

RESURRECTION UNIVERSITY
COLLEGE OF NURSING & COLLEGE OF ALLIED HEALTH



**Preventing Sexual Violence in Higher
Education Act Annual Report
October 2018**

Preventing Sexual Violence in Higher Education Act Annual Report

Resurrection University
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Resurrection University Overview

Resurrection University, located in the Wicker Park neighborhood of Chicago, is a fully accredited institution of higher education that focuses on professional health care careers. Founded in 1914 as West Suburban College of Nursing, the University offers undergraduate and graduate education that integrates personal and professional growth, compassionate service, and scholarly activities. Resurrection University exclusively uses an upper division program design which means the classrooms are a lively blend of students who transfer in liberal arts, general education, and pre-requisite courses from a variety of institutions. Once admitted, students, who are an average age of 31, focus on the health science career of their choice. The University awards baccalaureate degrees in nursing (BSN and BSN for RN programs), imaging technology (BSIT pre and post-licensure programs), and health informatics and information management (BSHIIM). The University also awards graduate degrees in nursing (MSN) and (DNP).

Resurrection University students have access to a network of exceptional clinical experiences throughout the Chicago-land area in which to teach and learn. The University is governed by an independent, self-perpetuating Board of Directors. In 2013, the University relocated to a new facility in Chicago's Wicker Park neighborhood, and offers a state of the art venue that includes a vast simulation center, modern classrooms, large computer lab, and attractive spaces for socializing, learning, teaching, and working.

Resurrection University is accredited through the Higher Learning Commission. The Higher Learning Commission utilizes the Academic Quality Improvement Program (AQIP) to infuse the principles and benefits of continuous improvement into the culture of colleges and universities. AQIP provides an alternative process through which an already-accredited institution, like Resurrection University, can maintain its accreditation from the Higher Learning Commission.

Through AQIP, Resurrection University is able to demonstrate that it meets accreditation standards and expectations through sequences of events that align with those ongoing activities that characterize organizations striving to improve their performance.

ResU is also accredited, approved, or is a member of the following organizations:

- Accredited by the Higher Learning Commission and member of the North Central Association, 800-621-7440, 230 North LaSalle Street, Suite 7-500, Chicago, IL 60604, ncahigherlearningcommission.org
- Accredited by the Commission on Accreditation for Health Informatics and Information Management (CAHIIM), 312-233-1100, 233 N. Michigan Ave., Chicago, IL 60601, cahiim.org
- Accredited by the Commission on Collegiate Nursing Education, CCNE, 202-887-6791 One Dupont Circle, NW Suite 530, Washington, DC 20036, aacn.nche.edu/ccne-accreditation
- Accredited by the Joint Review Committee on Education in Radiologic Technology (JRCERT), 312-704-5300, 20 N. Wacker Drive, Suite 2850, Chicago, IL, 60606-3182, jrcert.org
- Approved by the Illinois Department of Financial and Professional Regulation, 888-473-4858, 320 West Washington Street, 3rd Floor, Springfield, IL 62786, idfpr.com

Our Mission

Resurrection University educates students to become healthcare leaders by cultivating a diverse learning community based on the Catholic tradition of faith, hope and healing.

Our Vision

To be a learning community that thinks critically and embraces change, inspiring the next generation of healthcare professionals and leaders.

Our Philosophy of Education

To further develop the students' capacity for reflection and understanding of the intellectual, physical, social and spiritual well-being, enabling insight into their personal life and professional career: individually, locally and globally.

Our Commitment to Educational Excellence

At Resurrection University, we emphasize quality teaching and we value scholarly activity. We are dedicated to the development of individuals into knowledgeable, self-directed responsive and caring persons. As members of this University, we commit ourselves to the following principles and agree to:

- Develop and use intellectual capacities, skills and talents in service to humanity
- Exhibit the Core Values of Compassion, Accountability, Respect, Excellence and Service
- Advocate for the pursuit of personal and academic excellence
- Practice personal and academic integrity

All members of our community must embody these values, hold each other accountable for them, and not tolerate behaviors that disregard them.

Part A: Resurrection University Policies and Rights & Options Documentation

Title IX Policy

Purpose:

Resurrection University (hereinafter referred to as “Resurrection University” or “the University”) values civility, dignity, diversity, education, equality, freedom, honesty, and safety and is firmly committed to maintaining an educational environment free from sex discrimination, which includes sexual misconduct, sexual discrimination, sexual harassment, hostile environment sexual harassment, and sexual violence.

Sex discrimination jeopardizes the mental, physical, and emotional welfare of Resurrection University’s students, staff, and faculty and the safety of our University community. Sexual harassment of any sort lessens students’ individual dignities and impedes their access to educational, social, and employment opportunities. It can and may cause lasting psychological and physical harm to the survivor, the reporter, or any witnesses. Sex discrimination violates our philosophy of education and our values; its presence in the University community presents a barrier to fulfilling Resurrection University’s scholarly, educational, patient care, and service missions. Sex discrimination will not be tolerated at Resurrection University and is expressly prohibited.

This policy gives information regarding the University’s prevention and training efforts related to sex discrimination by students, other program participants, staff, faculty, academic appointees, and anyone on whom the University has formally conferred a title, regardless of employment status. For these individuals, the University provides education and prevention resources, offers numerous support services, and referrals for anyone who has experienced one of these crimes, encourages and facilitates reporting and prosecution, and is committed to disciplining anyone who violates this policy. This policy also explains how the University will proceed once it is made aware of alleged student sex discrimination in order to meet our legal obligations under Title IX and other applicable law.

Defined Terms:

For purposes of clarity and this policy, Resurrection University defines the following terms. Please note that some of these terms may also be used in other contexts, such as in connection with legal proceedings, and that they may have different meanings in those contexts. Further, Resurrection University’s definition of sexual assault encompasses, but is not limited to, the State of Illinois Criminal Code’s current terminology and definitions of both sexual assault (commonly referred to as rape) and sexual abuse. The University incorporates the State of Illinois’ definitions of several other important terms, including, but not limited to domestic violence, dating violence, and stalking, and recognizes that sexual assault, domestic violence, dating violence, and stalking are not gender-specific terms.

a. Accused/ Respondent (Terms are interchangeable)

An individual accused of conduct prohibited by this policy and does not imply pre-judgment.

b. Complainant/Victim (Terms are interchangeable)

An individual who reportedly experienced sexual harassment in any of its forms, regardless of whether that individual participates in the disclosure or review of that report by Resurrection University at any point. This term does not imply pre-judgment.

c. Consent

Clear, unambiguous, and freely given agreement, expressed in mutually understandable words or actions, to the act of sexual conduct in question. The lack of explicit consent does not imply consent. The lack of verbal or physical resistance or the submission by the victim resulting from the use of force or threat of force by the accused does not constitute consent. There is no consent when there is force, express or implied, or use of duress or deception upon the victim. Silence does not necessarily constitute consent. Consent can be withdrawn by either party at any point. Consent to engage in one sexual activity, or past agreement to engage in a particular sexual activity, cannot be presumed to constitute consent to engage in different sexual activity or to engage again in a sexual activity. Consent cannot be validly given by a person who is impaired or incapacitated due to alcohol or drug consumption, who is asleep, who is unconscious, who has a mental illness or cognitive disability, and who is under the age of consent in the State of Illinois. For purposes of this policy, the issue is whether the Respondent/Accused knew or should have known that the activity in question was not consensual. Whether an individual has taken advantage of a position of influence over an alleged victim may be a factor in determining consent.

d. Incapacitated

Incapacitated is defined as lacking the physical and/or mental ability to make informed, rational judgments. This may have a variety of causes, including, but not limited to, being asleep or unconscious, having consumed alcohol or drugs, experiencing blackouts or flashbacks, or suffers from a cognitive or mental illness which would render the person unable to consent to sexual conduct. People under the age of 17 years are unable to consent to sexual conduct.

e. Investigator

An Investigator is an appropriately trained individual, who may be a University employee, who reviews and investigates reports of sexual misconduct under this policy.

f. Reporter

A Reporter is an individual who reports to the University Title IX Coordinator a concern regarding possible sexual misconduct or sexual discrimination. A Reporter need not be a Complainant. All University employees have the responsibility to report to the University incidents of sexual misconduct. However, mental health counselors, pastoral counselors, social workers, psychologists, health center employees, or any other person with a professional license requiring confidentiality, or who is supervised by such a person, is exempt from reporting any information, with the student's consent, incidents of sexual violence to the University in a way that identifies the student. The protection of counselor-client relationship and a counselor's ethical obligation of confidentiality are of utmost importance.

g. Retaliation

Retaliation is action taken by an Accused/Respondent or by a third party against any person because that person has opposed any practices forbidden under this policy or because that person has filed a complaint, testified, assisted, or participated in any manner in an investigation or proceeding under this policy. This includes action taken against a bystander who intervened to stop or attempted to stop sex discrimination in any of its forms. Retaliation includes intimidating, threatening, coercing, or in any way discriminating against an individual because of the individual's complaint or participation. Action is generally deemed retaliatory if it would deter a reasonable person in the same circumstances from opposing practices prohibited by this policy. Retaliation is expressly prohibited under this policy.

h. Sex Discrimination

Sex Discrimination represents an umbrella term encompassing multiple types of actions involving the unfavorable treatment of an individual or group of identifiable individuals based on sex. Sex discrimination can come in multiple forms, including, but not limited to, the following:

i. Sexual Harassment

Sexual Harassment is unwelcome conduct of a sexual nature. It includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature, including sexual assault. Sexual harassment can involve persons of the same sex or opposite sex.

Examples may include, but are not limited to, the following: unwanted sexual statements; unwanted personal attention including stalking and cyber-stalking; unwanted physical or sexual advances that would constitute sexual assault, as defined by Illinois State Law and this policy; electronically recording, photographing, or transmitting intimate or sexual utterances, sounds, or images without the knowledge and consent of all parties involved; touching oneself sexually for others to view; and voyeurism (spying on others who are in intimate or sexual situations).

Conduct reported as sexual harassment will be evaluated by considering the totality of the particular circumstances, including the nature, frequency, intensity, location, context, and duration of the questioned behavior. Although repeated incidents generally create a stronger claim of sexual harassment, a serious incident, even if isolated, can be sufficient. For example, a single instance of sexual assault can constitute sexual harassment.

ii. Hostile Environment Sexual Harassment

Hostile Environment Sexual Harassment occurs when one or more instances of sexual harassment are severe or pervasive enough to affect an individual's ability to participate in or benefit in an educational program or activity. It is prohibited by this policy. It exists when the sex harassment is: (a) sufficiently serious (i.e. severe, pervasive, or persistent) and objectively offensive as to deny or limit a person's ability to participate in or benefit from the University's programs, services,

opportunities, or activities; or (b) when such conduct has the purpose or effect of unreasonably interfering with an individual's employment.

iii. *Sexual Violence*

Sexual Violence is a severe form of Sexual Harassment that represents conduct involving physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to the victim's incapacity. The crimes listed below are manifestations of Sexual Violence and are prohibited under this policy.

1. *Sexual Assault*

Sexual Assault is (a) an act of sexual conduct by the use of force or threat of force, including threatening or endangering the life of the victim or any other person; or (b) an act of sexual conduct where the Accused/Respondent knew that the Victim/Complainant was unable to understand the nature of the act or was unable to give knowing consent; or (c) an act of sexual conduct with a victim who was under age 17 when the act was committed, or with a victim who was under the age of 18 when the act was committed and the Accused/Respondent was age 17 or more and held a position of trust, authority, or supervision in relation to the Victim/Complainant; or (d) an act of sexual conduct in which the Accused/Respondent delivered (by injection, inhalation, ingestion, transfer of possession, or any other means) to the victim without his or her consent, or by threat or deception, and for than medical purposes, any controlled substance; or (e) intentional and unwelcome touching of, or coercing, forcing, or attempting to coerce or force another to touch a person's intimate parts (defined as genital area, groin, inner thigh, buttocks, or breast); or (f) any sexual intercourse without consent, including acts commonly referred to "rape."

2. *Inducing Incapacitation for Sexual Purposes*

Inducing Incapacitation for Sexual Purposes includes using drugs, alcohol, or other means with the intent to affect or having an actual effect on the ability of an individual to consent or refuse to consent (as "consent" is defined by this policy)to sexual contact.

3. *Dating/ Relationship Violence*

"Dating violence" means violence committed by a person:

- a. who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- b. where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - i. The length of the relationship.
 - ii. The type of relationship.
 - iii. The frequency of interaction between the persons involved in the relationship.

4. Domestic Violence

“Domestic violence” includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of a victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse or the victim under the domestic or family violence laws of the jurisdiction [...], or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.

5. Stalking

“Stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- a. fear for his or her safety or the safety of others; or
- b. suffer substantial emotional distress.

6. Sexual Exploitation

Sexual Exploitation occurs when a person takes non-consensual or abusive sexual advantage of another person for anyone’s advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding Sexual Violence, Sexual Misconduct, Sexual Harassment, or Hostile Environment Sexual Harassment offenses.

i. Sexual Misconduct

Sexual Misconduct includes all forms of Sex Discrimination as listed in Definition II(k) and its subsections above. Also an umbrella term used to encompass unwanted or unwelcome conduct of a sexual nature that is committed without valid consent, including sexual assault and sexual harassment. Sexual misconduct may occur between people of the same sex or between people of different sexes. Sexual misconduct can include both intentional conduct and conduct which results in negative effects, even if those negative effects were unintended. Sexual misconduct can also include retaliation for a Complainant’s or Reporter’s allegations under this policy.

j. Support Person

A Support Person is an individual(s) chosen by a Complainant/Victim, Respondent/Accused, Reporter, or witness to provide support during the review of a report of possible sexual misconduct under this policy. The person(s) chosen may not already be directly involved in the investigation process (for example, as a Complainant/Victim, Respondent/Accused, witness, or Reporter) and may not speak on behalf of the person they are supporting, but instead may be present only to provide assistance or advice to the individual(s) they are supporting.

k. Title IX

Title IX of the Education Amendments of 1972 (Title IX) (20 U.S.C. §1681*et seq.*; 34 C.F.R. Part 106) (as amended) is a federal law that prohibits sex-based discrimination, including Sexual Harassment and Sexual Assault, in education programs that receive federal financial assistance

I. Title IX Coordinator

The Title IX Coordinator is the University official charged with ensuring the University's overall compliance with Title IX and related University policy.

m. University Program

A University Program is a University-sponsored activity that primarily includes elementary, secondary, or post-secondary student participants.

Responsible Parties: Vice President of Employee & Student Affairs

The Policy:

For purposes of this policy, Sexual Misconduct encompasses a range of behaviors that can create a hostile educational environment, including Sexual Assault and Sexual Harassment. (See Definitions-Section II above.)

This policy applies to Sexual Misconduct that is committed by a University student, staff member, faculty member, member of the administration, or by a participant in a University Program whenever that Sexual Misconduct occurs:

- (1) On campus (as defined by the Clery Act), which includes all hospitals where clinical/residency hours are performed; or
- (2) Off Campus if:
 - (i) In connection with a University or University-recognized program or activity; or
 - (ii) In a manner that may pose an obvious and serious threat of harm to, or that may have the effect of creating a hostile educational environment for any member(s) of the University community.

This policy also prohibits Retaliation in connection with any reports of possible Sexual Misconduct that are made under this policy. This policy and related processes may also, at the University's discretion, apply to an Accused/Respondent's reported violations of other University policies, if, in the University's judgment, those other allegations are directly related to the reported Sexual Misconduct.

Sexual Misconduct reportedly committed by faculty, staff, or administration, including by student-employees in the context of their employment, or otherwise not covered by this policy, will continue to be addressed in accordance with Resurrection University's Sexual Harassment Policy.

Reporting Sexual Misconduct

Resurrection University strongly encourages the prompt reporting of Sexual Misconduct. The report may be made by:

- (1) A person who believes he or she experienced Sexual Misconduct (“Complainant/Victim”); or
- (2) A person who has information that Sexual Misconduct may have been committed by a University student or participant in a University Program (“Reporter”).

If the Complainant/Victim or Reporter chooses not to participate in the University’s review of the report, the University may, as described below, pursue the report without the person’s participation.

a. Non-Confidential Reports

Reports should be made to Resurrection University’s Title IX Coordinator. Reports or disclosures made to any other non-confidential University employee will be directed to the Title IX Coordinator for further review.

Resurrection University Title IX Coordinator contact information:

Brian Bollenbacher

6th floor, 6S23

773-252-5309

brian.bollenbacher@resu.edu

b. Confidential Support

Complainants/Victims and Reporters may speak with a Confidential Advisor or mental health counselor through Counseling and Wellness Services for confidential assistance or resources or to explore reporting options without initiating further action from the University.

c. Timeliness

To promote timely and effective review, the University strongly encourages Reporters and Complainants/Victims to make reports of possible Sexual Misconduct as soon as possible following the last occurrence of the conduct giving rise to the matter. Although the Title IX Coordinator may pursue a report at any time, any significant lapse of time may make it more difficult to gather relevant and reliable information.

d. Reports to Law Enforcement

Resurrection University also encourages anyone who believes he or she experienced a Sexual Assault (or any other crime) to make a report to local law enforcement. Designated University staff will, upon request, assist an individual in making a report to law enforcement. If the assault occurred on hospital property, Hospital Security can assist in making a report to local law enforcement. (Prompt reporting and collection and preservation of evidence relating to an assault are essential for law enforcement investigations. Please see information below about the preservation of evidence.)

Although reports to law enforcement are encouraged, it is the victim’s right to decline such notification.

e. Complaints of Sex Discrimination

A person may also file a complaint of sex discrimination with the United States Department of Education's Office for Civil Rights regarding an alleged violation of Title IX by:

1. Visiting www2.ed.gov/about/offices/list/ocr/complaintintro.html
2. Calling 1-800-421-3481

The complaint must be in writing and should include the (1) date and time of incident(s); (2) names of all person involved, including potential witnesses; (3) all details outlining what happened; and (4) contact information for appropriate follow-up.

f. Preservation of Evidence

If you are the victim of sexual violence, domestic violence, or dating violence, the University recommends that you immediately go to the emergency room of a local hospital and contact local law enforcement, in addition to making a prompt complaint under this policy.

Victims of these crimes should do everything possible to preserve evidence by ensuring that the crime scene is not disturbed. Preservation of evidence may be necessary for proof of the crime or in obtaining a protection order. Victims of these crimes should not bathe, urinate, douche, brush teeth, or drink liquids until after they are examined and, if necessary a rape examination is completed. Do not change clothes prior to going to the hospital.

It is also important to take steps to preserve evidence in cases of stalking, to the extent such evidence exists. In cases of stalking, evidence is more likely to be in the form of letters, emails, text messages, etc. rather than evidence of physical contact or violence.

Resurrection University's Response Procedure

Upon receipt of a report, Resurrection University will generally proceed as described below.

a. Notification of Rights

Upon receipt of a complaint, the University will provide the complainant with written notification of his or her rights and options related to the complaint.

b. Services Once the University is put on notice of possible Sexual Misconduct, the Complainant/Victim will be offered appropriate confidential support and other resources and notified of applicable institutional policies. The University will take appropriate steps to prevent and/or address retaliatory conduct following a report.

The Accused/Respondent will also be offered appropriate confidential support and other resources and notified of applicable institutional policies.

If requested, other participants in the process (such as Reporters or witnesses) may also be offered appropriate support services and information.

If needed, the Title IX Coordinator and the Director of Student Development will help to coordinate the services provided for students.

c. Interim Interventions

The University may also implement interim interventions, as may be appropriate for the individuals involved and for the larger University community. Interim interventions may include separation of the Complainant/Victim's and Respondent/Accused's academic and clinical/residency situations or other interventions outlined in Section VIII- Sanctions below.

These interim interventions may be kept in place until the end of any review or appeal process. Pending final outcome of an investigation, the University will take steps to protect the complainant from further discrimination or harassment. This may include assisting and allowing the complainant to change his or her academic, transportation, work, or living situation if options to do so are reasonably available. Such changes may be available regardless of whether the victim chooses to report the crime to campus police or local law enforcement.

If a complainant has obtained a temporary restraining order or other no contact order against the alleged perpetrator from a criminal, civil, or tribal court, the complainant should provide such information to the Title IX Coordinator. The University will take all reasonable and legal action to implement the order.

d. Investigation

The Title IX Coordinator will determine the most effective method of reviewing the concerns raised by the reported Sexual Misconduct. In all cases, the University will respond to the report in a prompt, thorough, procedurally fair, and effective manner. Upon receipt of a report, the University will strive to complete its review within sixty (60) calendar days.

In most cases, this review will involve conducting a thorough fact-finding investigation, which includes meeting separately with the Complainant/Victim (if participating), the Reporter (if applicable), the Respondent/Accused, and pertinent witnesses, and reviewing other relevant information. Occasionally, a different or less formal response to the report may be warranted.

At any time during the course of an investigation, the Complainant/Victim, Respondent/Accused, or any witnesses may provide a written statement, or other supporting materials, or identify other potential witnesses, regarding the matter under review.

Throughout the process, any person participating in the process may have a Support Person present at any meeting related to the review of the reported Sexual Misconduct.

These procedures will be implemented by officials who receive annual training on the issues related to sex discrimination, sexual harassment, sexual violence, domestic violence dating

violence, and stalking and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

e. Standard of Proof

The Investigator's findings will be made using the Preponderance of the Evidence Standard. This standard requires that the information supporting a finding of responsibility be more convincing than the information in opposition to it. Under this standard, individuals are presumed not to have engaged in Sexual Misconduct unless a preponderance of the evidence supports a finding that Sexual Misconduct occurred.

f. Investigation Findings and Outcome Notifications

The Investigator will prepare a written report at the conclusion of an investigation.

The Investigator's final report will generally contain, at a minimum:

- (1) A summary of the investigation;
- (2) The Investigator's findings; and
- (3) A summary of the Investigator's rationale in support of the findings.

The Investigator's report and findings must be reviewed and approved by the Title IX Coordinator. Resurrection University's written determination will then be provided simultaneously to the participating Complainant and Respondent.

Sanctioning

If the Respondent is found responsible for Sexual Misconduct, Resurrection University will initiate a sanctioning process designed to eliminate the misconduct, prevent its recurrence, and remedy its effects, while supporting the University's educational mission and Title IX obligations. Sanctions or interventions may also serve to promote safety or deter students from similar future behavior. Some behavior is so harmful to the University community or so deleterious to the educational process that it may require more serious sanctions or interventions, such as removal from specific courses or activities, suspension from the University, or expulsion.

a. Process

Whether resolved by agreement or decision, the University will strive to complete the sanctioning process within fifteen (15) calendar days after the University's findings are shared with the participating Complainant and Respondent.

b. Potential Sanctions or Interventions

Sanctions or interventions may include, but are not limited to, one or more of the following:

- Formal Reprimand: A formal notice that the student has violated Resurrection University policy and that future violations may be dealt with more severely.
- Disciplinary Probation: A designated period of time during which the student is not in good standing with Resurrection University. The terms of probation may involve restrictions of student privileges and/or set specific behavioral expectations.
- Restitution: Reasonable and limited compensation for loss, damage, or injury to the appropriate party in the form of money or material replacement.

- Restriction from Employment at Resurrection University: Prohibition or limitation on University employment.
- Class/ Workshop/Training/Program Attendance: Enrollment and completion of a class, workshop, training, or program focusing on Sexual Misconduct, its effects, and its prevention that could help the University community or student.
- Educational Project: Completion of a project specifically designed to help the student understand why certain behavior was inappropriate and to prevent its recurrence.
- Professional Assessment: Completion of a professional assessment that could help the student or the University ascertain the student's ongoing supervision or support needs to successfully participate in the University community.
- Removal from Specific Courses, Clinical/Residency Placements, or Activities: Suspension or transfer from courses or activities at Resurrection University or Clinical/Residency sites for a specified period of time.
- No Contact: Restriction from entering specific University areas and/or from all forms of contact with certain persons.
- Suspension: Separation from the University for a specified period of time or until certain conditions are met.
- Expulsion: Permanent separation from the University

In addition to the sanctions/interventions applied to students found responsible for Sexual Misconduct, Resurrection University may find it helpful or necessary to request or require others to undertake specific steps designed to eliminate the misconduct, prevent its recurrence, or remedy its effects. Examples include, but are not limited to:

- Requesting or requiring a University entity to conduct training for its staff, faculty, or members.
- Making involved parties aware of academic support services available.
- Making involved parties aware of counseling or medical services available;
- Arranging, where possible, for a party to re-take or withdraw from a course without penalty; and
- Revising University policies, practices, or services.

Review of the Decision

Either party may appeal the outcome of the matter. A review of the matter will be efficient and narrowly tailored. A party may seek review only on the following grounds:

- (1) A material deviation from the procedures affected the outcome of the case;
- (2) There is new and relevant information that was unavailable, with reasonable diligence and effort, at the time of the investigation that could reasonably affect the investigation findings;
- (3) The sanctions/interventions are inappropriate or disproportionate to the determined violation(s); or

(4) A review of all available and relevant information indicates that the evidence clearly does not support the finding(s) and provides firm and definite support for modifying the original finding(s).

To request a review, a party must submit a written appeal to the University President within ten (10) calendar days of the date of the notification of the decision regarding any sanctions or interventions. If the investigation concluded that no violation occurred, a party may seek review of that decision based on any of the above grounds for review within ten (10) calendar days of the date of the notification of the Investigator's decision.

The President will strive to complete review of an appeal within fifteen (15) days of its receipt and will review the matter based on the issues identified in the request for appeal. The President may conclude that there are no relevant issues of concern and therefore affirm the final decision and any sanctions/interventions. If the President identifies issues of concern, he/she will recommend one of the following actions and any additional instructions or recommendations he/she deems appropriate under the circumstances:

- (1) If there was a material deviation from procedure, remand the matter to the Title IX Coordinator and/or a new investigator with corrective instructions.
- (2) If new information appears relevant, refer the matter to the Title IX Coordinator to determine whether any modifications may need to be made to the original investigative report.
- (3) If the sanctions are clearly inappropriate or disproportionate, alter the sanctions or interventions accordingly.
- (4) If the evidence clearly does not support the finding(s) and provides firm and definite support for modification, the matter will be submitted to an alternative investigator or designee to review, in consultation with the Title IX Coordinator, and make any necessary modifications to the report.

After necessary consideration and consultation with others, as appropriate, including the Title IX Coordinator, the President's final and unreviewable decision will be made available to the participating parties simultaneously in writing.

Informal Resolution

Informal means of resolution, such as mediation, may be used in lieu of the formal investigation and determination procedure. However, informal means may only be used with the complainant's voluntary cooperation and the involvement of the Title IX Coordinator. The complainant, however, will not be required to work out the problem directly with the respondent. Moreover, the complainant may terminate any such informal means at any time. In any event, informal methods, even on a voluntary basis, will not be used to resolve complaints alleging any form of sexual violence.

Student Expectations and Rights

All students are afforded the rights outlined in the Student Handbook. Certain additional student protections and expectations pertain to the process for resolving student Sexual Misconduct allegations. Respondents and Complainants participating in this process may also expect *protection from retaliation, assurance of fair treatment, and timeliness of process*.

The University will also take appropriate steps to ensure that Accused/Respondents accused of Sexual Misconduct or retaliation are treated fairly throughout the University's review. Upon receipt of a report, Resurrection University will strive to complete its review of such report within sixty (60) calendar days, its sanction or intervention process within fifteen (15) calendar days after the University's findings are shared with the participating Victim/Complainant and Accused/Respondent, and its appellate process within fifteen (15) days of the Appeals Board's receipt of the appeal. There are, however, many factors that may affect the length of time needed to complete various portions of the resolution process fairly and equitably. As such, some matters will be resolved before the time frames designated within this policy and some may be resolved after the time frames designated within this policy.

a. Coordination with Concurrent Legal Proceedings

Students may engage criminal prosecution procedures and/or civil litigation in connection with the same behavior that forms the basis of a Sexual Misconduct report under this policy. In such cases, Resurrection University is committed to appropriate coordination with University Security and local law enforcement and may, if requested and appropriate, share information with these agencies. The University will fulfill its legal and ethical obligations to take immediate and appropriate action to investigate possible Sexual Misconduct, even if there are other external processes or procedures pending in connection with that same Sexual Misconduct report. Similarly, if Resurrection University finds Sexual Misconduct has occurred, the University will take effective steps to end it, prevent its recurrence, and address its effects, regardless of what external proceedings may also be pending.

Standards for criminal investigations are different than the standards for a violation of this policy, and therefore will not base its decisions under this policy solely on law enforcement reports and/or actions. Accordingly, Resurrection University will not normally wait for the conclusion of a criminal investigation or other proceedings before implementing its review of reported Sexual Misconduct under this policy.

b. Respect for Medical Amnesty Provisions

Resurrection University strongly encourages students to report instances of Sex Discrimination, Sexual Harassment, and Sexual Misconduct involving Students. Therefore, students who report information about Sex Discrimination, Sexual Harassment, and Sexual Misconduct involving students will not be disciplined by the University for any violations of the University's drug or alcohol possession or consumption policies in which they might have engaged in connection with the incident.

c. Respect for Privacy

Information regarding Sexual Misconduct reports, and any investigation or review of thereof, including any sanctioning determinations, will be shared among University employees with a legitimate educational interest or with external individuals or entities only on a need-to-know basis and only as permitted under University policy and applicable law.

d. Information and Choice on Participation

Complainants, Respondents, or students acting as Reporters or witnesses may choose to participate or decline to participate in the investigation process. However, even if a Complainant or Respondent declines to participate, as described in this policy, the University may continue to investigate the matter and issue findings based on available information. See also, Section IV b. of this document.

Resources for Students

a. General University Resources

Counseling and Wellness Services

Susan Siokos, LPC — Personal Counselor
6th floor, Student Center
susan.siokos@resu.edu; 773-252-5120

Nicole Wuerl, MA, LPC – Personal Counselor
6th floor, Student Center
nicole.wuerl@resu.edu; 773-252-5395

Sister Dina Bato, SP – Confidential Advisor
6th floor, Student Center
sisterdina.bato@resu.edu; 773-252-5117

Presence Behavioral Health
24-hour crisis line: 708-681-HELP (4357)

Title IX Coordinator — Brian Bollenbacher
6th floor, 6S20
brian.bollenbacher@resu.edu; 773-252-5309

c. Community Resources

COMMUNITY COUNSELING CENTERS OF CHICAGO
Quetzal Center
2525 W Peterson Ave
Chicago, IL 60659
Crisis: (888) 293-2080
(773) 506-2525
www.c4chicago.org

MUJERES LATINAS EN ACCION
2124 W 21st Place
Chicago, IL 60608
Crisis: (888) 293-2080

www.mujereslatinasenaccion.org/SA.html

NORTHWEST CENTER AGAINST SEXUAL ASSAULT

1215 Church Street
Evanston, IL 60201
888-802-8890
847-806-6526
www.nwcasa.org

PILLARS C.A.R.E. CENTER

6918 Windsor Ave
Berwyn, IL 60402
Hotline: (708) 482-9600
(708) 745-5277
www.pillarscommunity.org

PORCHLIGHT COUNSELING SERVICES

College Sexual Assault Counseling
PO Box 1080 Evanston, IL 60204
773-750-7077
<http://www.porchlightcounseling.org/index2.php>

RAPE VICTIM ADVOCATES (RVA)

180 N Michigan Avenue, Suite 600
Chicago, IL 60604
Crisis: (888) 293-2080
(312) 443-9603
Email: info@rapevictimadvocates.org
www.rapevictimadvocates.org

RAPE VICTIM ADVOCATES (RVA)-COOK COUNTY HOSPITAL SATELLITE

621 S Winchester, Rooms 419-420
Chicago, IL 60612
Crisis: (888) 293-2080

YWCA METROPOLITAN CHICAGO – RISE CHILDREN’S CENTER

300 South Ashland, Suite 301
Chicago, IL 60607
Crisis: (888) 293-2080
www.ywcachicago.org/rise.htm

YWCA METROPOLITAN CHICAGO – WOMEN’S SERVICES

360 North Michigan Ave
Chicago, IL 60601
Crisis: (888) 293-2080

Related Information

a. Advocacy

Investigators do not function as advocates for Complainants or Respondents. Investigators can, however, identify support resources for Complainants and Respondents and may coordinate services for students upon request.

b. Anonymous Complaints

The University may not be able to fully address reports received from anonymous sources unless sufficient information is furnished to enable the University to conduct a meaningful and fair investigation. The University will, however, take whatever steps it deems appropriate in the best interests of the overall University community, consistent with the information available.

c. Non-Confidential Reporting Locations

Other than Counseling and Wellness Services, students should assume that any other University office to which a report is made will share that report with the Title IX Coordinator for review and handling in accordance with this policy. As noted above, the Title IX Coordinator may also share that report with local law enforcement if it involves a sexual assault or other crime.

d. Student Employees

Student-employees who are reported to have engaged in sexual misconduct in their employment capacity will continue to be subject to review under the University's Sexual Harassment Policy rather than under this policy. If a student-employee is found to have engaged in sexual misconduct, the student-employee may be subject to sanctions both in connection with their employment and in connection with their student status, as appropriate under applicable processes.

e. Survivor-Centered Practices

Resurrection University is committed to supporting survivor-centered practices, balanced appropriately with due process rights of the Respondent. Survivor-centered practices strive to affirm the agency and strength of all people who experience Sexual Misconduct. The term "survivor" refers to individuals who allege being subjected to Sexual Misconduct and is intentionally used by University staff whose role it is to support and advocate for students who have reported experiencing sexual misconduct. Those in non-advocacy roles refer to this individual as the Complainant.

f. Documentation

All grievances filed by students alleging sexual harassment or violence will be documented by the University. Proceedings will be documented, which may include written findings of facts, transcripts, or audio recordings. The University will also comply with any required regulatory review of reports of sex discrimination and the University's responses to such reports.

Regulations may also require the University to provide documentation of sexual harassment, sexual assault, and retaliation allegations reported to the University's Title IX Coordinator during the preceding school year and information about the individual(s) who received and processed the initial complaints, the outcome of the Title IX investigations, as well as the outcome of any Student Code of Conduct matters related to the allegations reported to the Title IX Coordinator.

Annual Reporting

The Director of Financial and Regulatory Compliance will issue an annual report to the Resurrection University community about actions taken by the University in response to reports of Sexual Misconduct by students. The report will inform the community of response efforts and engage the community in education and prevention initiatives. Reports of past actions will provide an overview of information, with removal of confidential details to the extent necessary to respect the privacy of affected parties.

Student Code of Conduct Policy

This policy provides for the standard of academic and personal conduct expected of students of the University.

1. The Director of Student Development administers the Student Code of Conduct.
2. The Director of Student Development will represent Resurrection University in student disciplinary matters and act as hearing officer for students in their respective programs.
3. The responsibilities of the Director of Student Development include preparing notices of violation, collecting information, conducting administrative discipline hearings, making decisions related to disciplinary outcomes, and performing other functions as required in the discipline process.
4. *Resurrection University Discipline Panel* hears appeals of disciplinary decisions rendered by the Hearing Officers. The appeal can be initiated by the Respondent(s) or the Complainant(s). The Panel shall consist of three (3) faculty members and one administrator. The Panel is chaired by the administrative member who is appointed by the Director of Student Development.

Prohibited Conduct: Any student found to have committed or to have attempted to commit the following misconduct is subject to disciplinary sanction.

1. Academic misconduct, including but not limited to: cheating, plagiarism, unauthorized possession or disposition of academic materials, falsification, or facilitation of acts of misconduct. Plagiarism includes the copying of language, structure, images, ideas, or thoughts of others and is related only to work submitted for credit.
2. Knowingly furnishing false information to any Resurrection University official, faculty member, office, organization or on any Resurrection University applications. Intentionally initiating or causing to be initiated any false report; any warning or threat of fire, explosion, or any other emergency.

3. Forgery, alteration, misuse, mutilation, or unauthorized removal of any Resurrection document, record, identification, educational material, or property.

4. Disruption or obstruction of teaching, classroom or other educational interactions, research, administration or disciplinary proceedings, residential communities, or participation in an activity that disrupts normal college activities, and/or threatens property or bodily harm or intentionally interferes with the right of access to college facilities or freedom of movement of any person on campus.

5. Engaging in behavior or activities that obstruct the right of free speech or expression of any person on campus.

Abusive conduct, including physical abuse, verbal abuse, threats, intimidation, stalking, coercion, and/or other conduct which threatens or endangers the physical or psychological health, safety, or welfare of one's self, another individual or a group of individuals. Abusive conduct includes bullying, cyberbullying, and hazing as defined in ResU's equal opportunity and harassment/discrimination policy.

1. Harassment, meaning verbal or physical harassment on the basis of gender, race, sexual orientation, age, religion, or physical disability. (Refer to ResU's equal opportunity and harassment/discrimination policy.)

2. Sexual misconduct including but not limited to: obscene, lewd, or indecent behavior; deliberate observation of others for sexual purposes without their consent; taking or posting of photographs/images of a sexual nature without consent; possession or distribution of illegal pornography; viewing or posting pornography in public venues; non-consensual sexual contact; engaging in coercion or constraint; or engaging in sexual activity with a person who is incapacitated or otherwise unable to give consent.

3. Failure to comply with the verbal or written directions of any Resurrection University officials, employees or campus security personnel acting in the performance of their duties and in the scope of their employment, or resisting police officers while acting in the performance of their duties, including failure to identify oneself to these persons when requested to do so.

4. Attempted or actual theft of, damage to, use of, or possession of other persons' or Resurrection University's property or identity or unauthorized use of such; unauthorized entry, use, or occupation of other persons' or Resurrection University's facilities, property, or vehicles.

5. Illegal use or possession on Resurrection University property of firearms or simulated weapons; other weapons such as blades larger than pocket knives; ammunition or explosives; dangerous chemicals, substances, or materials; or bombs, or incendiary devices prohibited by law. Use of any such item, even if legally possessed, in a manner that harms, threatens, or causes fear to others.

6. Behavior that infringes upon the rights of others, endangers their well-being or safety, or results in personal injury to others.

7. Disturbing the peace on college premises.

8. Use, possession, manufacturing, or distribution of alcoholic beverages except as expressly permitted by law or Resurrection policy. Alcoholic beverages may not be used by, possessed by, or distributed to any person under twenty one (21) years of age.

9. Use, possession, manufacturing, or distribution of illegal drugs including but not limited to marijuana, narcotics, methamphetamine, cocaine, opiates, LSD, mushrooms, heroin, designer drugs such as Ecstasy and GHB, or other controlled substances are prohibited. Use or possession of prescription drugs other than for the person prescribed, or for use other than the prescribed purpose are prohibited. Possession or use of drug paraphernalia including but not limited to equipment, products, and materials used to cultivate, manufacture, distribute, or use illegal drugs are prohibited.

10. Using electronic or other means to make a video or photographic record of any person on-campus where there is a reasonable expectation of privacy without the person's consent and when the recording is likely to cause injury, distress, or damage to one's reputation. Such a recording includes, but is not limited to, taking video or photographic images in shower/locker rooms and restrooms. The posting and/or distribution of such unauthorized recording is also prohibited.

11. Abuse of computer facilities or technological resources including but not limited to: unauthorized entry to, or use of computers, access codes, telephones and identifications belonging to Resurrection; unauthorized entry to a file to use, read, transfer, or change the contents, or for any other purpose; interfering or disrupting the work of any Resurrection member; sending abusive or obscene messages or images; disrupting the normal operation of Resurrection computing systems; violating copyright laws; or any other violation of Resurrection's computer use policy

12. Attempting or actively influencing, intimidating, interfering, or coercing any person involved in a potential, actual, or past Student Code of Conduct Referral. This includes, but is not limited to, encouraging or influencing another person to commit an abuse of the Student Code of Conduct, discouraging an individual's proper participation in, or use of, the Student Code of Conduct process, or disturbing or interfering with the orderly process of conducting a proceeding.

13. Intentional disregard of board policies, district regulations, district procedures or college procedures applicable to students.

Assisting, conspiring, or inciting others to commit any act of misconduct set forth in 1 through 19 above.

Jurisdiction: The Resurrection University Student Code of Conduct shall apply to conduct that occurs on Resurrection University premises, Resurrection University-sponsored programs or activities, and to off-campus conduct that adversely affects the Resurrection University community, poses a threat to safety of persons or property, or damages the institution's reputation or relationship with the

greater community. The Director of Student Development shall decide whether the Student Code of Conduct shall be applied to conduct occurring off campus on a case-by-case basis.

Each student shall be responsible for his/her conduct from the time of application for admission through the actual awarding of a degree, even though conduct may occur before classes begin or after classes end, as well as during the academic year and during periods between terms of actual enrollment. The disciplinary process may proceed even if the student withdraws from school while a disciplinary matter is pending.

Student Organizations may be disciplined/sanctioned via the Student Code of Conduct procedures while represented by an officer or member who has been chosen by the membership but who was not directly involved in the incident in question as determined by the Director of Student Development.

Violation of Law and/or Resurrection Student Code of Conduct: Resurrection University disciplinary proceedings may be instituted against a student charged with conduct that potentially violates both the criminal and civil law and the Student Code of Conduct (that is, if both possible violations result from the same factual situation) without regard to the pendency of civil or criminal litigation in court or arrest and prosecution. Proceedings under this Student Code of Conduct may be carried out prior to, simultaneously with, or following civil or criminal proceedings at the discretion of the Director of Student Development. Determinations made or sanctions imposed under this Student Code of Conduct shall not be assumed subject to change because criminal charges arising out of the same set of facts were dismissed, reduced, or resolved in favor of or against the criminal or civil defendant.

Interim Suspensions: In certain limited circumstances, the Dean, the Program Director, or the President, may make an administrative determination that the continued presence of the student could constitute a threat or danger to the Resurrection community, and such person may be temporarily suspended from Resurrection University pending the disposition of criminal or Resurrection University charges.

Interim Suspension may be imposed in the following cases:

1. To ensure the safety and well-being of members of Resurrection;
2. To ensure the preservation of Resurrection property;
3. To ensure the student's own physical or emotional safety and well-being;
4. If the student poses an ongoing threat of disruption or interference with the normal operations of Resurrection.

Criminal or Civil Charges: Upon the filing of charges in the criminal or civil courts involving an offense of a serious nature, and an administrative determination is made that the charges meet one or more of the conditions listed above, *the President or designee may determine that* the student may be temporarily suspended from Resurrection University pending the disposition of the criminal/civil charges. In these cases, the University may not have access to investigative reports or be in the best position to independently determine the factual nature of the charges without a finding through the courts.

During the Interim Suspension, a student may be denied access to the campus (including classes) and/or all other University activities or privileges for which the student might be otherwise eligible. The student will be notified, in writing, of the terms of the Interim Suspension and the reasons for this action. The notice will allow for the student to request a hearing to show cause why his or her continued presence on the campus does not constitute a threat and the Interim Suspension should not be imposed.

DISCIPLINARY PROCEDURES

Charges

1. The discipline process can be initiated by police reports or a report from any faculty, administrative staff, student, or other member of the Resurrection University community, or other person/entity from outside of the University community. This process is initiated through the submission of a written account of the incident to the Director of Student Services.

Upon the receipt of a written report, the Director of Student Development may determine that there is sufficient reason to charge the student with a violation of the Student Code of Conduct and a disciplinary hearing is warranted. The Director of Student Development may also seek or conduct an additional investigation.

Hearing Notification

1. All charges shall be presented to the student in written form. This letter of notice will provide the student a notice of the alleged violation(s) and set a time for the hearing.

2. The letter of notice may contain specific requirements or restrictions, pending the resolution of the matter through the hearing process as needed to protect the interests of involved students or Resurrection University. The notice letter will be sent to the student's current address listed on Resurrection University's database.

Options for Resolution of Disciplinary Charges: After review of the information contained with the letter of notice, the student has the following options:

1. Accept responsibility for the charges when the student substantially agrees with the contents of the complaint and accepts responsibility for the infraction, the Director of Student Development may determine the appropriate level of discipline and other sanctions or restorative resolution outcomes.

2. Dispute the charges In the event that the student does not accept responsibility for the charges or substantially disagrees with information contained within the report, a discipline hearing will be conducted.

The student must notify the Director of Student Development by the date indicated in the letter of notice of his/her intent to accept or dispute the charges. Since cases involving disputed charges may require additional investigation or preparation time, either the student or the Director of Student

Development may ask for limited additional time to prepare for the hearing and an appropriate hearing date and time may be re-scheduled.

Hearings

Disciplinary Hearings shall be conducted by the Director of Student Development according to the following guidelines:

Disciplinary hearings and administrative meetings are considered private educational interactions between the student(s) and Resurrection. The Complainant, Respondent and their advisors, if any, shall be allowed to attend the entire hearing at which information is received (excluding deliberations). Admission of any other person to the hearing shall be at the discretion of the Director of Student Development. Any advisers allowed may not participate in the disciplinary hearing, act as a representative, or speak on the student's behalf, nor be a witness. These provisions also apply to attorneys. Resurrection University may choose to have counsel present at a hearing in an advisory capacity.

1. Pertinent records, exhibits, and written statements, including student impact statements, may be accepted as information for consideration.
2. The student will have the opportunity to present his/her own version of the incident or events by personal statements, as well as through written statements and witnesses.
3. If a student, with notice, does not appear for the hearing, a decision may be reached taking into consideration the totality of the information related to the charges available at the time of the hearing.
4. Formal rules of process, procedure, or evidence as established and applied in the civil or criminal justice system do not apply to this process.

Decisions

1. After the hearing concludes, the Director of Student Development will review all pertinent information and make a determination related to each of the charges specified from the Student Code of Conduct. The determination is based on the preponderance of evidence standard-whether it is more likely than not that the Respondent violated the Student Code of Conduct.
2. The Director of Student Development has the authority to determine the appropriate level of disciplinary action taking into consideration the severity of the infraction, impact on individuals or the community, and the past record of discipline. In addition to the sanctions listed below, the Director of Student Development may place limits or conditions, restitution, community service, and/or specify participation in educational programs and interventions including but not limited to those related to alcohol or drug use, ethical decision making, personal counseling, community issues, and restorative justice.

3. Written notice of the Director of Student Development decision will be sent to the student within fifteen (15) business days of the hearing. The notification shall consist of the determination of responsibility, level of discipline imposed, and a complete description of any sanctions or requirements.

4. Decision letters that include information identifying persons listed as victims may not be released by the student to unauthorized third parties. Failure to comply with this requirement could result in additional disciplinary charges.

5. Sanctions: The following sanctions may be applied when appropriate to individual students.

6. No Action: The Director of Student Development finds that the charges are unsubstantiated or exonerates the student. The decision letter specifies that the charges are cleared and no disciplinary action is taken.

7. Warning or Written Reprimand: A student may be given a warning or written reprimand for minor infractions.

8. General Disciplinary Probation: Probation is for a designated period of time during which the student is required to show appropriate changes in attitude and behavior. Specific sanctions or restrictions may be imposed as a part of this discipline but do not result in loss of good standing with Resurrection University.

9. Discretionary Sanctions: Educational programs or assignments, mediation, community service, individual assessment, counseling, substance abuse education, intervention or treatment, or other related discretionary sanctions may be offered or required.

10. Restitution: Compensation for loss, damages, or injury. This may take the form of appropriate service or monetary or material replacement.

11. Disciplinary Suspension: Suspension for a distinct period of time and/or the specification that a student must fulfill certain requirements before re-admission or re-instatement will be considered.

12. Deferred Suspension: A suspension may be deferred under special conditions in which the student participates in a designated program as a condition to remain in school under a strict probationary status.

13. Disciplinary Expulsion: *Recommend expulsion to the President:* Expulsion is permanent removal from Resurrection University with no opportunity to return. All students placed on expulsion will have a notation placed on their transcript. Expulsion notation cannot be appealed for removal from transcript. *Expulsion may only be exercised with the approval of the President and the President will issue the notice of expulsion.*

Withholding Degree: *Recommend to the President that Resurrection University withhold awarding a degree or certificate otherwise earned until the completion of the process set forth in this Student Code of Conduct, including the completion of sanctions imposed. Withholding of the degree or*

certificate may only be done with the approval of the President and the President will issue notice of withholding of the degree or certificate.

Further Discipline: Any other discipline deemed necessary by the Director of Student Development under the circumstances.

Record of Discipline

1. Student disciplinary records will be maintained in keeping with the Federal Family Educational Rights and Privacy Act of 1974 (FERPA) and subsequent amendments and the guidelines for implementation.
2. Notations of disciplinary action on the student's transcript will be made only by the Director of Student Development. Disciplinary expulsion will be permanently noted on the academic transcript and cannot be removed. Disciplinary suspension is noted on the transcript during the period of suspension and/or until the conditions for re-admission have been met. In the case of suspension, when the conditions for re-admission have been met, the student may petition for admissions clearance and/or removal of the notation whether or not the student intends to return to Resurrection University.

Equal Employment Opportunity and Anti-harassment and Discrimination Policy

Purpose: To ensure Resurrection University provides Equal Employment Opportunities for employees and applicants, and to protect employees from discrimination and harassment. To establish internal procedures reporting harassment, investigating complaints of harassment and taking appropriate corrective action.

Defined Terms:

Harassment:

Unwelcome conduct, whether verbal, physical or visual, that is based upon a person's protected status, such as race, color, sex, religion, national origin, ancestry, age, disability, order of protection status, marital status, parental status, military status, sexual orientation, or any other legally protected classification. Resurrection University will not tolerate harassing conduct that affects tangible job benefits, that unreasonably interferes with an individual's work/academic performance, or that creates an intimidating, hostile or offensive working/learning environment.

Sexual Harassment:

Unwelcome sexual advances, requests for sexual favors, and other physical, verbal, or visual conduct based on sex constitute sexual harassment when:

1. Submission to the conduct is an explicit or implicit term or condition of employment, or enrollment;
2. Submission to or rejection of the conduct is used as the basis for employment or enrollment decisions, including but not limited to any decision related to promotion,

performance evaluation, compensation, grading, discipline, work/class assignments or schedules; and/or

3. The conduct has the purpose or effect of unreasonably interfering with an individual's work/academic performance or creating an intimidating, hostile, or offensive working or learning environment. Sexual harassment is conduct based on sex, whether directed towards a person of the opposite or same sex, and may include explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding," or "teasing," or "practical jokes," or obscene printed or visual material, and physical contact.

Bullying:

Unwelcome conduct, whether verbal, physical or visual, that is based upon a person's protected status, such as race, color, sex, religion, national origin, ancestry, age, disability, order of protection status, marital status, parental status, military status, sexual orientation, or any other legally protected classification. Presence Health will not tolerate harassing conduct that affects tangible job benefits, that unreasonably interferes with an individual's work performance, or that creates an intimidating, hostile or offensive working environment.

1. Physical Abuse. Bullying may involve acts of physical abuse, including, but not limited to:

- a. Hitting;
- b. Pushing;
- c. Tripping;
- d. Kicking;
- e. Blocking or restraining another person's movement;
- f. Sexual misconduct;
- g. Causing damage to another person's clothing or possessions; or
- h. Taking another person's belongings.

2. Verbal Abuse. The actions that constitute bullying do not require physical contact and may be based solely on verbal abuse, such as:

- a. Name calling;
- b. Threatening;
- c. Sexual misconduct;
- d. Taunting; or
- e. Malicious teasing.

3. Psychological Abuse. Bullying may occur even when the victim is not directly subjected to physical or verbal abuse, which is sometime referred to as "psychological bullying".

Incidents may involve:

- a. Spreading harmful or inappropriate rumors regarding another;
- b. Drawing inappropriate pictures or writing inappropriate statements regarding another; or
- c. Intentionally excluding another from groups or similar activities.

Hazing:

Subjecting a person to bodily or physical harm or a likelihood of bodily danger or physical harm, or requiring, encouraging, authorizing or permitting that the person be subjected to any of the following:

- a. Total or substantial nudity on the part of the person;
- b. Compelled ingestion of any substance by the person;
- c. Wearing or carrying of any obscene or physically burdensome article by the person;
- d. Physical assaults upon or offensive physical contact with the person;
- e. Participation by the person in boxing matches, excessive number of calisthenics, or other physical contests;
- f. Transportation and abandonment of the person;
- g. Confinement of the person to unreasonably small, unventilated, unsanitary or unlighted areas;
- h. Sleep deprivation; or
- i. Assignment of pranks to be performed by the person.

Responsible Parties: Vice President of Human Resources, All members of the University Community

The Policy:

Equal Employment Opportunity. Resurrection University provides equal employment opportunities for all applicants and employees without regard to race, color, sex, religion, national origin, ancestry, age, disability, order of protection status, marital status, parental status, military status, sexual orientation, or any other legally protected classification, in accordance with applicable law. Resurrection University is also committed to providing a professional, respectful and safe work environment that is free from harassment or discrimination on the basis of race, color, sex, religion, national origin, ancestry, age, disability, order of protection status, marital status, parental status, military status, sexual orientation, or any other legally protected classification, in accordance with applicable law.

Anti-Harassment, Anti-Bullying, Anti-Hazing and Discrimination. Resurrection University prohibits any form of unlawful harassment, bullying, and hazing, and will not tolerate discrimination against any employee or student by anyone, including co-workers, supervisors, students, patients/residents, vendors, visitors, contractors or any other third party. Resurrection University's policies are in alignment with the Mission, Vision and Values and the Catholic Ministry.

Resurrection University Employee and Student Responsibilities. All Resurrection University employees and students must act at all times in accordance with the letter and the spirit of Resurrection University's Equal Employment Opportunity and Anti-Harassment and Discrimination Statement. Resurrection University employees and students are responsible for helping to ensure that the work and learning environment is free from all forms of prohibited discrimination and harassment. Leaders should discuss this policy with their employees, promptly report any violations or suspected violations to the Human Resources Department, and work to ensure that this policy is consistently enforced.

Resurrection University Employee and Student Notification Process. All Resurrection University employees and students are responsible to help ensure that Resurrection University avoids harassment. If a Resurrection University employee or student feels that he/she has experienced or witnessed discrimination or harassment, he/she must promptly notify one of the following persons:

The employee's direct supervisor or department head;
The student's instructor or academic advisor;
Any member of the University's leadership team;
The Vice President of Human Resources.

Retaliation/Threats of Retaliation. Resurrection University prohibits retaliation or threats of retaliation against anyone for reporting discrimination or harassment, assisting in making a discrimination or harassment complaint, or cooperating in a discrimination or harassment investigation. Any retaliation or threat of retaliation shall be treated as a separate incident, which shall be handled in the same manner and be subject to the same procedures as the complaint itself.

Investigating Complaints. Resurrection University will investigate all discrimination or harassment complaints promptly, consistent with Resurrection University Investigation policies. To the fullest extent practicable, Resurrection University will keep complaints and the terms of their resolution confidential.

If an investigation confirms that a Resurrection University employee or student has violated this policy, Resurrection University will take corrective action – including demotion, and/or disciplinary action, up to and including immediate termination or expulsion, as appropriate. All complaints of harassment involving a non-employee/student will be investigated promptly. If appropriate, the employer of the non-Resurrection University individual may be notified. If it is not appropriate to notify the individual's employer (for example, if the individual is a visitor/patient), Security may be notified. If an investigation confirms that a violation of this policy has occurred, Resurrection University will take appropriate action, based on the specific circumstances of the case.

Education. All Resurrection University employees will be required to participate in equal employment opportunity and anti-harassment and discrimination education.

Rights and options after filing a complaint under the University's Title IX Policy

The following information provides a summary of your rights and options after filing a complaint of sex discrimination, sexual harassment, sexual violence (including sexual assault), domestic violence, dating violence, or stalking at Resurrection University. Please contact the Title IX Coordinator if you have any questions about this information.

I. General Information

- **Options:** Once you have made a complaint, you have several options, including, but not limited to:
 - Contacting parents or a relative
 - Seeking legal advice
 - Seeking personal counseling
 - Pursuing legal action against the perpetrator
 - Pursuing disciplinary action
 - Requesting that no further action be taken
 - Requesting further information about the investigation and resolution process

- *Notifying Authorities:* If requested, the Title IX Coordinator will assist you in contacting local law enforcement regarding the incident. You may decline to notify such authorities.
- *Restraining Orders:* If you have obtained or obtain a temporary restraining order or other no contact order against the alleged perpetrator from a criminal, civil, or tribal court, you may provide such information to the Title IX Coordinator. If provided, the University will take all reasonable and legal action to implement the order.
- *Requesting Changes to Your Current Situation or Other Protective Measures:* Please inform the Title IX Coordinator if you wish to change your academic, transportation, or working situation, if you want information about taking a leave of absence and related financial aid information, or if you want any other specific protective measure to be implemented. The University will make such accommodations or provide such protective measures if so requested and if they are reasonably available, regardless of whether you choose to report the incident to local law enforcement.
- *Preservation of Evidence:* It is extremely important that you preserve evidence as it may be necessary to prove the complaint you are making or needed to obtain a protection order. In the case of physical violence, including sexual assault, domestic violence, and dating violence, you should go directly to the emergency room and should not bathe, urinate, douche, brush teeth, drink liquids, or change clothes until after you are examined and, if necessary and you so choose, a rape examination is completed by a trained forensic professional at the hospital. Having a forensic examination does not obligate you to file criminal charges. Evidence in electronic formats should also be retained (e.g., text messages, emails, photos, social media posts, screenshots, etc.). This type of evidence is important and may be the only available evidence in cases of sexual harassment or stalking.

II. Institutional Procedures

- Resurrection University's Title IX Policy and accompanying procedures govern complaints of sex discrimination, sexual harassment, sexual violence (including sexual assault), domestic violence, dating violence, and stalking. The procedures:
 - Will provide a prompt, fair, and impartial resolution of your complaint, under the evidentiary standard of preponderance of the evidence, i.e., more likely than not that the alleged conduct occurred.
 - Are carried out by University officials who have received training on these issues and how to conduct an investigation that promotes safety and accountability.
 - Provide you and the respondent the right to have a support person accompany you to all aspects of the investigation and resolution process. A support person may not advocate for a party like an attorney would in court.
 - Ensure that both you and the respondent will be notified simultaneously in writing of the outcome of all stages of the process, including any appeals.
 - Prohibit retaliation by the respondent or anyone else against you for making a complaint or against anyone else for participating in the investigation.
- If you desire to have a support person but cannot find someone that you are comfortable with, please contact the Title IX Coordinator for assistance in doing so.

III. Possible Interim Measures and Sanctions

- *Interim Measures:* At any time during the investigation, the University may impose interim measures for the parties or witnesses for the protection of those involved and to ensure equal access to the University's educational programs and activities. These may include separating

the parties, placing limitations on contact between the parties, suspension, or making alternative class-placement or workplace arrangements.

- *Sanctions:* If there is a finding that a violation of the University's Title IX Policy has occurred, sanctions may include counseling or training, separation of the parties, and/or discipline of the respondent, including written reprimand, probation, suspension, demotion, termination, or expulsion.

IV. Confidentiality

- If you request confidentiality or ask that a complaint not be investigated, the University will take reasonable steps to investigate and respond to the complaint consistent with the request. However, the University's ability to respond may be limited in such cases, and the University may not be able to grant such a request when the respondent poses a continuing threat to the University community.
- Throughout the investigation of your complaint, the University will maintain as confidential any accommodations or protective measures provided to you, to the extent maintaining such confidentiality does not impair the University's ability to provide such accommodations or protective measures.
- Resurrection University is required by law to make certain statistical disclosures of crimes reported to it. If you report an incident that is a crime, the University will make the statistical disclosure without disclosing personally identifying information about you.

V. Resources Available

- Resurrection University's Title IX Coordinator

Brian Bollenbacher
6th floor, 6S23
773.252.5309
brian.bollenbacher@resu.edu

- Resurrection University's Counseling & Wellness Services (confidential resource)

Susan Siokos, MA, LPC, DCC – Personal Counselor
6th Floor, Student Center
773.252.5120
susan.siokos@resu.edu

Nicole Wuerl, MA, LPC – Personal Counselor
6th Floor, Student Center
773.252.5395
nicole.wuerl@resu.edu

Sister Dina Bato, SP – Confidential Advisor
6th Floor, Student Center
773-252-5117
Sisterdina.bato@resu.edu

- Presence Behavioral Health: 24-hour crisis line – 708.681.HELP (4357)
- Campus Security Department

Presence St. Elizabeth Medical Center Security Office
312.770.2457
1111 (internal non-emergency)
8888 (internal emergency)

- Student Financial Aid: <http://resu.edu/costs-financial-aid/>

- Local Police

Chicago Police Department
2150 North California Ave
Chicago, IL 60647
312.744.8290 (for emergency dial 911)
<http://home.chicagopolice.org/>

- Hospitals/Medical Centers

Presence St. Elizabeth Medical Center
1431 North Claremont Avenue
Chicago, IL 60622
773.278.2000

Presence St. Mary's Medical Center
2233 West Division Street
Chicago, IL 60622
312-770-2000

- Support Agencies/Hotlines

Community Counseling Centers of Chicago
Quetzal Center
2525 W Peterson Ave
Chicago, IL 60659
773.506.2525
www.c4chicago.org

Mujeres Latinas En Accion
2124 W 21st Place
Chicago, IL 60608
773.890.7676
<http://www.mujereslatinasenaccion.org/Home>
Crisis line: 312.738.5358

Northwest Center Against Sexual Assault
1215 Church Street
Evanston, IL 60201
847.806.6526
www.nwcasa.org
24-hour confidential hotline: 888.802.8890

Pillars C.A.R.E. Center
6918 Windsor Ave
Berwyn, IL 60402
708.745.5277
<http://www.pillarscommunity.org/>
24-hour domestic violence hotline: 708.485.5254

24-hour sexual assault hotline: 708.482.9600

Porchlight Counseling Services (resources for college sexual assault survivors)
PO Box 1080
Evanston, IL 60204
773.750.7077
<http://www.porchlightcounseling.org/index2.php>

Rape Victim Advocates (RVA)
180 N Michigan Ave, Suite 600
Chicago, IL 60604
312.443.9603
Email: info@rapevictimadvocates.org
<http://www.rapevictimadvocates.org/>
Rape crisis hotline: 1.888.293.2080

- National Domestic Violence Hotline: 1.800.799.7233
- National Sexual Assault Hotline: 1.800.656.HOPE (4673)
- Illinois Coalition Against Sexual Assault (ICASA):
<http://www.icasa.org/home.aspx?PageID=500&>

Please contact the Title IX Coordinator if you want to discuss other resources that may be available in the community

■ Legal Assistance, Visa and Immigration Assistance

- Illinois Legal Aid: <http://www.illinoislegalaid.org/>
- Chicago Volunteer Legal Services: <http://www.cvlvs.org/>
- Legal Assistance Foundation: <https://www.lafchicago.org/>
- Immigration Advocates Network:
<http://www.immigrationadvocates.org/nonprofit/legaldirectory/search?zip=60604&x=11&y=10>
- U.S. Citizenship and Immigration Services: <http://www.uscis.gov/about-us/find-uscis-office/field-offices/illinois>

Part B: Resurrection University Campus Training, Education and Awareness:

Student Primary Prevention Programming

Identify any and all institutional actions and strategies intended to prevent sexual violence before it occurs by means of changing social norms and other approaches, including, without limitation, training programs, poster and flyer campaigns, electronic communications, films, guest speakers, symposia, conferences, seminars or panel discussions that occurred during the 2017 - 2018 academic year.

- Fall 2017 New Student Orientation
 - Description: On-campus New Student Orientation program. Presentation and Review of Title IX Policies, Reporting, and Resources brochure.
 - Dates: July – August 2017
 - Location: Resurrection University
 - Target Audience: BSN, BSN-RN, HIIM, BSIT, MSN Students
 - Number of Attendees: 290

- Spring 2018 New Student Orientation
 - Description: On-campus New Student Orientation program. Presentation and Review of Title IX Policies, Reporting, and Resources brochure.
 - Dates: November – December 2017
 - Location: Resurrection University
 - Target Audience: BSN, BSN-RN, HIIM, BSIT, MSN Students
 - Number of Attendees: 154

- Summer 2018
 - Description: On-campus New Student Orientation program. Presentation and Review of Title IX Policies, Reporting, and Resources brochure.
 - Dates: March – April 2018
 - Location: Resurrection University
 - Target Audience: BSN, BSN-RN, HIIM, BSIT, MSN Students
 - Number of Attendees: 104

- Fall 2018
 - Description: On-campus New Student Orientation program. Presentation and Review of Title IX Policies, Reporting, and Resources brochure.
 - Dates: July – August 2018
 - Location: Resurrection University
 - Target Audience: BSN, BSN-RN, HIIM, BSIT, MSN, DNP Students
 - Number of Attendees: 295

- Campus Answers
 - Description: On-line courses: Preventing Discrimination and Sexual Violence: Title IX VAWA and Cleary Act for Illinois - Undergraduate and Graduate Students
 - Dates: May 2018
 - Location: On-line
 - Target Audience: BSN, BSN-RN, HIIM, BSIT, MSN, DNP Students
 - Number of Attendees: 569 with 46.3% Completion Rate

- Voices Spring Symposium 2018
 - Beyond Firefighting: Preventing Sexual Violence • Cultural Competency and Title IX • Trauma Informed Interviewing
 - Dates: April 20, 2018
 - Location: Harry Truman College
 - Target Audience: BSN, BSN-RN, HIIM, BSIT, MSN, DNP Students
 - Number of Attendees: 0

- Voices Fall Symposium 2018
 - Title IX Work as Oppression Disruption • Beat the Blame Game
 - Dates: October 19, 2018
 - Location: Northeastern Illinois University
 - Target Audience: BSN, BSN-RN, HIIM, BSIT, MSN, DNP Students
 - Number of Attendees: 0

Employee Training

Identify any and all training provided to higher education institution employees who, with respect to reports of sexual violence, domestic violence, dating violence or stalking: (1) receive student reports, (2) refer or provide services to survivors or (3) participate in the complaint resolution procedure.

- New Employee Orientation
 - Description: On-campus New Employee Orientation program. Presentation and Review of Title IX Policies, Reporting, and Resources brochure.
 - Dates: Monthly August 2017 – August 2018
 - Location: Resurrection University
 - Target Audience: University Faculty and Staff
 - Number of Attendees: 37

- Resurrection University Days – Faculty and Staff Development
 - Description: Legal Review with Husch Blackwell on Title IX, Sexual Assault, Violence on Campus.
 - Dates: September 5, 2018

- Location: Resurrection University
- Target Audience: University Faculty and Staff
- Number of Attendees: 112

- Resurrection University – Faculty and Staff Development Workshops
 - Description: Student Case Studies on Title IX, Sexual Assault, Violence on Campus.
 - Dates: April 25, 2018
 - Location: Resurrection University
 - Target Audience: University Faculty and Staff
 - Number of Attendees: 14

- Resurrection University – Faculty and Staff Development Workshops
 - Description: Student Case Studies on Title IX, Sexual Assault, Violence on Campus.
 - Dates: May 9, 2018
 - Location: Resurrection University
 - Target Audience: University Faculty and Staff
 - Number of Attendees: 45

- Resurrection University – Faculty and Staff Development Workshops
 - Description: Student Case Studies on Title IX, Sexual Assault, Violence on Campus.
 - Dates: September 6, 2018
 - Location: Resurrection University
 - Target Audience: University Faculty and Staff
 - Number of Attendees: 40

- Campus Answers
 - Description: On-line courses: Preventing Discrimination and Sexual Violence: Title IX VAWA and Cleary Act for Illinois - Faculty and Staff
 - Dates: May 2018
 - Location: On-line
 - Target Audience: University Faculty and Staff
 - Number of Attendees: 101

- Voices Spring Symposium 2018
 - Beyond Firefighting: Preventing Sexual Violence • Cultural Competency and Title IX • Trauma Informed Interviewing
 - Dates: April 20, 2018
 - Location: Harry Truman College
 - Target Audience: University Faculty and Staff
 - Number of Attendees: 2

- **Voices Fall Symposium 2018**
 - Title IX Work as Oppression Disruption • Beat the Blame Game
 - Dates: October 19, 2018
 - Location: Northeastern Illinois University
 - Target Audience: University Faculty and Staff
 - Number of Attendees: 4

- **Husch Blackwell Advanced Title IX Coordinator and Investigator Training**
 - Description: Title IX Advanced Concepts in Resolving, Investigating and Adjudicating Sexual Misconduct
 - Dates: November 1-2, 2018
 - Location: Husch Blackwell Riverside Plaza, Chicago
 - Target Audience: Title IX Coordinators & Investigators
 - Number of Attendees: 3

- **VOICES Campus Council**
 - Description: Cook County State's Attorney's Office Campus Council on Sexual Assault and Domestic Violence
 - Dates: August 4, 2017, October 6, 2017, June 1, 2018,
 - Location: 555 Harrison, Cook County Court
 - Target Audience: Title IX, and Student Affairs Staff
 - Number of Attendees: 6

Reports

Total number of reports made to the Title IX Coordinator/Responsible employees and to confidential and anonymous resources in the 2017-2018 academic year.

	Reports to the Title IX coordinator/responsible employees	Reports to confidential and anonymous resources
Sexual violence	0	6
Domestic violence	2	1
Dating violence	0	2
Stalking	0	2

Total number of reports or disclosures made to the Title IX coordinator or responsible employees identified by; Survivor requested not to proceed with the complaint resolution procedure, University investigated allegation, University referred allegation to local or State law enforcement, and University resolved allegation through complaint resolution procedure.

	Survivor requested not to proceed with the complaint resolution procedure	University investigated allegation	University referred allegation to local or State law enforcement	University resolved allegation through complaint resolution procedure
Sexual violence	0	0	0	0
Domestic violence	2	0	0	0
Dating violence	0	0	0	0
Stalking	0	0	0	0

Of the total number of reports reviewed through the complaint resolution procedure, identified the number of students who received the following outcomes.

	Found not responsible for violation of comprehensive policy	Dismissed/expelled	Suspended	Otherwise disciplined
Sexual violence	0	0	0	0
Domestic violence	0	0	0	0
Dating violence	0	0	0	0
Stalking	0	0	0	0

