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Academy  
of  
Education,  
2019-20



Being accused of sexual misconduct can be 8

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## Reporting an Incident

A complainant may report an incident to law enforcement and request a police investigation. A complainant may report an incident to Northwestern and request a University sexual misconduct investigation. Campus sexual misconduct investigations can occur at the same time as police investigations. A complainant may choose to report sexual misconduct to law enforcement, Northwestern, both, or neither.

## Investigation Process

Northwestern typically investigates complaints by meeting with the complainant, respondent, and witnesses and reviewing relevant evidence. The University uses the preponderance of the evidence standard, which means that if the evidence shows that it is more likely than not that sexual misconduct occurred, the respondent will be found responsible.

Investigations are usually conducted by staff from the Office of Equity, who are trained in handling sexual misconduct matters. See pages 6–7 for a flowchart of the sexual misconduct complaint resolution process.

Violations of the Policy on Sexual Misconduct may result in sanctions and corrective actions. These actions may include required training or counseling, warning, probation, suspension, expulsion, demotion, termination, or revocation of tenure.

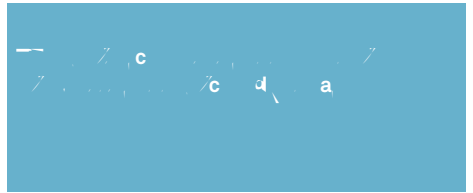
The irrelevant prior sexual history of the parties will not be considered as evidence in the investigation.

Though the University strives to resolve all cases in a prompt and timely manner, the timeline varies based on the circumstances of the case. Additionally, the timeline for a case may be affected by breaks in the academic calendar, availability of the parties and witnesses (including due to leave of absence), scope of the investigation, need for interim actions, and unforeseen or exigent circumstances. The parties will be periodically updated on the status of their case. In cases where thereeetiaexcaio4 16C en-USxig0853.48ertrivbe pet





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**Hear** your friend's point of view.

**Acknowledge** your friend's feelings about the situation.

**Refer** your friend to other resources. You do not have to have all of the answers, and it is not your responsibility to fix the problem or determine what occurred. Let your friend know how much support you can provide and where other support is available.

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## Counseling

**Counseling Center**  
(provides counseling services to students)  
847-491-2151 (24 hours)  
[www.northwestern.edu/counseling](http://www.northwestern.edu/counseling)

**Center for Religious and Spiritual Life**  
(provides spiritual counseling and advice to members of the University community)  
847-491-7256  
[www.northwestern.edu/religious-life](http://www.northwestern.edu/religious-life)

**Employee Assistance Program**  
(provides crisis intervention and short-term counseling to faculty and staff as well as their household family members)  
855-547-1851  
[www.northwestern.edu/hr/work-life/employee-assistance-program.html](http://www.northwestern.edu/hr/work-life/employee-assistance-program.html)

**Provost's Office**  
(provides free consultations for faculty members to identify appropriate resources for personal and professional concerns)  
312-695-2323  
[www.northwestern.edu/provost/faculty-resources/work-life/faculty-wellness.html](http://www.northwestern.edu/provost/faculty-resources/work-life/faculty-wellness.html)

**Center for Contextual Change**  
(provides individual and group counseling services, including working with those who have been accused of sexual misconduct)  
847-676-4447, ext. 221  
[www.centerforcontextualchange.org/counseling.html](http://www.centerforcontextualchange.org/counseling.html)

## Legal Services

**Northwestern University Legal Services**  
847-491-8100 (Evanston)  
312-695-8134 (Chicago)

**Employee Assistance Program**  
847-570-2111

**Northwestern University Legal Services**  
(Chicago)  
312-926-5188

**Employee Assistance Program**  
(Evanston)  
847-316-4000

## Interim Measures

Interim measures are individualized services offered to parties involved in incidents of sexual misconduct. Interim measures may include:

- academic assistance
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