



Resource Guide

Title IX Coordinator and Deputy Title IX Coordinators

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Being accused of Title IX sexual harassment can be confusing and unsettling. This guide provides information on the Title IX sexual harassment complaint resolution process and the resources available to you. If you have been accused of Title IX sexual harassment, you are referred to as a respondent during the complaint resolution process.

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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.

Title IX sexual harassment may include

Quid pro quo sexual harassment:

Hostile environment sexual harassment:

Title IX sexual assault:

Title IX dating violence:

Title IX domestic violence:

Title IX stalking:

Consent



Privacy



Truthfulness



Retaliation



Overview of the Title IX sexual harassment complaint resolution process



The decision maker holds a prehearing conference with the parties to discuss the hearing procedures. Following the prehearing conference, notices of attendance are sent to any witnesses who are University employees or students, advising them of the date and time of the hearing.

The hearing is conducted live, with simultaneous participation by the parties and their advisors. During the hearing, each party and witness is questioned by the decision maker and subject to cross-examination by the parties' advisors. If a

After the hearing is complete, the decision maker will evaluate all evidence and reach a determination as to whether there has been a policy violation. If the decision maker determines that the respondent is responsible, the decision maker will consult with the appropriate University personnel, who will determine any sanctions to be imposed.

For student respondents: In the event a policy violation is found, the decision maker will consult with a UHAS sanctioning panel comprising three faculty or staff members.

For staff respondents: In the event a policy violation is found, the decision maker will consult the HR business partner and the respondent's manager or unit leader.

For faculty respondents: In the event a policy violation is found, the decision maker will consult with a faculty sanctioning panel.

The decision maker issues a written determination regarding responsibility. In matters where a respondent has been found responsible, the determination will include any sanctions imposed on the respondent and any remedies provided to the complainant. This written decision will include information on the appeal procedure.

Any party may appeal a finding or sanction. Information on how to appeal is included in the written determination provided to the parties and can be found in Section III(l) of the Interim Policy on Title IX Sexual Harassment.

How to help a friend accused of sexual misconduct

Have

Ask

Remember

Do

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Confidential resources

Counseling and Psychological Services (CAPS)

(312-6 31-2151 (24 hours))
 . 4 -4 1-2151 (24 hours)

Office of Religious and Spiritual Life

(312-6 31-256)
 . 4 -4 1- 256

Employee Assistance Program

(312-6 31-5554)
 . 55-54 -1. 51

Faculty Wellness Program

(312-6 31-52323)
 312-6 5-2323

Center for Contextual Change

(312-6 31-6444)
 . 4 -6 6-444 , 312-6 31-221

Medical resources

Northwestern University Health Service

(312-6 31-100)
 312-6 5-134 (24 hours)

NorthShore University HealthSystem/ Evanston Hospital

. 4 -5 0-2111

Northwestern Memorial Hospital (Chicago)

312- 26-51 .

Presence Saint Francis Hospital (Evanston)

. 4 -316-4000

