistance notifying law enforcement or accessing and navigating campus and local health and mental health services, counseling, and advocacy services, may contact any of the campus resources listed below and assistance will be provided. The primary points of contact for students are the Title IX Deputy Coordinator for Students (Jessica Landis, jlandis@luc.edu) and the Senior Health Educator (Mira Krivoshey, mkrivoshey@luc.edu).

Right to Accommodations and Interim Safety Measures

Any student who has experienced gender-based misconduct may request reasonable accommodations and/or interim protective measures through the Office of the Dean of Students or through the Wellness Center Sexual Assault Advocates. Such measures may include but are not limited to:

- Temporary No Contact Directive (prevents a fellow Loyola student from contacting you)
- Accommodations to ensure safe access to academic, housing, dining, work, or transportation needs
- Assistance with academics including faculty notifications
- Limited assistance with legal, visa, and immigration issues (upon request)

Resources and Contact Information

MEDICAL AND MENTAL HEALTH (available regardless of whether or not you engage the conduct process or report to law enforcement):

- ***Loyola University Chicago Sexual Assault Advocacy Hotline*** (confidential, can assist with accommodations): 773-494-3810
 - Mira Krivoshey, Senior Health Educator: 773-508-2530 (mkrivoshey@luc.edu)
- ***Loyola University Chicago Wellness Center*** (confidential counseling and medical): 773-508-8883
- ***Rape Victim Advocates*** (RVA) (confidential community-based resource): 312-443-9603
 - Chicago Rape Crisis Hotline: 888-293-2080
- ***RVA-Supported Medical Facilities*** (*These are recommended if pursuing an evidence collection kit; ask for a "victims advocate" upon check-in; note that evidence collection kit must be obtained within 7 days of an assault, and certain medical support is only available in the first 72 hours.*)
 - Nearest to LSC: [Methodist Hospital](#), 5025 N. Paulina St., Chicago, IL 60640
 - Nearest to WTC: [Northwestern Memorial Hospital](#), 251 E. Huron St., Chicago, IL 60611
 - Nearest to HSD: [West Suburban Medical Center](#), 3 Erie St., Oak Park, IL 60302

LAW ENFORCEMENT (assistance notifying law enforcement is available)

- **Loyola University Chicago Campus Safety:** 773-508-6039
- **Nearest Police Departments** (you can always call 911 as well)
 - LSC: Chicago Police (24th District): 312-744-5907 (6464 N. Clark Street, Chicago, IL 60626)
 - WTC: Chicago Police (18th District): 312-742-5870 (1160 N. Larrabee St., Chicago, IL 60610)
 - HSD: Cook County Sheriff's Police: 708-865-4700 (1401 S. Maybrook Dr., Maywood, IL 60153)

LEGAL

- Circuit Court of Cook County to request a legal Order of Protection: 312-325-9006 or 312-325-9037 (located at 555 W. Harrison, Chicago, IL 60607) (**Loyola's Campus Safety can escort you, but cannot provide legal advice.**)

TITLE IX COORDINATOR AND DEPUTIES (can assist in securing interim accommodations and other resources)

- Coordinator: Tom Kelly, Senior Vice President: 312-915-6400 (tkelly4@luc.edu)
- Deputy Coordinator for Students: Jessica Landis, Assistant Dean: 773-508-8834 (jlandis@luc.edu)

OTHER RESOURCES

- "Here for you" Loyola's mobile app can be downloaded on your iPhone or Android
-



Office of Student Affairs
Building 120, Room 220 | Health Science Division
2160 S. First Ave, Maywood, Illinois 60153
Phone (708) 216-8140 | Fax (708) 216-8151
stritch.LUC.edu

August 18, 2017

Dear Student,

The reason for this email is to follow up with you regarding an incident you reported to me on [####, ##, 2017] regarding an alleged sexual mistreatment. All responsible employees at Loyola have an obligation to share reports of this nature with the University, which is why I am writing you today. Having received this report, my role is to follow up with you – first via this email regarding the University's protocols, our obligations to ensure your safety and that of our community, and available resources you may find helpful. I assure you this report (which does not include your name) will only be shared with those who have a legitimate “need to know” and your personal information and identity will always be kept private. This e-mail is NOT the formal reporting process for beginning a formal investigation. That process can start only with your approval and direct contact with Dean Mendez, who is the Title IX deputy officer at the Health Science Division.

Please let me know if you would like to meet with Dean Mendez or me to discuss this matter further. Whether you meet with Dean Mendez or me, the purpose of meeting is to help you understand your rights as student who experienced inappropriate and unacceptable behavior from a classmate, as well as to review the University's obligations to protect students from physical and emotional harm. The meeting will also provide you with support/advocacy resources on- and off-campus, regardless of whether or not you wish to report the incident to law enforcement or pursue a formal investigation through the University.

Please note that meeting is not mandatory, so you also have the option not to meet with me or anyone else in my office. **If you prefer not to meet, I only ask that you let me know so that I can be sure that you have received this information.**

Your personal safety and overall well being are the utmost concern for us. Loyola University Chicago takes these matters very seriously and works quickly to ensure that your personal safety on campus is not compromised. Thank you for trusting us in coming forward with your concerns as we know that can be difficult to do. Please note, under Title IX (federal civil rights law), Dean Mendez's role is to ensure that our University takes reasonable measures to (a) stop the unwanted behavior immediately, (b) ensure it does not happen again, and (c) repair any harm that you have suffered.

Our *Community Standards*, which govern all student conduct, can be found [here](#). Specifically, if you review the section entitled “Gender-based Discrimination and Misconduct,” beginning on page 49, you will find our written policies and procedures, including your rights as a person who is reporting gender-based misconduct. Loyola provides you with multiple reporting options, including assistance in notifying local law enforcement (Cook County Police Department) and/or the ability to bring a complaint against another student within the internal student conduct process. To initiate the student conduct process (applicable only when the accused is a fellow Loyola student) that will begin with an investigation into this matter, let Dean Mendez know that you wish to proceed with that process.

In the meantime, **please also review the information on the following pages.** Though some of the information provided may not apply to your situation, we want to be sure you are aware of various resources and policies that apply to gender-based misconduct at Loyola. Our goal in providing this information is to ensure that you are empowered with the information and resources that you may need to decide how to proceed.

Again, I want to thank you for entrusting our staff with this very delicate and personal matter. Please do not hesitate to contact me should you need more assistance at or by calling [Sunny, your contact information].

Respectfully,

[Sunny, put your name, title and contact information here.]

****Be sure to scroll down for additional resources****

Right to Report

Any student who has experienced gender-based misconduct (including but not limited to sexual assault, dating/domestic violence, sexual harassment, and stalking) has a right to report the incident to Loyola, law enforcement (CPD), both, or neither. If the student wishes to report confidentially (without triggering any additional outreach or action) they should contact one of three resources:

- [HSD University Ministry](#)
- [Perspectives - Student Counseling Services](#)
- [The Wellness Center](#)
- [Loyola's Sexual Assault Advocacy Line](#)
- [Pastoral Counselor](#)

Any report received by other faculty or staff will be directed to the HSD Title IX Deputy Coordinator, and will still be considered private and sensitive.

Right to Assistance

Any student who would like assistance notifying law enforcement or accessing and navigating campus and local health and mental health services, counseling, and advocacy services, may contact any of the campus resources listed below and assistance will be provided. The primary points of contact for students are the HSD Title IX Deputy Coordinator for Students (James G. Mendez, jamendez@luc.edu).

Right to Accommodations and Interim Safety Measures

Any student who has experienced gender-based misconduct may request reasonable accommodations and/or interim protective measures through the Office of the Dean of Students or through the Wellness Center Sexual Assault Advocates. Such measures may include but are not limited to:

- Temporary No Contact Directive (prevents a fellow Loyola student from contacting you)
- Accommodations to ensure safe access to academic, housing, dining, work, or transportation needs
- Assistance with academics including faculty notifications
- Limited assistance with legal, visa, and immigration issues (upon request)

Resources and Contact Information

MEDICAL AND MENTAL HEALTH (available regardless of whether or not you engage the conduct process or report to law enforcement):

- ***Loyola University Chicago Sexual Assault Advocacy Hotline*** (confidential, can assist with accommodations): 773-494-3810
 - Natasha Mmeje, Assistant Director: 773-508-2530 (nmmeje@luc.edu)
 - Mira Krivoshey, Senior Health Educator: 773-508-2530 (mkrivoshey@luc.edu)
- ***Loyola University Chicago Wellness Center*** (confidential counseling and medical): 773-508-8883
- ***Rape Victim Advocates*** (RVA) (confidential community-based resource): 312-443-9603
 - Chicago Rape Crisis Hotline: 888-293-2080
- ***RVA-Supported Medical Facilities*** (These are recommended if pursuing an evidence collection kit; ask for a "victims advocate" upon check-in; note that evidence collection kit must be obtained within **7 days** of an assault, and certain medical support is only available in the first **72 hours**.)
 - Nearest to HSD: [West Suburban Medical Center](#), 3 Erie St., Oak Park, IL 60302
 - Nearest to WTC: [Northwestern Memorial Hospital](#), 251 E. Huron St., Chicago, IL 60611

- Nearest to LSC: Methodist Hospital, 5025 N. Paulina St., Chicago, IL 60640

LAW ENFORCEMENT (assistance notifying law enforcement is available)

- **HSD Campus Security:** 708-216-9077 (or you can call 911 from any phone on campus)
- **Nearest Police Departments** (you can always call 911 as well)
 - HSD: Cook County Sheriff's Police: 708-865-4700 (1401 S. Maybrook Dr., Maywood, IL 60153)
 - WTC: Chicago Police (18th District): 312-742-5870 (1160 N. Larrabee St., Chicago, IL 60610)
 - LSC: Chicago Police (24th District): 312-744-5907 (6464 N. Clark Street, Chicago, IL 60626)
- **Loyola University Chicago Campus Safety:** 773-508-6039

LEGAL

- Circuit Court of Cook County to request a legal Order of Protection: 312-325-9006 or 312-325-9037 (located at 555 W. Harrison, Chicago, IL 60607) (**Loyola's Campus Safety can escort you, but cannot provide legal advice.*)

TITLE IX COORDINATOR AND DEPUTIES (can assist in securing interim accommodations and other resources)

- Deputy Coordinator for HSD Students: James G. Mendez, Associate Dean, SSOM Student Affairs: 708-216-8140 (jamendez@luc.edu)
- Coordinator: Tom Kelly, Senior Vice President: 312-915-6400 (tkelly4@luc.edu)
- Deputy Coordinator for LUC Students: Tim Love, Associate Dean: 773-508-3733 (tlove@luc.edu)
- Assistant Deputy Coordinator for LUC Students: Kimberly Moore, Assistant Dean: 773-508-3924 (kmoore5@luc.edu)

OTHER RESOURCES

- "Here for you" Loyola's mobile app can be downloaded on your iPhone or Android
-

Part B

I. A. Student Primary Prevention Programming

Note:

A staff transition occurred during the spring of 2016. Data regarding programming that took place from 1/1/16 is reflected below to the best of our knowledge, but may be incomplete.

Program name	Type/description	Date(s)	Location(s)	Target audience	Number of attendees
Title IX Athlete Training	Provides student athletes with a rotating workshop on topics related to Title IX	1/15/2016 2/2/2016 4/11/2016 4/12/2016	Lake Shore Campus	Athletes	150
Help Me, Harlan	Sexual Assault Awareness Month Event	4/4/16	Lake Shore Campus	Undergraduates	18
Active Bystander for new Greeks	Provides a more in-depth look into alcohol, consent, and active bystandership	4/5/16	Lake Shore Campus	New Greek member	180
Tabling for Sexual Assault Awareness Month	Programs throughout the month of April to raise awareness about sexual assault	April 2016	Lake Shore Campus	Undergraduates	250
Freshman Orientation	50 minute presentation that introduces students to campus policies and consent	6/20/2016 6/23/2016 6/27/2016 7/7/2016 7/11/2016 8/24/2016	Lake Shore Campus	Incoming students	2667
M3 Orientation (morning session)	The student affairs dean, James Mendez, PhD, described mistreatment policy to medical students beginning clinical years. He focused on students identifying mistreatment and options available to report occurrences.	June 27, 2016	Stritch School of Medicine auditorium	Class of 2018 (M3s)	160 students

Program name	Type/description	Date(s)	Location(s)	Target audience	Number of attendees
M3 Orientation (afternoon session)	The dean responsible for M3 year, Scott Graziano, MD, described mistreatment in clinical setting. He focused on students identifying mistreatment while on clinical rotations and who to report incidents to while in the hospital/clinic.	June 27, 2016	Stritch School of Medicine auditorium	Class of 2018 (M3s)	160 students
Transfer Student Orientation	50 minute presentation that introduces students to campus policies and consent	7/21/2016 8/2/2016 8/8/2016 8/16/2016 8/18/2016 8/23/2016	Lake Shore Campus	Incoming transfer students	109
Haven	An online module with the goal that students will earn about healthy relationships, the importance of consent and being a good communicator, and the many ways one can help create a safe, positive campus	July 2016- August 2016	online	Incoming students	2138
Haven Plus	An online module with the goal that students will earn about healthy relationships, the importance of consent and being a good communicator, and the many ways one can help create a safe, positive campus	July 2016- August 2016	online	Incoming students	1546

Program name	Type/description	Date(s)	Location(s)	Target audience	Number of attendees
Misconduct Button Presentation	The student affairs dean, James Mendez, PhD, described to the third-year class the new mistreatment button on the medical school's website. The button provides quicker access to the school's mistreatment information/policy and easier access to reporting occurrences.	July 20, 2016	Stritch School of Medicine auditorium	Class of 2018 (M3's)	160 students
M2 Orientation	The student affairs dean, James Mendez, PhD, described mistreatment policy to second-year medical students. He focused on students identifying mistreatment and options available to report occurrences.	August 1, 2016	Stritch School of Medicine auditorium	Class of 2019 (M2s)	160 students
M1's Academic Policy Manual Workshop	The student affairs dean, James Mendez, PhD, described mistreatment policy to first-year medical students. He focused on students identifying mistreatment and options available to report occurrences.	August 16, 2016	Stritch School of Medicine auditorium	Class of 2020 (M1s)	160 students

Program name	Type/description	Date(s)	Location(s)	Target audience	Number of attendees
Misconduct Button Presentation	The student affairs dean, James Mendez, PhD, described to the first-year class the new mistreatment button on the medical school's website. The button provides quicker access to the school's mistreatment information/policy and easier access to reporting occurrences.	August 16, 2016	Stritch School of Medicine auditorium	Class of 2020 (M1s)	160 students
Active Bystander (Arrupe College)	50 minute presentation that discusses the skills on bystander intervention	8/9/16	Arrupe College, Water Tower Campus	Incoming students	180
Misconduct Button Presentation	The student affairs dean, James Mendez, PhD, described to the fourth-year class the new mistreatment button on the medical school's website. The button provides quicker access to the school's mistreatment information/policy and easier access to reporting occurrences.	August 25, 2016	Stritch School of Medicine auditorium	Class of 2017 (M4s)	160 students

Program name	Type/description	Date(s)	Location(s)	Target audience	Number of attendees
Misconduct Button Presentation	The student affairs dean, James Mendez, PhD, described to the second-year class the new mistreatment button on the medical school's website. The button provides quicker access to the school's mistreatment information/policy and easier access to reporting occurrences.	August 31, 2016	Stritch School of Medicine auditorium	Class of 2019 (M4s)	160 students
UNIV 101 Active Bystander	50 minute presentation that discusses the skills on bystander intervention	9/6/16-9/9/16	Lake Shore Campus	Incoming students	2300
GBV 101 with Debate Team	Provided an overview of gender-based violence	9/9/16	Lake Shore Campus	Debate Team	10
Sexual Harassment Workshop	Addressed myths and facts of sexual violence and reviewed scenarios around sexual harassment and how to intervene	10/19/2016 10/24/2016 11/2/2016 11/9/2016	Lake Shore Campus	Freshman honors students	176
UNIV 201 Active Bystander	50 minute presentation that discusses the skills on bystander intervention	November 2016	Lake Shore Campus	Incoming students	56
It's On Us Week of Action	Provides consent education and methods to increase bystander intervention	November 2016	Lake Shore Campus	Undergraduates	55

Program name	Type/description	Date(s)	Location(s)	Target audience	Number of attendees
Social Marketing Campaigns	Various poster and social media posts to raise awareness of gender-based violence	2016-2017	All campuses	All students	N/A

Part B

I. B. Employee Training

Note:

Several staff transitions occurred over the course of the 2016 calendar year. Data regarding training that took place is reflected below to the best of our knowledge, but may be incomplete.

Program name	Type/description	Date(s) (2016)	Location(s)	Target audience	Number of attendees
Gender-Based Misconduct HR Investigator Training	HR Investigator Training	1/8/16	Granada Center, Lake Shore Campus	HR Managers and Investigators	10 (estimate)
I'm Here For You	A training for faculty and staff to increase capacity to respond appropriately to disclosures of gender-based misconduct	2/9/16 5/3/16	Norville Center, Lake Shore Campus	Athletics Staff	35 and 25, respectively
Spring Lunch-n-Learn	Title IX Hearing Board Officers and Investigators reviewed and practiced gridding sexual misconduct policy updates	3/17/2016	Lake Shore Campus	Title IX Investigators and Hearing Board Members	5 (estimate)
OCR Civil Rights Seminar (DOE)	DOE/OCR Seminar on Ensuring Equal Access and Promoting Educational Achievement and Excellence for All Students	5/6/2016	Department of Education Chicago Office	Title IX Deputy, Office directors	3
JFRC Investigator Training	Mandatory comprehensive training for investigators	7/16/16 7/25/16 7/27/16	John Felice Rome Center Rome, Italy	Title IX Investigators serving at the John Felice Rome Center	3
I'm Here For You	A training for faculty and staff to increase capacity to respond appropriately to disclosures of gender-based misconduct	7/28/16 8/22/16 9/14/16 10/11/16 11/8/16	Lake Shore Campus	Responsible Employees	50

Program name	Type/description	Date(s) (2016)	Location(s)	Target audience	Number of attendees
Investigator & Hearing Board Joint Training	Mandatory training for all investigators and hearing board members	9/15/16	Damen Student Center, Lake Shore Campus	Title IX Investigators & Hearing Board Members	25
Investigator Training	Mandatory training specific for investigators	9/20/16	Mundelein Hall, Lake Shore Campus	Title IX Investigators	13
Hearing Board Training	Mandatory training specific for hearing board members	9/29/16	Granada Center, Lake Shore Campus	Title IX Hearing Board Members	12
GPD Title IX Training	Responsible employee training for Graduate Program Directors	11/10/16 11/11/16	Granada Center, Lake Shore Campus; Corboy, Water Tower Campus	Graduate Program Directors	15 and 5 respectively

Part B

II. Reports

Reports to confidential and anonymous resources

When collecting data from confidential resources, it was clarified that, the number indicated includes encounters with survivors, not an accurate number of individualized reports. Data regarding the campus where this occurred and the specific category of incident is not available. Additionally, if a student indicated that they had already reported to a responsible employee or the Title IX Coordinator, their report was not counted by the confidential resources.

All campuses	
Sexual Violence, Domestic Violence, Dating Violence, Stalking	66

Reports to the Title IX coordinator/responsible employees

The data below reflects incidents that were reported to have occurred within Clery Geography including on-campus property, non-campus property, and public property. The data below is organized by campus:

Lake Shore	
Sexual Violence	10
Domestic Violence	4
Dating Violence	0
Stalking	16

Water Tower	
Sexual Violence	4
Domestic Violence	2
Dating Violence	0
Stalking	1

LUREC	
Sexual Violence	0
Domestic Violence	0
Dating Violence	0

Stalking	0
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Cuneo Mansion	
Sexual Violence	0
Domestic Violence	0
Dating Violence	0
Stalking	0

Rome Center	
Sexual Violence	0
Domestic Violence	0
Dating Violence	0
Stalking	1

Beijing Center	
Sexual Violence	0
Domestic Violence	0
Dating Violence	0
Stalking	1

Vietnam	
Sexual Violence	0
Domestic Violence	0
Dating Violence	0
Stalking	0

Health Science Campus	
Sexual Violence	1
Domestic Violence	0
Dating Violence	0
Stalking	0

The following data reflects reports that did not indicate where the incident occurred:

Unknown location	
Sexual Violence	6
Domestic Violence	0
Dating Violence	2
Stalking	0

While not required by the reporting guidelines, it should be noted that the vast majority of reports received occurred off-campus. While these cases will *not* be included in Part B II. A. or Part B. II. B., we wanted to note that 55 incidents of Sexual Violence, 7 incidents of Domestic Violence, 3 incidents of Dating Violence, and 3 incidents of Stalking were reported to have occurred off-campus.

Part B

II. A. Responses to Reports to the TIX Coordinator or Responsible Employees

Responses to Reports to the Title IX Coordinator or Responsible Employees

The following data includes the incidents reported to have occurred within Clery geography and at undisclosed locations.

It should be noted that several cases that were reported to have occurred off-campus (outside of Clery geography) would fall into the following categories of response, however, given the reporting guidelines, these are not reflected in the data below.

	Not eligible for complaint resolution procedure (Respondent was not affiliate)	Survivor requested not to proceed with the complainant resolution procedure	HEI formally investigated allegation	Survivor filed report with local or State law enforcement	Survivor filed report with Campus Police	HEI resolved allegation through complaint resolution procedure
Sexual violence	12	5	2	2	5	3
Domestic violence	0	0	0	0	0	0
Dating violence	1	1	0	0	0	0
Stalking	2	9	4	1	5	4

Part B

II. B. Complaint Resolution Procedure Outcomes

Complaint Resolution Procedure Outcomes

It should be noted that several cases that were reported to have occurred outside of Clery geography were addressed through the complaint resolution process, however, given the reporting guidelines, these are not reflected in the data.

	Found not responsible for violation of comprehensive policy	Dismissed/expelled	Suspended	Otherwise disciplined
Sexual violence (2)	2	0	0	2*
Domestic violence	N/A	N/A	N/A	N/A
Dating violence	N/A	N/A	N/A	N/A
Stalking (4)	0	0	3	1**

*For two cases (one sexual violence and one stalking), the students were placed on University Probation, received a Limitation on University Access and Activities, Extended No Contact Directive, and in one case the restriction from taking the same classes as the Complainant.

For the third case (sexual violence), after an investigation completed by the Title IX Deputy Coordinator and meeting with the two students involved, the hearing committee did not feel there was enough evidence to find the respondent guilty of alleged occurrence. The committee did feel the student acted unprofessionally under the school's academic policy. The student was put on probation for one, required to make a written apology to the complainant for unprofessionalism, and required to use the schools emotional counseling services.

