

RESURRECTION UNIVERSITY
NURSING & HEALTH SCIENCES

**Preventing Sexual Violence in Higher
Education Act Annual Report
October 2020**



Preventing Sexual Violence in Higher Education Act Annual Report

Resurrection University
1431 North Claremont Avenue
Chicago IL, 60622

Brian Bollenbacher
Vice President, Student & Employee Affairs
Title IX Coordinator
brian.bollenbacher@resu.edu

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

Sexual Harassment - Title IX Policy

I. Policy Statement

Consistent with the U.S. Department of Education’s implementing regulations for Title IX of the Education Amendments of 1972 (“Title IX”), Resurrection University (“ResU” or the “University”) prohibits Sexual Harassment that occurs within its Education Programs or Activities.

As further defined herein, Sexual Harassment includes Quid Pro Quo Sexual Harassment, Hostile Environment Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, and Stalking.

ResU values civility, dignity, diversity, education, equality, freedom, honesty, and safety and is firmly committed to maintaining an educational environment free from Sexual Harassment.

Sexual Harassment jeopardizes the welfare of ResU students, faculty, and staff and the safety of our University community. Sexual Discrimination violates our philosophy of education and our values; its presence presents a barrier to fulfilling ResU’s scholarly, educational, patient care, and service missions. Sexual Harassment will not be tolerated at ResU and is expressly prohibited.

Administrators, faculty members, staff, students, contractors, guests, and other members of the University community who commit Sexual Harassment are subject to the full range of the University discipline including verbal reprimand; written reprimand; mandatory training, or counseling; mandatory monitoring; partial or full probation; partial or full suspension; permanent separation from the institution (i.e., termination or dismissal); physical restriction from the University property; and cancellation of contracts.

The University will provide persons who have experienced Sexual Harassment ongoing remedies as reasonably necessary to restore or preserve access to the University’s Education Programs or Activities.

II. Scope

This policy applies to Sexual Harassment that occurs within the University’s Education Programs or Activities and that is committed by an administrator, faculty member, staff, student, contractor, guest, or other member of the University community.

This policy does not apply to Sexual Harassment that occurs off-campus, in a private setting, and outside the scope of the University’s Education Programs and Activities; such sexual misconduct may be prohibited by the Student Code of Conduct Policy if committed by a student or the ResU Equal Employment Opportunity and Anti-Harassment and Discrimination Policy or other University policies if committed by an employee.

Consistent with the U.S. Department of Education’s implementing regulations for Title IX, this policy does not apply to Sexual Harassment that occurs outside the geographic boundaries of the United States, even if the Sexual Harassment occurs in the University’s Education Programs or Activities. Sexual Harassment that occurs outside the geographic boundaries of the United States is governed by the Student Code of Conduct Policy if committed by a student or the ResU Equal Employment Opportunity and Anti-Harassment and Discrimination Policy or other University policies if committed by an employee.

III. Definitions

- A.** “Sexual Harassment” is conduct on the basis of sex that constitutes Quid Pro Quo Sexual Harassment, Hostile Environment Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, or Stalking.
- B.** “Quid Pro Quo Sexual Harassment” is an employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual’s participation in unwelcome sexual contact.
- C.** “Hostile Environment Sexual Harassment” is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person access to the University’s Education Programs or Activities.
- D.** “Sexual Assault” includes the sex offenses of Rape, Sodomy, Sexual Assault with an Object, Fondling, Incest, and Statutory Rape.¹
 - 1. “Rape” is the carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity. There is “carnal knowledge” if there is the slightest penetration of the vagina or penis by the sexual organ of the other person. Attempted Rape is included.
 - 2. “Sodomy” is oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
 - 3. “Sexual Assault with an Object” is using an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where

¹ The University’s definition of “Sexual Assault” is mandated by federal regulations implementing Title IX of the Education Amendments of 1972. Those regulations require the University to adopt a definition of “Sexual Assault” that incorporates various forcible and non-forcible sex crimes as defined by the FBI’s Uniform Crime Reporting System. See 34 C.F.R. § 106.30(a).

the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity. An “object” or “instrument” is anything used by the offender other than the offender’s genitalia.

4. “Fondling” is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
5. “Incest” is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Illinois law.
6. “Statutory Rape” is sexual intercourse with a person who is under the statutory age of consent as defined by Illinois law.

E. “Domestic Violence” is a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the 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 of the victim under the domestic or family violence laws of Illinois, 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 Illinois.

F. “Dating Violence” is violence committed by a person –

1. Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
2. Where the existence of such a relationship will be determined based on a consideration of the following factors:
 - The length of the relationship;
 - The type of relationship; and
 - The frequency of interaction between the persons involved in the relationship.

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

- Fear for their safety or the safety of others; or
- Suffer substantial emotional distress.

- H.** “Consent” is freely given agreement to sexual activity.
- I.** “Incapacitated” refers to the state where a person does not appreciate the nature or fact of sexual activity due to the effect of drugs or alcohol consumption, medical condition or disability, or due to a state of unconsciousness or sleep.
- J.** “Retaliation” is intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX and its implementing regulations or because an individual has made a report or Formal Complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy.
- K.** “Complainant” means an individual who is alleged to be the victim of conduct that could constitute Sexual Harassment.
- L.** “Respondent” means an individual who has been reported to be the perpetrator of conduct that could constitute Sexual Harassment.
- M.** “Formal Complaint” means a document filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Harassment against a Respondent and requesting that the University investigate the allegation of Sexual Harassment in accordance with this policy. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in the University’s Education Programs or Activities. A “document filed by a Complainant” means a document or electronic submission (such as an email) that contains the Complainant’s physical or electronic signature or otherwise indicates that the Complainant is the person filing the Complaint.
- N.** “Supportive Measures” are non-disciplinary, non-punitive individualized services offered, as appropriate, and reasonably available, and without fee or charge, that are designed to restore or preserve equal access to the University’s Education Programs and Activities without unreasonably burdening another party, including measures designed to protect the safety of all parties implicated by a report or the University’s education environment, or to deter Sexual Harassment. Supportive measures may include: counseling, extensions of academic or other deadlines, course-related adjustments, modifications to work or class schedules, campus escort services, changes in work or leaves of absence, increased security and monitoring of certain areas of campus, changes in transportation, honoring an order of protection or no contact order entered by a State civil or criminal court, and other similar measures. Supportive Measures may also include mutual restrictions on contact between the parties implicated by a report.
- O.** “Education Programs and Activities” refers to all the operations of the University, including, but not limited to, in-person and online educational instruction, employment, research activities, extracurricular activities, and community engagement and outreach programs. The term applies to all activity that occurs on campus or on other property owned or occupied by the University It also includes off-campus locations, events, or circumstances over which the University exercises

substantial control over the Respondent and the context in which the Sexual Harassment occurs.

IV. Understanding Hostile Environment Sexual Harassment

In determining whether a hostile environment exists, the University will consider the totality of circumstances, including factors such as the actual impact the conduct has had on the Complainant; the nature and severity of the conduct at issue; the frequency and duration of the conduct; the relationship between the parties (including accounting for whether one individual has power or authority over the other); the context in which the conduct occurred; and the number of persons affected. The University will evaluate the totality of circumstances from the perspective of a reasonable person in the Complainant's position. A person's adverse subjective reaction to conduct is not sufficient, in and of itself, to establish the existence of a hostile environment.

Some specific examples of conduct that may constitute Sexual Harassment if unwelcome include, but are not limited to:

- Unreasonable pressure for a dating, romantic, or intimate relationship or sexual contact
- Unwelcome kissing, hugging, or massaging
- Sexual innuendos, jokes, or humor
- Displaying sexual graffiti, pictures, videos, or posters
- Using sexually explicit profanity
- Asking about, or telling about, sexual fantasies, sexual preferences, or sexual activities
- Leering or staring at someone in a sexual way, such as staring at a person's breasts or groin
- Sending sexually explicit emails, text messages, or social media posts
- Commenting on a person's dress in a sexual manner
- Giving unwelcome personal gifts such as lingerie that suggest the desire for a romantic relationship
- Insulting, demeaning, or degrading another person based on gender or gender stereotypes

V. Understanding Consent and Incapacitation

A. Consent

Lack of consent is a critical factor in determining whether Sexual Harassment has occurred. As defined above, consent is freely given agreement to sexual activity. Consent is a mutual, voluntary, and informed agreement to participate in specific sexual acts with another person that is not achieved through manipulation, force, or coercion of any kind, and requires having cognitive ability to agree to participate. Consent requires an outward demonstration, through mutually understandable words, conduct, or action, indicating that an individual has freely chosen to engage in the specific sexual acts. A verbal "no" constitutes lack of consent, even if it sounds insincere or indecisive.

A person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent due to circumstances, including without limitation the following: impairment or incapacitation due to alcohol and/or drug use, permanent/temporary mental or physical disability, being below the age of consent, being asleep, and being unconscious are factors which detract from or make consent impossible.

Silence or an absence of verbal or physical resistance or submission resulting from use or threat of force does not imply consent. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Even in the context of an ongoing relationship, consent must be sought and freely given for each specific sexual act. Consent may be withdrawn at any time. When consent is withdrawn, sexual activity must immediately stop. Also, a person's manner of dress does not constitute consent; consent to past sexual activity does not constitute consent to future sexual activity.

B. Incapacitation

Incapacitation is a state where an individual cannot make an informed and rational decision to consent to engage in sexual contact because the individual lacks conscious knowledge of the nature of the act (e.g., to understand the "who, what, where, when, why or how" of the sexual interaction) and/or is physically or mentally helpless. An individual is also considered incapacitated, and therefore unable to give consent, when asleep, unconscious, or otherwise unaware that sexual contact is occurring.

Incapacitation can only be found when the Respondent knew or should have known that the Complainant was incapacitated when viewed from the position of a sober, reasonable person. One's own intoxication is not an excuse for failure to recognize another person's incapacitation.

Incapacitation may result from the use of alcohol and/or other drugs; however, consumption of alcohol or other drugs, inebriation, or intoxication alone are insufficient to establish incapacitation. Incapacitation is beyond mere drunkenness or intoxication. The impact of alcohol or drugs varies from person to person, and evaluating incapacitation requires an assessment of how consumption of alcohol and/or drugs impacts an individual's:

- Decision-making ability
- Awareness of consequences
- Ability to make informed judgments
- Capacity to appreciate the nature of circumstances of the act.

No single factor is determinative of incapacitation. Some common signs that someone may be incapacitated include slurred speech, confusion, shaky balance, stumbling or falling down, vomiting, and unconsciousness.

VI. Reporting Sexual Harassment

Any person may report Sexual Harassment to the Title IX Coordinator. Reports may be made by Complainants, third parties, witnesses, or bystanders, and may be made in person, by regular mail, telephone, electronic mail, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. In-person reports must be made during normal business hours, but reports can be made by regular mail, telephone, or electronic mail at any time, including outside normal business hours.

The name and contact information for the Title IX Coordinator is:

Brian Bollenbacher

Title IX Coordinator

6th floor, 6S23

773.252.5309

brian.bollenbacher@resu.edu and ResUTitleIX@resu.edu

In addition to reporting to the Title IX Coordinator and individuals above, any person may report Sexual Harassment to the following University resources or employees:

Campus Security

312.770.2457

1111 (internal non-emergency)

8888 (emergency)

In addition, all University employees may receive reports of Sexual Harassment and must promptly forward such report of Sexual Harassment to the Title IX Coordinator. Mental health counselors, however, are exempt from reporting under the protection of counselor licensure laws and ethics.

The University encourages members of the University Community to report any and all instances of Sexual Harassment, even if they are unsure whether the conduct rises to the level of a policy violation.

Individuals, including third parties and bystanders, can submit a report of Sexual Harassment electronically and anonymously by completing the form below:

Upon filing an electronic report, the electronic reporter (if not anonymous) will receive an electronic response within 12 hours. These reports will be sent to the Title IX Coordinator who will make every effort to respond or take other corrective action, but the University's ability to respond or take corrective action following an anonymous report may be limited. This reporting mechanism is not a substitute for the obligations of employees to report, except for the individuals identified as confidential resources, to make a report as described above.

Confidential resources are available to discuss incidents or accusations of Sexual Assault, Dating Violence, Domestic Violence, or Stalking with both Complainants and Respondents in confidence, and provide emotional support in a safe and confidential space. Disclosures to confidential resources will not trigger the University's investigation into an incident.

Individuals wishing to obtain confidential assistance without making a report to the University may speak with the following confidential resources:

Confidential Advisor

Samantha Westby, MS

Student Life

773.235.5568

Samantha.westby@resu.edu

Susan Siokos, EdD, LCPC, BC-TMH

Counseling & Wellness Services

773.252.5120

susan.siokos@resu.edu

In addition, confidential resources also provide emergency and ongoing support to individuals who have experienced or been accused of Sexual Assault, Dating Violence, Domestic Violence, or Stalking including:

- Providing information regarding the individual's reporting options and possible outcomes, including making a report or a Formal Complaint under this Policy and notifying local law enforcement;
- Providing information about available resources and services, including but not limited to services available on campus and through the community, such as sexual assault crisis centers, medical treatment facilities, counseling services, legal resources, medical forensic services and mental health services;
- Providing information regarding orders of protection, no contact orders or similar lawful orders issued by the University or a criminal or civil court;
- An explanation of the individual's right to have privileged, confidential communications with the confidential advisor consistent with applicable law;
- Upon request and as appropriate, providing assistance in contacting campus officials, community-based sexual assault crisis centers, campus security, and/or local law enforcement; and/or
- Upon request, providing assistance with securing Supportive Measures and accommodations.

The following off-campus agencies also employ individuals available to assist members of the University community with issues relating to Sexual Assault, Dating Violence, Domestic Violence, or Stalking in confidence. Disclosures to these entities *will not* trigger the University's investigation into an incident. Please note that limitations of confidentiality may exist for individuals under the age of 18.

- National Sexual Assault Telephone Hotline: 800-656-HOPE (4673)
- State of Illinois Domestic Violence Hotline: 877-863-6338

VII. Special Guidance for Individuals Reporting Sexual Assault, Domestic Violence, Dating Violence, or Stalking

If you believe you are the victim of Sexual Assault, Domestic Violence, or Dating Violence, do everything possible to preserve evidence by making certain that the crime scene is not disturbed. Preservation of evidence may be necessary for proof of the crime or in obtaining a protection order. For those who believe that they are victims of Sexual Assault, Domestic Violence, or Dating Violence, the University recommends the following:

- Get to a safe place as soon as possible.
- Try to preserve all physical evidence of the crime—avoid bathing, using the toilet, rinsing one’s mouth or changing clothes. If it is necessary, put all clothing that was worn at the time of the incident in a paper bag, not a plastic one.
- Do not launder or discard bedding where the assault occurred- preserve for law enforcement.
- Preserve all forms of electronic communication that occurred before, during, or after the assault.
- Contact law enforcement by calling 911.
- Get medical attention - all medical injuries are not immediately apparent. This is also necessary to collect evidence in case the individual decides to press charges. Local hospitals have evidence collection kits necessary for criminal prosecution should the victim wish to pursue charges. Take a full change of clothing, including shoes, for use after a medical examination.
- Contact a trusted person, such as a friend or family member for support.
- Talk with a professional licensed counselor or resident health care provider who can help explain options, give information, and provide emotional support.
- Make a report to the Title IX Coordinator.
- Explore this policy and avenues for resolution under Sexual Harassment process.
- Options to pursue a complaint with either the University or law enforcement or not to pursue a complaint to either.

It is also important to take steps to preserve evidence in cases of Stalking, to the extent such evidence exists. Such evidence is more likely to be in the form of letters, emails, text messages, etc. rather than evidence of physical contact and violence. This type of non-physical evidence will also be useful in all types of Sexual Harassment investigations.

Once a report of Sexual Assault, Domestic Violence, Dating Violence, or Stalking is made, the victim has several options such as, but not limited to:

- obtaining Supportive Measures
- contacting parents or a relative
- seeking legal advice
- seeking personal counseling (always recommended)
- pursuing legal action against the perpetrator
- filing a Formal Complaint
- requesting that no further action be taken

Upon receiving a report of an incident of Sexual Harassment prohibited under this policy, the University will provide the Complainant with a written document (separate from this policy) listing, in plain, concise language, the Complainant's available rights, options and resources, as well as a description of the University's procedures for investigating and resolving the report. The University will also provide the Respondent with a written document (separate from this policy) listing, in plain and concise language, the Respondent's available rights, options and resources, as well as a description of the University's procedures for investigating and resolving the report.

For more information regarding the option to pursue a criminal complaint, contact:

Chicago Police Department – Wicker Park

2150 N. California Avenue

Chicago, IL 60622

312.746.8396

AMITA Health Saints Mary's Medical Center

2233 W. Division Street

Chicago, IL 60622

312.770.2000

VIII. Preliminary Assessment

Upon receipt of a report of Sexual Harassment, the Title IX Coordinator will conduct a preliminary assessment to determine:

- Whether the conduct, as reported, falls or could fall within the scope of the policy specified in Section II; and
- Whether the conduct, as reported, constitutes or could constitute Sexual Harassment.

If the Title IX Coordinator determines that the conduct reported could not fall within the scope of the policy, and/or could not constitute Sexual Harassment, even if investigated, the Title Coordinator will close the matter and may notify the reporting party if doing so is consistent with the Family Educational Rights and Privacy Act ("FERPA"). The Title IX Coordinator may refer the report to other University offices, as appropriate, including but not limited to referral for a potential violation of the Student Code of Conduct Policy if committed by a student or the ResU Equal Employment Opportunity and Anti-Harassment and Discrimination Policy if committed by an employee.

If the Title IX Coordinator determines that the conduct reported could fall within the scope of the policy, and/or could constitute Sexual Harassment, if investigated, the Title IX Coordinator will proceed to contact the Complainant as specified in Section IX.

As part of the preliminary assessment, the Title IX Coordinator may take investigative steps to determine the identity of the Complainant, if such identity is not apparent from the report.

IX. Contacting the Complainant

If a report is not closed as a result of the preliminary assessment and the Complainant's identity is known, the Title IX Coordinator will promptly contact the Complainant to discuss the availability of Supportive Measures specified in Section X; to discuss and consider the Complainant's wishes with respect to such Supportive Measures; to inform the Complainant of the availability of such Supportive Measures with or without filing a Formal Complaint; and to explain the process for filing and pursuing a Formal Complaint. The Complainant will also be provided options for filing complaints with the local police and information about resources that are available on campus and in the community.

X. Supportive Measures

If a report is not closed as a result of the preliminary assessment, the University will offer and make available Supportive Measures to the Complainant regardless of whether the Complainant elects to file a Formal Complaint.

Contemporaneously with the Respondent being notified of a Formal Complaint, the Title IX Coordinator will notify the Respondent of the availability of Supportive Measures for the Respondent, and the University will offer and make available Supportive Measures to the Respondent in the same manner in which it offers and makes them available to the Complainant. The University will also offer and make available Supportive Measures to the Respondent prior to the Respondent being notified of a Formal Complaint, if the Respondent requests such measures. The Title IX Coordinator will provide the Complainant and Respondent with a written document (separate from this policy) listing available rights, options, and resources, including Supporting Measures, and describing the University's Sexual Harassment Complaint Investigation and Resolution Procedures in plain, concise language.

The University will maintain the confidentiality of Supportive Measures provided to either a Complainant or Respondent, to the extent that maintaining such confidentiality does not impair the University's ability to provide the Supportive Measures in question.

XI. Interim Removal

At any time after receiving a report of Sexual Harassment, the Title IX Coordinator may remove a student Respondent from the University's Education Programs or Activities on an temporary basis if

an individualized safety and risk analysis determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Sexual Harassment justifies removal. In the event the Title IX Coordinator imposes an interim removal, the Title IX Coordinator must offer to meet with the Respondent within twenty-four hours and provide the Respondent an opportunity to challenge the interim removal.

In the case of a Respondent who is a non-student employee (administrator, faculty, or staff), and in its discretion, the University may place the Respondent on administrative leave at any time after receiving a report of Sexual Harassment, including during the pendency of the investigation and adjudication process.

For all other Respondents, including independent contractors and guests, the University retains broad discretion to prohibit such persons from entering onto its campus and other properties at any time, and for any reason, whether after receiving a report of Sexual Harassment or otherwise.

XII. Formal Complaint

A Complainant may file a Formal Complaint with the Title IX Coordinator requesting that the University investigate and adjudicate a report of Sexual Harassment in accordance with this policy. Provided, however, that at the time the Complainant submits a Formal Complaint, the Complainant must be participating in, or attempting to participate in, one or more of the University's Education Programs or Activities.

A Complainant may file a Formal Complaint with the Title IX Coordinator in person, by regular mail, or by email using the contact information specified above. No person may submit a Formal Complaint on the Complainant's behalf.

In any case, including a case where a Complainant elects not to file a Formal Complaint, the Title IX Coordinator may file a Formal Complaint on behalf of the University if doing so is not clearly unreasonable. Such action will normally be taken in limited circumstances involving serious or repeated conduct or where the alleged perpetrator may pose a continuing threat to the University Community.

If the Complainant or the Title IX Coordinator files a Formal Complaint, then the University will commence an investigation as specified in Section XVI and proceed to adjudicate the matter as specified in Section XVIII. In all cases where a Formal Complaint is filed, the Complainant will be treated as a party, irrespective of the party's level of participation.

In a case where the Title IX Coordinator files a Formal Complaint, the Title IX Coordinator will not act as a Complainant or otherwise as a party for purposes of the investigation and adjudication processes.

XIII. Consolidation of Formal Complaints

The University may consolidate Formal Complaints as to allegations of Sexual Harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations of Sexual Harassment arise out of the same facts or circumstances. Where the investigation and adjudication process involve more than one Complainant or more than one Respondent, references in this policy to the singular “party,” “Complainant,” or “Respondent” include the plural, as applicable. A Formal Complaint of Retaliation may be consolidated with a Formal Complaint of Sexual Harassment.

XIV. Dismissal Prior to Commencement of Investigation

In a case where the Complainant files a Formal Complaint, the Title IX Coordinator will evaluate the Formal Complaint and must dismiss it if the Title IX Coordinator determines:

- The conduct alleged in the Formal Complaint would not constitute Sexual Harassment, even if proved; or
- The conduct alleged in the Formal Complaint falls outside the scope of the policy (i.e., because the alleged conduct did not occur in the University’s Education Programs or Activities and/or the alleged conduct occurred outside the geographic boundaries of the United States).

In the event the Title IX Coordinator determines the Formal Complaint should be dismissed pursuant to this Section, the Title IX Coordinator will provide written notice of dismissal to the parties and advise them of their right to appeal as specified in Section XX. The Title IX Coordinator may refer the subject matter of the Formal Complaint to other University offices, as appropriate, including but not limited to referral for a potential violation of Student Code of Conduct Policy if committed by a student or the ResU Equal Employment Opportunity and Anti-Harassment and Discrimination Policy or other University policies if committed by an employee. A dismissal pursuant to this Section is presumptively a final determination for purposes of this policy, unless otherwise specified in writing by the Title IX Coordinator in the written notice of dismissal.

XV. Notice of Formal Complaint

Within five (5) days of the Title IX Coordinator receiving a Formal Complaint, the Title IX Coordinator will transmit a written notice to the Complainant and Respondent that includes:

- A physical copy of this policy or a hyperlink to this policy;
- Sufficient details known at the time so that the parties may prepare for an initial interview with the investigator, to include the identities of the parties involved in the incident (if known), the conduct allegedly constituting Sexual Harassment, and the date and location of the alleged incident (if known);

- A statement that the Respondent is presumed not responsible for the alleged Sexual Harassment and that a determination of responsibility will not be made until the conclusion of the adjudication and any appeal;
- Notifying the Complainant and Respondent of their right to be accompanied by an advisor of their choice, as specified in Section XXI.
- Notifying the Complainant and Respondent of their right to inspect and review evidence as specified in Section XVI.D.
- Notifying the Complainant and Respondent of the University's prohibitions on false statements and retaliation specified in Sections XXXIII and XXXIV.
- Information about resources that are available on campus and in the community.

Should the University elect, at any point, to investigate allegations that are materially beyond the scope of the initial written notice, the University will provide a supplemental written notice describing the additional allegations to be investigated.

XVI. Investigation

A. Commencement and Timing

After the written notice of Formal Complaint is transmitted to the parties, an investigator selected by the Title IX Coordinator will undertake an investigation to gather evidence relevant to the alleged misconduct, including inculpatory and exculpatory evidence. The burden of gathering evidence sufficient to reach a determination in the adjudication lies with the University and not with the parties. The investigation will culminate in a written investigation report, specified in Section XVI.E, that will be submitted to the adjudicator during the selected adjudication process. Although the length of each investigation may vary depending on the totality of the circumstances, the University strives to complete each investigation within thirty (30) to forty-five (45) days of the transmittal of the written notice of Formal Complaint.

B. Equal Opportunity

During the investigation, the investigator will provide an equal opportunity for the parties to be interviewed, to present witnesses (including fact and expert witnesses), and to present other inculpatory and exculpatory evidence. Notwithstanding the foregoing, the investigator retains discretion to limit the number of witness interviews the investigator conducts if the investigator finds that testimony would be unreasonably cumulative, if the witnesses are offered solely as character references and do not have information relevant to the allegations at issue, or if the witnesses are offered to render testimony that is categorically inadmissible, such as testimony concerning sexual

history of the Complainant, as specified in Section XXIII. The investigator will not restrict the ability of the parties to gather and present relevant evidence on their own.

The investigation is a party's opportunity to present testimonial and other evidence that the party believes is relevant to resolution of the allegations in the Formal Complaint. A party that is aware of and has a reasonable opportunity to present particular evidence and/or identify particular witnesses during the investigation, and elects not to, will be prohibited from introducing any such evidence during the adjudication absent a showing of mistake, inadvertence, surprise, or excusable neglect.

C. Documentation of Investigation

The investigator will take reasonable steps to ensure the investigation is documented. Interviews of the parties and witnesses may be documented by the investigator's notes, audio recordings, video recordings, or transcriptions. The particular method utilized to record the interviews of parties and witnesses will be determined by the investigator at the investigator's sole discretion, although whatever method is chosen shall be used consistently throughout a particular investigation.

D. Access to the Evidence

At the conclusion of the evidence-gathering phase of the investigation, but prior to the completion of the investigation report, the Investigating Officer will transmit to each party and their advisor, in either electronic or hard copy form, all evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including evidence the University may choose not to rely on at any hearing and inculpatory or exculpatory evidence whether obtained from a party or some other source. Thereafter, the parties will have ten (10) days in which to submit to the investigator a written response, which the investigator will consider prior to completing the investigation report.

The parties and their advisors are permitted to review the evidence solely for the purposes of this grievance process and may not duplicate or disseminate the evidence to the public.

E. Investigation Report

After the period for the parties to provide any written response as specified in Section XVI.D has expired, the investigator will complete a written investigation report that fairly summarizes the various steps taken during the investigation, summarizes the relevant evidence collected, lists material facts on which the parties agree, and lists material facts on which the parties do not agree. When the investigation report is complete, the investigator will transmit a copy to the Title IX Coordinator. The investigator will also transmit the investigation report to each party and their advisor, in either electronic or hard copy form.

XVII. Adjudication Process Selection

After the investigator has sent the investigation report to the parties, the Title IX Coordinator will transmit to each party a notice advising the party of the two different adjudication processes specified in Section XVIII. The notice will explain that the hearing process specified in Section XVIII.A is the default process for adjudicating all Formal Complaints and will be utilized unless both parties voluntarily consent to administrative adjudication as specified in Section XVIII.B as a form of informal resolution. The notice will be accompanied by a written consent to administrative adjudication and will advise each party that, if both parties execute the written consent to administrative adjudication, then the administrative adjudication process will be used in lieu of the hearing process. Parties are urged to carefully review this policy (including the entirety of Section XVIII), consult with their advisor, and consult with other persons as they deem appropriate (including an attorney) prior to consenting to administrative adjudication.

Each party will have three (3) days from transmittal of the notice specified in this Section to return the signed written consent form to the Title IX Coordinator. If either party does not timely return the signed written consent, that party will be deemed not to have consented to administrative adjudication and the Formal Complaint will be adjudicated pursuant to the hearing process.

XVIII. Adjudication

A. Hearing Process

The default process for adjudicating Formal Complaints is the hearing process specified in this Section XVIII.A. The hearing process will be used to adjudicate all Formal Complaints unless both parties timely consent to administrative adjudication as specified in Section XVII above.

1. Hearing Officer

After selection of the hearing process as the form of administrative adjudication, the Title IX Coordinator will promptly appoint a hearing officer who will oversee the hearing process and render a determination of responsibility for the allegations in the Formal Complaint, at the conclusion of the hearing process. The Title IX Coordinator will see that the hearing officer is provided a copy of the investigation report and a copy of all evidence transmitted to the parties by the investigator as specified in Section XVI.D.

2. Hearing Notice and Response to the Investigation Report

After the hearing officer is appointed by the Title IX Coordinator, the hearing officer will promptly transmit written notice to the parties notifying the parties of the hearing officer's appointment; setting a deadline for the parties to submit any written response to the investigation report; setting a date for the pre-hearing conference; setting a date and time for the hearing; and providing a copy of the University's Sexual Harassment Hearing Procedures. Neither the pre-hearing conference, nor

the hearing itself, may be held any earlier than ten (10) days from the date of transmittal of the written notice specified in this Section XVIII.A.2.

A party's written response to the investigation report must include:

- To the extent the party disagrees with the investigation report, any argument or commentary regarding such disagreement;
- Any argument that evidence should be categorically excluded from consideration at the hearing based on privilege, relevance, the prohibition on the use of sexual history specified in Section XXIII, or for any other reason;
- A list of any witnesses that the party contends should be requested to attend the hearing pursuant to an attendance notice issued by the hearing officer;
- A list of any witnesses that the party intends to bring to the hearing without an attendance notice issued by the hearing officer;
- Any objection that the party has to the University's Sexual Harassment Hearing Procedures;
- Any request that the parties be separated physically during the pre-hearing conference and/or hearing;
- Any other accommodations that the party seeks with respect to the pre-hearing conference and/or hearing;
- The name and contact information of the advisor who will accompany the party at the pre-hearing conference and hearing;
- If the party does not have an advisor who will accompany the party at the hearing, a request that the University provide an advisor for purposes of conducting questioning as specified in Section XVIII.A.5.

A party's written response to the investigation report may also include:

- Argument regarding whether any of the allegations in the Formal Complaint are supported by a preponderance of the evidence; and
- Argument regarding whether any of the allegations in the Formal Complaint constitute Sexual Harassment.

3. Pre-Hearing Conference

Prior to the hearing, the hearing officer will conduct a pre-hearing conference with the parties and their advisors. The pre-hearing conference will be conducted live, with simultaneous and contemporaneous participation by the parties and their advisors. By default, the pre-hearing

conference will be conducted with the hearing officer, the parties, the advisors, and other necessary University personnel together in the same physical location. However, upon request of either party, the parties will be separated into different rooms with technology enabling the parties to participate simultaneously and contemporaneously by video and audio.

At the hearing officer's discretion, the pre-hearing conference may be conducted virtually, by use of video and audio technology, where all participants participate simultaneously and contemporaneously by use of such technology.

During the pre-hearing conference, the hearing officer will discuss the hearing procedures with the parties; address matters raised in the parties' written responses to the investigation report, as the hearing officer deems appropriate; discuss whether any stipulations may be made to expedite the hearing; discuss the witnesses the parties have requested be served with notices of attendance and/or witnesses the parties plan to bring to the hearing without a notice of attendance; and resolve any other matters that the hearing officer determines, in the hearing officer's discretion, should be resolved before the hearing.

4. Issuance of Notices of Attendance

After the pre-hearing conference, the hearing officer will transmit notices of attendance to any University employee (including administrator, faculty, or staff) or student whose attendance is requested at the hearing as a witness. The notice will advise the subject of the specified date and time of the hearing and advise the subject to contact the hearing officer immediately if there is a material and unavoidable conflict.

The subject of an attendance notice should notify any manager, faculty member, or other supervisor, as necessary, if attendance at the hearing will conflict with job duties, classes, or other obligations. All such managers, faculty members, and other supervisors are required to excuse the subject of the obligation, or provide some other accommodation, so that the subject may attend the hearing as specified in the notice.

The University will not issue a notice of attendance to any witness who is not an employee or a student.

5. Hearing

After the pre-hearing conference, the hearing officer will convene and conduct a hearing pursuant to the University's Sexual Harassment Hearing Procedures. The hearing will be audio recorded. The audio recording will be made available to the parties for inspection and review on reasonable notice, including for use in preparing any subsequent appeal.

The hearing will be conducted live, with simultaneous and contemporaneous participation by the parties and their advisors. By default, the hearing will be conducted with the hearing officer, the parties, the advisors, witnesses, and other necessary the University personnel together in the same physical location. However, upon request of either party, the parties will be separated into different rooms with technology enabling the parties to participate simultaneously and contemporaneously by video and audio. Neither party will be compelled to testify in the physical presence of the other party.

At the hearing officer's discretion, the hearing may be conducted virtually, by use of video and audio technology, where all participants participate simultaneously and contemporaneously by use of such technology.

While the hearing procedures and rulings from the hearing officer will govern the particulars of the hearing, each hearing will include, at a minimum:

- Opportunity for each party to address the hearing officer directly and to respond to questions posed by the hearing officer;
- Opportunity for each party's advisor to ask directly, orally, and in real time, relevant questions, and follow up questions, of the other party and any witnesses, including questions that support or challenge credibility;
- Opportunity for each party to raise contemporaneous objections to testimonial or non-testimonial evidence and to have such objections ruled on by the hearing officer and a reason for the ruling provided;
- Opportunity for each party to submit evidence that the party did not present during the investigation due to mistake, inadvertence, surprise, or excusable neglect;
- Opportunity for each party to make a brief closing argument.

Except as otherwise permitted by the hearing officer, the hearing will be closed to all persons except the parties, their advisors, the investigator, the hearing officer, the Title IX Coordinator, and other necessary the University personnel. With the exception of the investigator and the parties, witnesses will be sequestered until such time as their testimony is complete. To clarify, the parties will not be permitted to question the other party directly.

During the hearing, the parties and their advisors will have access to the investigation report and evidence that was transmitted to them pursuant to Section XIII.D.

While a party has the right to attend and participate in the hearing with an advisor, a party and/or advisor who materially and repeatedly violates the rules of the hearing in such a way as to be materially disruptive, may be barred from further participation and/or have their participation limited, as the case may be, in the discretion of the hearing officer.

Subject to the minimum requirements specified in this Section XVIII.A.5, the hearing officer will have sole discretion to determine the manner and particulars of any given hearing, including with respect to the length of the hearing, the order of the hearing, and questions of admissibility. The hearing officer will independently and contemporaneously screen questions for relevance in addition to resolving any contemporaneous objections raised by the parties and will explain the rationale for any evidentiary rulings.

The hearing is not a formal judicial proceeding and strict rules of evidence do not apply. The hearing officer will have discretion to modify the Hearing Procedures, when good cause exists to do so, and provided the minimal requirements specified in this Section XVIII.A.5 are met.

6. Subjection to Questioning

In the event that any party or witness refuses to attend the hearing, or attends but refuses to submit to questioning by the parties' advisors, the statements of that party or witness, as the case may be, whether given during the investigation or during the hearing, will not be considered by the hearing officer in reaching a determination of responsibility.

Notwithstanding the foregoing, the hearing officer may consider the testimony of any party or witness, whether given during the investigation or during the hearing, if the parties jointly stipulate that the testimony may be considered or in the case where neither party requested attendance of the witness at the hearing.

In applying this Section XVIII.A.6, the hearing officer will not draw an inference about the determination regarding responsibility based solely on a party or a witness's absence from the live hearing and/or refusal to submit to questioning by the parties' advisors.

7. Deliberation and Determination

After the hearing is complete, the hearing officer will objectively evaluate all relevant evidence collected during the investigation, including both inculpatory and exculpatory evidence, together with testimony and non-testimony evidence received at the hearing, and ensure that any credibility determinations made are not based on a person's status as a Complainant, Respondent, or witness. The hearing officer will take care to exclude from consideration any evidence that was ruled inadmissible at the pre-hearing conference, during the hearing, or by operation of Section XVIII.A.6. The hearing officer will resolve disputed facts using a preponderance of the evidence (i.e., "more likely than not") standard and reach a determination regarding whether the facts that are supported by a preponderance of the evidence constitute one or more violations of the policy as alleged in the Formal Complaint.

8. Discipline and Remedies

In the event the hearing officer determines that the Respondent is responsible for violating this policy, the hearing officer will, prior to issuing a written decision, consult with an appropriate University official with disciplinary authority over the Respondent and such official will determine any discipline to be imposed. The hearing officer will also, prior to issuing a written decision, consult with the Title IX Coordinator who will determine whether and to what extent ongoing support measures or other remedies will be provided to the Complainant.

9. Written Decision

After reaching a determination and consulting with the appropriate University official and Title IX Coordinator as required by Section XVIII.A.8, the hearing officer will prepare a written decision that will include:

- Identification of the allegations potentially constituting Sexual Harassment made in the Formal Complaint;
- A description of the procedural steps taken by the University upon receipt of the Formal Complaint, through issuance of the written decision, including notification to the parties, interviews with the parties and witnesses, site visits, methods used to gather non-testimonial evidence, and the date, location, and people who were present at or presented testimony at the hearing.
- Articulate findings of fact, made under a preponderance of the evidence standard, that support the determination;
- A statement of, and rationale for, each allegation that constitutes a separate potential incident of Sexual Harassment, including a determination regarding responsibility for each separate potential incident;
- The discipline determined by the appropriate University official as referenced in Section XVIII.A.8;
- Whether the Complainant will receive any ongoing support measures or other remedies as determined by the Title IX Coordinator; and
- A description of the University's process and grounds for appeal, as specified in Section XX.

The hearing officer's written determination, which will include information regarding appeal rights will be transmitted to the parties. Transmittal of the written determination to the parties concludes the hearing process, subject to any right of appeal as specified in Section XX.

Although the length of each adjudication by hearing will vary depending on the totality of the circumstances, the University strives to issue the hearing officer's written determination within seven (7) days of the conclusion of the hearing.

B. Administrative Adjudication (Optional)

In lieu of the hearing process, the parties may consent to have a Formal Complaint resolved by administrative adjudication as a form of informal resolution. Administrative adjudication is voluntary and must be consented to in writing by both parties and approved by the Title IX Coordinator. At any time prior to the issuance of the administrative officer's determination, a party has the right to withdraw from administrative adjudication and request a live hearing as specified in Section XVIII.A.

If administrative adjudication is selected, the Title IX Coordinator will appoint an administrative officer. The Title IX Coordinator will see that the administrative adjudicator is provided a copy of the investigation report and a copy of all the evidence transmitted to the parties by the investigator as specified in Section XVI.D.

The administrative officer will promptly send written notice to the parties notifying the parties of the administrative officer's appointment; setting a deadline for the parties to submit any written response to the investigation report; and setting a date and time for each party to meet with the administrative officer separately. The administrative officer's meetings with the parties will not be held any earlier than ten (10) days from the date of transmittal of the written notice specified in this paragraph.

A party's written response to the investigation report must include:

- To the extent the party disagrees with the investigation report, any argument or commentary regarding such disagreement;
- Any argument that a particular piece or class of evidence should be categorically excluded from consideration at the hearing based on privilege, relevancy, the prohibition on the use of sexual history specified in Section XXIII, or for any other reason;
- Argument regarding whether any of the allegations in the Formal Complaint are supported by a preponderance of the evidence;
- Argument regarding whether any of the allegations in the Formal Complaint constitute Sexual Harassment.

After reviewing the parties' written responses, the administrative officer will meet separately with each party to provide the party with an opportunity make any oral argument or commentary the party wishes to make and for the administrative officer to ask questions concerning the party's written response, the investigative report, and/or the evidence collected during the investigation.

After meeting with each party, the administrative officer will objectively re-evaluate all relevant evidence, including both inculpatory and exculpatory evidence and ensure that any credibility determinations made are not based on a person's status as a Complainant, Respondent, or witness.

The administrative officer will take care to exclude from consideration any evidence that the administrative officer determines should be ruled inadmissible based on the objections and arguments raised by the parties in their respective written responses to the investigation report. The administrative officer will resolve disputed facts using a preponderance of the evidence (i.e., “more likely than not”) standard and reach a determination regarding whether the facts that are supported by a preponderance of the evidence constitute one or more violations of the policy as alleged in the Formal Complaint.

Thereafter, the administrative officer will consult with the appropriate University official and the Title IX Coordinator, in the manner specified in Section XVIII.A.7 and will prepare and transmit a written decision in the manner as specified in Section XVIII.A.8 which shall serve as a resolution for purposes of informal resolution.

Transmittal of the administrative officer’s written determination concludes the administrative adjudication, subject to any right of appeal.

Although the length of each administrative adjudication will vary depending on the totality of the circumstances, the University strives to issue the administrative officer’s written determination within twenty-one (21) days of the transmittal of the initiating written notice specified in this Section XVIII.B.

XIX. Dismissal During Investigation or Adjudication

The University shall dismiss a Formal Complaint at any point during the investigation or adjudication process if the Title IX Coordinator determines that one or more of the following is true:

- The conduct alleged in the Formal Complaint would not constitute Sexual Harassment, even if proved; or
- The conduct alleged in the Formal Complaint falls outside the scope of the policy (i.e., because the alleged conduct did not occur in the University’s Education Programs or Activities and/or the alleged conduct occurred outside the geographic boundaries of the United States).

The University may dismiss a Formal Complaint at any point during the investigation or adjudication process if the Title IX Coordinator determines that any one or more of the following is true:

- The Complainant provides the Title IX Coordinator written notice that the Complainant wishes to withdraw the Formal Complaint or any discrete allegations therein (in which case those discrete allegations may be dismissed);
- The Respondent is no longer enrolled or employed by the University, as the case may be; or

- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint, or any discrete allegations therein (in which case those discrete allegations may be dismissed).

In the event the Title IX Coordinator dismisses a Formal Complaint pursuant to this Section XIX, the Title IX Coordinator will provide written notice of dismissal to the parties and advise them of their right to appeal as specified in Section XX. The Title IX Coordinator may refer the subject matter of the Formal Complaint to other University offices, as appropriate. A dismissal pursuant to this Section is presumptively a final determination as it pertains to this policy, unless otherwise specified in writing by the Title IX Coordinator in the written notice of dismissal.

XX. Appeal

Either party may appeal the determination of an adjudication, or a dismissal of a Formal Complaint, on one or more of the following grounds:

- A procedural irregularity affected the outcome;
- There is new evidence that was not reasonably available at the time the determination or dismissal was made, that could have affected the outcome;
- The Title IX Coordinator, investigator, hearing officer, or administrative officer, as the case may be, had a conflict of interest or bias for or against complainants or respondents generally, or against the individual Complainant or Respondent, that affected the outcome;
- The sanction is disproportionate with the violation.

No other grounds for appeal are permitted.

A party must file an appeal within seven (7) days of the date they receive notice of dismissal or determination appealed from or, if the other party appeals, within three (3) days of the other party appealing, whichever is later. The appeal must be submitted in writing to the appeal officer.

The appeal must specifically identify the determination and/or dismissal appealed from, articulate which one or more of the grounds for appeal are being asserted, explain in detail why the appealing party believes the appeal should be granted, and articulate what specific relief the appealing party seeks.

Promptly upon receipt of an appeal, the appeal officer will conduct an initial evaluation to confirm that the appeal is timely filed and that it invokes at least one of the permitted grounds for appeal. If the appeal officer determines that the appeal is not timely, or that it fails to invoke a permitted ground for appeal, the appeal officer will dismiss the appeal and provide written notice of the same to the parties.

If the appeal officer confirms that the appeal is timely and invokes at least one permitted ground for appeal, the appeal officer will provide written notice to the other party that an appeal has been filed and that the other party may submit a written opposition to the appeal within seven (7) days. The appeal officer shall also promptly obtain from the Title IX Coordinator any records from the investigation and adjudication necessary to resolve the grounds raised in the appeal.

Upon receipt of any opposition, or after the time period for submission of an opposition has passed without one being filed, the appeal officer will promptly decide the appeal and transmit a written decision to the parties within seven (7) days that explains the outcome of the appeal and the rationale.

The determination of a Formal Complaint, including any discipline, becomes final when the time for appeal has passed with no party filing an appeal or, if any appeal is filed, at the point when the appeal officer has resolved all appeals, either by dismissal or by transmittal of a written decision.

No further review beyond the appeal is permitted.

XXI. Advisor of Choice

From the point a Formal Complaint is made, and until an investigation, adjudication, and appeal are complete, the Complainant and Respondent will have the right to be accompanied by an advisor of their choice to all meetings, interviews, and hearings that are part of the investigation, adjudication, and appeal process. The advisor may be, but is not required to be, an attorney.

Except for the questioning of witnesses during the hearing specified in Section XVIII.A.5, the advisor will play a passive role and is not permitted to communicate on behalf of a party, insist that communication flow through the advisor, or communicate with the University about the matter without the party being included in the communication. In the event a party's advisor of choice engages in material violation of the parameters specified in this Section XXI and Section XVIII.A.5, the University may preclude the advisor from further participation, in which case the party may select a new advisor of their choice.

In the event a party is not able to secure an advisor to attend the hearing specified in Section XVIII.A.5, and requests the University to provide an advisor, the University will provide the party an advisor, without fee or charge, who will conduct questioning on behalf of the party at the hearing. The University will have sole discretion to select the advisor it provides. The advisor the University provides may be, but is not required to be, an attorney.

The University is not required to provide a party with an advisor in any circumstance except where the party does not have an advisor present at the hearing specified in Section XVIII.A.5 and requests that the University provide an advisor.

XXII. Treatment Records and Other Privileged Information

During the investigation and adjudication processes, the investigator and adjudicator, as the case may be, are not permitted to access, consider, disclose, permit questioning concerning, or otherwise use:

- A party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party; or
- Information or records protected from disclosure by any other legally-recognized privilege, such as the attorney client privilege;

unless the University has obtained the party's voluntary, written consent to do so for the purposes of the investigation and adjudication process.

Notwithstanding the foregoing, the investigator and/or adjudicator, as the case may be, may consider any such records or information otherwise covered by this Section XXII if the party holding the privilege affirmatively discloses the records or information to support their allegation or defense, as the case may be.

XXIII. Sexual History

During the investigation and adjudication processes, questioning regarding a Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent. Notwithstanding the foregoing, a Complainant who affirmatively uses information otherwise considered irrelevant by this Section for the purpose of supporting the Complainant's allegations, may be deemed to have waived the protections of this Section.

XXIV. Informal Resolution

At any time after the parties are provided written notice of the Formal Complaint as specified in Section XV, and before the completion of any appeal specified in Section XX, the parties may voluntarily consent, with the Title IX Coordinator's approval, to engage in mediation, facilitated resolution, or other form of dispute resolution the goal of which is to enter into a final resolution resolving the allegations raised in the Formal Complaint by agreement of the parties. Administrative Adjudication as specified in Section XVIII.B is a form of informal resolution.

The specific manner of any informal resolution process will be determined by the parties and the Title IX Coordinator, in consultation together. Prior to commencing the informal resolution process agreed upon, the Title IX Coordinator will transmit a written notice to the parties that:

- Describes the parameters and requirements of the informal resolution process to be utilized;
- Identifies the individual responsible for facilitating the informal resolution (who may be the Title IX Coordinator, another University official, or a suitable third-party);
- Explains the effect of participating in informal resolution and/or reaching a final resolution will have on a party's ability to resume the investigation and adjudication of the allegations at issue in the Formal Complaint; and
- Explains any other consequence resulting from participation in the informal resolution process, including a description of records that will be generated, maintained, and/or shared.

After receiving the written notice specified in this paragraph, each party must voluntarily provide written consent to the Title IX Coordinator, before the informal resolution may commence.

During the pendency of the informal resolution process, the investigation and adjudication processes that would otherwise occur are stayed and all related deadlines are suspended.

If the parties reach a resolution through the informal resolution process, and the Title IX Coordinator agrees that the resolution is not clearly unreasonable, the Title IX Coordinator will reduce the terms of the agreed resolution to writing and present the resolution to the parties for their written signature. Once both parties and the Title IX Coordinator sign the resolution, the resolution is final, and the allegations addressed by the resolution are considered resolved and will not be subject to further investigation, adjudication, remediation, or discipline by the University, except as otherwise provided in the resolution itself, absent a showing that a party induced the resolution by fraud, misrepresentation, or other misconduct or where required to avoid a manifest injustice to either party or to the University. Notwithstanding the forgoing, if the form of informal resolution is Administrative Adjudication as specified in Section XVIII.B, there shall not be an agreed resolution requiring the parties' signatures; instead, the determination issued by the administrative officer shall serve as the resolution and conclude the informal resolution process, subject only to any right of appeal. With the exception of a resolution resulting from the Administrative Adjudication process specified in Section XVIII.B, all other forms of informal resolution pursuant to this Section XXIV are not subject to appeal.

A party may withdraw their consent to participate in informal resolution at any time before a resolution has been finalized.

Absent extension by the Title IX Coordinator, any informal resolution process must be completed within twenty-one (21) days. If an informal resolution process does not result in a resolution within twenty-one (21) days, and absent an extension, abeyance, or other contrary ruling by the Title IX Coordinator, the informal resolution process will be deemed terminated, and the Formal Complaint will be resolved pursuant to the investigation and adjudication procedures. The Title IX Coordinator may adjust any time periods or deadlines in the investigation and/or adjudication process that were suspended due to the informal resolution.

Other language in this Section notwithstanding, informal resolution will not be permitted if the Respondent is a non-student employee accused of committing Sexual Harassment against a student.

XXV. Presumption of Non-Responsibility

From the time a report or Formal Complaint is made, a Respondent is presumed not responsible for the alleged misconduct until a determination regarding responsibility is made final.

XXVI. Resources

Any individual affected by or accused of Sexual Harassment will have equal access to support and counseling services offered through the University. The University encourages any individual who has questions or concerns to seek support of the University identified resources. The Title IX Coordinator is available to provide information about the University's policy and procedures and to provide assistance.

XXVII. Conflicts of Interest, Bias, and Procedural Complaints

The Title IX Coordinator, investigator, hearing officer, administrative officer, appeals officer, and informal resolution facilitator will be free of any material conflicts of interest or material bias. Any party who believes one or more of these the University officials has a material conflict of interest or material bias must raise the concern promptly so that the University may evaluate the concern and find a substitute, if appropriate. The parties will be notified of the identities of the decision maker and appeal reviewer for their proceeding before those individual(s) initiate contact with either party. The failure of a party to timely raise a concern of a conflict of interest or bias may result in a waiver of the issue for purposes of any appeal specified in Section XX or otherwise.

XXVIII. Objections Generally

Parties are expected to raise any objections, concerns, or complaints about the investigation, adjudication, and appeals process in a prompt and timely manner so that the University may evaluate the matter and address it, if appropriate.

XXIX. Academic Freedom

The University will construe and apply this policy consistent with the principles of academic freedom. In no case will a Respondent be found to have committed Sexual Harassment based on expressive conduct that is protected by the principles of academic.

XXX. Relationship With Criminal Process

This policy sets forth the University's processes for responding to reports and Formal Complaints of Sexual Harassment. The University's processes are separate, distinct, and independent of any criminal processes. While the University may temporarily delay its processes under this policy to avoid interfering with law enforcement efforts if requested by law enforcement, the University will otherwise apply this policy and its processes without regard to the status or outcome of any criminal process.

XXXI. Recordings

Wherever this policy specifies that an audio or video recording will be made, the recording will be made only by the University and is considered property of the University, subject to any right of access that a party may have under this policy, FERPA, and other applicable federal, state, or local laws. Only the University is permitted to make audio or video recordings under this policy. The surreptitious recording of any meeting, interview, hearing, or other interaction contemplated under this policy is strictly prohibited. Any party who wishes to transcribe a hearing by use of a transcriptionist must seek pre-approval from the hearing officer.

XXXII. Vendors, Contractors and Third Parties

The University does business with various vendors, contractors, and other third-parties who are not students or employees of the University. Notwithstanding any rights that a given vendor, contractor, or third-party Respondent may have under this policy, the University retains its right to limit any vendor, contractor, or third-party's access to campus for any reason. The University also retains all rights it enjoys by contract or law to terminate its relationship with any vendor, contractor, or third-party irrespective of any process or outcome under this policy.

XXXIII. Bad Faith Complaints and False Information

It is a violation of this policy for any person to submit a report or Formal Complaint that the person knows, at the time the report or Formal Complaint is submitted, to be false or frivolous. It is also a violation of this policy for any person to knowingly make a materially false statement during the course of an investigation, adjudication, or appeal under this policy. Violations of this Section XXXIII are not subject to the investigation and adjudication processes in this policy; instead, they will be addressed under the Student Code of Conduct if committed by a student and other University policies and standards, as applicable, for other persons.

XXXIV. Retaliation

It is a violation of this policy to engage in Retaliation. Reports and Formal Complaints of retaliation may be made in the manner specified in Sections VI and XII.

Any report or Formal Complaint of Retaliation will be processed under this policy in the same manner as a report or Formal Complaint of Sexual Harassment, as the case may be. The University retains discretion to consolidate a Formal Complaint of Retaliation with a Formal Complaint of Sexual Harassment for investigation and/or adjudication purposes if the two Formal Complaints share a common nexus. Individuals who engage in Retaliation may be subject to disciplinary action that may include, but is not limited to, the sanctions listed in this Policy, up to and including dismissal or other separation from the University.

XXXV. Confidentiality

The University will keep confidential the identity of any individual who has made a report or Formal Complaint of Sexual Harassment or Retaliation including any Complainant, the identity of any individual who has been reported to be a perpetrator of Sexual Harassment or Retaliation including any Respondent, and the identity of any witness. The University will also maintain the confidentiality of its various records generated in response to reports and Formal Complaints, including, but not limited to, information concerning Supportive Measures, notices, investigation materials, adjudication records, and appeal records. Notwithstanding the foregoing, the University may reveal the identity of any person or the contents of any record if permitted by FERPA, if necessary to carry out the University's obligations under Title IX and its implementing regulations including the conduct of any investigation, adjudication, or appeal under this policy or any subsequent judicial proceeding, or as otherwise required by law. Further, notwithstanding the University's general obligation to maintain confidentiality as specified herein, the parties to a report or Formal Complaint will be given access to investigation and adjudication materials in the circumstances specified in this policy.

While the University will maintain confidentiality specified in this Section, the University will not limit the ability of the parties to discuss the allegations at issue in a particular case. Parties are advised, however, that the manner in which they communicate about, or discuss a particular case, may constitute Sexual Harassment or Retaliation in certain circumstances and be subject to discipline pursuant to the processes specified in this policy.

Note that certain types of Sexual Harassment are considered crimes for which the University must disclose crime statistics pursuant to federal and state law. These disclosures will be made without including personally identifying information.

XXXVI. Other Violations of this Policy

Alleged violations of this policy, other than violations of the prohibitions on Sexual Harassment and Retaliation, will be subject to review under the Student Code of Conduct Policy if committed by a

student or the ResU Equal Employment Opportunity and Anti-Harassment and Discrimination Policy or other University policies if committed by an employee.

XXXVII. Signatures and Form of Consent

For purposes of this policy, either a physical signature or digital signature will be sufficient to satisfy any obligation that a document be signed. Where this policy provides that written consent must be provided, consent in either physical or electronic form, containing a physical or digital signature, as the case may be, will suffice.

XXXVIII. Deadlines, Time, Notices, and Method of Transmittal

Where this policy specifies a period of days by which some act must be performed, the following method of calculation applies:

- Exclude the day of the event that triggers the period;
- Count every day, including intermediate Saturdays, Sundays, and legal holidays recognized by the federal government;
- Include the last day of the period until 5:00 p.m. central time, but if the last day is a Saturday, Sunday, or legal holiday recognized by the federal government, the period continues to run until 5:00 p.m. central time on the next day that is not a Saturday, Sunday, or legal holiday recognized by the federal government.

All deadlines and other time periods specified in this policy are subject to modification by the University where, in the University's sole discretion, good cause exists. Good cause may include, but is not limited to, the unavailability of parties or witnesses; the complexities of a given case; extended holidays or closures; sickness of the investigator, adjudicator, or the parties; the need to consult with the University's legal counsel; unforeseen weather events; and the like.

Any party who wishes to seek an extension of any deadline or other time period may do so by filing a request with the investigator, hearing officer, administrative officer, appeal officer, or Title IX Coordinator, as the case may be, depending on the phase of the process. Such a request must state the extension sought and explain what good cause exists for the requested extension. The University officer resolving the request for extension may, but is not required to, give the other party an opportunity to object. Whether to grant such a requested extension will be at the sole discretion of the University.

The parties will be provided written notice of the modification of any deadline or time period specified in this policy, along with the reasons for the modification.

Where this policy refers to notice being given to parties “simultaneously,” notice will be deemed simultaneous if it is provided in relative proximity on the same day. It is not necessary that notice be provided at exactly the same hour and minute.

Unless otherwise specified in this policy, the default method of transmission for all notices, reports, responses, and other forms of communication specified in this policy will be email using the University email addresses.

A party is deemed to have received notice upon transmittal of an email to their University email address. In the event notice is provided by mail, a party will be deemed to have received notice three (3) days after the notice in question is postmarked.

Any notice inviting or requiring a party or witness to attend a meeting, interview, or hearing will be provided with sufficient time for the party to prepare for the meeting, interview, or hearing as the case may be, and will include relevant details such as the date, time, location, purpose, and participants. Unless a specific number of days is specified elsewhere in this policy, the sufficient time to be provided will be determined in the sole discretion of the University, considering all the facts and circumstances, including, but not limited to, the nature of the meeting, interview, or hearing; the nature and complexity of the allegations at issue; the schedules of relevant the University officials; approaching holidays or closures; and the number and length of extensions already granted.

XXXIX. Other Forms of Discrimination

This policy applies only to Sexual Harassment. Complaints of other forms of sex discrimination are governed by the Student Code of Conduct Policy if committed by a student or the ResU Equal Employment Opportunity and Anti-Harassment and Discrimination Policy or other University policies if committed by an employee.

XL. Education

The University’s educational programming will comply with the Illinois Preventing Sexual Violence in Higher Education Act and the Violence Against Women Act. Specifically, the University offers a variety of training, awareness and prevention programs to help prevent Sexual Harassment within the University community. The University strives to ensure that such programming is developed to be culturally relevant; inclusive of diverse communities and identities; sustainable; responsive to community needs; is informed by research or assessed for value, effectiveness, or outcome; and considers environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

XLI. Outside Appointments, Dual Appointments, and Delegations

The University retains discretion to retain and appoint suitably qualified persons who are not the University employees to fulfill any function of the University under this policy, including, but not limited to, the investigator, hearing officer, administrative officer, informal resolution officer, and/or appeals officer.

The University also retains discretion to appoint two or more persons to jointly fulfill the role of investigator, hearing officer, administrative officer, informal resolution officer, and/or appeals officer.

The functions assigned to a given the University official under this policy, including but not limited to the functions assigned to the Title IX Coordinator, investigator, hearing officer, administrative officer, informal resolution officer, and appeals officer, may, in the University's discretion, be delegated by such the University official to any suitably qualified individual and such delegation may be recalled by the University at any time.

XLII. Training

The University will ensure that the University officials acting under this policy, including but not limited to the Title IX Coordinator, investigators, hearing officers, administrative officers, informal resolution facilitators, the University provided advisors, and appeals officers receive training in compliance with Title IX and its implementing regulations, the Illinois Preventing Sexual Violence in Higher Education Act, and any other applicable federal or state law.

XLIII. Recordkeeping

The University will retain those records specified in Title IX and its implementing regulations for a period of seven (7) years after which point in time they may be destroyed, or continue to be retained, in the University's sole discretion. The records specified in Title IX and its implementing regulations will be made available for inspection, and/or published, to the extent required by Title IX and its implementing regulations and consistent with any other applicable federal or state law, including FERPA.

XLIV. Discretion in Application

The University retains discretion to interpret and apply this policy in a manner that is not clearly unreasonable, even if the University's interpretation or application differs from the interpretation of the parties.

Despite the University's reasonable efforts to anticipate all eventualities in drafting this policy, it is possible unanticipated or extraordinary circumstances may not be specifically or reasonably addressed by the express policy language, in which case the University retains discretion to respond to the unanticipated or extraordinary circumstance in a way that is not clearly unreasonable.

The provisions of this policy and the Sexual Harassment Hearing Procedures are not contractual in nature, whether in their own right, or as part of any other express or implied contract. Accordingly, the University retains discretion to revise this policy and the Sexual Harassment Hearing Procedures at any time, and for any reason. The University may apply policy revisions to an active case provided that doing so is not clearly unreasonable.

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, EdD, LCPC, BC-TMH – Personal Counselor
 6th Floor, Student Center
 773.252.5120
susan.siokos@resu.edu

Samantha Westby, MS – Confidential Advisor
 6th Floor, Student Center
 773.235.5568
samantha.westby@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 2019 - 2020 academic year.

- Fall 2019 New Student Orientation
 - Description: On-campus New Student Orientation program. Presentation and Review of Title IX Policies, Reporting, and Resources brochure.
 - Dates: July – August 2019
 - Location: Resurrection University
 - Target Audience: BSN, BSN-RN, HIIM, BSIT, MSN Students
 - Number of Attendees: 296

- Spring 2020 New Student Orientation
 - Description: On-campus New Student Orientation program. Presentation and Review of Title IX Policies, Reporting, and Resources brochure.
 - Dates: November – December 2019
 - Location: Resurrection University
 - Target Audience: BSN, BSN-RN, HIIM, BSIT, MSN Students
 - Number of Attendees: 193

- Summer 2020
 - Description: On-line New Student Orientation program. Presentation and Review of Title IX Policies, Reporting, and Resources brochure.
 - Dates: March – April 2020
 - Location: Resurrection University
 - Target Audience: BSN, BSN-RN, HIIM, BSIT, MSN Students
 - Number of Attendees: 85

- Fall 2020
 - Description: On-line New Student Orientation program. Presentation and Review of Title IX Policies, Reporting, and Resources brochure.
 - Dates: July – August 2020
 - Location: Resurrection University
 - Target Audience: BSN, BSN-RN, HIIM, BSIT, MSN, DNP Students
 - Number of Attendees: 255

- EverFi - Campus Answers

- Description: On-line courses: Preventing Discrimination and Sexual Violence: Title IX VAWA and Clery Act for Illinois - Undergraduate and Graduate Students
- Dates: New Student and Annually
- Location: On-line
- Target Audience: BSN, BSN-RN, HIIM, BSIT, MSN, DNP Students
- Number of Attendees: 829

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 and on-line New Employee Orientation program. Presentation and Review of Title IX Policies, Reporting, and Resources brochure.
 - Dates: Monthly August 2019– August 2020
 - Location: Resurrection University
 - Target Audience: University Faculty and Staff
 - Number of Attendees: 24
- Resurrection University Days – Faculty and Staff Development
 - Description: Legal Review with Husch Blackwell on Title IX, Sexual Assault, Violence on Campus.
 - Dates: September 5, 2019
 - Location: Resurrection University
 - Target Audience: University Faculty and Staff
 - Number of Attendees: 123
- Resurrection University – Faculty and Staff Development Workshops
 - Description: Student Case Studies on Title IX, Sexual Assault, Violence on Campus.
 - Dates: September 6, 2019
 - Location: Resurrection University
 - Target Audience: University Faculty and Staff
 - Number of Attendees: 38
- Husch Blackwell – Title IX Training
 - Description: Annual Title IX training
 - Dates: August 4, 2020

- Location: Virtual
- Target Audience: Title IX Coordinator, Investigators
- Number of Attendees: 2

- Resurrection University - Adjunct Faculty training and orientation
 - Description: On-campus Adjunct Faculty Training & Orientation program. Presentation and Review of Title IX Policies, Reporting, and Resources brochure.
 - Dates: August 2019– August 2020
 - Location: Resurrection University
 - Target Audience: University Adjunct Faculty
 - Number of Attendees: 43

- EverFi - Campus Answers
 - Description: On-line courses: Preventing Discrimination and Sexual Violence: Title IX VAWA and Clery Act for Illinois - Faculty and Staff
 - Dates: New Hire and Annually
 - Location: On-line
 - Target Audience: University Faculty and Staff
 - Number of Attendees: 136

Reports

Total number of reports made to the Title IX Coordinator/Responsible employees and to confidential and anonymous resources in the 2018-2019 academic year.

	Reports to the Title IX coordinator/responsible employees	Reports to confidential and anonymous resources
Sexual violence	0	2
Sexual misconduct	0	0
Domestic violence	2	3
Dating violence	0	2
Stalking	1	1

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
Sexual misconduct	0	0	0	0
Domestic violence	2	0	0	0
Dating violence	0	0	0	0
Stalking	1	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
Sexual misconduct	0	0	0	0
Domestic violence	0	0	0	0
Dating violence	0	0	0	0
Stalking	0	0	0	0