
Office of Equity Staff (to report concerns to Northwestern)

Colleen Johnston, Senior Director, Sexual Misconduct Response and Resources

630.491.5100
colleen.johnston@northwestern.edu

Amanda DaSilva, Associate Director, Equity and Title IX Compliance

630.491.5100
amanda.dasilva@northwestern.edu

Karen Tamburro, Senior Director, Equal Opportunity and Access

630.491.5100
karen.tamburro@northwestern.edu

Other important contacts

Janna Blais, Deputy Director of Athletics for Administration and Policy

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, including HIV/AIDS, or any other sexually transmitted infection.

Sexual harassment: Any non-consensual sexual contact or sexual intercourse that results in the victim's exposure to a sexually transmitted infection, including HIV/AIDS, or any other sexually transmitted infection.

Dating/domestic violence: Any non-consensual sexual contact or sexual intercourse that results in the victim's exposure to a sexually transmitted infection, including HIV/AIDS, or any other sexually transmitted infection.

Stalking: Any non-consensual sexual contact or sexual intercourse that results in the victim's exposure to a sexually transmitted infection, including HIV/AIDS, or any other sexually transmitted infection.

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Consent is not a one-time event and can be withdrawn at any time.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 sex discrimination in education. It applies to all educational institutions that receive federal financial assistance. Title IX requires educational institutions to take effective measures to prevent and address sex discrimination, including sexual harassment and sexual violence.

Participation in the process

Complaints should be handled in a way that respects the complainant's right to be heard and to participate in the process. This includes providing information about the process and the complainant's role in it. The complainant should be kept informed of the progress of the investigation and the findings. The complainant should also be given the opportunity to provide input and feedback throughout the process.

Advisor/legal counsel

Complainants may wish to seek advice from an advisor or legal counsel. The advisor should be someone who is independent of the organization and has experience in handling complaints. The advisor should provide the complainant with information about the process and the complainant's rights. The advisor should also provide the complainant with support and guidance throughout the process. The advisor should also be available to provide the complainant with a second opinion if needed.

Complainants should be encouraged to seek advice from an advisor or legal counsel. The advisor should be someone who is independent of the organization and has experience in handling complaints. The advisor should provide the complainant with information about the process and the complainant's rights. The advisor should also provide the complainant with support and guidance throughout the process. The advisor should also be available to provide the complainant with a second opinion if needed.

Privacy

Verifying the accuracy of a complaint is a key step in the complaint investigation and resolution process. This step involves gathering and reviewing all relevant information, including the complaint itself, any supporting evidence, and the organization's policies and procedures. The goal is to determine whether the complaint is valid and to identify the root cause of the issue. This process may involve conducting interviews, reviewing records, and consulting with relevant departments. Once the information has been gathered and reviewed, the next step is to analyze the findings and determine the appropriate course of action.

Truthfulness

Once the information has been gathered and reviewed, the next step is to analyze the findings and determine the appropriate course of action.

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.

CONTINUE TO TOP OF PAGE 7

*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](#).

