

The background of the cover features a photograph of a modern building with large windows, partially obscured by lush green trees and flowering plants. A prominent purple rectangular box is overlaid on the right side of the image, containing the title and subtitle text. The overall aesthetic is professional and academic.

Resource Guide
for Respondents in
Non–Title IX Sexual
Misconduct Matters
2020–21

No h e s e

Office of Equity Staff (to report concerns to Northwestern)

Colleen Johnston, Director, Sexual Misconduct Response and Resources

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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 intercourse, including but not limited to sexual intercourse, oral sex, anal sex, or any other sexual act, that is committed against a person who is unable to give consent.

Sexual exploitation: Any non-consensual sexual contact or intercourse, including but not limited to sexual intercourse, oral sex, anal sex, or any other sexual act, that is committed against a person who is unable to give consent, or any other sexual act that is committed against a person who is unable to give consent.

Sexual harassment: Any non-consensual sexual contact or intercourse, including but not limited to sexual intercourse, oral sex, anal sex, or any other sexual act, that is committed against a person who is unable to give consent, or any other sexual act that is committed against a person who is unable to give consent.

Dating/domestic violence: Any non-consensual sexual contact or intercourse, including but not limited to sexual intercourse, oral sex, anal sex, or any other sexual act, that is committed against a person who is unable to give consent, or any other sexual act that is committed against a person who is unable to give consent.

Stalking: Any non-consensual sexual contact or intercourse, including but not limited to sexual intercourse, oral sex, anal sex, or any other sexual act, that is committed against a person who is unable to give consent, or any other sexual act that is committed against a person who is unable to give consent.

Consent

Consent is defined as the voluntary, **knowing, active, and present** agreement of all parties to engage in sexual activity. Consent is required for all sexual activity, including but not limited to sexual intercourse, oral sex, anal sex, or any other sexual act.

Consent is not a one-time event and can be withdrawn at any time. Consent is also not a blanket agreement for future sexual activity.

Title IX

Northwestern University is committed to providing a safe and equitable campus environment for all members of our community. In 2020, Northwestern University updated its Title IX policies to align with the latest federal guidance. The updated policies define sexual misconduct and provide a clear process for reporting and resolving Title IX cases.

Reports to police and the University

Reports to police and the University

Complaint investigation and resolution

Complaint investigation and resolution

Timeline

Timeline

Participation in the process

1. The complainant should be kept informed of the progress of the investigation and resolution process. This includes providing regular updates on the status of the complaint and the actions being taken to address it. Communication should be clear, concise, and timely, ensuring the complainant understands what is happening and why.

Advisor/legal counsel

1. The complainant should be advised of their rights and options throughout the process. This includes the right to be heard, the right to be treated with respect and dignity, and the right to be kept informed. The complainant should also be advised of the available support services, such as counseling and advocacy, and encouraged to seek them out if needed.

2. The complainant should be encouraged to participate in the process as much as possible. This includes providing input on the investigation and resolution process, and being involved in decision-making. The complainant should be encouraged to provide as much information as possible, and to be open to suggestions and recommendations. The complainant should also be encouraged to seek support from family, friends, or community members.

How to help a friend accused of sexual misconduct

Hear your friend's story.

Acknowledge your friend's feelings.

Refer your friend to resources for support. This could include a campus support center, a counseling center, a legal center, or a support group. You can also refer your friend to a therapist or a support group.

Do

- Listen to your friend's story without interrupting or judging (do, do not).
- Acknowledge your friend's feelings (do, do not).
- Encourage your friend to seek support from campus resources.
- Offer to accompany your friend to a support center or a counseling center.
- Avoid making assumptions about the incident or the person involved.
- Do not share your friend's story with others without their permission.

Don't

- Assume your friend is guilty or innocent (do, do not).
- Blame your friend for the incident (do, do not).
- Share your friend's story with others without their permission.
- Encourage your friend to confront the person involved.
- Encourage your friend to seek support from campus resources.

Confidential resources

Counseling and Psychological Services (CAPS)

(312) 997-2111 (24 hours)
 ▼ cap@uic.edu / uic.edu/caps

Office of Religious and Spiritual Life

(312) 997-1721
 ▼ orsl@uic.edu / uic.edu/orsl

Employee Assistance Program

(312) 997-1111
 ▼ eeap@uic.edu / uic.edu/eeap

Faculty Wellness Program

(312) 997-3323
 ▼ facultywellness@uic.edu / uic.edu/facultywellness

Center for Contextual Change

(312) 997-3323
 ▼ ccc@uic.edu / uic.edu/ccc

