



Northwestern University does not discriminate or permit discrimination by any member of its community against any individual on the basis of race, color, religion, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, parental status, marital status, age, disability, citizenship status, veteran status, genetic information, reproductive health decision making, or any other classification protected by law in matters of admissions, employment, housing, or services or in the educational programs or activities it operates. Harassment, whether verbal, physical, or visual, that is based on any of these characteristics is a form of discrimination. Further prohibited by law is discrimination against any employee and/or job applicant who chooses to inquire about, discuss, or disclose their own compensation or the compensation of another employee or applicant.

Northwestern University complies with federal and state laws that prohibit discrimination based on the protected categories listed above, including Title IX of the Education Amendments of 1972. Title IX requires educational institutions, such as Northwestern, to prohibit discrimination based on sex (including sexual harassment) in the University's educational programs and activities, including in matters of employment and admissions. In addition, Northwestern provides reasonable accommodations to qualified applicants, students, and employees with disabilities and to individuals who are pregnant.

Any alleged violations of this policy or questions with respect to nondiscrimination or reasonable accommodations should be directed to Northwestern's Office of Equity, 1800 Sherman Avenue, Suite 4-500, Evanston, Illinois 60208, 847-467-6165, [equity@northwestern.edu](mailto:equity@northwestern.edu).

Questions specific to sex discrimination (including sexual misconduct and sexual harassment) should be directed to Northwestern's Title IX Coordinator in the Office of Equity, 1800 Sherman Avenue, Suite 4-500, Evanston, Illinois 60208, 847-467-6165, [TitleIXCoordinator@northwestern.edu](mailto:TitleIXCoordinator@northwestern.edu).

A person may also file a complaint with the Depart-USfile mtern pry, 1800 Sherman Aedu.

# Northwestern University Sexual Misconduct Policy

## Title IX, a, a, a : Title IX, a, c

**Q, a, a, a** : an employee conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct

**H, a, a, a** : unwelcome conduct on the basis of sex determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Northwestern's education programs or activities

**Title IX, a, a, a** : rape, fondling, incest, or statutory rape

**Title IX, a, c** : violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim

**Title IX, c, c** : violence committed by a current or former spouse or intimate partner of the victim or by a person with whom the victim shares a child

**Title IX, a** : engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer emotional distress (e.g., threats, following, monitoring, communication)

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Speak with a confidential resource about your options, on or off campus. See page 11 for a list of Northwestern confidential resources.

Seek medical attention to treat any injuries, test for sexually transmitted infections,

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## **N** Northwestern University **ca** campus

Connect with on-campus and off-campus resources including medical, counseling, immigration, student financial aid, and legal resources.

File a police report or a complaint with the University or both.

Request measures such as no-contact directives from the University, protective orders from a court, or housing, academic, working, or transportation accommodations.

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## Ab

You may choose whether to report Title IX sexual harassment to Northwestern, file a formal complaint with Northwestern, and/or report to law enforcement.

Title IX sexual harassment investigations can occur at the same time as police investigations.

Northwestern can help you file a police report.

Reporting to police does not obligate you to testify in court.

To encourage reporting, an individual who makes a good-faith report of Title IX sexual harassment that was directed at them or another person will **not** be subject to disciplinary action by the University for a conduct or policy violation that is related to and revealed in the sexual misconduct report or investigation, unless the University determines that the violation was serious and/or placed the health or safety of others at risk.

There is no time limit for reporting an incident. Reports should be made as soon as possible, as the passing of time makes a review of the evidence more difficult and the memories of involved parties may become less reliable.

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## R

You may report an incident to Northwestern and request supportive measures by contacting a Title IX Coordinator. See page 12 for contact information.

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education programs or activities. A complainant may file a formal complaint with the Office of Equity by using the complaint form available at [bit.ly/NUFormalTitleIXComplaint](https://bit.ly/NUFormalTitleIXComplaint) or by contacting the Title IX coordinator in person, by regular mail, or by email using the contact information listed on page 12.

## Privacy

Northwestern handles Title IX sexual harassment reports discreetly, with information shared only with those who need to know in order to investigate and resolve the matter.

All participants in an investigation will be informed that privacy helps enhance the integrity of the investigation, protect the privacy interests of the parties, and protect the participants from statements that might be interpreted to be retaliatory or defamatory. The University will not restrict the ability of either party to discuss the allegations under investigation. Witnesses and advisors will be asked to keep any information learned in an investigation meeting confidential, to the extent consistent with applicable law.

## Waiver of Anonymity

In cases where an individual reporting Title IX sexual harassment requests anonymity or does not wish to proceed with an investigation, the University will attempt to honor that request, but, in some cases, the Office of Equity may determine that the University needs to proceed with an investigation based on concern for the safety or well-being of the broader University community. A list of factors that the Office of Equity will consider in making this determination is available in the Interim Policy on Title IX Sexual Harassment. Northwestern reserves the right to take appropriate action in such circumstances, including in cases when the individual reporting the misconduct chooses not to proceed; however, the University will not compel an individual to participate.

If you are unsure about whether you want to make a report or file a formal complaint, a confidential resource can help you explore your options and provide additional resources, support, and information. See page 11 for a list of confidential resources.

## Reporting Obligations

All University employees (including student employees) and graduate students with teaching or supervisory authority are obligated to promptly report sexual misconduct of which they become aware in the scope of their work for the University to the Office of Equity, unless they are a resource not obligated to report as identified in the Interim Policy on Title IX Sexual Harassment. Employees are encouraged to fulfill their reporting obligations by completing the Sexual Misconduct Reporting Form available at [bit.ly/NUReportSexualMisconduct](https://bit.ly/NUReportSexualMisconduct).







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This chart is intended to provide a general overview. A full explanation of the Title IX equality harassment complaint resolution process can be found in the policy available on the equality misconduct website.

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# H a c c a c a b l e

Individuals who have experienced sexual misconduct often respond in a variety of ways, including anger, sadness, confusion, or withdrawal.

**L**isten: Give the survivor your complete attention. Try not to interrupt or discuss your personal history.

**S**upport: Survivors are often met with skepticism or disbelief. Offering nonjudgmental support and acknowledging the feelings of the survivor can help create a safe space for them to process the next steps.

**R**efer: You do not have to have all of the answers, and it is not your responsibility to fix the problem or determine what occurred. An important part of being helpful to a survivor is providing them with information about options and resources. Please refer survivors to the confidential resources and other options in this brochure.

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## Confidential Resources

Confidential resources are privileged to keep communications confidential, except in very limited situations (e.g., minors, imminent danger).

**Center for Academic Resources and Education (CARE)**  
(provides support, advocacy, and education to students)  
847-491-2054  
[www.northwestern.edu/care](http://www.northwestern.edu/care)

**Center for Academic Process and Success (CAPS)**  
(provides counseling services to students)  
847-491-2151 (24 hours)  
[www.northwestern.edu/counseling](http://www.northwestern.edu/counseling)

**Office of 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)  
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847-491-3881  
colleen.johnston@northwestern.edu

**A** **a** **DaS**, **a**, **D** **T** **IXC** **a**  
(for complaints involving students)  
847-467-6571  
amanda.dasilva@northwestern.edu

**Ka** **Ta** **b**, **D** **T** **IXC** **a**  
(for complaints involving faculty and staff)  
847-491-6697  
karen.tamburro@northwestern.edu

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Fostering a culture of access, belonging, and accountability.