



DOMINICAN UNIVERSITY

DOMINICAN UNIVERSITY 2025 ANNUAL SECURITY AND FIRE SAFETY REPORT

DOMINICAN UNIVERSITY

River Forest Campus- 7900 W. Division Street, River Forest, Illinois 60305

Chicago Campus -1805 S. Paulina, Chicago, Illinois

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2025 Annual Security Report

This annual safety report summarizes the elements of the campus safety program, which is administered and maintained by the Office of Campus Safety. This public disclosure is intended to comply with the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the “Clery Act”) and inform current and prospective students and employees of the safety programs and policies in place at Dominican University, and the institution’s state of readiness to detect and respond appropriately to emergencies.

This report can be viewed online at:

<https://mydu.dom.edu/ICS/Portlets/ICS/Portlet.Resources/ViewHandler.ashx?id=32473ea1-cb0d-45e7-9cfc-cc47082c4687>

Hard copies of the report are available by calling 708-524-5999 or by visiting the Campus Safety Dispatch Office located in the Parking Garage Room 100. The Campus Safety Dispatch Office is open 24/7.

While Dominican University enjoys a low crime rate, no community is immune from crimes. It is through preparedness that we can help reduce the likelihood of criminal acts. This report is intended to heighten awareness of safety issues and support continued safety at Dominican.

Mission Statement

Dominican University is committed to promoting a safe, secure and value-centered educational environment that is conducive to academic and personal development. We achieve this goal through the effective combination of security policies, educational programs, and the timely reporting and communication of campus crime statistics and incidents. Safety and security is a shared responsibility of the entire university community.

Campus Safety Officers

Authority of Officers

Dominican University Campus Safety Officers (CSOs) are an unarmed informational force and maintain jurisdiction in all areas of both campuses. The officers are in direct communication with the police and fire departments of River Forest, and Chicago, police departments respectively. Campus Safety Officers may enter all university buildings including the residence halls at any time while on duty. Dominican University Campus Safety Officers do not have arrest authority, but call on local police for the detainment of trespassers or persons involved in criminal activities or for the investigation of alleged criminal offenses.

Responsibilities of Officers

In an effort to prevent crime, officers regularly check all emergency equipment, lights, doors or windows found ajar or unlocked while on patrol of the campus. They report on overgrown hedges, malfunctioning lighting, and monitor areas where construction may pose the risk of injury. More specific duties and responsibilities of campus safety officers are outlined in the current edition of the campus safety operations manual. Their duties are primarily limited to the campus and include the authority to assist with emergencies, investigate alleged policy violations and file reports. Officers patrol the campus 24 hours a day, 365 days a year. The Department of Campus Safety is staffed by 34 unsworn Campus Safety Officers, and a Director.

Required Trainings

All Campus Safety Officers are required to maintain the trainings listed below. The trainings are minimum requirements as a condition of their employment within the Campus Safety Department. Officers regularly update and take refresher courses to stay compliant and to be informed of emerging best practices in the field. Members of the community are encouraged to click on hyperlinks below to engage in these trainings to further inform themselves of best practices for emergency situations.

- IS-100.C: Introduction to the Incident Command System, ICS 100
<https://training.fema.gov/is/courseoverview.aspx?code=IS-100.c&lang=en>
- IS-200.C: Basic Incident Command System for Initial Response
<https://training.fema.gov/is/courseoverview.aspx?code=IS-200.c&lang=en>
- IS-700.B: An Introduction to the National Incident Management System
<https://training.fema.gov/is/courseoverview.aspx?code=IS-700.b&lang=en>
- IS-800.D: National Response Framework, An Introduction
<https://training.fema.gov/is/courseoverview.aspx?code=IS-800.d&lang=en>
- Cardiopulmonary Resuscitation & Automated External Defibrillator Training (CPR/AED)
- Department of Children and Family Services Mandated Reporter Training
- Rave Emergency Notification System Training
- Avigilon Access Control System Training
- FEMA Active Shooter Training
- Siemens Fire System Training
- Physical First Aid
- Mental Health First Aid
- D. Stafford and Associates Campus Security Authority
- D. Stafford and Associates Advanced Campus Security Authority for Police and Security

Dispatch

The dispatch center is located in the 1st floor of the Parking Garage and is staffed 24 hours a day/365 days a year and includes services such as Campus safety dispatch, access control, maintaining life safety systems, CCTV video monitoring and emergency notification systems. Dispatchers work all shifts, weekends, holidays, administrative closure days, and inclement weather days. All calls for non-emergency assistance (lockouts, unlocks, etc.) are to be directed to the security line 708-524-5999 or ext. 5999. Each building elevator is equipped with an emergency phone. Parmer Hall utilizes emergency assistance call stations in its stairwells. The parking garage has a blue light emergency call system. All these systems are monitored by security 24 hours a day.

Campus Safety Escort Service

The Campus Safety office provides Safety Escorts to any Dominican University student, faculty or staff member from one point on campus to another or to their vehicle. Campus Safety honors all requests for this service. To request a Campus Safety Escort, call the dispatcher at (708) 524-5999 or dial extension 5999 from any campus phone.

Enhanced-911 (E-911)

All 911 calls are routed by the phone company to the West Suburban Consolidated Dispatch Center at the Village of River Forest Police Department. The West Suburban Consolidated

Dispatch Center (WSCDC) is the 9-1-1 center (primary PSAP – public safety answering point) responsible for dispatching police, fire and EMS for the communities of Forest Park, Oak Park, and River Forest. "Enhanced," means that the 911 operator has call display features, which tell them your phone number and the location you are calling from. However, you will still need to verify those things for them. This system allows communications personnel to know from where a call originates, even if the caller cannot speak. If the number you are calling from is unlisted or unpublished, the information will still be displayed. Enhanced 9-1-1 for cellular telephone calls is not yet available so it is very important to make sure to state the location of the emergency, nature of the emergency, who is involved and your cellular telephone number for verification. The dispatchers are provided with the telephone number you are calling from, the address of the cellular tower the call is routing from, and the approximate location of the caller. When calling from a cellular telephone be aware of your surroundings, look for landmarks and when driving stop at a safe place and then place your call to 9-1-1.

Campus Telephones

Telephones are located in many of the common areas of campus buildings and are available to report emergencies or ask for assistance. Emergencies may be reported on any campus phone. Please inform the dispatcher of the nature and location of the emergency.

Lost and Found

Campus Safety serves as the University's central depository for recovered items in order to safeguard them while assisting in their return to the rightful owner. Found property can be turned in to Campus Safety 24 hours a day, 365 days a year by contacting dispatch at 708-524-5999. Inquiries concerning lost property should be directed to the Campus Safety Dispatch between 8:00am to 4:00pm, Monday through Friday. All property not claimed within 30 days is donated to charity or destroyed.

Dominican University Star Card

Dominican University issues each student, employee and affiliated guest an identification card that includes their name and image, referred to as a Star Card. The Star Card serves as an identification card; an electronic key card controlling access to residence halls and other buildings, the Library, facilities, and staff office buildings; and DU Dollars which can be used to purchase goods and services at select locations on campus.

Emergency Assistance Call Stations

Emergency assistance call stations are located in all of the stairwells of the parking garage and emergency rescue stations in the Parmer Hall stairwells. These call stations are for requesting emergency assistance and for alerting Campus Safety of a crime or suspicious activity. Call stations allow persons to press a button and immediately contact the University Dispatcher, as do all emergency call boxes or intercoms in the campus elevators. All call boxes and all elevator intercoms are tested regularly by trained university personnel, municipal personnel or outside service technicians to ensure these devices are working properly. Work was completed on the installation of an emergency call station/intercom at the East Commons entry.

Locker Registration Information

Use of Dominican lockers is a privilege. Lockers will only be issued to STAR Card holders and are first come first serve. Dominican University cannot be held responsible for lost, stolen or

damaged personal property. By using the locker, applicants agree to abide by the terms and conditions set forth by Campus Safety outlined below:

1. All lockers are the property of Dominican University.
2. Use of a locker by a person other than to whom it is assigned is forbidden. Misuse of a locker may lead to termination of locker privileges.
3. Campus Safety reserves the right to open a locker without the consent of the owner in instances where locker procedures are being abused, or in the case of an emergency situation.
4. Flammable materials, dangerous chemicals, explosives or weapons of any kind are strictly prohibited inside the lockers.
5. Perishable items, illegal or controlled substances such as drugs or alcohol are also strictly prohibited inside the lockers.
6. Users are not permitted to affix anything to the interior or exterior of their lockers.
7. Upon assignment and during use, users are responsible for reporting any damage or needed repairs to Campus Safety. Users will assume the cost of any unreported damages.
8. All personal items must be stored completely within a locker. All items left outside of a locker, whether secured or not, will be removed and disposed of accordingly.
9. Every user must renew their agreement at the end of the designated period. Lockers not renewed will be cleaned out and all contents will be disposed of.
10. Locker users will be held to all standards as aligned in the Student Code of Conduct and in the Employee handbook.

Daily Crime and Fire Logs

Crime Log

The University's Campus Safety Department maintains a written daily crime log and a fire log that includes information on both the River Forest and Chicago campuses. The purpose of the daily crime log is to record all criminal incidents and alleged criminal incidents that occur either on campus, in or on the University's non-campus buildings or property, or on public property within or immediately adjacent to and accessible from the campus, and that are reported to Campus Safety. The log is designed to record and disclose crime information on a timely basis. A crime is entered into the log as soon as it is reported to Campus Safety. The crime and fire log, for the most recent 60-day period open to public inspection during business hours. Older portions of the crime log must be made available within 2 days of a request for inspection. This log is available for review at the Campus Safety Dispatch Office during normal business hours 8:30am-4:30pm Monday through Friday excluding holidays and includes the date and time of the incident, the nature of the incident, the general location, and the disposition of the complaint or report, if known.

Information may be withheld from the daily crime log if there is clear and convincing evidence that the release of the information would either jeopardize an ongoing criminal investigation or the safety of the individual; cause a suspect to flee or evade detection; or result in the destruction of evidence. The university will disclose any information withheld from the crime log once it is determined that the adverse effect described above is no longer likely to occur.

Fire Log

This log records, by the date reported, any fire that occurs on University owned property including both Main and Chicago Campuses. This log is designed to record and disclose

incidents of fire on a timely basis. The fire log includes the date and time of the fire, the date it was reported, the nature of the fire, and the general location of the fire. Both the Crime and Fire Logs have been combined for easier accessibility.

Campus Safety Education and Prevention

The security team emphasizes crime prevention by minimizing crime opportunities and by encouraging students and employees to be responsible for their own and others' security.

Informational Programs about Crime Prevention and Awareness

To educate the university community about how to enhance their own security as well as the safety of others, programs are presented regularly on a variety of crime prevention topics. These programs are offered at residence hall sessions, new student orientation, crime awareness and prevention seminars each year, and through special posters and flyers and ongoing educational material. Through the daily crime and fire logs, timely warnings, newspaper articles, web page postings and tabletop exercises we are able to help better educate the community about crime prevention.

Campus Reporting Options

Dominican University strives to create a safe learning environment for all members of the community. Dominican has developed standards of behavior in support of the intellectual, physical, spiritual and emotional development of each student—Integrity, Community, Social Justice, Respect and Responsibility.

As members of the university community, we each have a responsibility to share any concerns so they can be reviewed and addressed appropriately. While we encourage a culture of “See Something, Say Something”, there are two categories of employees that have a responsibility and obligation to report.

If you have an immediate concern, please contact 911 or call Campus Safety at (708) 524-5999. Otherwise, please review below for reporting options.

Campus Security Authorities (CSA)

Employees are considered CSAs based on the following functions and are responsible to report criminal incidents to Campus Safety:

- Their official job responsibilities involve significant interaction with students and/or campus activities.
- They serve as informal or unofficial mentors to students, or advise student organizations, projects and activities.
- They serve as a member in an office or of a committee to whom students are instructed and informed to report and discuss crimes, allegations of crimes, and other troubling situations, and/or
- They have oversight for disciplinary procedures

A CSA's Responsibilities;

If a CSA becomes aware of crime information and believes it was provided in good faith, he/she should document it as a crime report and in a prompt manner (within 24 hours), submit it to Campus Safety.

“In good faith” means there is a reasonable basis for believing that the information is not simply rumor or hearsay. That is, there is little or no reason to doubt the validity of the information.

What CSA’s must disclose, therefore, are statistics from reports of alleged criminal incidents. It is not necessary for the crime to have been investigated by the police or campus security authority, nor must a finding of guilt or responsibility be made to disclose the statistic. Personally, identifiable information need not be disclosed, unless a danger is present.

Responsible Employees

Responsible employees are university employees who have the authority to redress sexual violence or who otherwise have the duty to report such incidents. All university employees, contracted staff, designated student employees, and trustees are required to report concerning behaviors, including threats or crimes by employees. Specific categories of student employees including: Social Justice Advocates, Circulation Desk Attendants, Peer Advisors, Resource Desk Assistants, Resident Advisors, Welcome Desk Workers, and University Ministry Student Staff are considered responsible employees. These employees must formally report an incident including the details of the incident and the names of the complainant or the person who discloses the incident.

Please review the reporting options outlined below. If you have questions about making a report, please contact Campus Safety at (708) 524-5999 or Student Success and Engagement at (708) 524-5927.

Academic Alert

Following are two categories of academic alerts:

Flag- Outreach from faculty to students with emerging concerns (academic, attendance, or professional). Alerts team staff monitor flags, but staff will only intervene if/when there are multiple flags or extenuating circumstances.

Alert- Student’s ability to succeed in course is in serious jeopardy. SSE Alerts Team will take prompt action to respond to faculty and support student. (academic, other)

<https://mydomedu.sharepoint.com/sites/SSEFacultyResources>

Assessment and Care Team (ACT)

Here you can submit a concern about a student regarding behavior that is concerning, disruptive or dangerous to themselves, members of the University community, or the community by clicking on **Send an Alert** and entering the student’s name. Click Send Alert and choose the ACT (former BCT) Assessment and Care Team. <http://dom.pharos360.com/>

Referral to Student Success and Engagement (SSE)

SSE will review and respond to a non-academic concern regarding a student. Click on Send an Alert and enter the student’s name. Click Send Alert and choose the Dominican Referral Form in the drop down. <http://dom.pharos360.com/>

Team Dynamix Request

Support Requests for specific departments using Team Dynamix, may be made at the corresponding links:

Information Technology

<https://support.dom.edu/TDClient/2074/Portal/Requests/ServiceCatalog?CategoryID=7966>

Marketing and Communications

<https://support.dom.edu/TDClient/2074/Portal/Requests/ServiceCatalog?CategoryID=8091>

Campus Safety

<https://support.dom.edu/TDClient/2074/Portal/Requests/ServiceCatalog?CategoryID=7987>

Physical Plant

<https://support.dom.edu/TDClient/2074/Portal/Requests/ServiceCatalog?CategoryID=7987>

Title IX/One Process

Submit a report regarding bias incidents, including gender based or sexual violence, gender identity discrimination, sexual assault, hate crimes, bias motivated offensive conduct, and discrimination against individuals on the basis of physical or mental disability. [Title IX | Dominican University](#)

DCFS Mandated Reporter

Department of Children and Family Services (DCFS) Mandated Reporter

All personnel of institutions of higher education are considered mandated reporters. According to DCFS, “mandated reporters are required to report suspected child maltreatment immediately when they have “reasonable cause to believe” that a child known to them in their professional or official capacity may have been an abused or neglected child.” All employees are required to sign an acknowledgement of their mandated reporter status (pdf) during their onboarding process.

All states, including Illinois, have laws that require people who witness or know about child abuse or neglect to report it to the authorities. The Illinois Department of Children and Family Services has amended the Illinois Abused and Neglected Child Reporting Act (ANCRA) to expressly make all “personnel of institutions of higher education” mandated reporters. As a result, all Dominican University faculty, staff, student employees, and other personnel must immediately make a report to the Illinois Department of Children and Family Services (DCFS) if they have reason to believe that a child known to them in their professional or official capacity may be abused or neglected.

Abuse occurs when a parent or person responsible for the child’s welfare:

- Inflicts, causes to be inflicted, allows to be inflicted, or creates a substantial risk of, physical injury by other than accidental means, which causes or would be likely to cause death, disfigurement, impairment of physical or emotional health, or loss or impairment of any body function;
- Commits or allows to be committed a sex offense against such child;
- Commits or allows to be committed an act of torture upon such child;

- Inflicts excessive corporal punishment; or
- Causes illegal controlled substances to be sold, transferred or given to a child under age 18.

Neglect occurs when a parent or person responsible for the child's welfare fails to provide the child with necessary nourishment, clothing, shelter, medical treatment, or adequate supervision.

A **child** is defined as any person under 18 years of age.

It is essential that all University personnel understand their obligations as mandated reporters of child abuse and neglect, which are briefly summarized below.

ANCRA requires that all Dominican personnel who have reason to suspect abuse or neglect of any person under the age of 18 must immediately make a report to DCFS by telephone to the DCFS hotline (1-800-25-ABUSE) or in person, followed by a written report within 48 hours. This duty to report is absolute, and it rests with the individual identifying the suspected abuse or neglect.

Mandated reporters are required to report both suspected physical abuse and sexual abuse, which occurs when any person responsible for the child's welfare sexually exploits or molests the child, engages in sexual penetration with the child, or transfers a sexually transmitted disease to the child. This definition would therefore include sex with a child by a person over the age of 18 if that person over the age of 18 is responsible for the child's welfare or comes to know the child through an official capacity or position of trust, including health care professionals, educational personnel, recreational supervisors, members of the clergy, and volunteers or support personnel.

The Act also does not distinguish between current or past abuse. Thus, if a University employee suspects that a child was abused in the past, he or she must report that suspicion.

DCFS recommends that, if a mandated reporter is in doubt about whether to report, the reporter should report the suspected abuse. DCFS hotline staff members are trained on what constitutes grounds for an investigation and can assess a mandated reporter's concerns to determine if a report should be taken and referred for investigation.

Willful failure to report suspected incidents of child abuse or neglect is a misdemeanor (first violation) or a class 4 felony (second or subsequent violation). In addition, an employee who fails to make a report may face disciplinary action by the university. State law protects the identity of all mandated reporters, who are provided with immunity from legal liability as a result of reports made in good faith.

If you see, hear about, or know about possible child abuse or neglect in connection with your duties as a Dominican employee, you must take the following three steps:

1. Immediately report the suspected abuse or neglect to DCFS by calling 1-800-25ABUSE (1-800-252-2873).
2. Submit a follow-up written report to DCFS within 48 hours of the verbal report.
<https://childabuse.illinois.gov/Reporting/ReportingMain>
3. Notify the Office of People and Culture and/or Campus Safety of the report.

Police Support

The Dominican University Office of Campus Safety works in cooperation with local police. They are in direct communication with the police and fire departments and call upon their assistance when needed. The university does not have a formalized memorandum of understanding with the River Forest Police Department and has no student organizations that maintain use of off-campus residential property.

Contact Information to Report Concerns

- River Forest Police non-emergency (708) 366-7125
- River Forest Police Emergency 911
- 400 Park Avenue River Forest, IL 60305

Timely Warning Notices

The Office of Campus Safety will issue a timely warning if a Clery Act crime is reported to campus security authorities or local police agencies; and considered by the University to represent an ongoing threat to students and employees. The Office of Campus Safety will issue a timely warning for any Clery Act crimes that are reported to campus security authorities or local police agencies; and considered by the University to represent an ongoing threat to students and employees; and there are enough details known about the crime to provide useful information to the community. These alerts are issued with the consultation of relevant university administration and the local police departments. Identifying information of victims will be withheld from notices. Alerts are routinely posted on the Campus News and the Campus Safety web pages. Additionally, alerts may be sent to e-mail accounts, posted in the common area of academic buildings and residential halls, and when appropriate as emergency alerts via email. Emergency text message may also be sent out through an opt-out system.

Emergency Notifications

In the event of an emergency involving an imminent threat to the health or safety of students or employees occurring on campus, Campus Safety will confirm that there is a significant emergency or dangerous situation in conjunction with Emergency Planning Team and local police departments and will immediately issue a campus-wide notification. The on-duty Campus Safety supervisor will coordinate with the local police department(s) and the Director of Campus Safety to determine the severity of the reported incident. Campus Safety will coordinate with at least one member of the Emergency Planning Team to determine content of the notification and utilize the university's emergency notification system (opt-out emergency alerts via email or text message) to notify the campus community, whether on or off-campus. Dominican University has partnered with Rave Mobile Safety to alert community members of any emergency or extreme circumstances that exist on our campus. Community member's Dominican email address is automatically enrolled, so you will always receive a message should it be necessary. Additionally, Community members may enroll up to two mobile phones to receive text messages. The university will, without delay, and considering the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

In conjunction with the RAVE Mobile Safety, the University has installed Alertus Alert Beacons and Speakers as an additional means of emergency notification. The Alert Beacon attracts

attention with an audible alarm and flashing strobes. The wall mounted device has a large text display which informs building occupants of the emergency and instructs them how to respond. The units are in high visibility areas of the residence halls, such as hallways and stairwells and in the classroom and office areas of Fine Arts. Alert Beacons are programmable to enable safety officials to notify specific areas, buildings, and corridors. Students, faculty and staff can register online to receive notifications of these emergency events. These messages are transmitted only during emergencies and are an additional real-time avenue of communication. The university's emergency notification messaging system is tested campus-wide at least once a year. Campus Safety, in conjunction with the Emergency Planning Team and local emergency responders, are responsible for the planning, coordinating and performing these campus wide tests. These tests may be announced or unannounced and may include all or part of; sending an emergency text, email notifications, activating building loudspeakers or web-based notifications.



In addition, special programs, flyers, bulletins, emails, voicemail and student newspaper articles may be used to disseminate emergency information to the larger campus community. Close communication with the River Forest Police Department and other appropriate agencies is maintained regarding any neighborhood security issues.

Emergency Management Plan

Incident Management Assessment Team (IMAT)

IMAT exists to create a more safe and secure learning, working, and living environments for all members of the Dominican University community soliciting community concerns and crafting solutions to be discussed at IMAT for endorsement and then to cabinet for approval. Serving as the Threat Assessment Team (under section 305.80 of the Illinois General Assembly's Illinois Administrative Code), this team facilitates threat assessments and convenes the appropriate teams to address threats as it relates to the campus community.

IMAT also provides guidance and best practice for preventing violence and providing supportive services to the community. IMAT operates under Dominican University Emergency Operations Plans to guide efforts to mitigate, prepare for, respond to, and recover from emergencies and disasters.

Members of IMAT-Executive Team include (but not limited to):

- Chair, Vice President of Student Success and Engagement

- Senior Vice President for Finance and Administration
- Vice President, Provost
- Vice President of Diversity, Equity & Inclusion
- Vice President for the Office of People and Culture
- Director of Campus Safety
- Faculty Senate Representative
- Staff Council Representative

The IMAT is the previous Emergency Planning Team and Emergency Response Teams combined. The IMAT is the umbrella over the ACT (formerly Behavioral Concern Team) and the Threat Assessment Team.

IMAT Working Teams:

Health Team - Special assignment to coordinate University /Health Related Emergency response providing specific health recommendations to executive team offering guidance to the campus community.

Bias response – A working group of IMAT focused on Bias Response. It is the policy and practice of Dominican University to provide and promote employment and academic opportunities for all students, faculty and staff members without regard to race, color, gender, age, marital status, order of protection status, religion, sexual orientation, gender identity, medical condition, national origin, ancestry, military status, physical or mental disability, or pregnancy (collectively, “the bases for unlawful discrimination”). All students, faculty and staff members are expected to abide by this policy and to assist in its enforcement. This team coordinates responses to acts of bias towards an individual’s actual or perceived gender, race, sex, color, age, creed, national or ethnic origin, physical or mental disability, religion, military status, or sexual orientation within or towards the Dominican University’s community. Will brief the executive team on decisions.

Emergency Communications – A working group of IMAT providing guidance for communicating within the university and from the university to the media and the public in the event of an emergency.

Training/Table tops – conducting campus emergency needs/risk assessments, develops and implements emergency response plans. Works to sponsor plans and campus wide training drills.

Campus Safety Response Team – As first responders, this team works to serve as the university first response to direct threats to the campus community serving also as the liaison to community first responder teams (police, fire department, EMT). This team does not wait for the TAT to evaluate the situation as these situations need an immediate response. Will brief the executive team on decisions.

Non-emergency response teams:

Assessment and Care Team (ACT) – Interdepartmental team to review, assess, and respond to student cases regarding behavior that is concerning, disruptive, or dangerous to themselves. ACT strives for early intervention in the best interest of the student and the campus community.

Safety of Buildings and Grounds

Academic and Administrative Buildings

Access to non-residential buildings is afforded to all Dominican University affiliated community members by way of Star Card access 7 days a week between the hours of 7am and 11pm when the university is open.

During regular business hours designated Welcome and Information Desk locations are open to the public. These entrances are found at the Parmer North-East, the Lower Level of the Rebecca Crown Library, and at the Killips Welcome Center in Lewis Hall. The university is private property; however, some areas of the campus typically are open to visitors. These areas include the Crown Library, the West Campus Soccer Field and the Performing Arts Center (Fine Arts). Even in these locations, visitors must not interfere with the privacy of students, faculty and staff, or with educational, research and residential activities. The university may revoke at any time permission to be present in these, or any other areas. Visitors should not be in academic or residential areas unless they have been invited for appropriate business or social purposes by the responsible faculty member, student or staff member.

Most academic and administrative buildings do not have a university campus safety officer assigned to them. However, Campus Safety officers patrol the academic and administrative building on a regular basis.

Residence Halls

Access to residence halls is restricted to residents, their approved guests, and other approved members of the University community. Residents gain entry by swiping their keycards at the card access readers. Residents are cautioned against permitting strangers to enter the building and are urged to require individuals seeking entry to use their own keycards. Campus Safety officers patrol the residence halls on a regular basis and assist with the staffing of the Coughlin Commons front desk.

Maintenance of Campus Facilities

Facilities and landscaping are maintained in a manner that minimizes hazardous conditions. Campus Safety regularly patrols campus and reports malfunctioning lights and other unsafe physical conditions to Physical Plant for correction. Other members of the University community are encouraged to report equipment problems to Campus Safety or Physical Plant. The parking garage and all parking lots throughout campus are well lit and routinely patrolled by the officers. The parking garage and all campus elevators are equipped with a communication system linked to the security dispatcher.

Outside Venders/Construction Staff/Contractors

All outside Vender, Construction Staff and Contractors are required check in and out with Campus Safety every work day. They are to have proper Dominican University issued Identification badges visible while on campus.

Video Surveillance

Video surveillance is conducted in various locations throughout campus and recorded 24 hours a day, 365 days a year.

Safety in Residence Halls

The university provides security to help protect students in residence halls. The system includes:

- Trained security personnel
- Locked entrance doors
- Information on how students can maintain their safety
- Policies requiring identification cards with magnetic swipe entry to facilities
- Policies requiring guest registration and guest passes
- Policies requiring students to escort guests at all times
- Required programming efforts in areas of safety and security
- Holding students accountable for the actions of their guests

The university places restrictions on guests, building access, and actions that may have a detrimental effect on student safety. Such restrictions include:

- Entering buildings only through designated entrances
- Prohibiting unauthorized entry
- Prohibiting the practice of propping open doors
- Following security procedures at security checkpoints
- Prohibiting the practice of duplicating or sharing room keys
- Prohibiting activities that endanger the safety of others

If a student is found to violate any of these restrictions, the university may impose fines or other sanctions on the student.

Residence Hall Access/Contractor Access

Student residence halls are never open to the public. Outside entrance doors to the residence halls are locked at all times and residents are issued a keycard allowing exclusive access to the residence halls. Locks on room doors and all windows ensure resident safety; malfunctioning security devices are repaired promptly.

If a resident key is lost or stolen, the corresponding lock is immediately changed. Non-residents including staff or contractors assigned to tasks in the residence halls must receive and wear special identification badges issued from either security or the director of physical plant operations.

General Visitor Policy

We ask that visitors to specific offices and departments check in with the main campus Welcome and Information Desk (WID) at the south entrance to Lewis Hall. External visitor parking is available for two hours just inside the Main Gate on the circle off of Division. Guests and visitors planning to stay longer than two hours should get a temporary parking permit from the WID or from Campus Safety on the first floor of the garage.

Any and all visitors to the residence halls must check in at the Coughlin Commons Welcome and Information Desk.

Campus Safety has an interest in ensuring that the privacy of its students, faculty and staff is respected, and that no activities interfere with education, research or residential life.

The university is private property; however, some areas of the campus typically are open to visitors. These areas include the Crown Library, the West Campus Soccer Field and the Performing Arts Center (Fine Arts).

Even in these locations, visitors must not interfere with the privacy of students, faculty and staff, or with educational, research and residential activities. The university may revoke at any time permission to be present in these, or any other areas. Visitors should not be in academic or residential areas unless they have been invited for appropriate business or social purposes by the responsible faculty member, student or staff member.

Guest Responsibility and Visitation

Students and student organizations are responsible for the behavior of their guest(s) while they are on property owned or controlled by the university or in attendance at its sponsored events. The host student or student organization assumes full responsibility for the guest compliance with all prescribed university policies and procedures, including those specific to the residence halls.

Residence Hall Visitation

The visitation policy allows for 24-hour visitation on all floors in the residence halls. Residence hall students are allowed to have guests under the following policy:

- All guests must check-in and comply with the guest policy and university policies.
- All residents must complete the online guest registration form; one for each guest.
- Residents will be held responsible for the actions of their guests and/or anyone checked in under their name.
- All non-DU guests must present a government issued picture ID. Dominican University commuter students must present their Student IDs.
- No one under the age of 12 is allowed in the residence halls after 8 p.m. and before 8 a.m.
- Guests under 16 years of age are exempt from showing ID, but must be checked-in and checked out.
- The host student must escort their guest(s) at all times, including when a guest is leaving the residence halls and checking out. Guests who are not escorted by their hosts will be asked to leave the hall.
- The resident student host and guest must be present at the time of check-in and check-out.
- No cohabitation is allowed. Individuals not assigned to the room may not live in the room.
- A resident student may have no more than three guests at one time. A resident must have the agreement of their roommate in order to host a guest.
- Non-Dominican Daytime Guests may visit the residence halls for a maximum of three separate days per seven-day week. Dominican Commuter Students will not be limited but must be checked-in and checked-out.
- Overnight Guests may stay in the residence halls for a maximum of three nights per month. An overnight guest is one that is staying in the halls during Quiet Hours - 10:00 p.m. to 7:00 a.m.
- Sunday through Thursday and midnight to 7:00 a.m. Friday and Saturday.
- University officials, members of law enforcement and/or other approved personnel are allowed in the residence halls without checking in or having a host.
- The University reserves the right to require guests to leave immediately upon request.
- Violations of the Guest Policy, including failure to check in and/or out guest(s), include, but are not limited to, a possible loss of visitation privileges, fines, or other student conduct sanction.

Non-students may be prosecuted for trespassing.

Faculty, staff and students attending or participating in special programs may be provided access to facilities after public building hours.

Resident Assistants

Resident Assistants (RAs) are available on each floor of the residence halls. RAs are students carefully selected for their ability to advise and aid residents in everyday situations. The RA lives with and builds relationships with students living in the residence halls. The RA serves as a role model, assisting students, supporting academic achievement, and building community. RAs are responsible for developing programs for the students, maintaining safety and order in the halls and creating a living-learning environment in the residential community.

Students Governed by Student Code of Conduct

Students are governed by Dominican University's Student Code of Conduct, which contains policies affecting security on campus. Such policies include those that regulate:

- Entry into campus buildings
- Removal, possession of or use of property
- Responsibility for the acts of guests
- Physical abuse
- Harassment
- Hazing
- Possession and use of weapons
- Alcohol or illegal substances

Students can obtain an electronic copy of the student handbook from the Student Success and Engagement website [Microsoft Word - SSE 2025-2026 Student Handbook](#)

The university reserves the right to discipline students for violations of the Student Code of Conduct that occur both on-and off-campus, up to and including expulsion.

Off-Campus Housing

The university does not rent apartments off campus for undergraduate or graduate resident students.

Fraternity and Sorority Houses

The university does not sponsor social fraternities or sororities and no fraternity or sorority houses are available.

Non-campus Property

In the Spring of 2024 Dominican University partnered with the West Cook YMCA to provide emergency housing to students in extenuating circumstances. As such this property, specifically the second floor of this facility, is considered "non-campus property" defined as any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Campus Security for Separate Campus Location

Chicago Campus Dominican University

The Chicago Campus is located 9 miles east from the Main Campus and is considered a separate campus. The institution took possession of this property in Summer of 2024. It is used for housing, dining, classrooms, worship and campus events. This location has on-site security that patrols the campus and local police that assist with patrolling the surrounding vicinities. All Dominican University policies and procedures apply to both campuses. Statistics for this campus will be reported separately in ASFSR calendar year 2025. Crimes on public property surrounding the Chicago Campus will also be reported.

Public Property

Authority having jurisdictions (River Forest Police at Main Campus, and Chicago Police at Chicago Campus respectively), monitor and record criminal activity on public property and works cooperatively with university security and SSE to address problems as they arise.

Campus Safety for Satellite Locations and Occasional Instructional Sites

Dominican University has no satellite locations. Occasionally, non-campus locations controlled by other organizations are used. The security and police departments serving their respective communities police them.

Emergency Procedures

Building Evacuation

Campus buildings may be evacuated in order to protect the health and safety of occupants from a possible threat; i.e.; fire, utility failure, flooding, bomb threat, chemical spills, noxious / toxic fumes and campus disorders. Occupants may also be directed to a different location, if that location is more secure.

Building evacuation will occur when an alarm sounds and/or upon notification by Campus Safety.

- Leave by the nearest marked exit. Follow the Emergency Evacuation Procedure/FIRE EXIT signs and alert others to do the same. If evacuation is for only a part of the building or campus grounds, immediately vacate the side in question and relocate as directed.
- Faculty should clear their classrooms and close the door.
- Assist any disabled persons exiting the building. Remember that elevators are reserved for disabled persons. **DO NOT USE ELEVATORS IN CASE OF FIRE OR EARTHQUAKE.** In the event of a fire or earthquake notify Campus Safety to assist a disabled person exiting the building.
- Once outside, proceed to a clear area that is at least 100 feet away from the affected building. Security should keep streets, fire lanes, hydrant areas and walkways clear for emergency vehicles and personnel. (If possible, headcounts should be taken.)
- **DO NOT RETURN TO AN EVACUATED BUILDING UNLESS TOLD TO DO SO BY A CAMPUS SAFETY OFFICER OR THE LOCAL FIRE DEPARTMENT.** Security should assist in preventing individuals from returning to the building. (Do not dismiss employees or students unless told to do so by university administrators. In most cases, we will return to the building.)
- If you can hear the fire alarm you should evacuate whether it is in your building or not. This is because when there is a fire you can also have an explosion which can

affect surrounding areas very quickly. It is always better to act with caution during any alarm or emergency situation that happens on campus.

Fire Response

In all cases of fire, Campus Safety must be notified IMMEDIATELY. Dial 911 or 524-5999 or extension 5999.

- Know the location of fire extinguishers, fire exits and alarm systems in your area and know how to use them.
- If a minor fire appears controllable, IMMEDIATELY activate the building alarm and contact Campus Safety. Then promptly direct the charge of the fire extinguisher toward the base of the flame.
- If an emergency exists, activate the building alarm and also report the fire by phone.
- In the case of large fires that do not appear controllable, IMMEDIATELY notify the Office of Campus Safety, then evacuate all rooms, closing all doors to confine the fire and reduce oxygen — DO NOT LOCK DOORS!
- When the building evacuation order is given, follow the Building Evacuation Procedures. Smoke is the greatest danger in a fire, so stay near the floor where air will be less toxic.

Emergency Notification System

Notification of an emergency and the response can occur by 2 means; either individually or in conjunction with one another:

- Visual / Audible Fire Alarms
- Telephone with In-Person Check
- When the visual and audio signals of the Fire Alarm Systems sound, all occupants should follow the evacuation procedures as outlined.

Campus Safety shall make telephone or In-Person notification if the emergency is minor and affects a very small area.

The University provides students and employees with an Emergency Preparedness Guide, which provides the following guidelines to follow before, during and after specific types of emergencies. While the guide does not cover every conceivable situation, it does supply basic guidelines and direction necessary to cope with most campus emergencies. This Guide is designed to assist the university community in knowing the proper steps to take when a response is needed to an emergency situation and to coordinate the activities of the Campus Safety staff and other staff members in dealing with emergencies.

Earthquake

During an earthquake remain calm and quickly follow the steps outlined below.

- If indoors, seek refuge in a hallway or under a desk or table. Stay away from glass windows, shelves and heavy equipment.
- If outdoors, move quickly away from buildings, utility poles and other structures.
- If in an automobile, stop in the safest place available, preferably away from power lines and trees. Stop as quickly as safety permits, but stay in your vehicle for the shelter it offers.
- After the initial shock, evaluate the situation, and if emergency help is necessary call Campus Safety. Protect yourself at all times and be prepared for after-shocks.

- Damaged facilities should be reported to Campus Safety and Physical Plant. NOTE: Gas leaks and power failures create special hazards. Please refer to the section on Utility Failures.

When the building evacuation order is given, follow the Building Evacuation Procedure.

Violent or Criminal Behavior

Campus Safety is located on the first floor of the parking Garage, and provides the campus with 24-hour help and protection. This service is provided 7 days a week and 365 days a year. For on-campus emergencies, dial 911 and then Campus Safety at 708-524-5999 if it is safe to do so.

- Everyone is asked to assist in making the campus a safe place by being alert to suspicious situations and promptly reporting them.
- If you are a victim or witness to any on-campus offense, AVOID RISKS.
- Promptly notify Campus Safety at 524-5999 or at extension 5999 as soon as possible and report the incident including the following:
 - ✓ Nature of the incident
 - ✓ Location of the incident
 - ✓ Description of the person(s) involved
 - ✓ Description of the property involved
- If you observe a criminal act or you observe a person behaving in a threatening manner on campus, immediately notify Campus Safety and report the incident.
- Assist Campus Safety staff when they arrive by supplying them with all additional information and ask others to cooperate.
- Should gunfire or discharged explosives be heard on campus, you should take cover immediately. After the disturbance, seek emergency first aid, if necessary.

Responding to an Active Shooter on Campus

An active shooter is a person who is actively threatening lives or is prepared to threaten lives in a populated area. In most cases, active shooters use firearms, and there is no pattern or method to their selection of victims. These dynamic situations evolve rapidly, demanding immediate deployment of law enforcement resources to stop the shooting and mitigate harm to innocent victims. Below are guidelines for faculty, staff and students who may be caught in an active shooter situation.

The main goals are to remain calm and use these guidelines to help you plan a strategy for survival.

If an active shooter is outside your building:

1. Proceed to a room that can be locked.
2. Close and lock all the windows and doors, and turn off all of the lights.
3. If possible, get everyone down on the floor where no one is visible from outside the room.
4. Have one person in the room call 911, advise the dispatcher of what is taking place and inform the dispatcher of your location.

5. Remain in place until the police, or a campus administrator known to you, gives the “all clear.”

If an active shooter is in the same building with you:

1. If possible, safely exit the building.
2. If escape is not possible, lock the room you are in.
3. Turn off all of the lights.
4. If possible, get everyone down on the floor where no one is visible from outside the room.
5. Have one person in the room call 911, advise the dispatcher of what is taking place, and inform the dispatcher of your location.
6. Remain in place until the police, or a campus administrator known to you, gives the “all clear.”

If an active shooter enters your office or classroom:

1. If possible, get out of the room.
2. If escape is not possible, try to remain calm and seek cover.
3. If possible, dial 911 from any phone and alert police to the shooter’s location. If you cannot speak, leave the line open so the dispatcher can listen to what is taking place because 911 can often determine a location from the call.
4. If there is absolutely no opportunity to escape or hide, it might be possible to negotiate with the shooter; attempting to overpower the shooter with force should be considered a last resort, after all other options have been exhausted.
5. If the shooter leaves the area, proceed immediately to a safer place and do not touch anything that was near the shooter.

No matter what the circumstances, if you decide to flee during an active shooter situation

1. Do not attempt to carry anything while fleeing.
2. Move quickly, keep your hands visible and follow the instructions of any police officers you may encounter.
3. Do not attempt to remove injured people. Instead, leave wounded victims where they are and notify authorities of their location as soon as possible.

IMPORTANT: Before any emergency occurs, become familiar with the buildings you frequent. Make sure you have an escape route and plan for how you could respond.

Bomb Threat

If you observe a suspicious object or potential bomb on campus, DO NOT HANDLE THE OBJECT. Clear the area and IMMEDIATELY call Campus Safety at 524-5999 or at extension 5999.

• Telephone Bomb Threat: Any person receiving a telephone call bomb threat should ask the caller:

- o When is the bomb going to explode?
- o Where is the bomb located?
- o What kind of bomb is it?
- o What does it look like?

- o Why did you place the bomb?
- Keep talking to the caller as long as possible and record the following:
 - o Time of call.
 - o Age and sex of caller.
 - o Speech pattern or detectable accent.
 - o Emotional state of caller.
 - o Background noise.

Immediately notify Campus Safety and report the incident.

- Law enforcement personnel and Campus Safety Officers will conduct a detailed bomb search. Employees are requested to make a cursory inspection of their area for suspicious objects and report the location to Campus Safety. **DO NOT TOUCH THE OBJECT!** Do not open drawers, cabinets, or turn lights on or off. **NOTE: DO NOT USE THE RADIO COMMUNICATIONS. USE OF RADIOS MAY ACTIVATE SOME TYPES OF EXPLOSIVES.**
- If the building evacuation order is given, follow the evacuation procedure outlined in Building Evacuation Procedure.

Tornado Response

In the Village of River Forest, the civil alert siren sounds for severe weather. You should proceed to an interior portion of the building, away from glass or other such debris that could cause injury, and crouch under a sturdy object for safety. If you happen to be in a building with a basement, you should proceed to that location (if the basement is accessible). Depending on the severity of the situation, personnel from Campus Safety may or may not be available to assist you in this process. As a rule, if the weather looks ominous, take it upon yourself to relocate to a safe area and do not wait for university personnel to notify you.

NOTE: A Tornado Watch means conditions are favorable for a tornado to exist.

NOTE: A Tornado Warning means that a funnel cloud was sighted in the sky or has actually touched down on the ground.

NOTE: If the campus sustains damage, where occupants are no longer safe, building evacuation procedures as already related will be enacted and followed.

For your information, the Village of River Forest sounds the civil alert siren as a test on the first Tuesday of the month at 10:30 a.m.

Utility Failure

In the event of a major utility failure occurring immediately notify Campus Safety at 524-5999 or at extension 5999.

- If there is potential danger to building occupants notify Campus Safety at 524-5999 or at extension 5999.
- When the building evacuation order is given, follow the Building Evacuation Procedure.

ADDITIONAL INFORMATION AND PROCEDURES

Electrical / Light Failure: At present time there is minimal emergency lighting to provide sufficient illumination in corridors and stairs for safe exiting. Do not evacuate or dismiss employees or students unless told to do so and if no other danger exists. In most cases, power will be restored or classes will be relocated to another section with power.

Elevator Failure: If you are trapped in an elevator, press the emergency alarm located on the front panel which will signal for help. NOTE: REMAIN CALM.

Plumbing Failure / Flooding: Do not use any electrical equipment. Notify Campus Safety at 524-5999 or at extension 5999. If necessary, evacuate the area.

Gas Leak: Cease all operations. DO NOT TURN ON LIGHTS OR ANY ELECTRICAL EQUIPMENT. Remember, electrical arcing can trigger an explosion. Notify Campus Safety immediately.

Ventilation Problems: If smoke odors come from the ventilation system, immediately notify Campus Safety at 524-5999 or at extension 5999. If necessary, cease all operations and evacuate the area.

Water Supply Failure: In the event of water supply failure notify Campus Safety immediately at 524-5999

or at extension 5999.

Chemical / Radiation Spill

- Any spillage of a hazardous chemical or radioactive material is to be reported IMMEDIATELY to the Office of Campus Safety at 524-5999 or at extension 5999.
- When reporting, be specific about the nature of the involved material and the exact location. Campus Safety will contact the necessary specialized authorities and medical personnel.
- The key person on site should vacate the affected area at once and seal it off to prevent further contamination of other areas until the arrival of Campus Safety personnel.
- Anyone who may be contaminated by the spill is to avoid contact with others as much as possible, remain in the vicinity and give their name to Campus Safety. Required first aid and clean up by specialized authorities should be started at once.
- If the building evacuation order is given, follow the Building Evacuation Procedures.

Explosion or Aircraft Crash

In the event a mishap occurs such as an explosion or a downed aircraft (crash) on campus, take the following action:

- Immediately take cover under tables, desk and other objects, which will give protection against falling glass or debris.
- After the effects of the explosion and/or fire have subsided, notify the Campus Safety Office. Give your name and the location and nature of the emergency.

When the building evacuation is given, follow the Building Evacuation Procedure.

Immediate Emergency Procedure Guides

The Immediate Emergency Procedure guides are posted in classrooms, offices, and near all public access phones around each campus.

While many of the procedures remain the same regardless of what campus you are on, area specific contact information has been identified for each location.

River Forest Campus Version:

IMMEDIATE EMERGENCY PROCEDURES

EMERGENCY CONTACT PHONE NUMBERS

Campus Safety: 708-524-5999

All Emergencies Needing
Immediate Response: 911

WHEN AN ALARM SOUNDS

- Leave via nearest marked exit.
- Alert others to do the same.
- Faculty: clear classrooms and close the door upon exiting.
- Do not use elevators in case of fire or earthquake.
- Assist disabled persons. Call x5999 for help.
- Proceed to a clear area at least 100 feet away. Do not return inside until directed to do so.

FIRE

- Call 911
- Activate the building alarm.
- Evacuate building using nearest FIRE EXIT.
- Close but do not lock doors to confine the fire.
- Do not re-enter building until given "all clear."

EARTHQUAKE

- Seek refuge in a hallway or under desk or table.
- Stay away from glass windows, heavy shelves, or equipment.
- After the initial shock, evaluate the situation. Call 911 for help.
- Report damaged facilities to Campus Safety at x5999.

TORNADO

- If tornado sirens are heard, go to the building's basement.
- If no basement, go to lowest floor and an interior portion of the building away from glass.
- Report damaged facilities by calling x5999.

UTILITY FAILURE

- If failed electric, plumbing, or gas systems create an unsafe situation, call x5999 immediately. If lights fail without clear danger, do not evacuate unless directed.
- Report non-emergency utility failures to Campus Safety at x5999.

Plumbing Failure/Flooding

- Do not use electronic equipment in area. Report incident by calling x5999.

Suspected Gas Leak

- Stop operations. Evacuate.
- DO NOT turn on lights or any other electric equipment as this may cause an explosion.

CHEMICAL/HAZARDOUS SPILL

- Report potentially hazardous spills by calling 911.
- Vacate the affected area.
- Report location details.
- Avoid contact with others if you have been contaminated.

VIOLENT OR CRIMINAL BEHAVIOR

- If you witness violent or criminal behavior, move to a safe area and then call 911.
- If possible, report the nature and location of the incident and describe the persons involved.
- Report gunfire or explosive sounds by calling 911.
- If someone is behaving in a threatening manner, call 911.

BOMB THREAT

- If you observe a potential bomb, DO NOT HANDLE IT. Clear the area and call 911.
- If you receive a bomb threat by phone, ask the caller when the bomb will explode, where it is located, what it looks like, and why they placed it.
- Keep them talking and record the age, emotional state, accent and gender of the caller.
- Immediately call 911.
- Evacuate the building.

ACTIVE SHOOTER

- If possible, evacuate building; have an escape route and plan in mind.
- Hide in an area out of shooter's view.
- Lock or block doors to prevent entry, and turn off lights.
- Assign one person to call 911, advise operator of shooter's location and description, silence all other cell phones.
- As a last resort, and only when your life is in imminent danger, attempt to incapacitate shooter.
- Remain in place until police give you the "all clear".

NON-EMERGENCY NUMBERS

- Campus Safety: (708) 524-5999
- Wellness Center: (708) 524-6229
- River Forest Police Department: (708) 366-7125
- River Forest Fire Department: (708) 366-7629
- Illinois Poison Center: (312) 906-6136

For more helpful information, visit the Campus
Safety website accessible from mydu.dom.edu



DOMINICAN UNIVERSITY

3/2020

IMMEDIATE EMERGENCY PROCEDURES

EMERGENCY CONTACT PHONE NUMBERS

Campus Safety: 708-524-5999

All Emergencies Needing
Immediate Response: 911

WHEN AN ALARM SOUNDS

- Leave via nearest marked exit.
- Alert others to do the same.
- Faculty: clear classrooms and close the door upon exiting.
- Do not use elevators in case of fire or earthquake.
- Assist disabled persons. Call x5999 for help.
- Proceed to a clear area at least 100 feet away. Do not return inside until directed to do so.

FIRE

- Call 911
- Activate the building alarm.
- Evacuate building using nearest FIRE EXIT.
- Close but do not lock doors to confine the fire.
- Do not re-enter building until given "all clear."

EARTHQUAKE

- Seek refuge in a hallway or under desk or table.
- Stay away from glass windows, heavy shelves, or equipment.
- After the initial shock, evaluate the situation. Call 911 for help.
- Report damaged facilities to Campus Safety at x5999.

TORNADO

- If tornado sirens are heard, go to the building's basement.
- If no basement, go to lowest floor and an interior portion of the building away from glass.
- Report damaged facilities by calling x5999.

UTILITY FAILURE

- If failed electric, plumbing, or gas systems create an unsafe situation, call x5999 immediately. If lights fail without clear danger, do not evacuate unless directed.
- Report non-emergency utility failures to Campus Safety at x5999.

Plumbing Failure/Flooding

- Do not use electronic equipment in area. Report incident by calling x5999.

Suspected Gas Leak

- Stop operations. Evacuate.
- DO NOT turn on lights or any other electric equipment as this may cause an explosion.

CHEMICAL/HAZARDOUS SPILL

- Report potentially hazardous spills by calling 911.
- Vacate the affected area.
- Report location details.
- Avoid contact with others if you have been contaminated.

VIOLENT OR CRIMINAL BEHAVIOR

- If you witness violent or criminal behavior, move to a safe area and then call 911.
- If possible, report the nature and location of the incident and describe the persons involved.
- Report gunfire or explosive sounds by calling 911.
- If someone is behaving in a threatening manner, call 911.

BOMB THREAT

- If you observe a potential bomb, DO NOT HANDLE IT. Clear the area and call 911.
- If you receive a bomb threat by phone, ask the caller when the bomb will explode, where it is located, what it looks like, and why they placed it.
- Keep them talking and record the age, emotional state, accent and gender of the caller.
- Immediately call 911.
- Evacuate the building.

ACTIVE SHOOTER

- If possible, evacuate building; have an escape route and plan in mind.
- Hide in an area out of shooter's view.
- Lock or block doors to prevent entry, and turn off lights.
- Assign one person to call 911, advise operator of shooter's location and description, silence all other cell phones.
- As a last resort, and only when your life is in imminent danger, attempt to incapacitate shooter.
- Remain in place until police give you the "all clear".

NON-EMERGENCY NUMBERS

- Campus Safety: (708) 524-5999
- Wellness Center: (708) 524-6229
- Chicago Police Department: 311
- Chicago Fire Department: (312) 745-3705
- Illinois Poison Center: (312) 906-6136

For more helpful information, visit the Campus
Safety SharePoint Page.



DOMINICAN UNIVERSITY

Missing Student Policy & Procedure

This policy, with its accompanying procedures, establishes a framework for cooperation among members of the Dominican University community aimed at locating and assisting students who are reported missing. A student shall be deemed missing when they are absent from the University for more than 24 hours without any known reason. All reports of missing students shall be directed to Campus Safety, which shall investigate each report and decide whether the student is missing in accordance with this policy.

All students shall have the opportunity to identify an individual to be contacted by the University in case a student is determined to be missing. If a specific Missing Person contact is not identified, the University will contact the Emergency Contact. This information is maintained confidentially, will be accessible only to authorized campus officials, and may not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation. If a missing student is under the age of 18 and is not an emancipated individual, Student Success and Engagement is required to notify the parent or guardian of the missing student, as well as any additional contact person designated by the student, no later than 24 hours after the determination by Campus Safety that the student is missing. Regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated individual, Campus Safety will notify the River Forest Police no later than 24 hours after it determines that any student is missing.

Student Success and Engagement shall have the responsibility to make provisions of this policy and the procedures set forth below available to students.

Procedure

Any report of a missing student, from whatever source, should immediately be directed to the Campus Safety.

When a student is reported missing Campus Safety shall:

- Initiate an investigation to determine the validity of the missing person report.
- Contact Student Success and Engagement
- Make a determination as to the status of the missing student.
- Notify the individual identified by the missing student as the Missing Person contact, or Emergency Contact if a Missing Person contact is not identified, within 24 hours of making a determination that the student is missing.
- If the missing student is under the age of 18 and is not an emancipated individual, notify the student's custodial parent or guardian as contained in the records of the University within 24 hours of the determination that the student is missing.
- Notify the River Forest Police within 24 hours after determining that the student is missing.

The SSE case manager will notify the Incident Management and Assessment Team (IMAT). The IMAT shall initiate whatever action deemed appropriate under the circumstances in the best interest of the missing student.

Alcohol, Drug and Weapons Policies

Alcoholic Beverages

Legal alcohol consumption

The university observes and upholds local, state and federal drug and alcohol laws as they pertain on campus. Possession, use and sale of alcohol is permitted for students who are 21 years of age or older. Consumption is limited to that student's residence hall room or the room of another student who is also at least 21 years of age. Alcohol may be served at some special events on campus with approval from the SSE.

Approval system

The approval system will ensure that proper alcohol-serving guidelines are followed. Students found in violation of any aspect of the alcohol policy are subject to university conduct action.

Drugs

The university observes and upholds local, state and federal drug laws as they pertain on campus. The purchase, sale, growing, manufacturing, use, possession or distribution without prescription of any controlled substance, drugs or narcotics, sedative-hypnotic drugs such as barbiturates; psychedelic drugs such as LSD; sympathy mimetic drugs such as amphetamine and codeine; marijuana and paraphernalia, on university property, in university-owned vehicles or at off-campus university-sponsored events is strictly prohibited. Misuse or abuse of prescription medications is also prohibited.

Education and Prevention

Dominican University provides drug and alcohol-abuse education programs and prevention services for the entire university community. These services include:

- Option to live on alcohol-free residence hall floor
- Drug and alcohol information and educational materials from Dominican's Wellness Center
- Alcohol and drug abuse prevention materials, along with awareness and education displays are posted throughout the residence halls
- Programs on drug and alcohol topics are provided to students each year

Dominican's Wellness Center offers assessment, treatment, aftercare and referral services. Students may access complete information regarding alcohol, tobacco and drug abuse from the Wellness Center website <https://dom.campuswell.com/category/self/substance-use/>

<https://www.dom.edu/campus-life/wellness-center>

More detail is provided in the university's biennial report prepared in compliance with the Drug Free Schools and Communities Act. That report is available from the SSE office.

Weapons

Dominican University is a gun free zone. The Gun-Free School Zones Act of 1990 is a federal United States law that prohibits any unauthorized individual from knowingly possessing a firearm at a place that the individual knows, or has reasonable cause to believe, is a school zone as defined by 18 U.S.C. § 921(a)(25).

Campus Safety officers are issued flashlights that do have strobe light capabilities. They do not carry any other weapon in their official capacity. Outside law enforcement personnel who are authorized to possess weapons may do so within the scope of their authority. No other persons are permitted to possess weapons on University property.

Weapons and ammunition are potential safety hazards. The purchase, sale, manufacturing, use, possession or distribution of fireworks, firearms, ammunition, weapons or explosive devices is strictly prohibited.

Definitions of Weapons and Ammunition: A weapon is defined as: an instrument of offensive or defensive combat, something to fight with, and is generally any device capable of projecting a ball, pellet, arrow, bullet, missile, shell, or other material. Ammunition is any material capable of being projected by a weapon and makes the weapon operational.

Violation

Any employee, faculty, staff, student, or other representative of the University who violates this policy shall be notified of the violation and subject to disciplinary sanctions under the applicable discipline process.

Any member of the public who violates this policy shall be notified of the violation and asked to comply. If the public member will not comply, the individual shall be removed from campus and subject to all legal penalties, including the criminal trespass from University property.

Weapons:

Defined as any weapon as described in the Illinois Criminal Code. This definition also refers to any weapon described in other provisions of the Illinois Criminal Code of 2012, including but not limited to the following:

- any gun, bow, crossbow or other weapon designed or intended to propel a missile or projectile of any kind, including any pistol, revolver, rifle, musket, long gun or other weapon designed or intended to propel a missile of any kind by action of an explosion of any combustible material;
- any air gun, air pistol, spring gun, spring pistol, B-B gun, paint ball gun, pellet gun or any implement that is not a firearm which impels a breakable paint ball containing washable marking colors or, a pellet constructed of hard plastic, steel, lead or other hard materials with a force that reasonably is expected to cause bodily harm.
- any stun weapon, including any device that emits a momentary or pulsed output, which is electrical, audible, optical or electromagnetic in nature and which is designed to temporarily incapacitate a person;
- any knife, including any dirk, bowie knife, switchblade knife, ballistic knife, machete or razor, except a pocket knife having a folding metal blade of less than three inches;
- any slingshot, spring stick, metal knucks or blackjack;
- any flailing instrument consisting of two or more rigid parts connected in such a manner as to allow them to swing freely, which may be known as a nun chahka, nun chuck, nunchaku, shuriken or fighting chain;
- any disc, of whatever configuration, having at least two points or pointed blades which is designed to be thrown or propelled and which may be known as a throwing star or oriental dart;
- any frame, receiver, muffler, silencer, missile, projectile or ammunition designed for use with a dangerous weapon, including any cartridge, pellet, ball, missile or projectile adapted for use in a firearm;

- any explosive substance or explosive device, if such substance or device is intended to be used as a weapon;
- any tear gas, mustard gas, phosgene gas or other noxious or nauseating gases or mixtures of chemicals designed to, and capable of, producing vile, injurious or nauseating odors or gases, if such gas or chemical is intended to be used as a weapon; and
- any weapon of like kind as those stated.

Procedures:

- Dominican University employees, students, visitors, independent contractors and vendors are prohibited from bringing or harboring firearms or dangerous weapons of any kind on the property.
- Authorized individuals of law enforcement agencies of local, state or federal government may maintain personal weapons in their possession while on the property only in the course of official business. Such weapons may not be used or un-holstered except in extreme cases where public safety or human life may be endangered.
- Security Officers who observe individual(s) with a firearm or dangerous weapons shall call 911

Alcohol And Drug Policy

Drug Free Campus/Workplace Policy Statement

The Drug-Free Schools and Communities Act mandates that institutions of higher education adopt and implement a policy designed to prevent the unlawful possession, use, dispensation or distribution of illicit drugs and alcohol by faculty, staff and students and, provide certification to the Department of Education that such a policy is in place. The university has developed this policy not only in response to this federal anti-drug legislation, but also to provide a healthy environment by preventing the use of drugs or the abuse of alcohol within the university community.

Any faculty, staff or student who violates this policy or does not cooperate with the university in its attempts to maintain a drug-free environment will face disciplinary action up to and including termination/expulsion from the university. Such persons also may be required, as a condition of continuing their relationship with the university, to enroll in substance-abuse counseling and/or a treatment program at their own expense.

Individuals violating any town ordinances, state criminal laws or federal laws relating to alcohol or drug use may risk fines and imprisonment. In the event prosecution occurs outside the University, students may also be subject to the University's Student Conduct process.

Faculty, staff and students are encouraged to familiarize themselves with resources available in the area for substance-abuse counseling and treatment. In addition, the counseling services in the Wellness Center are available to assist students with substance-related problems. The Wellness Center respects the confidential nature of information shared by participants in its programs. Faculty and staff may utilize the resources in the Employee Assistance Program available through Human Resources to receive referrals. If questions arise related to any of these guidelines or policies, please direct them to the appropriate university department.

This policy applies to all Dominican University faculty, staff and students.

1. In compliance with the Drug-Free Workplace Act of 1988, Dominican University is committed to the maintenance of a drug-free workplace and is committed to rigorous enforcement of applicable laws and policies to support those trying to cope with drug-related problems.
2. Dominican University is committed to maintaining a drug-free workplace in compliance with applicable laws. The use, possession, distribution, dispensation, sale or manufacture of controlled substances is prohibited on university property or as any part of its activities. Violation of this policy may result in disciplinary action up to and including termination of employment and or expulsion from the university.
3. The illegal or improper use of controlled substances can: seriously injure the health of others; adversely impair the performance of responsibilities; and endanger the safety and well-being of fellow employees, students and members of the general public. It is therefore the policy of Dominican University to discourage the use of controlled substances by its faculty, staff and students at any time. Faculty and staff seeking resources for substance abuse issues may confidentially contact Human Resources. Students can contact the Wellness Center for confidential support and resources.
4. An employee of Dominican University will notify their supervisor if they are convicted of a criminal drug offense involving the workplace within five days of conviction (this includes student workers). Such conviction will be grounds for mandatory evaluation and possible treatment for a substance abuse disorder, and for disciplinary action up to and including termination. In the event any such conviction involves an employee working on a federal contract or grant, the University will notify the granting or contracting federal agency within 10 days of receiving notice of a conviction.
5. This statement and its requirements are promulgated in accordance with the requirements of the Drug-Free Workplace Act of 1988 enacted by the U.S. Congress. The university will continue its effort to maintain a drug-free environment by adhering to the above policy and by providing ongoing drug awareness programs.
6. Failure to comply with the foregoing rules will be grounds for disciplinary action up to and including termination. The terms of this policy statement are conditions of employment at the university.

Alcohol Policy

Dominican University's alcohol policy, written in accordance with the Drug-Free Campus Act and Illinois State law, supports the mission of the institution and its academic goals.

- Alcohol is not allowed in public areas of the university. This includes, but is not limited to, classrooms, lounges, parking lots, library, hallways, etc.
- No one under the age of 21 is allowed to possess or consume alcohol.
- Any alcohol that is possessed by a minor, and/or is present during any policy violation, may be confiscated and/or emptied.
- The manufacturing, brewing, purchasing or selling of alcohol is never allowed.
- Excessive drinking and intoxication will not be tolerated and is a violation of the policy.
- Members of the community who choose to drink will be held fully responsible for their behavior while under the influence of alcohol. Loss of control due to intoxication in no way excuses or justifies violation of state law, university regulations or the rights of others.
- Any violation of state laws regarding alcohol will be considered grounds for university disciplinary action.

Any event sponsored by a university department, organization or group at which alcohol will be served or consumed must be approved of SSE. A checklist assuring all liability and risk management standards have been adhered to will be completed by the hosting/sponsoring department or division. Student organizations or groups are encouraged to meet with SSE early in the event planning process to determine if approval will be granted.

The hosting/sponsoring department or division of the event is responsible for all aspects of the event including, but not limited to, the following standards:

- Registering and purchasing all liquor licenses in compliance with local, state and federal laws.
- Providing proof of liability insurance and liquor license, if the venue is off-campus.
- Hiring of sufficient security personnel.
- Hiring approved bartenders that are trained and certified in TIPS or other equivalent training program. If the venue is off-campus, proof of training and certification is required for the bartenders.
- Supervision of underage persons to ensure there is not underage consumption of alcohol (i.e., carding). No one under the age of 21 is allowed to serve, possess or consume alcohol.
- Removal and disposal of all unused alcohol.
- Any and all costs for insurance or damage to university property.
- No kegs, beer bong, party balls or other common containers of alcohol are allowed, unless advance written notice is made by the appropriate university official and approved by SSE.

Residence Halls

- Only those 21 or older may possess or consume alcohol in the residence halls room of those that are 21 or over. Both residents and guests in the room where alcohol is being consumed must be 21 or over.
- Those who are 21 or older are prohibited from giving alcohol to minors.
- No one under 21 may be present in a residence hall room where alcohol is being consumed, unless it is a host student's roommate.
- Anyone of legal drinking age bringing alcohol into the residence hall must cover it.
- Common-source containers (kegs, etc.) are not allowed and will be confiscated and not returned.
- Students may not display empty containers, including but not limited to, shot glasses, bottles, etc. in their rooms or in their windows.
- Students are not allowed to display alcohol promotions or advertisements in their room, on their doors, or in their windows.

Drug Policy

The unlawful use, possession, manufacturing, selling, and/or distribution of illicit drugs are strictly prohibited at Dominican University. Students, who use, sell, create, possess, distribute or provide controlled substances will be subject to disciplinary action as outlined in the student code of conduct.

Although Illinois has passed laws allowing the use of medical cannabis and recreational cannabis in certain circumstances, federal laws classify cannabis as a controlled substance and prohibit cannabis use, possession, and distribution on property owned by institutions of higher education or in any activities operated by such institutions. In addition, the applicable Illinois

laws indicate that colleges and universities are not prevented from prohibiting cannabis consistent with federal law. As such, the use, possession, and distribution of cannabis on DU's campus (or other DU property) or as any part of its activities remains prohibited, notwithstanding Illinois laws legalizing the use of medical and recreational cannabis.

Any drug or drug paraphernalia will be confiscated from the student and not returned. This includes, but is not limited to, lighters, roach clips, scales, bowls, baggies, hookahs, bong, pipes, e-cigarettes, etc.

When adjudicating any case involving drugs, physical evidence of drug use is not required for a finding of responsibility in a case. Scent or smell of drug use, or other behaviors and/or observations made by students and/or university officials and personnel, may be used in determining the outcome.

Tobacco Policy

The use of tobacco products is prohibited at all times while on Dominican University property.

- Tobacco is defined as all tobacco-derived or containing products, including, but not limited to, cigarettes (clove, bidis, kreteks), electronic cigarettes, vape pens, cigars and cigarillos, hookah-smoked products, and oral tobacco (spit and spitless, smokeless, chew, snuff).
- Use of tobacco product is defined as follows: The inhaling, exhaling, burning, or carrying of any lighted smoking material on campus property, including but not limited to all outside property or grounds owned or wholly leased, sidewalks, parking lots, outdoor seating areas, stadium seating and all landscaped and recreational areas and all university vehicles and moving equipment.
- Smoking materials must be extinguished and disposed of prior to entering upon Dominican University property, or exiting your vehicle. Improper disposal includes but is not limited to: littering (i.e. discarded cigarette butts and/or throwing cigarette butts out of windows).

Drug And Alcohol Education And Prevention Review

Drug-Free Schools and Campuses Regulations

[EDGAR Part 86]

DOMINICAN UNIVERSITY

The Department of Education Higher Education Act of 1965 (as amended by the Safe and Drug-Free Schools and Communities Act (DFSCA) of 1994 and as articulated in the Education Department General Administrative Regulations – EDGAR), requires that any institute of higher education receiving federal financial aid must adopt and implement a program to prevent the use of illicit drugs and the abuse of alcohol by students and employees. The Department of Education's regulations at 34 C.F.R. Part 86 ("Part 86") implement this provision, requiring that colleges and universities must 1) distribute certain drug and alcohol prevention information to students and employees every year; and 2) conduct a review of their drug and alcohol prevention programs every other year (a "biennial review").

As a requirement of these regulations, Dominican University is to disseminate and ensure receipt of the below policy/information to all students, staff, and faculty on an annual basis. This process is conducted by email, cited in the online student handbook, and communicated in the

Fire and Safety report. Questions concerning this policy and/or alcohol and other drug programs, interventions and policies may be directed to Student Success and Engagement at sse@dom.edu

POLICIES

As an academic community, Dominican University is committed to providing an environment in which learning and scholarship can flourish. The possession or use of illegal drugs, or the abuse of those which may otherwise be legally possessed, seriously affects the University environment, as well as the individual potential of our students and staff. The University enforces state laws and related University policies, including those prohibiting the following activities on campus:

- a. Providing alcoholic beverages to individuals under 21, possession, or consumption of alcoholic beverages by individuals under 21.
- b. Distribution, possession, or use of illegal drugs or controlled substances.

The abuse of alcohol and other drugs by students, regardless of age and of location (on-campus or off campus), is prohibited by the Student Conduct of Code. The University can, and will, impose disciplinary sanctions for violations. Students are also subject to city ordinances, state, and federal laws. A separate policy addresses violation by University staff.

The University strongly encourages students and staff members to voluntarily obtain assistance for dependency or abuse problem before such behavior results in an arrest and/or disciplinary referral, which might result in their separation from the institution.

The use of, or addiction to, alcohol, marijuana, or controlled substances is not considered an excuse for violations of the Student Conduct Code or staff expectations, and will not be a mitigating factor in the application of appropriate disciplinary sanctions for such violations.

Help is available both on campus and within the community for students and staff members who are dependent on, or who abuse the use of alcohol or other drugs. Dominican University Wellness Center (708-524-6229), MetLife Employee Assistant Program (EAP) <https://www.metlife.com/>, and other professional agencies will maintain the confidentiality of persons seeking help for personal dependency and will not report them to institutional or state authorities. SSE and Human Resources provides educational and awareness programming, information, and assistance.

Campus Hazing Policy

The Stop Campus Hazing Act (SCHA), enacted on December 23, 2024, amends the Clery Act to prioritize the prevention of and transparency about hazing incidents at colleges and universities. Dominican University summarizes findings concerning any established or recognized student organization found to violate the Hazing Policy.

The [Campus Hazing Transparency Report](#) includes details (personal identifiable information not included) for each incident involving a student organization where the institution determined that hazing occurred. For each incident, the report provides:

1. The name of the student organization involved in the hazing violation.
2. A general summary of what happened including:
 - a. Whether alcohol or drugs were involved
 - b. What the institution concluded
 - c. Any outcomes the institution imposed on the organization (if applicable)
3. Key dates related to the incident:
 - a. When the hazing was alleged to have happened
 - b. When the institution began investigating
 - c. When the investigation concluded with a finding of hazing
 - d. When the organization was officially notified of that finding

The first Campus Hazing Transparency Report will be released by December 2025 and will include data from July 1, 2025, through the date of release. After that, the Campus Hazing Transparency Report will be released twice a year, at the conclusion of fall and spring semesters.

Definition of Hazing

The federal definition of hazing: The term 'hazing' means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including— whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity; causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity; causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances; causing, coercing, or otherwise inducing another person to perform sexual acts; any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct; any activity against another person that includes a criminal violation of local, state, tribal or federal law; and any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, state, tribal, or federal law

Procedures

To report an alleged violation, contact:

- Student concerns: sse@dom.edu
- Staff concerns: opc@dom.edu
- Faculty concerns: provost@dom.edu

Alternatively, you may submit a report by contacting Campus Safety at 708-524-5999. Your report will be documented and routed to the appropriate authority having department.

Whistle Blower Policy

Dominican University is committed to maintaining the highest standards of ethical, moral and legal business conduct. In line with this commitment, Dominican University's Whistle Blower Policy aims to provide an avenue for employees to raise concerns and have reassurance that they will be protected from retaliation, harassment, reprisals or victimization for whistle blowing in good faith. You may submit a complaint by using the [Dominican University Whistleblower Complaint Form](#)

Important Information

This option is NOT a substitute for routine communications between staff and their supervisors. Please follow the University's standard practices for all reports or issues not requiring anonymity. Most importantly, any employment-related concerns should continue to be reported through normal channels such as the supervisor, the Director of the Office of People and Culture, the department chair or dean. Also, further note that this service does not replace the university's grievance policy. In order to handle grievances effectively and timely, employees should follow the policy stated in the employee handbooks. This hotline is an additional communication tool for specific types of situations and is provided because we believe it is good business practice. Reports may cover but are not limited to topics or situations that may lead to incorrect financial reporting, are unlawful or serious misconduct, or are not in compliance with university policy.

Examples include:

- Ethical violations Unsafe Working Conditions
- Improper Conduct
- Conduct Violations
- Discrimination Threats
- Internal Controls Bribery & Kickbacks
- Wrongful Discharge Quality of Service
- Conflict of Interest Alcohol & Substance Abuse
- Fraud Theft & Embezzlement
- Vandalism and Sabotage Misuse of Company Property
- Violation of Law Violation of Company Property
- Falsification of Contracts Falsification of Reports or Records

Please note that the information provided by you may be the basis of an internal and/or external investigation into the issue you are reporting and your anonymity will be protected to the extent possible by law. While every effort will be taken to protect your anonymity, your identity may become known during the course of the investigation because of the information you have provided.

Bias-Motivated and Non-Title IX Sexual Harassment Policy



DOMINICAN UNIVERSITY
Office of Diversity, Equity & Inclusion

Non-Discrimination and Prohibited Conduct Policy

1.0. PHILOSOPHY

Dominican University (hereinafter “the University”) is committed to ensuring a just and humane campus where all community members have the capacity to thrive. The Title IX Coordinator works in partnership with community stakeholders to support the culture of equity and inclusion that is critical to the University’s mission and identity. When the behavior of some community members challenges the well-being of others, the Title IX Coordinator, in conjunction with relevant University officials determines, to the extent possible, whether the University’s policies related to Title IX and Sex-Based Discrimination were violated.

To ensure the University’s ability to foster a just and humane campus for all, violations of these policies will not be tolerated. As such, the University community is asked to report incidents that may violate University anti-discrimination and sexual misconduct policies so that efforts can be made to end discriminatory and harassing conduct based on protected characteristics, prevent its reoccurrence, and, where possible, remedy its effects. The University takes these reports seriously and is therefore committed to following up on reports of alleged violations of this Policy.

1.1. Policy Statement

The University is committed to providing a workplace and educational environment, as well as other benefits, programs, and activities, that are free from discrimination and harassment based on sex¹, and retaliation for engaging in a protected activity (hereinafter “Sex-Based Discrimination”).

The University values and upholds the equal dignity of all members of its community and strives to balance the rights of the Parties in the grievance process (Appendix A) during what is often a difficult time for all involved.

To ensure compliance with federal, state, and local civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the education program or activity, the University has developed policies and procedures that provide a prompt, fair, and impartial process for those involved in an allegation of Sex-Based Discrimination.

¹ Discrimination on the basis of sex includes discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, gender identity, and gender expression.

1.2. Policy Scope

The core purpose of this Policy is the prohibition of Sex-Based Discrimination. When the Respondent is a member of the University community, a complaint may be filed and a grievance process may be available regardless of the status of the Complainant, who may or may not be a member of the University community. This community includes, but is not limited to, students, student organizations, faculty, administrators, staff, and third parties such as guests, visitors, volunteers, vendors, contractors, invitees, and campers. The procedures below may be applied to incidents, to patterns, and/or to the institutional culture/climate, all of which may be addressed and investigated in accordance with this Policy.

The University recognizes that reports and/or complaints under this Policy may include multiple forms of discrimination and harassment as well as violations of other University policies; may involve various combinations of students, employees, and other members of the University community; and may require the simultaneous attention of multiple University departments. Accordingly, all University departments will share information, combine efforts, and otherwise collaborate, to the maximum extent permitted by law and consistent with other applicable University policies, to provide uniform, consistent, efficient, and effective responses to alleged Sex-Based Discrimination.

1.3. OJEI Contacts

The University has appointed the Office of Justice, Equity, and Inclusion (OJEI), comprised of the following individual(s), to coordinate the University's compliance with federal, state, and local civil rights laws and ordinances:

Precious Porras
Office of Justice, Equity, and Inclusion
7900 W. Division Street
PPorras@dom.edu

Title IX Coordinator

The Title IX Coordinator has the primary responsibility for coordinating the University's efforts related to the intake, investigation, resolution, and implementation of supportive measures to stop, remedy, and prevent Sex-Based Discrimination prohibited under this Policy.

Karolina Staros
Assistant Director of One Process (Bias and Title IX)
Office of Justice Equity, and Inclusion
7900 W. Division Street
Kstaros@dom.edu
<https://www.dom.edu/diversity>

Collectively, these individuals are responsible for providing comprehensive nondiscrimination education and training; coordinating the University's timely, thorough, and fair response, investigation, and resolution of all alleged prohibited conduct under this Policy; and monitoring the effectiveness of this Policy and related procedures to ensure an education and employment environment free from discrimination, harassment, and retaliation.

The University recognizes that allegations under this Policy may include multiple forms of discrimination and harassment as well as violations of other university policies; may involve various combinations of students, employees, and other members of the University community; and may require the simultaneous attention of multiple University departments. Accordingly, all University departments will share information, combine efforts, and otherwise collaborate, to the maximum extent permitted by law and consistent with other applicable University policies, to provide uniform, consistent, efficient, and effective responses to alleged discrimination, harassment, or retaliation.

1.4. Notice/Complaints of Sex-Based Discrimination, Harassment, and/or Retaliation

Reports or complaints of Sex-Based Discrimination may be made using any of the following options:

1. Contact the Title IX Coordinator: kstaros@dom.edu
2. Contact any representative of the campus (e.g., the Student Success & Engagement Office, Campus Safety, Residence Life, Human Resources, the Provost's Office, University Ministry, a faculty member, or a staff member)
3. Report online: [Title IX/Bias Reporting Form](#)

Anonymous reports are accepted but can give rise to a need to investigate to determine if the Parties can be identified. If not, no further formal action is taken, though measures intended to protect the community may be enacted. The University tries to provide supportive measures to all Complainants, which may be impossible with an anonymous report that does not identify the Complainant.

Because reporting carries no obligation to initiate a formal response, and because the University respects Complainant requests for confidentiality unless there is a compelling threat to health and/or safety, the Complainant is largely in control and should not fear a loss of confidentiality by making a report that allows the University to discuss and/or provide supportive measures.

Inquiries may be made externally to:

Office for Civil Rights (OCR)
U.S. Department of Education
400 Maryland Avenue, SW
Washington, D.C. 20202-1100
Customer Service Hotline #: (800) 421-3481
Facsimile: (202) 453-6012
TDD#: (877) 521-2172
Email: OCR@ed.gov
Web: <http://www.ed.gov/ocr>

For complaints involving employee-on-employee conduct: [Equal Employment Opportunity Commission \(EEOC\)](#).

1.5. Supportive Measures

The University will offer and implement appropriate and reasonable supportive measures to the Parties upon notice of alleged Protected Identity Based Discrimination. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate and as reasonably available. They are offered, without fee or charge to the Parties, to restore or preserve access to the University's

education program or activity, including measures designed to protect the safety of all Parties and/or the University's educational environment and/or to deter Discrimination.

The Title IX Coordinator promptly makes supportive measures available to the Parties upon receiving a report or complaint. At the time that supportive measures are offered, the University will inform the Complainant, in writing, that they may file a complaint with the

University either at that time or in the future, if they have not done so already. The Title IX Coordinator works with the Complainant to ensure that their wishes are considered with respect to any planned and implemented supportive measures.

The University will maintain the confidentiality of the supportive measures, provided that confidentiality does not impair the University's ability to provide those supportive measures. The University will act to ensure as minimal an academic/occupational impact on the parties as possible. The University will implement measures in a way that does not unreasonably burden the other Party.

These actions may include, but are not limited to:

- Academic support, extensions of deadlines, or other course/program-related adjustments
- Class schedule modifications, withdrawals, or leaves of absence
- Altering campus housing assignment(s)
- Altering work arrangements for employees or student-employees
- Referral to counseling, medical, and/or other healthcare services
- Referral to community-based service providers
- Implementing contact limitations (no contact orders) between the Parties
- Trespass, Persona Non Grata (PNG), or Be-On-the-Lookout (BOLO) orders
- Increased security and monitoring of certain areas of the campus
- Providing campus safety escorts
- Providing transportation assistance
- Timely warnings
- Safety planning
- Student financial aid counseling
- Visa and immigration referrals
- Referral to the Employee Assistance Program
- Education to the institutional community or community subgroup(s)
- Any other actions deemed appropriate by the Title IX Coordinator

Violations of no contact orders or other restrictions may be referred to appropriate student or employee conduct processes for enforcement or added as collateral misconduct allegations to an ongoing complaint under this Policy.

1.6. Promptness

Once the University has received notice or a complaint, all allegations are promptly acted upon. Complaints typically take 60-90 business days to resolve. There are always exceptions and extenuating circumstances that can cause a resolution to take longer, but the University will avoid all undue delays within its control.

Any time the general timeframes for resolution outlined in university procedures will be delayed, the University will provide written notice to the parties of the delay, the cause for the delay, and an estimate of the anticipated additional time that will be needed because of the delay.

1.7. Jurisdiction

This Policy applies to the University's education program and activities, to conduct that takes place on property owned or controlled by the University, at university-sponsored events, and in buildings owned or controlled by the University's recognized student organizations. The Respondent must be a member of the university community for this Policy to apply.

This Policy can also be applicable to the effects of off-campus misconduct that effectively deprives a person of access to the University's education program or activities. The University may also extend jurisdiction to off-campus and/or to online conduct when the Title IX Coordinator determines that the conduct affects a substantial University interest.

Regardless of where the conduct occurred, the University will address reports/complaints to determine whether the conduct occurred in the context of its employment or education program or activity and/or has continuing effects on campus (including virtual learning and employment environments) or in an off campus sponsored program or activity. A substantial University interest includes:

1. Any action that constitutes a criminal offense as defined by law. This includes, but is not limited to, single or repeat violations of any local, state, or federal law.
2. Any situation in which it is determined that the Respondent poses an immediate threat to the physical health or safety of any student, employee, or other individual.
3. Any situation that significantly impinges upon the rights, property, or achievements of others, significantly breaches the peace, and/or causes social disorder.
4. Any situation that substantially interferes with the educational interests or mission of the University.

If the Respondent is unknown or is not a member of the University community, the Title IX Coordinator will assist the Complainant in identifying appropriate institutional and local resources and support options. If criminal conduct is alleged, the University can assist in contacting local or institutional law enforcement if the individual would like to file a police report.

Further, even when the Respondent is not a member of the University community, supportive measures, remedies, and resources may be provided to the Complainant by contacting the Title IX Coordinator.

In addition, the University may take other actions as appropriate to protect the Complainant against third parties, such as barring individuals from university property and/or events.

All vendors serving the University through third-party contracts are subject to the policies and procedures of their employers and/or to these Policies and procedures to which their employer has agreed to be bound by their contracts.

When the Respondent is enrolled in or employed by another institution, the Title IX Coordinator can assist the Complainant in liaising with the appropriate individual at that institution, as it may be possible to pursue action under that institution's policies.

Similarly, the Title IX Coordinator may be able to assist and support a student or employee Complainant who experiences discrimination in an externship, study abroad program, or other environment external to the University where sexual harassment or nondiscrimination policies and procedures of the facilitating or host organization may give the Complainant recourse.

1.8. Emergency Removal

At any time after receiving a report of Discrimination, the Title IX Coordinator may remove a student Respondent from one or more of the University's education programs and activities on a 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 Discrimination justifies removal.

When an emergency removal is imposed, the student will be given notice of the action and the option to request to meet with the Title IX Coordinator prior to such action/removal being imposed, or as soon as reasonably possible thereafter, to show cause why the action/removal should not be implemented or should be modified.

This meeting is not a hearing on the merits of the allegation(s), but rather is an administrative process intended to determine solely whether the emergency removal is appropriate. When this meeting is not requested, in a timely manner, objections to the emergency removal will be deemed waived. A Complainant and their Advisor may be permitted to participate in this meeting if the Title IX Coordinator determines it equitable to do so. This section also applies to any restrictions that a coach or athletic administrator may place on a student-athlete arising from allegations related to Title IX. There is no appeal process for emergency removal decisions.

A Respondent may be accompanied by an Advisor of their choice when meeting with the Title IX Coordinator for the show cause meeting. The Respondent will be given access to a written summary of the basis for the emergency removal prior to the meeting to allow for adequate preparation.

The Title IX Coordinator has sole discretion under this Policy to implement or modify an emergency removal and to determine the conditions and duration. Violation of an emergency removal under this policy will be grounds for discipline within the student or employee conduct processes, which may include expulsion or termination.

The University will implement the least restrictive emergency actions possible considering the circumstances and safety concerns. As determined by the Title IX Coordinator, these actions could include, but are not limited to, removing a student from a residence hall, restricting a student's or employee's access to or use of facilities, allowing a student to withdraw or take incomplete grades without financial penalty, authorizing an administrative leave, and suspending a student's participation in extracurricular activities, student employment, student organizational leadership, or intercollegiate/intramural/club athletics.

At the discretion of the Title IX Coordinator, alternative coursework options may be pursued to ensure as minimal an academic impact on the parties as possible.

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 Sex-Based Discrimination, including during the pendency of the investigation and adjudication process.

1.9. Privacy/Confidentiality

Every effort is made by the University to preserve the privacy of reports.² The University will not share the identity of any individual who has made a report or complaint of Sex-Based Discrimination; any Complainant; any individual who has been reported to be the perpetrator of Sex-Based Discrimination; any Respondent; or any witness, except as permitted by the Family Educational Rights and Privacy Act (FERPA) or its implementing regulations, or as required by law; or to carry out the resolution process, including any investigation, hearing, or informal resolution proceeding arising under this Policy.

The University reserves the right to determine which University officials have a legitimate educational interest in being informed about incidents that fall under this Policy, pursuant to the Family Educational Rights and Privacy Act (FERPA).

Only a small group of university officials who need to know will typically be told about the complaint. Information will be shared as necessary with Investigators, Review Board members, witnesses, and the Parties. The circle of people with this knowledge will be kept as tight as possible to preserve the Parties' rights and privacy.

The University may contact parents/guardians of students to inform them of situations in which there is a significant and articulable health and/or safety risk but will usually consult with the student first before doing so.

The Resolution Process (as outlined in Section 8.0 below) is private. All persons present at any time during the Resolution Process are expected to maintain the privacy of the proceedings in accord with University Policy.

While there is an expectation of privacy around what is discussed during the Resolution Process, the Parties have discretion to share their own experiences with others if they choose but are encouraged to discuss with their Advisors first before doing so.

Off- Campus Confidential Employees

The following off-campus agencies also employ individuals available to assist members of the University community with issues relating to Title IX Sexual Harassment in confidence.

Disclosures to these entities **will not** trigger a report to the University or an investigation into an

² For the purpose of this Policy, privacy and confidentiality have distinct meanings. **Privacy** means that information related to a complaint will be shared with a limited number of university employees who “need to know” to assist in the assessment, investigation, and resolution of the complaint. All employees who are involved in the University’s response to notice under this Policy receive specific training and guidance about sharing and safeguarding private information in accordance with state and federal law. The privacy of student education records will be protected in accordance with the Family Educational Rights and Privacy Act (FERPA). The privacy of employee records will be protected in accordance with Human Resources policies. **Confidentiality** exists in the context of laws (including Title IX) that protect certain relationships, including those who provide services related to medical and clinical care, mental health providers, counselors, and ordained clergy. The law creates a privilege between certain healthcare providers, mental healthcare providers, attorneys, clergy, spouses, and others, with their patients, clients, parishioners, and spouses. The University has designated individuals who have the ability to have privileged communications as Confidential Resources, as outlined in Section 5.0.

incident. Please note that limitations of confidentiality may exist for individuals under the age of 18.

- **National Domestic Violence Hotline:** 800-799-7223
- **National Sexual Assault Telephone Hotline:** 800-656-HOPE (4673)
- **State of Illinois Domestic Violence Hotline:** 877-863-6338
- **Pillars 24-hour Hotlines:**
 - **Domestic Violence Hotline:** 708-485-5254
 - **Sexual Violence Hotline:** 708-482-9600
- **Mujeres Latinas En Acción:** 708-890-7676
- **Life Span Center for Legal Services & Advocacy:** 312-408-1210
- **YWCA Medical District Center:** 312-733-2102

Notice of Nondiscrimination

The University seeks to comply with all federal, state, and local laws, regulations, and ordinances prohibiting discrimination in private post-secondary education institutions. The University does not discriminate against any employee, applicant for employment, student, or applicant for admission on the basis of actual or perceived:

- Age (40 years and over in the employment context)
- Citizenship status
- Color
- Creed
- Disability (physical or mental)
- Ethnicity
- Gender expression
- Gender identity
- Genetic information (including family medical history)
- National origin (including ancestry)
- Pregnancy or related conditions
- Race
- Religion
- Sex
- Sexual orientation
- Veteran or military status (including disabled veteran, recently separated veteran, active-duty, wartime, or campaign badge veteran, and Armed Forces Service Medal veteran)
- or any other protected characteristic under applicable local, state, or federal law, including protections for those opposing discrimination or participating in any grievance process within the institution, with the Equal Employment Opportunity Commission, and/or other human/civil rights agency.

This Policy covers nondiscrimination in both employment and access to educational opportunities. Therefore, any member of the Dominican University community whose acts deny, deprive, unreasonably interfere with or limit the education or employment, residential and/or social access,

benefits, and/or opportunities of any member of the University community, guest, or visitor based on that person's actual or perceived protected characteristic(s), is in violation of this Policy.

The University will promptly and effectively address any such discrimination of which it has Knowledge/Notice using the resolution process in the Equal Opportunity, Harassment, and Nondiscrimination Procedures.

Students, staff, administrators, and faculty are entitled to an employment and educational environment that is free of discrimination, harassment, and retaliation. This Policy is not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include germane but controversial or sensitive subject matters protected by academic freedom.

The sections below describe the specific forms of legally prohibited discrimination, harassment, and retaliation that are also prohibited under University Policy. When speech or conduct is protected by academic freedom and/or the First Amendment, it will not be considered a violation of University Policy, though supportive measures will be offered to those impacted.

All offense definitions below encompass actual and/or attempted offenses.

Any of the following offenses can be charged as or combined as pattern offenses, in which case the Notice of Investigation and Allegation (NOIA) will clearly indicate that both individual incidents and a pattern of conduct are being investigated. A pattern may exist and be charged when there is a potential substantial similarity to incidents where the proof of one could make it more likely that the other(s) occurred, and vice-versa. Patterns may exist based on target selection, similarity of offense, or other factors. Where a pattern is found, it can be the basis to enhance sanctions, accordingly.

Violation of any other University policies may constitute discrimination or harassment when motivated by actual or perceived protected characteristic(s), and the result is a limitation or denial of employment or educational access, benefits, or opportunities.

Discrimination

Discrimination is different treatment with respect to an individual's employment or participation in an education program or activity based, in whole or in part, upon the individual's actual or perceived protected characteristic. Discrimination also includes allegations of a failure to provide reasonable accommodations as required by law or policy, such as for disability, religion, or creed.

Discrimination can take two primary forms:

1) **Disparate Treatment Discrimination:**

- Any intentional differential treatment of a person or persons that is based on an individual's actual or perceived protected characteristic and that:
 - Excludes an individual from participation in;
 - Denies the individual benefits of; or
 - Otherwise adversely affects a term or condition of an individual's participation in a University program or activity.

2) Disparate Impact Discrimination:

- Disparate impact occurs when policies or practices that appear to be neutral unintentionally result in a disproportionate impact on a protected group or person that:
 - Excludes an individual from participation in;
 - Denies the individual benefits of; or
 - Otherwise adversely affects a term or condition of an individual's participation in a University program or activity.

Discriminatory Harassment

- unwelcome conduct on the basis of actual or perceived protected characteristic(s), that
- based on the totality of the circumstances,
- is subjectively and objectively offensive, and
- is so severe or pervasive,
- that it limits or denies a person's ability to participate in or benefit from the University's education program or activity

2.0. SEX-BASED DISCRIMINATION POLICY

Students, staff, administrators, and faculty are entitled to an employment and educational environment that is free of Sex-Based Discrimination. This Policy is not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include germane, but controversial, or sensitive subject matters protected by academic freedom.

The sections below describe the specific forms of legally prohibited harassment that are also prohibited under University Policy. When speech or conduct is protected by academic freedom, it will not be considered a violation of University Policy, though supportive measures will be offered to those impacted. All offense definitions encompass actual and/or attempted offenses.

2.1. Sexual Harassment (Applicable under Title IX, Title VII, and the Fair Housing Act)

Sex-based Harassment is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex,³ including sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity; sexual assault, dating violence, domestic violence, and stalking.

In compliance with Title VI and Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act and other federal, state, and local equal opportunity laws, and in accordance with our values, Dominican University does not discriminate or permit discrimination by any member of its community.

Since the alleged incident also occurred in a Dominican University-provided housing, the definition of sexual harassment through the Fair Housing Act (FHA) applies.

FHA Sexual Harassment is defined as:

- Unwelcome verbal, written, graphic, and/or physical conduct;
- that is severe or pervasive and objectively offensive;

- on the basis of sex, that
- unreasonably interferes with, limits, or effectively denies an individual's educational or employment access, benefits, or opportunities.

Hostile Environment Sexual Harassment, defined as:

- Unwelcome verbal, written, graphic, and/or physical conduct;
- that is severe or pervasive and objectively offensive;
- on the basis of sex, that
- unreasonably interferes with, limits, or effectively denies an individual's educational or employment access, benefits, or opportunities.³

Quid Pro Quo Sexual Harassment, defined as:

- an University employee or student in a position of power
- conditions (implicitly or explicitly) the provision of an aid, benefit, or service of the University,
- on an individual's participation in unwelcome sexual conduct.

2.2. Sexual Assault

Sexual Assault, defined as:

- Non-Consensual Sexual Penetration:**
 - Penetration, no matter how slight,
 - of the vagina or anus,
 - with any body part or object, or
 - oral penetration by a sex organ of another person,
 - without the consent of the Complainant.
- Non-Consensual Sexual Contact:**
 - The touching of the private body parts of the Complainant (buttocks, groin, breasts),
 - for the purpose of sexual gratification,
 - without the consent of the Complainant,
 - including instances where the Complainant is incapable of giving consent because of their age or because of a temporary or permanent mental incapacity.

2.3. Sexual Exploitation

Sexual Exploitation, defined as:

- an individual taking non-consensual or abusive sexual advantage of another,

³ Unwelcomeness is subjective and determined by the Complainant (except when the Complainant is younger than the age of consent). Severity, pervasiveness, and objective offensiveness are evaluated based on the totality of the circumstances from the perspective of a reasonable person in the same or similar circumstances ("in the shoes of the Complainant"), including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced. This definition is broad enough to encompass forms of sex-based disparate treatment, even if not harassing in nature.

- b. for their own benefit or for the benefit of anyone other than the person being exploited.

Examples of sexual exploitation include, but are not limited to:

- Sexual voyeurism (such as observing or allowing others to observe a person undressing or using the bathroom or engaging in sexual acts, without the consent of the person being observed)
- Invasion of sexual privacy (e.g., doxxing)
- Knowingly making an unwelcome disclosure of (or threatening to disclose) an individual's sexual orientation, gender identity, or gender expression
- Taking pictures, video, or audio recording of another in a sexual act, or in any other sexually related activity when there is a reasonable expectation of privacy during the activity, without the consent of all involved in the activity; or exceeding the boundaries of consent (such as allowing another person to hide in a closet and observe sexual activity; or disseminating sexual pictures without the photographed person's consent), including the making or posting of nonconsensual pornography
- Prostituting another person
- Engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or a sexually transmitted disease (STD) or infection (STI), without informing the other person of the virus, disease, or infection
- Causing or attempting to cause the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person's ability to give consent to sexual activity, or for the purpose of making that person vulnerable to non-consensual sexual activity
- Misappropriation of another person's identity on apps, websites, or other venues designed for dating or sexual connections (e.g., spoofing)
- Forcing a person to take an action against that person's will by threatening to show, post, or share information, video, audio, or an image that depicts the person's nudity or sexual activity
- Knowingly soliciting a minor for sexual activity
- Engaging in sex trafficking
- Knowingly creating, possessing, or disseminating child sexual abuse images or recordings

2.4. Intimate Partner Violence

Dating Violence, defined as:

- a. violence,
- b. on the basis of sex,
- c. committed by a person,
- d. who is in or has been in a social relationship of a romantic or intimate nature with the Complainant.
 - The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of

relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—

- i. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- ii. Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence,⁴ defined as:

- a. violence,
- b. on the basis of sex,
- c. committed by a current or former spouse or intimate partner of the Complainant,
- d. by a person with whom the Complainant shares a child in common, or
- e. by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner, or
- f. by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Illinois, or
- g. by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Illinois.

2.5. Stalking

Stalking, defined as:

- a. engaging in a course of conduct,
- b. on the basis of sex,
- c. 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.

For the purposes of this definition:

- Course of conduct means two or more acts, including, but not limited to acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant.
- Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

⁴ To categorize an incident as Domestic Violence under this Policy, the relationship between the Respondent and the Complainant must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship.

2.6. Other Misconduct Offenses

In addition to the forms of Sex-Based Harassment described above, the University additionally prohibits the following offenses as forms of discrimination when the act is based upon the Complainant's actual or perceived sex.

Harm/Endangerment, defined as:

- a. threatening or causing physical harm;
- b. extreme verbal, emotional, or psychological abuse; or
- c. other conduct which threatens or endangers the health or safety of any person or damages their property.

Discrimination, defined as:

- a. actions that deprive, limit, or deny,
- b. other members of the community,
- c. of educational or employment access, benefits, or opportunities,
- d. including disparate treatment.

Intimidation, defined as:

- a. implied threats or
- b. acts that cause the Complainant reasonable fear of harm.

Hazing, defined as:

- a. acts likely to cause physical or psychological harm or social ostracism
- b. to any person within the University community,
- c. when related to the admission, initiation, pledging, joining, or any other group affiliation activity (as defined further in the Student Handbook & Code of Conduct).

Bullying, defined as:

- a. repeated and/or severe aggressive behavior,
- b. that is likely to intimidate or intentionally hurt, control, or physically or mentally diminish the Complainant.

Online Harassment and Misconduct

The University reserves the right to impose any level of sanction, ranging from a reprimand up to and including suspension or dismissal/termination, for any offense under this Policy. The most serious offenses are likely to result in suspension/dismissal/termination.

The University policies are written and interpreted broadly to include online manifestations of any of the behaviors prohibited below, when those behaviors occur in or have an effect on the University's education program and activities, or when they involve the use of University networks, technology, or equipment.

Although University may not control websites, social media, and other venues through which harassing communications are made, when such communications are reported to University, it will engage in a variety of means to address and mitigate the effects. These means may include use of the Resolution Process to address off-campus conduct whose effects contribute to limiting or denying a person access to University's education program or activity.

3.0. DEFINITIONS AND DIMENSIONS OF CONSENT

Consent is an informed, freely given, and mutually understood agreement to participate in specific sexual acts with another person that is not achieved through unreasonable manipulation or coercion—or any kind of physical force or weapon—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.

3.1. What is Consent?

- Silence or lack of physical or verbal resistance does not imply consent.
- If coercion, intimidation, threats, and/or physical force are used, there is no consent.
- Consent cannot be inferred from a person's manner of dress.
- Consent to one form of sexual activity does not imply consent to other forms of sexual activity.
- Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.
- Consent to past sexual activity does not constitute consent to future sexual activity.
- Consent can be withdrawn at any time. A person who initially consents to sexual activity is deemed not to have consented to any sexual activity that occurs after he or she withdraws consent. When consent is withdrawn, sexual activity must immediately stop.
- Being in a romantic relationship with someone does not imply consent to sexual activity. Even in the context of an ongoing relationship, consent must be sought and freely given for each specific sexual act.
- Effective consent may not exist when there is a disparity in power between the parties (e.g., faculty/student, supervisor/employee).
- 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:
 - The individual is incapacitated due to drug or alcohol consumption, either voluntarily or involuntarily;
 - The individual is unconscious, asleep, or otherwise unaware that sexual activity is occurring;
 - The individual is below the minimum age of consent in the applicable jurisdiction (17 years in Illinois); or
 - The individual has a mental disability that impairs his or her ability to provide consent.

3.2. Communicating consent

While verbal consent is not an absolute requirement for consensual sexual activity, verbal communication prior to engaging in sex helps to clarify consent. Communicating verbally before engaging in sexual activity is imperative. A person who is passive, unresponsive, or actively resists is demonstrating defective or withdrawn consent.

3.3. Individuals who are unable to give consent:

- Persons who are asleep or unconscious
- Persons who are incapacitated due to the influence of drugs, alcohol or medication
- Persons who are unable to communicate consent due to mental or physical conditions.
- Persons who have not reached the age of consent. The age of consent in Illinois is 17 but rises to 18 if the accused is a family member or holds a position of trust, authority or supervision in relation to the victim/survivor.

3.4. Coercion and Force

Consent must happen without force or coercion. Force is the use of physical violence and/or imposing on someone physically to gain sexual access. Proving the use of physical force is not necessary to show that sexual activity was coerced or non-consensual. Coercion is the use of pressure to compel another individual to initiate or continue sexual activity against an individual's will. Coercion can include a wide range of behaviors, including intimidation, manipulation, threats, and blackmail. A person's words or conduct are sufficient to constitute coercion if they wrongfully impair another individual's freedom of will and ability to choose whether or not to engage in sexual activity.

Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get consent from another. When someone makes clear to you that they do not want sex, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

Examples of coercion include but are not limited to:

- threatening to "out" someone based on sexual orientation, gender identity, or gender expression
- threatening to harm oneself if the other party does not engage in sexual activity
- threatening to harm the person who does not engage in sexual activity
- threatening to tell others private or intimate information one has shared, or information about sexual activities, if one does not engage in certain sexual behaviors

4.0. RETALIATION

Protected activity under this Policy includes reporting alleged misconduct that may implicate this Policy, participating in the resolution process, supporting a Complainant or Respondent, assisting in providing information relevant to an investigation, and/or acting in good faith to oppose conduct that constitutes a violation of this Policy.

Acts of alleged retaliation should be reported immediately to the Title IX Coordinator and will be promptly investigated. The University will take all appropriate and available steps to protect individuals who fear that they may be subjected to retaliation.

The University and any member of the University's community are prohibited from taking or attempting to take materially adverse action by intimidating, threatening, coercing, harassing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by law or policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy and procedure.

The exercise of rights protected under the First Amendment does not constitute retaliation.

Pursuing a code of conduct violation for making a materially false statement in bad faith during a resolution process under this Policy and procedure does not constitute retaliation, provided that the determination of responsibility, by itself, is not sufficient to conclude that any party has made a materially false statement in bad faith.

4.1 Unauthorized Disclosure:

- Distributing or otherwise publicizing materials created or produced during an investigation or Resolution Process except as required by law or as expressly permitted by the University; or
- publicly disclosing institutional work product that contains personally identifiable information without authorization or consent.

1) Failure to Comply/Process Interference

- Intentional failure to comply with the reasonable directives of The Title IX Coordinator in the performance of their official duties, including with the terms of a no contact order
- Intentional failure to comply with emergency removal or interim suspension terms
- Intentional failure to comply with sanctions
- Intentional failure to adhere to the terms of an Informal Resolution agreement
- Intentional failure to comply with mandated reporting duties as defined in this Policy
- Intentional interference with the Resolution Process, including, but not limited to:
 - Destruction of or concealing of evidence
 - Actual or attempted solicitation of knowingly false testimony or providing false testimony or evidence
 - Intimidating or bribing a witness or party

Sanction Ranges

The following sanction ranges apply for Prohibited Conduct under this Policy. Sanctions can be assigned outside of the specified ranges based on aggravating or mitigating circumstances, or the Respondent's cumulative conduct record.

- Discrimination: warning through expulsion or termination.
- Discriminatory Harassment: warning through expulsion or termination.

- Quid Pro Quo Harassment: warning through expulsion or termination.
- Hostile Environment Harassment: warning through expulsion or termination.
- Rape: suspension through expulsion or termination.
- Fondling: warning through suspension (termination for employees).
- Incest: warning through probation.
- Statutory Rape: warning through suspension (termination for employees).
- Stalking: probation through expulsion or termination.
- Dating/Domestic Violence: probation through expulsion or termination.
- Sexual Exploitation: warning through expulsion or termination.
- Bullying: warning through expulsion or termination.
- Endangerment: warning through expulsion or termination.
- Hazing: warning through expulsion or termination.
- Retaliation: warning through expulsion or termination.
- Unauthorized Disclosure: warning through expulsion or termination.
- Failure to Comply/Process Interference: warning through expulsion or termination.

5.0. MANDATORY REPORTING AND CONFIDENTIALITY

The University makes students, administrators, faculty, and staff aware of the various reporting and confidential disclosure options available to them – so they can make informed choices. The University encourages anyone who experiences any kind of Sex-Based Discrimination to talk to someone identified in one or more of these groups but to be aware that different employees on campus have different abilities to maintain a Complainant's confidentiality.

5.1. Mandated Reporters

All University employees, including administrators, faculty, staff, contracted employees, and designated student employees; (*i.e.*, Circulation Desk Attendants, Peer Advisors, Resident Advisors, Campus Safety, Welcome Desk Workers, and University Ministry Student Staff) are required to report all details of an alleged incident of Sex-Based Discrimination (including the identities of both the Complainant and Respondent) to the Title IX Coordinator.

5.2. Confidential Employees

Licensed Mental Health Professionals and employees functioning within the scope of their employment and who are supervised by university employees with a professional license cannot disclose confidential information. These employees can maintain near complete confidentiality regarding Sex-Based Discrimination disclosed to them which is sometimes called a "privileged communication."

Members of the Mission & Ministry team are not confidential employees.

5.3. Confidentiality within the Roman Catholic Sacrament of Reconciliation and Penance

As a Catholic, Dominican institution, the University believes that the dignity of the human person and her or his restoration of right relationship with God and others is central to the profession and practice of any faith. In Roman Catholicism, the Sacrament of Reconciliation or Penance is a moment of sacred grace through healing. For Roman Catholic faculty, staff, and students, Reconciliation is made available

by request or through general pastoral offerings of the University Ministry Center. For baptized Roman Catholics, the information shared within the confessional space of the Sacrament is completely confidential and remains under what the Church calls the sacramental seal. The seal prevents the confessor from sharing any information because it is “sacred and cannot be violated under any pretext” (Catechism of the Catholic Church 2490). As such, a Roman Catholic priest in good standing serving as a confessor on the University’s campus shall not be required to report any information disclosed in the confessional space.

5.4. Complainant Requests for Confidentiality

Complainants have the right to request confidentiality. When deciding how they want to proceed, Complainants must weigh the fact that maintaining confidentiality can impact the University’s ability to adequately investigate a particular incident or to pursue appropriate action against a Respondent.

A Complainant who first requests confidentiality may later decide to file a complaint with the University or report the incident to local law enforcement, and thus have the incident fully investigated. The Title IX Coordinator will provide the Complainant with assistance if the Complainant decides to file a complaint.

5.4.1. Requesting Confidentiality from the University

If a Complainant discloses an incident to a mandated reporter (as described above) but wishes to maintain confidentiality or requests that no investigation be conducted or disciplinary action taken, the University will weigh that request against the University’s obligation to provide a safe, non-discriminatory environment for all. The mandated reporter must report to the Title IX Coordinator, and the Title IX Coordinator will assess the request for confidentiality.

If the University honors the Complainant’s request for confidentiality, the Complainant must understand that the University’s ability to meaningfully investigate the incident and pursue disciplinary action against the Respondent(s) may be limited.

When weighing a Complainant’s request for confidentiality or request that no investigation or discipline be pursued, the Title IX Coordinator will consider a range of factors, including the following:

- An increased risk that the Respondent will commit additional acts of Sex-Based Discrimination,
- Whether there have been other Sex-Based Discrimination complaints about the same Respondent;
 - Whether the Respondent has a history of arrests or records from a prior school indicating a history of violence;
 - Whether the Respondent threatened further Sex-Based Discrimination or other violence against the Complainant or others;
 - Whether the Sex-Based Discrimination was committed by multiple Respondents;
 - Whether Sex-Based Discrimination was perpetrated with a weapon;
 - Whether the Complainant is a minor;
 - Whether the University possesses other means to obtain relevant evidence of the violence (e.g., security cameras or personnel, physical evidence);
 - Whether the Complainant’s report reveals a pattern of inappropriate conduct (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.

The presence of one or more of these factors could lead the University to investigate and, if appropriate, pursue disciplinary action. If none of these factors are present, the University will likely respect the Complainant's request for confidentiality.

If the University determines that it cannot maintain a Complainant's confidentiality, the University will inform the Complainant prior to commencing an investigation and will, to the extent possible, only share information with individuals responsible for coordinating the University's response.

The University will remain mindful of a Complainant's well-being and will take ongoing steps to protect the Complainant from retaliation or harm and/or work with the Complainant to create a safety plan. The University will partner with campus-based resources and community organizations as appropriate to protect the Complainant's well-being.

Dominican University will also:

- assist the Complainant in accessing other available advocacy, academic support, counseling, disability, and health or mental health services.
- provide other security and support, which could include issuing a no-contact order, helping arrange a change of living or working arrangements or course schedules (including for the Respondent pending the outcome of an investigation) or adjustments for assignments or tests.
- inform the Complainant of the right to report a crime to campus or local law enforcement (or not to do so) – and provide the Complainant with assistance if the Complainant wishes to do so.

5.5. Community Alerts

If the University determines that the alleged Respondent(s) pose a serious and immediate threat to the University community, the Title IX Coordinator or Campus Safety may be called upon to issue a timely warning to the community. Any such warning will not include any information that identifies the Complainant to the extent permitted by law. The University may have other reporting obligations under state, federal, or local laws. Complainants will be notified whenever these reporting obligations apply to the incident.

6.0. AMNESTY

To encourage reporting, the University pursues a policy of offering witnesses and individuals who wish to report incidents limited amnesty from being charged for policy violations, such as alcohol or drug use. While violations cannot be completely overlooked, the University will provide educational rather than punitive responses in such cases. The seriousness of Sex-Based Discrimination is a major concern, and the University does not want any of the circumstances

(e.g., drug or alcohol use) to inhibit the reporting of Sex-Based Discrimination. However, the University reserves the right to require counseling, education, or other preventative measures to help prevent alcohol or drug violations in the future. The University's commitment to amnesty in these situations does not prevent action by police or other legal authorities against an individual who has illegally consumed alcohol or drugs.

7.0. RIGHT TO AN ADVISOR

Each Party may choose an Advisor⁵ who is eligible and available⁶ to accompany them throughout the process. The Advisor can be anyone, including an attorney, but should not be also a witness in the process. A party may elect to change Advisors during the process and is not obligated to use the same Advisor throughout.

The University may permit parties to have more than one Advisor upon special request to the Title IX Coordinator. The decision to grant this request is at the sole discretion of the Title IX Coordinator and will be granted equitably to all parties.

7.1. Advisor Expectations

Advisors are expected to consult with their advisees without disrupting University meetings or interviews. Advisors do not represent parties in the process; their role is only to advise. The University generally expects an Advisor to adjust their schedule to allow them to attend University meetings when planned, but the University may change scheduled meetings to accommodate an Advisor's inability to attend, if doing so does not cause an unreasonable delay.

Parties whose Advisors are disruptive or who do not abide by university policies and procedures may face the loss of that Advisor and/or possible Policy violations.

7.2. Expectations of the Parties with Respect to Advisors

The Parties are expected to provide timely notice to the Title IX Coordinator if they change Advisors at any time.

Upon written request of a party, the University will copy the Advisor on all communications between the University and the Party. The Advisor may be asked to sign a non-disclosure agreement (NDA) regarding private, sensitive records.

8.0. RESOLUTION PROCESS

The University will act on any formal or informal allegation or notice of violation of this Policy that is received by the Title IX Coordinator⁷ or a member of the administration, faculty, or other employee, except for confidential resources, as articulated above.

The procedures described below apply to all allegations of Sex-Based Discrimination involving students, administrators, staff, faculty members, or third parties.

These procedures may also be used to address collateral misconduct arising from the investigation of or occurring in conjunction with Sex-Based Discrimination (*e.g.*, vandalism, physical abuse of another). All

⁵ This could include an attorney, advocate, or support person. Witnesses are not entitled to Advisors within the process, though they can be advised externally.

⁶ "Available" means the party cannot insist on an Advisor who simply doesn't have inclination, time, or availability. Also, the Advisor cannot have institutionally conflicting roles, such as being a Title IX administrator who has an active role in the matter, or a supervisor who must monitor and implement sanctions.

⁷ All references herein to a Title IX Coordinator also include a designee of the Title IX Coordinator.

other allegations of misconduct unrelated to incidents covered by this Policy will be addressed through the procedures elaborated in the respective student, faculty, and staff handbooks.

Reports/Complaints of Discrimination, Harassment, and/or Retaliation

A Report provides notice to the University of an allegation or concern about discrimination, harassment, or retaliation and provides an opportunity for the Title IX Coordinator to provide information, resources, and supportive measures. A Complaint provides notice to the University that the Complainant would like to initiate an investigation or other appropriate resolution procedures. A Complainant or individual may initially make a report and may decide at a later time to make a Complaint. Reports or Complaints of discrimination, harassment, and/or retaliation may be made using any of the following options:

- 1) File a Complaint with, or give verbal Notice directly to, the Title IX Coordinator or to any member of the Bias Team. Such a Complaint may be made at any time (including during non-business hours) by using the telephone number, email address, or by mail to the office of the Title IX Coordinator or any other Bias Team member listed in this Policy.

Submit online Notice at [One Process \(maxient.com\)](https://maxient.com). Anonymous Notice is accepted, but the Notice may give rise to a need to try to determine the Parties' identities.

The University makes every effort to preserve the Parties' privacy. The University will not share the identity of any individual who has made a Complaint of harassment, discrimination, or retaliation; any Complainant; any individual who has been reported to be the perpetrator of discrimination, harassment, or retaliation; any Respondent; or any witness, except as permitted by, or to fulfill the purposes, of applicable laws and regulations (e.g., Title IX), Family

Educational Rights and Privacy Act (FERPA) and its implementing regulations, or as required by law; including any investigation, or resolution proceeding arising under these policies and procedures.

Unauthorized Disclosure of Information

Parties and Advisors are prohibited from unauthorized disclosure of information obtained by the University through the Resolution Process, to the extent that information is the work product of the University (meaning it has been produced, compiled, or written by University for purposes of its investigation and resolution of a Complaint). It is also a violation of University Policy to publicly disclose work product or a party's personally identifiable information without authorization or consent. Violation of this Policy is subject to significant sanctions.

8.1. Stage 1: Initial Assessment, Counterclaims, and Informal Resolution

8.1. Initial Assessment

Following intake, receipt of notice, or a complaint of an alleged violation of this Policy, the Title IX Coordinator⁸ engages in an initial assessment, which is typically one to five (1-5) business days in duration. The steps in an initial assessment can include:

- The Title IX Coordinator reaches out to the Complainant to offer supportive measures.
- The Title IX Coordinator works with the Complainant to ensure they have an Advisor.
- The Title IX Coordinator works with the Complainant to determine which of three options to pursue: Supportive Measures Only⁹, Informal Resolution¹⁰, or Formal Resolution¹¹.
 - If Supportive Measures Only is preferred, the Title IX Coordinator works with the Complainant to identify their needs and then seeks to facilitate implementation. A Formal Resolution process is not initiated, though the Complainant can elect to initiate it later, if desired.
 - If an Informal Resolution option is preferred, the Title IX Coordinator assesses whether the complaint is suitable for Informal Resolution, which informal mechanism may serve the situation best or is available and may seek to determine if the Respondent is also willing to engage in Informal Resolution.
 - If Formal Resolution is preferred, the Title IX Coordinator initiates the investigation process and determines whether the scope of the investigation will address:
 - An incident
 - A potential pattern of misconduct
 - A culture/climate issue

The Title IX Coordinator may consult with Campus Safety, in cases where conduct violations or threats to individual or campus safety are concerned, and other University Administrators, as appropriate.

The University will act on all reports of alleged Sex-Based Discrimination. Complaints will be investigated unless the initial assessment determines that one or more of the following conditions apply:

- The alleged conduct is not a violation under the Policy,
- Another adjudicatory process has jurisdiction over the alleged conduct,
- The complaint can be resolved through Informal Resolution,
- There is not enough information to proceed with the complaint,
- There are extenuating circumstances that might affect the need for a full investigation of the complaint, or
- The Complainant requests confidentiality or a supportive response and that request can be granted.

⁸ If circumstances require, the Vice President of JEI or the Title IX Coordinator will designate another person to oversee the process below should an allegation be made about the Coordinator or the Coordinator be otherwise unavailable or unable to fulfill their duties.

⁹ **Supportive Measures Only** – measures to help restore the Complainant’s education access, as described in the Policy.

¹⁰ **Informal Resolution** – typically used for less serious offenses and only when all parties agree to Informal Resolution, or when the Respondent is willing to accept responsibility for violating policy.

¹¹ **Formal Resolution** – investigation of alleged Policy violation(s) and recommended finding, subject to a determination by the Review Board and the opportunity to appeal.

In the case of an anonymous report or where a Complainant's request for confidentiality cannot be granted, the University may initiate the Formal Resolution Process.

8.1.2. Counterclaims

Counterclaims by the Respondent may be made in good faith or may instead be motivated by a retaliatory intent. The University is obligated to ensure that any process is not abused for retaliatory purposes.

The University permits the filing of counterclaims, but uses the initial assessment, described above, to assess whether the allegations are made in good faith. If they are, the allegations will be processed using the resolution procedures below, typically after resolution of the underlying allegation. Counterclaims made with retaliatory intent will not be permitted.

A delay in the processing of counterclaims is permitted, accordingly. Occasionally, allegations and counterclaims can be resolved through the same investigation, at the discretion of the Title IX Coordinator. When counterclaims are not made in good faith, they will be considered retaliatory, and may constitute a violation of this Policy.

8.1.3. Informal Resolution

Informal Resolution is applicable when the Parties voluntarily agree to resolve the matter through Alternative Resolution (*i.e.*, mediation, restorative practices, facilitated dialogue, etc.), when the Respondent accepts responsibility for violating Policy, or when the Title IX Coordinator can resolve the matter informally by providing remedies to resolve the situation.

It is not necessary to pursue Informal Resolution first to pursue Formal Resolution, and any

Party participating in Informal Resolution can stop the process at any time and request the Formal Resolution process. Further, if an Informal Resolution fails, Formal Resolution may be pursued.

8.1.3.1. Alternative Resolution

Alternative Resolution is an informal process, such as mediation or restorative practices, by which the Parties mutually agree to resolve an allegation. It may be used for less serious, yet inappropriate, behaviors and is encouraged as an alternative to the Formal Resolution process (described below) to resolve conflicts, as appropriate. The Parties must provide written consent to use Alternative Resolution.

The Title IX Coordinator determines if Alternative Resolution is appropriate, based on the willingness of the Parties, the nature of the conduct at issue, and the susceptibility of the conduct to Alternative Resolution.

In an Alternative Resolution, a trained administrator or third party facilitates communication among with the Parties to an effective resolution, if possible. Institutionally imposed sanctions are not possible as the result of an Alternative Resolution process, though the Parties may agree to accept sanctions and/or appropriate remedies.

The Title IX Coordinator maintains records of any resolution that is reached, and failure to abide by the resolution can result in appropriate enforcement actions.

Alternative Resolution is not typically the primary resolution mechanism used to address reports of violent behavior of any kind or in other cases of serious violations of policy, though similarly structured conversations may be made available after the Formal Resolution process is completed should the parties and the Title IX Coordinator believe it could be beneficial. The results of Alternative Resolution are not appealable.

When an investigation as outlined in Stage 2 below has already commenced, the Title IX Coordinator has discretion to determine if the investigation will be paused during Alternative Resolution, or if it will be limited, or will continue during the Alternative Resolution process.

8.1.3.2. Respondent Accepts Responsibility for Alleged Violations

The Respondent may accept responsibility for all or part of the alleged policy violations at any point during the Resolution Process. If the Respondent accepts responsibility, the Title IX Coordinator determines that the individual is in violation of University policy.

The Title IX Coordinator then works with appropriate University officials to determine appropriate sanction(s) or responsive actions, which are promptly implemented to effectively stop the Sex-Based Discrimination; prevent its recurrence; and remedy the effects of the conduct, both on the Complainant and the community.

If the Respondent accepts responsibility for all the alleged policy violations and the appropriate University officials have determined appropriate sanction(s) or responsive actions, to which the Respondent agrees, and which are promptly implemented, the process is over. The Complainant may be consulted on and will be informed of this outcome.

If the Respondent accepts responsibility for some of the alleged policy violations and the appropriate University officials have determined appropriate sanction(s) or responsive actions, to which the Respondent agrees, and which are promptly implemented for those violations, then the remaining allegations will continue to be investigated and resolved through Formal Resolution. The parties will be informed of this outcome. The parties are still able to seek Alternative Resolution on the remaining allegations, subject to the stipulations above.

8.2. Stage Two: Formal Investigation

8.2.1. Notice of Investigation and Allegations

If Formal Resolution is initiated, the Title IX Coordinator will provide written notification of the investigation to the Parties. Typically, notice is given in advance of an interview. Advanced notice facilitates the Parties' ability to identify and choose an Advisor, if any, to accompany them to the interview.

Notification will include a meaningful summary of the allegations, will be made in writing, and will be delivered via email to the parties' University-issued or designated email account. Once emailed, notice will be presumptively delivered. The notification will include the policies allegedly violated, if known at the time. Alternatively, the policies allegedly violated can be provided at a later date, in writing, as the investigation progresses, and details become clearer.

8.2.2. Timelines

The University aims to complete all investigations within a sixty (60)- to ninety (90) business-day time period, which can be extended as necessary for appropriate cause by the Title IX Coordinator, with notice to the Parties as appropriate. Investigations can take weeks or even months, depending on the nature, extent, and complexity of the allegations, availability of witnesses, police involvement, etc.

8.2.3. Assignment of Investigator

The Title IX Coordinator, in conjunction with appropriate University officials, will assign a trained Investigator to conduct the investigation.¹² The Title IX Coordinator will vet the assigned Investigator to ensure impartiality by ensuring there are no conflicts of interest or disqualifying bias.

8.2.4. Investigation

The Investigator(s) will interview the Complainant, Respondent, Witnesses, and any other relevant persons and determine the appropriate order for the interviews. The investigators will also review all relevant evidence, including documents, electronic texts, social media, and other information relevant to understanding the facts of the case.

All Parties have a full and fair opportunity, through the investigation process, to suggest witnesses and questions, to provide evidence, and to fully review and respond to all evidence on the record.

The University operates with the presumption that the Respondent is not responsible for the reported misconduct unless and until the Respondent is determined to be responsible for a policy violation by the preponderance of the evidence (*i.e.*, whether it is more likely than not that a policy violation occurred).

8.2.4.1. Witness Responsibilities

Witnesses (as distinguished from the Parties) who are University administrators, faculty, or staff are required to cooperate with and participate in the University's investigation and Resolution Process. Failure of a witness to cooperate with and/or participate in the investigation or Resolution Process constitutes a violation of Policy and may be subject to discipline.

8.2.4.2. Remote Processes

Parties and witnesses may be interviewed remotely by phone, video conferencing, or similar technologies if the Investigator determines that timeliness, efficiency, or other causes dictate a

¹² External, trained third-party neutral professionals may also be used to serve as the Investigator. The Title IX Coordinator has the discretion to use a single Investigator or team of Investigators.

need for remote interviewing. Witnesses may also provide written statements in lieu of interviews, or respond to questions in writing, if deemed appropriate by the Investigator, though this approach is not ideal. When remote technologies are used, the University makes reasonable efforts to ensure privacy and ensures that any technology does not work to the detriment of any party or subject them to unfairness.

8.2.4.3. Recording

No unauthorized audio or video recording of any kind is permitted during the Resolution Process including investigation interviews. If Investigator elects to audio and/or video record interviews, all involved parties must be made aware of and consent to audio and/or video recording.

8.2.4.4. Evidence

Any evidence that is relevant and credible may be considered, including an individual's prior misconduct history as well as evidence indicating a pattern of misconduct, subject to the limitation in (8.3.4.5.) below. The process should exclude irrelevant or immaterial evidence and may disregard evidence lacking in credibility or that is improperly prejudicial.

8.2.4.5. Prior Sexual History/Patterns

Unless the Title IX Coordinator/Review Board determines it is appropriate, the investigation and the finding do not consider: (1) incidents not directly related to the possible violation(s), unless they evidence a pattern; (2) the irrelevant sexual history of the Parties (though there may be a limited exception made with regard to the sexual history between the Parties); (3) irrelevant character evidence.

8.2.4.6. Previous Allegations/Violations

While previous conduct violations by the Respondent are not generally admissible as information supporting the current allegation, the Investigator may supply the Title IX Coordinator/Review Board with information about previous good faith allegations and/or findings, when that information suggests potential pattern and/or predatory conduct.

Previous disciplinary action of any kind involving the Respondent may be considered in determining the appropriate sanction(s).

8.2.4.7. Coordination with Law Enforcement

When necessary and appropriate, the University may contact any law enforcement agency that is conducting its own investigation to inform them that a university investigation is also in progress. The Title IX Coordinator or Investigator may seek to ascertain the status of the criminal investigation and to ascertain the extent to which any evidence collected by law enforcement may be available to the University in its investigation.

8.2.5. Investigation Report

The Investigator will submit a draft investigation report to the Title IX Coordinator for review and feedback. The Investigator will then provide the Parties with a copy of the draft investigation report, including all relevant evidence, analysis, and credibility assessments. The Parties will have a full and

fair opportunity to respond to the report in writing within five (5) business days. The Investigator will incorporate Party responses, if any, into the investigation report. The Investigator may choose to respond in writing to the Party responses, and/or share the responses between the Parties for their responses, while also ensuring that they do not create a never-ending feedback loop.

After conducting any additional investigative steps requested by the Parties or identified by the Investigator, the Investigator will prepare a final investigation report, which will include a recommendation as to whether there is sufficient information, by a preponderance of the evidence, to support a finding of responsibility for a violation of the Policy. In reaching this recommended finding, the Investigator will consult with the Title IX Coordinator. The Investigator will finalize the investigation report and deliver it to the Title IX Coordinator.

The Title IX Coordinator will notify the Parties, simultaneously, that the final investigation report is complete and provide it to the Parties for review. The Parties may submit written responses to the final investigation report for consideration by the Review Board.

8.2.5.1 Recommended Finding(s) of No Responsibility

When the Investigator determines that there is insufficient information, by a preponderance of the evidence, to support a finding of responsibility on one or more of the allegations, the Complainant may accept or contest the recommended finding(s) by notifying (in writing) the Title IX Coordinator.

If the Complainant contests one or more of the recommended finding(s), the Title IX Coordinator will refer the case for an administrative hearing before a Review Board. The Title IX Coordinator will provide the final investigation report, together with any statements by the Parties, to the Review Board for further proceedings as outlined below.

If the Complainant accepts the recommended finding(s) of no responsibility, the investigation will be closed and documented in accordance with applicable University policies.

8.2.5.2 Recommended Finding(s) of Responsibility

When the Investigator determines that there is sufficient information, by a preponderance of the evidence, to support a finding of responsibility on one or more of the allegations, the Respondent may accept or contest such recommended finding(s) by notifying (in-writing) the Title IX Coordinator.

If the Respondent contests one or more of the recommended finding(s), the Title IX Coordinator will refer the complaint for an administrative hearing before a Review Board. The Title IX Coordinator will provide the final investigation report, together with any statements by the Parties, to the Review Board for further proceedings as outlined below.

If the Respondent accepts the recommended finding(s) of responsibility, the Title IX Coordinator will work with appropriate University officials to recommend a sanction(s).

If the Respondent is willing to accept the recommended sanction, the sanctions will be implemented, and the complaint closed. If the Respondent does not accept the recommended

sanction, the Title IX Coordinator will refer the complaint for an administrative hearing before the Review Board solely on the issue of sanction, as outlined below.

8.3. Stage 3: Review Person

The Title IX Coordinator will appoint a standing pool of trained members of the University community and, at the discretion of the Title IX Coordinator, external professionals with experience adjudicating cases of Discrimination. The Title IX Coordinator will select a member from this pool to serve as a review person. The Review person will review the recommended finding(s) and, if appropriate, determine the appropriate sanction(s) under these procedures. All individuals serving on any Review Board must be impartial and free from actual bias and conflict of interest.

8.3.1. Review Standard

If any Party contests the recommended finding(s) of responsibility (or no responsibility) for an alleged violation of the Policy, a hearing will be held to determine whether the evidence supports a violation of university policy. In determining whether the Respondent violated University policy, the Review Person will consider whether there is sufficient evidence to support the recommended finding(s) by a preponderance of the evidence.¹³

8.3.2. Determination and Notice of Outcome

Within ten (10) business days of receiving the final investigation report from the

Investigator(s), the Title IX Coordinator will convene the Review Person. The Review Person will review the report and all responses and then make the final determination.

If the record is incomplete, the Review Person may direct a re-opening of the investigation, or may direct or conduct any additional inquiry necessary, including informally meeting with the Investigator, the Parties, or any witnesses, if needed.

The Investigator's recommendation should be strongly considered but is not binding on the Review Person. The Review Person may invite and consider impact and/or mitigation statements from the Parties when determining appropriate sanction(s), if any.

If the Respondent is found in violation of the Policy, the Review Person, in consultation with other University officials as appropriate, determines sanction(s) and/or responsive actions, which are promptly implemented in order to effectively to stop the Identity-Based Discrimination; prevent its recurrence; and remedy the effects of the discriminatory conduct, both on the Complainant and the community.

The Title IX Coordinator informs the Parties simultaneously of the determination within five (5) business days of the determination, barring any exigent circumstances. Notifications are made in writing and will be delivered by email to the Parties' University-issued or designated email account.

¹³ Preponderance of the evidence is an evidentiary standard used in a burden of proof analysis. Under the preponderance standard, the burden of proof is met when the fact finder determines that there is more likely than not (a greater than 50% chance) that the claim is true.

Once emailed, notice is presumptively delivered. The Title IX Coordinator will work with the Review Person to develop the Notification of Outcome.

The Notification of Outcome specifies the finding for each alleged policy violation, any sanction(s) that may result which the University is permitted to share pursuant to state or federal law, and the rationale supporting the findings to the extent the University is permitted to share under state or federal law. The notice will detail when the determination is considered final and will detail any changes that are made prior to finalization.

The final determination may be appealed by either Party. The Notification of Outcome also includes the grounds on which the Parties may appeal and the steps the Parties may take to request an appeal of the findings. More information about the appeal procedures can be found in Section 8.4.

8.3.3. Sanctioning

In making the final determination on sanctions and other corrective actions, a history of the Respondent's conduct/policy violations may be considered. The range of potential sanctions or corrective actions that may be imposed against a student, faculty, or staff includes but is not limited to: written or verbal apology, discrimination or harassment education, verbal or written warning, probation, suspension, termination, or dismissal from the University. Employees are advised to consult any relevant handbooks for additional information regarding disciplinary action. Guests and other third parties who are found to have violated this Policy are subject to corrective action as deemed appropriate by the University, which may include removal from the University and termination of any applicable contractual or other arrangements.

8.4. Step 4: Appeals

All requests for appeal consideration must be submitted in writing to the Title IX Coordinator within five (5) business days of the delivery of the Notification of Outcome. A single Appeal Officer who has not previously been involved in the process will be designated by the Title IX Coordinator.¹⁴

Any Party may appeal, but appeals are limited to the following grounds:

1. A procedural error or omission occurred that significantly impacted the outcome (*e.g.*, substantiated bias, material deviation from established procedures, failure to correctly apply the evidentiary standard).
2. To consider new evidence, unknown or unavailable during the investigation, that could substantially impact the original finding or sanction. A summary of this new evidence and its potential impact must be included in the appeal.
3. The sanctions imposed fall outside the range of sanctions the University has designated for the violation(s) and the cumulative disciplinary record of the Respondent.

The appeal request will be forwarded to the Appeal Officer for consideration and to determine if the request meets the grounds for appeal (a Review for Standing). The Appeal Officer may consult with appropriate individuals to assist with the Review for Standing of the appeal request. The Review for

¹⁴ External, trained third-party neutral professionals may also be used to serve as Appeal Officers.

Standing is not a review of the merits of the appeal, but solely a determination as to whether the request meets the grounds for appeal and is timely filed.

If any of the grounds in the appeal request do not meet the grounds in this Section, the request will be denied by the Appeal Officer and the Parties notified in writing of the denial and rationale.

If any of the grounds in the appeal request meet the grounds in this Section, the Appeal Officer will notify the Title IX Coordinator, who will share the appeal request with all other Parties or other appropriate persons such as the Investigator. Any response to the appeal must be filed in writing within five (5) business days. Another Party may also bring their own appeal on separate grounds.

If new grounds are raised, the original appealing Party will be permitted to submit a written response to these new grounds within five (5) business days. These responses or appeal requests will be shared with each Party. The Appeal Officer will review the appeal request(s) within five (5) business days of completing the pre-appeal exchange of materials. If grounds are not sufficient for an appeal, or the appeal is not timely, the Appeal Officer dismisses the appeal.

When the Appeal Officer finds that at least one of the grounds is met by at least one Party, the Appeal Officer will gather any additional information needed and all documentation regarding the approved grounds for appeal. The Appeal Officer will render a decision within ten (10) business days, barring exigent circumstances. The preponderance of the evidence standard is used. The Appeal Officer will notify the Title IX Coordinator of their decision and will work with the Title IX Coordinator to finalize a notice of the appeal outcome.

A notice of the appeal outcome will be sent to all Parties simultaneously. The notice will specify the finding on each ground for appeal, any specific instructions for remand or reconsideration, any sanction(s) that may result which the University is permitted to share according to state or federal law, and the rationale supporting the essential findings. Notice will be shared with the Parties within five (5) business days of notification to the Title IX Coordinator of the Appeal

Officer's decision, absent extenuating circumstances. Notification will be made in writing and will be delivered by email to the Parties' University-issued email or otherwise approved account. Once emailed, notice will be presumptively delivered.

When the Appeal Officer finds that at least one of the grounds is met by at least one Party, additional principles governing the review of appeals include the following:

- Decisions by the Appeal Officer are to be deferential to the original decision, making changes to the finding only when there is clear error and to the sanction(s)/responsive action(s) only if there is compelling justification to do so.
- Appeals are not intended to provide for a full re-hearing (de novo) of the allegation(s). In most cases, appeals are confined to a review of the written documentation or record of the investigation and pertinent documentation regarding the grounds for appeal.
- An appeal is not an opportunity for the Appeal Officer to substitute their judgment for that of the original Investigator or Review Board merely because they disagree with the finding and/or sanction(s).

- Appeals granted based on new evidence should normally be remanded to the Investigator for reconsideration. Other appeals should be remanded at the discretion of the Appeal Officer.
- Sanctions imposed as the result of the Formal Resolution Process are implemented immediately unless the Title IX Coordinator stays their implementation in extraordinary circumstances, pending the outcome of the appeal.
 - For students: Graduation, study abroad, internships/externships, etc., do NOT in and of themselves constitute exigent circumstances, and students may not be able to participate in those activities during their appeal.
- Once an appeal is decided, the outcome is final; further appeals are not permitted, even if a decision or sanction is changed on remand.
- In rare cases when a procedural or substantive error cannot be cured by the original Investigator and/or Review Board or the Title IX Coordinator (as in cases of bias), the Appeal Officer may recommend a new investigation and/or Formal Resolution Process, including a new Review Board.
 - The results of a new Formal Resolution Process can be appealed once, on any of the three applicable grounds for appeals.
- In cases in which the appeal results in Respondent's reinstatement to the University or resumption of privileges, all reasonable attempts will be made to restore the Respondent to their prior status, recognizing that some opportunities lost may be irreparable.

8.5. Withdrawal or Resignation During the Formal Resolution Process

8.5.1 Students

If a student has an allegation pending for violation of this Policy, the University may place a hold on a student's ability to graduate and/or to receive an official transcript/diploma. If a student decides not to participate in the resolution process, the process will proceed to resolution without their participation.

If the student Respondent withdraws or takes a leave for a specified period of time (*e.g.*, one semester or term), the resolution process may continue remotely, and that student Respondent will not be permitted to return to the University unless and until the resolution process has been completed and all sanctions (if applicable) have been satisfied. They may also be barred from University property and/or events until the resolution process has been completed and all sanctions (if applicable) have been satisfied.

During the resolution process, the University may put a hold on a Respondent's transcript or place a notation on a Respondent's transcript that a disciplinary matter is pending.

The University will continue to address and remedy any systemic issues, variables that may have contributed to the alleged violation(s), and any ongoing effects of the alleged Sex Based Discrimination.

8.5.2. Employees

If an employee Respondent resigns while allegations remain unresolved, the University's formal resolution process may be limited, as disciplinary action cannot be pursued once the individual is no longer employed by the University. Nevertheless, the University remains committed to addressing any systemic issues, factors contributing to the alleged violation(s), and mitigating any continuing impacts of the alleged Sex-Based Discrimination.

The resignation of an employee Respondent under such circumstances will be documented, and the individual will not be considered eligible for future employment at the University. This status will be communicated to the Title IX Coordinator and maintained in their records. Human Resources and any relevant University hiring authorities will be informed accordingly.

In response to inquiries for employment references about the individual, it will be noted that the individual resigned while a disciplinary matter was pending. It is crucial to handle such communications with due regard for privacy and legal constraints, ensuring that all statements are factual and free from speculation.

8.6. Long Term Remedies/Other Actions

Following the conclusion of the resolution process, and in addition to any sanctions implemented, the Title IX Coordinator may implement additional long-term remedies or actions with respect to the Parties and/or the campus community that are intended to stop the Sex Based Discrimination, remedy the effects, and prevent reoccurrence.

These remedies/actions may include one or more of the following, but are not limited to:

- Referral to counseling and health services
- Implementation of long-term contact limitations between the Parties
- Implementation of adjustments to academic deadlines, course schedules, etc.
- Permanent alteration of housing assignments
- Permanent alteration of work arrangements for employees
- Provision of campus safety escorts
- Provision of transportation accommodations
- Referral to the Employee Assistance Program
- Education to the individual and/or the community
- Climate surveys
- Policy modification and/or training

At the discretion of the Title IX Coordinator, certain long-term support or measures may also be provided to the Parties even if no policy violation is found. When no policy violation is found, the Title IX Coordinator will address any remedies that may be appropriate for the Respondent to ensure no effective denial of educational or employment access. The University will maintain the privacy/confidentiality of any long-term remedies/actions/measures, provided that the University will comply with any disclosure requirements provided by applicable law, such as the Family Educational Rights and Privacy Act (FERPA) applicable to student records, and provided that privacy/confidentiality does not impair the University's ability to provide these services.

8.7. Failure to Comply with Sanctions and/or Responsive Actions

All Respondents are expected to comply with sanctions, responsive actions, and corrective actions within the timeframe specified by the Review Board (including the Appeal Officer) and/or the Title IX Coordinator. Failure to abide by the sanction(s)/action(s) imposed by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanction(s) and responsive/corrective action(s), including suspension, dismissal, and/or termination from the University and may be noted on a student's official transcript in accordance with applicable University policies. Supervisors are expected to enforce completion of sanctions/responsive actions for their employees. A suspension will only be lifted when compliance is achieved to the satisfaction of the Title IX Coordinator.

9.0 FALSE ALLEGATIONS AND EVIDENCE

Deliberately false and/or malicious accusations under this Policy are a serious offense and will be subject to appropriate disciplinary action. This does not include allegations that are made in good faith but are ultimately shown to be erroneous or do not result in a policy violation determination.

Additionally, witnesses and parties knowingly providing false evidence, tampering with, or destroying evidence, or deliberately misleading an official conducting an investigation, hearing, or informal resolution can be subject to discipline under appropriate University policies.

10.0. FILING AND RECORD KEEPING

In implementing this Policy, records of all allegations, investigations, resolutions, and hearings will be kept by the Title IX Coordinator in the complaint database for a period not to exceed seven (7) years, or as required by state or federal law or institutional policy.

11.0. PERIODIC REVIEW OF POLICY

This Policy and the procedures contained herein supersede any previous policies addressing Non-Title IX Sex-Based Discrimination. This Policy and the procedures contained herein will be reviewed and updated annually by the Title IX Coordinator. The University reserves the right to make changes to this document as necessary and once those changes are posted online, they are in effect.

The Title IX Coordinator may make minor modifications to these procedures that do not materially jeopardize the fairness owed to any party, such as to accommodate summer schedules.

The Title IX Coordinator may also vary procedures materially with notice (on the University website, with the appropriate effective date identified) upon determining that changes to law or regulation – or alterations due to court decisions - require policy or procedural alterations not reflected in this Policy and these procedures. If government regulations change in a way that impacts this document, this document will be construed to comply with the most recent government regulations.

Procedures in effect at the time of the resolution will apply to resolution of incidents, regardless of when the incident occurred.

Policy in effect at the time of the offense will apply even if the policy is changed subsequently but prior to resolution unless the Parties consent to be bound by the current policy.

This document does not create legally enforceable protections beyond the protection of the background state and federal laws which frame such policies and codes, generally.

PREGNANCY AND RELATED CONDITIONS, AND PARENTING STUDENTS

Non-Discrimination Statement

Dominican University does not discriminate in its education program or activity against any applicant for admission, student, applicant for employment, or employee on the basis of current, potential, or past pregnancy or related conditions as mandated by Title IX of the Education Amendments of 1972 (Title IX). The University prohibits members of the University community from adopting or implementing any policy, practice or procedure which treats an applicant for admission, student, applicant for employment, or employee differently on the basis of current, potential, or past parental, family, or marital status.¹⁶ This policy and its pregnancy-related protections apply to all pregnant persons, regardless of gender identity or expression.

Definitions

- **Familial Status.** The configuration of one's family or one's role in a family.
- **Marital Status.** The state of being married or unmarried.
- **Parental Status.** The status of a person who, with respect to another person who is under the age of 18,¹⁷ is a biological, adoptive, foster, or stepparent; a legal custodian or guardian; in loco parentis with respect to such a person; or actively seeking legal custody, guardianship, visitation, or adoption of such a person.
- **Pregnancy and Related Conditions.** The full spectrum of processes and events connected with pregnancy, including pregnancy, childbirth, termination of pregnancy, or lactation; related medical conditions; and recovery therefrom.¹⁸
- **Reasonable Modifications.** Individualized modifications to the University's policies, practices, or procedures that does not fundamentally alter the University's education program or activity.

Information Sharing Requirements

Any University employee who becomes aware of a student's pregnancy or related condition is required to provide the student with the Title IX Coordinator's contact information and communicate that the Coordinator can help take specific actions to prevent discrimination and ensure equal access to the University's education program and activity. If the employee has a reasonable belief that the Title IX Coordinator is already aware of the pregnancy or related condition, the employee is not required to provide the student with the Title IX Coordinator's contact information.

Upon notification of a student's pregnancy or related condition, the Title IX Coordinator will contact the student and inform the student of the University's obligations to:

- Prohibit sex discrimination.
- Provide reasonable modifications.
- Allow access, on a voluntary basis, to any separate and comparable portion of the institution's education program or activity.
- Allow a voluntary leave of absence.
- Ensure lactation space availability.

- Maintain a Resolution Process for alleged discrimination.
- Treat pregnancy as comparable to other temporary medical conditions for medical benefit, service, plan, or policy purposes.

The Title IX Coordinator will also notify the student of the process to file a complaint for alleged discriminator, harassment, or retaliation, as applicable.

Reasonable Modifications for Students

Students who are pregnant or are experiencing related conditions are entitled to Reasonable Modifications to prevent sex discrimination and ensure equal access to the University's education program and activity. Any student seeking Reasonable Modifications must contact the Title IX Coordinator to discuss appropriate and available Reasonable Modifications based on their individual needs. Students are encouraged to request Reasonable Modifications as promptly as possible, although retroactive modifications may be available in some circumstances. Reasonable Modifications are voluntary, and a student can accept or decline the offered Reasonable Modifications. Not all Reasonable Modifications are appropriate for all contexts.

Reasonable Modifications may include:

- Breaks during class to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom
- Intermittent absences to attend medical appointments
- Access to online or homebound education
- Changes in schedule or course sequence
- Time extensions for coursework and rescheduling of tests and examinations
- Allowing a student to sit or stand, or carry or keep water nearby
- Counseling
- Changes in physical space or supplies (for example, access to a larger desk or a footrest)
- Elevator access
- A larger uniform or other required clothing or equipment
- Other changes to policies, practices, or procedures determined by the Title IX Coordinator

In situations such as clinical rotations, performances, labs, and group work, the institutions will work with the student to devise an alternative path to completion, if possible. In progressive curricular and/or cohort-model programs, medically necessary leaves are sufficient cause to permit the student to shift course order, substitute similar courses, or join a subsequent cohort when returning from leave. Students are encouraged to work with their faculty members and the University's support systems to devise a plan for how to best address the conditions as pregnancy progresses, anticipate the need for leaves, minimize the academic impact of their absence, and get back on track as efficiently and comfortably as possible. The Title IX Coordinator will assist with plan development and implementations as needed.

Supporting documentation for Reasonable Modifications will only be required when it is necessary and reasonable under the circumstances to determine which Reasonable Modifications to offer to determine other specific actions to take to ensure equal access.

Information about pregnant students' requests for modifications will be shared with faculty and staff only to the extent necessary to provide the Reasonable Modification.

Students experiencing pregnancy-related conditions that manifest as a temporary disability under the Americans with Disabilities Act (ADA) or Section 504 of the Rehabilitation Act are eligible for reasonable accommodations just like any other student with a temporary disability. The Title IX Coordinator (Kstaros@dom.edu) will consult with The ADA Team (ada@dom.edu) to ensure the student receives reasonable accommodations for their disability as required by law.

Certification to Participate

All students should be informed of health and safety risks related to participation in academic and co-curricular activities, regardless of pregnancy status. A student may not be required to provide health care provider or other certification that the student is physically able to participate in the program or activity, unless:

- 1) The certified level of physical ability or health is necessary for participation;
- 2) The institution requires such certification of all students participating; and
- 3) The information obtained is not used as a basis for pregnancy-related discrimination.

Lactation Space Access¹⁹

The University provides students and employees with access to lactation spaces that are functional, appropriate, and safe. Such spaces are regularly cleaned, shielded from view, and free from the intrusion of others.

Lactation space is located in the following location:

The Lactation Room (located in Mazzuchelli 253)

Campus Map: <https://www.dom.edu/sites/default/files/2023-08/CampusMap2023Final.pdf>

Contact Title IX Coordinator, Karolina Staros Kstaros@dom.edu for questions about accessing lactation room.

Leaves of Absence Students

Students are permitted to take a voluntary leave of absence for a reasonable time as deemed medically necessary by their health care provider because of pregnancy and/or the birth, adoption, or placement of a child. The leave term may be extended in the case of extenuating circumstances or medical necessity. [Students who elect to take leave under this policy may register under an "on leave/inactive" status to continue their eligibility for certain benefits.] While registered under that status, students who choose to take a leave of absence under this policy can elect to keep their health insurance coverage and continue residing in University housing, subject to the payment of applicable fees.

To the extent possible, The University will take reasonable steps to ensure that students who take a leave of absence or medical leave return to the same position of academic progress that they were in when they took leave, including access to the same or an equivalent course catalog that was in place when the leave began.

Continuation of students' scholarship, fellowship, or similar University-sponsored funding during the leave term will depend on the students' registration status and the policies of the funding program regarding registration status. Students will not be negatively impacted by or forfeit their future eligibility for their scholarship, fellowship, or similar University-supported funding by exercising their rights under this policy.

The Office of Justice, Equity, and Inclusion can and will advocate for students with respect to financial aid agencies and external scholarship providers in the event that a leave of absence places eligibility into question.

In order to initiate a leave of absence, the student must contact the Title IX Coordinator (Kstaros@dom.edu) at least 30 calendar days prior to the initiation of leave, or as soon as practicable. The Coordinator will assist the student in completing any necessary paperwork.

Employees

Information on employment leave can be found here.

<https://www.dom.edu/offices/hr/resources>

If an employee, including a student-employee, is not eligible for leave under the aforementioned leave policy because they either (1) do not have enough leave time available under that policy, or (2) have not been employed long enough to qualify for leave under that policy, they are eligible to qualify for pregnancy or related condition leave under Title IX. Pregnancy and related conditions will be regarded as a justification for a leave of absence without pay for a reasonable period of time.

Employees who take leave under Title IX must be reinstated to the status held when leave began or a comparable position without a negative effect on any employment privilege or right.

University Housing

A pregnant student's University housing status will not be altered based on pregnancy status unless requested by the student.

ADA Team

Accommodations and Disability Access ada@dom.edu

Requesting Housing Accommodations: <https://www.dom.edu/academics/academic-successcenter/ada/student-resources/housing-accommodanons>

Policy Dissemination and Training

A copy of this policy will be made available to faculty and employees in annually required training and posted on the University's website. The University will educate all new students about this policy and the location of this policy as part of orientation. The Office of Justice, Equity, and Inclusion will make educational materials available to all members of the University community to promote compliance with this policy and familiarity with its procedures

APPENDIX A: STATEMENT OF RIGHTS OF THE PARTIES

- The right to an equitable investigation and resolution of all credible allegations of prohibited harassment, discrimination, and/or retaliation made in good faith to University officials.
- The right to timely written notice of all alleged violations, including the identity of the parties involved (if known), the precise misconduct being alleged, the date and location of the alleged misconduct (if known), the implicated policies and procedures, and possible sanctions.
- The right to timely written notice of any material adjustments to the allegations (e.g., additional incidents or allegations, additional Complainants, unsubstantiated allegations) and any attendant adjustments needed to clarify potentially implicated policy violations.
- The right to be informed in advance of any public release of information by the University regarding the allegation(s) or underlying incident(s), whenever possible.
- The right not to have any personally identifiable information released by the University to the public without consent provided, except to the extent permitted by law.
- The right to be treated with respect by University officials.
- The right to have University policy and these procedures followed without material deviation.
- The right not to be pressured to mediate or otherwise informally resolve any reported misconduct involving violence, including sexual violence.
- The right not to be discouraged by University officials from reporting sexual harassment, discrimination, and/or retaliation to both on-campus and off-campus authorities.
- The right to be informed by University officials of options to notify proper law enforcement authorities, including on-campus and local police, and the option(s) to be assisted by the University in notifying such authorities, if the party so chooses. This also includes the right not to be pressured to report.
- The right to have allegations of violations of this Policy responded to promptly and with sensitivity by University law enforcement and/or other University officials.
- The right to be informed of available supportive measures on campus and in the community.

- The right to a University-implemented no-contact order or a no-trespass order against a non-affiliated third party when a person has engaged in or threatens to engage in stalking, threatening, harassing, or other improper conduct.
- The right to have the University maintain such actions for as long as necessary and for supportive measures to remain confidential, provided confidentiality does not impair the University's ability to provide the supportive measures.
- The right to receive sufficiently advanced, written notice of any University meeting or interview involving another party, when possible.
- The right to identify and have the Investigator(s), Advisors, and/or Decision-maker(s) question relevant available witnesses, including expert witnesses.
- The right to provide the Investigator(s)/Decision-maker(s) with a list of questions that, if deemed relevant by the Investigator(s)/Decision-maker(s), may be asked of any party or witness.
- The right to have inadmissible sexual predisposition/prior sexual history or irrelevant character evidence excluded by the Decision-maker(s).
- The right to know the relevant and directly related evidence obtained and to respond to that evidence.
- The right to a fair opportunity to provide the Investigator(s) with their account of the alleged misconduct and have that account be on the record.
- The right to receive a copy of all relevant and directly related evidence obtained during the investigation, subject to privacy limitations imposed by state and federal law, and a ten (10)-business-day period to review and comment on the evidence.
- The right to receive a copy of the final investigation report, including all factual, policy, and/or credibility analyses performed, and to have at least ten (10) business days to review and comment on the report prior to the hearing.
- The right to be informed of the names of all witnesses whose information will be used to make a finding, in advance of that finding, when relevant.
- The right to regular updates on the status of the investigation and/or resolution.
- The right to have reports of alleged Policy violations addressed by Investigators, Title IX Coordinators, and Decision-maker(s) who have received relevant annual training.
- The right to preservation of confidentiality/privacy, to the extent possible and permitted by law.
- The right to meetings, interviews, and/or hearings that are closed to the public.

- The right to petition that any University representative in the process be recused on the basis of disqualifying bias and/or conflict of interest.
- The right to have an Advisor of their choice to accompany and assist the party in all meetings and/or interviews associated with the Resolution Process.
- The right to the use of the appropriate standard of evidence, preponderance of the evidence, to make a finding and written determination after an objective evaluation of all relevant evidence.
- The right to be present, including presence via remote technology, during all testimony given and evidence presented during any hearing.
- The right to be promptly informed of the finding(s) and sanction(s) (if any) of the Resolution Process and a detailed rationale of the decision (including an explanation of how credibility was assessed) in a written determination letter delivered simultaneously (without undue delay) to the parties.
- The right to be informed of the opportunity to appeal the finding(s) and sanction(s) of the Resolution Process, and the procedures for doing so in accordance with the standards for appeal established by the University.
- The right to a fundamentally fair resolution as defined in these procedures.

APPENDIX B: UNETHICAL RELATIONSHIPS POLICY

EXPECTATIONS REGARDING UNETHICAL RELATIONSHIPS¹⁵

There are inherent risks in any romantic or sexual relationship between individuals in unequal positions (such as faculty member and student or supervisor and employee). In reality, these relationships may be less consensual than perceived by the individual whose position confers power or authority. Similarly, the relationship also may be viewed in different ways by each of the parties, particularly in retrospect. Circumstances may change, and conduct that was once welcome may, at some point in the relationship, become unwelcome.

Even when both parties have initially consented to romantic or sexual involvement, the possibility of a later allegation of a relevant Policy violation still exists. The University does not wish to interfere with private choices regarding personal relationships when these relationships do not interfere with the goals and policies of the University. However, for the personal protection of members of this community, relationships in which power differentials are inherent (e.g., faculty-student, staff-student) are generally discouraged. They may also violate standards of professionalism and/or professional ethics.

Consensual romantic or sexual relationships in which one party maintains a direct supervisory or otherwise evaluative role over the other party are inherently problematic. Therefore, persons with

¹⁵ Violation of the Unethical Relationships Policy is a Human Resources/Employee Relations matter and should not be addressed under this Resolution Process unless the elements of the definition of harassment are met.

direct supervisory or otherwise evaluative responsibilities who are involved in such relationships must bring these relationships to the timely attention of their supervisor and/or the Title IX Coordinator. The existence of this type of relationship will likely result in removing the supervisory or evaluative responsibilities from the employee or shifting a party from being supervised or evaluated by someone with whom they have established a consensual relationship. When an affected relationship existed prior to adoption of this Policy, the duty to notify the appropriate supervisor still pertains.

This type of relationship includes Resident Assistants (RAs) and students over whom the RA has direct responsibility. While no relationships are specifically prohibited by this Policy, failure to timely self-report such relationships to a supervisor as required can result in disciplinary action for an employee. The Title IX Coordinator will determine whether to refer violations of this provision to Human Resources for resolution, or to pursue resolution under this Policy, based on the circumstances of the allegation.

Sexual Assault, Intimate Partner Violence, Stalking & Sexual Harassment Title IX Policy

Sexual Assault, Intimate Partner Violence, Stalking & Sexual Harassment Title IX Policy



DOMINICAN UNIVERSITY
Office of Diversity, Equity & Inclusion

Sexual Assault, Intimate Partner Violence, Stalking & Sexual Harassment Title IX Policy

Dominican University is committed to ensuring a just and humane campus where all community members have the capacity to thrive. The Title IX Coordinator¹⁶ works in partnership with community stakeholders to support the culture of equity and inclusion that is critical to the University's mission and identity. When the behavior of some community members challenges the well-being of others, the Title IX team determines, to the extent possible, whether the University's policies related to Title IX and gender-based misconduct, and other forms of sexual harassing conduct were violated.

To ensure the University's ability to foster a just and humane campus for all, violations of these policies will not be tolerated. As such, the University community is asked to report incidents that may violate University anti-discrimination and sexual misconduct policies so that efforts can be made to end discriminatory and harassing conduct based on protected characteristics, prevent its reoccurrence, and, where possible, address its effects. The University takes these reports seriously and is therefore committed to following up on reports of sexual assault, sexual harassment, and discrimination.

¹⁶ References to the Coordinator throughout this policy may also encompass a designee of the Coordinator for specific tasks.

I. POLICY STATEMENT

Consistent with the University's Non-Discrimination Notice and the U.S. Department of Education's implementing regulations for Title IX of the Education Amendments of 1972, the University prohibits Title IX Sexual Harassment that occurs within its Education Programs or Activities pursuant to this Sexual Assault, Intimate Partner Violence, Stalking & Sexual Harassment Title IX Policy (hereinafter the Policy).

For purposes of this Policy and as defined by federal regulations, Title IX Sexual Harassment includes Quid Pro Quo Sexual Harassment, Hostile Environment Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, and Stalking.

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

The University will provide persons who have experienced Title IX 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 Title IX Sexual Harassment that occurs within the University's Education Programs or Activities and that is committed by an administrator, faculty, staff, or student.

This Policy does not apply to Title IX Sexual Harassment that occurs off-campus, in a private setting, and outside the scope of the University's Education Programs and Activities. This Policy does not apply to Title IX Sexual Harassment that occurs outside the geographic boundaries of the United States, even if the Title IX Sexual Harassment occurs in the University's Education Programs and Activities, such as a study abroad program. Title IX Sexual Harassment that occurs either off-campus, in a private setting, and outside the geographic boundaries of the United States is governed by the Non-Title IX Sex-Based Discrimination Policy.

III. DEFINITIONS

- A.** "Title IX 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 and Activities.
- D.** “Sexual Assault” includes the sex offenses of Rape, Fondling, Incest, and Statutory Rape¹⁷:
- 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 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” Fondling (actual or attempted) The intentional touching of the clothed or unclothed genitals, buttocks, groin, breasts, or other body parts of the Complainant by the Respondent Without the consent of the Complainant For the purpose of sexual degradation, sexual gratification, or sexual humiliation Or the intentional touching by the Complainant of the Respondent’s clothed or unclothed genitals, buttocks, groin, breasts, or other body parts Without consent of the Complainant for the purpose of sexual degradation, sexual gratification, or sexual humiliation.
 - 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.

¹⁷ 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).

- E.** “Domestic Violence” is felony or misdemeanor crimes 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 –
- Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
 - The existence of such a relationship shall be determined based on the Complainant’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—
 - Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - Dating violence does not include acts covered under the definition of domestic violence.
- 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.

For the purposes of this definition—

- Course of conduct means two or more acts, including, but not limited to acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.
 - ✦ Reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant.
 - ✦ Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.
- H.** “Retaliation” includes 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 complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy.

- I.** “Complainant” means an individual who is alleged to be the victim of conduct that could constitute Title IX Sexual Harassment.
- J.** “Respondent” means an individual who has been reported to be the perpetrator of conduct that could constitute Title IX Sexual Harassment.
- K.** “Formal Complaint” means a document filed by a Complainant or signed by the Title IX Coordinator alleging Title IX Sexual Harassment against a Respondent and requesting that the University investigate the allegation of Title IX 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.
- L.** “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 or 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 Title IX 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 housing locations, leaves of absence, increased security and monitoring of certain areas of campus, other changes to academic, living, dining, transportation, and working situations, 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.
- M.** “Education Programs or 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, athletics, residence life, dining services, performances, 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 Title IX Sexual Harassment occurs, including Title IX Sexual Harassment occurring in any building owned or controlled by a student organization that is officially recognized by the University.

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 respective ages of the parties; 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.

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

Some specific examples of conduct that may constitute Title IX 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
- E-mail, internet, or other electronic use that violates this Policy
- 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 Title IX Sexual Harassment has occurred. Consent is an informed, freely given, and mutually understood agreement to participate in specific sexual acts with another person that is not achieved through unreasonable manipulation or coercion—or any kind of physical force or weapon—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.
- Silence or lack of physical or verbal resistance does not imply consent.
- If coercion, intimidation, threats, and/or physical force are used, there is no consent.

- Consent cannot be inferred from a person's manner of dress.
- Consent to one form of sexual activity does not imply consent to other forms of sexual activity.
- Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.
- Consent to past sexual activity does not constitute consent to future sexual activity.
- Consent can be withdrawn at any time. A person who initially consents to sexual activity is deemed not to have consented to any sexual activity that occurs after they withdraw consent. When consent is withdrawn, sexual activity must immediately stop.
- Being in a romantic relationship with someone does not imply consent to sexual activity. Even in the context of an ongoing relationship, consent must be sought and freely given for each specific sexual act.
- Effective consent may not exist when there is a disparity in power between the parties (e.g., faculty/student, supervisor/employee).

While verbal consent is not an absolute requirement for consensual sexual activity, verbal communication prior to engaging in sex helps to clarify consent. Communicating verbally before engaging in sexual activity is imperative. A person who is passive, unresponsive, or actively resists is demonstrating defective or withdrawn consent.

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. 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:

- The individual is incapacitated due to drug or alcohol consumption, either voluntarily or involuntarily;
- The individual is unconscious, asleep, or otherwise unaware that sexual activity is occurring;
- The individual is below the minimum age of consent in the applicable jurisdiction (17 years in Illinois); or
- The individual has a mental disability that impairs his or her ability to provide consent.

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 of other drugs, inebriation, or intoxication alone are insufficient to establish incapacitation. Incapacitation is beyond mere drunkenness or intoxication. No single factor is determinative of incapacitation. Some common signs that someone may be incapacitated include slurred speech, confusion, shaky balance, stumbling or falling, vomiting, and unconsciousness. 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.

C. Coercion

Coercion is unreasonable pressure for sexual activity. Coercive conduct differs from seductive conduct based on factors such as the type and/or extent of the pressure used to obtain consent. When someone makes clear that they do not want to engage in certain sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

D. Force

Force is the use of physical violence and/or physical imposition to gain sexual access. Force also includes threats, intimidation (implied threats), and coercion that is intended to overcome resistance or produce consent (e.g., "Have sex with me or I'll hit you," which elicits the response, "Okay, don't hit me. I'll do what you want.").

Sexual activity that is forced is, by definition, non-consensual, but non-consensual sexual activity is not necessarily forced. Silence or the absence of resistance alone is not consent. Consent is not demonstrated by the absence of resistance. While resistance is not required or necessary, it is a clear demonstration of non-consent.

VI. REPORTING TITLE IX SEXUAL HARASSMENT

A. Reporting to the University

Any person may report Title IX Sexual Harassment to the Title IX Coordinator, any University employee, including cabinet members, deans, department heads, unit supervisors, and other employees who must promptly forward such report of Title IX Sexual Harassment to the Title IX Coordinator. Some student workers, including Resident Assistants, Peer Leaders, Welcome and Information Desk workers, Circulation Desk workers, University Ministry, and Campus Safety staff, are required to report any alleged Title IX 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.

To report to the Title IX Coordinator directly, email: titleix@dom.edu

To report to Campus Safety:

- Non-Emergencies (24 hours): 708-524-5999
 - **Email:** safety@dom.edu
 - **Emergencies:** 911 to be connected to local law enforcement

To File a Report Electronically and/or Anonymously:

Individuals, including third parties and bystanders, can submit a report of Title IX Sexual Harassment electronically by completing [Title IX/Bias Reporting Form](#). This form can be completed anonymously.

Upon filing an electronic report, the electronic reporter will receive an electronic response within 12 hours. These reports will be sent to the Title IX Coordinator for a prompt initial assessment to determine next steps. The Title IX Coordinator will contact the Complainant to offer supportive measures, resources, and determine whether the Complainant wishes to file a Formal Complaint.

VII. SPECIAL ADVICE FOR INDIVIDUALS REPORTING SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, OR STALKING

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

- obtaining Supportive Measures
 - reporting to law enforcement
 - seeking legal advice
 - seeking a medical exam
 - seeking personal counseling (always recommended)
 - pursuing legal action against the perpetrator
 - filing a Formal Complaint
 - requesting that no further action be taken
- A. Reporting to Law Enforcement

Individuals who feel they have experienced Sexual Assault, Domestic Violence, Dating Violence, or Stalking have the option to pursue a criminal complaint with the appropriate law enforcement agency, to pursue a complaint with the University through its Complaint Resolution Procedures or to pursue both processes consecutively or concurrently.

Complainants also have the right not to pursue any complaint to either the University or law enforcement.

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

- Police/Fire/Ambulance (Emergency): 911
- Village of River Forest Police/Fire/Ambulance (non-Emergency): 708-366-7125

The Title IX Coordinator and the Campus Safety Department are available to assist students with making contact with appropriate law enforcement authorities. For more information on the extent of a particular law enforcement agency's reporting obligations to other entities or its ability to protect an individual's privacy or have confidential communications during the criminal complaint process, contact the appropriate law enforcement agency.

In addition to having the option of pursuing a criminal complaint, individuals also have the right to request that law enforcement issue emergency protective restraining orders or to pursue such orders through the court process. The University can assist parties who wish to do so. Individuals who receive emergency or permanent protective or restraining orders through a criminal or civil process should notify the Title IX Coordinator so that the University can work with the individual and the subject of the restraining order to manage compliance with the order on campus. For more information about such orders see: <https://illinoisattorneygeneral.gov/Safer-Communities/Violence-Prevention-and-CommunitySafety/Orders-of-Protection/>

The Campus Safety Department will assist individuals with transportation to a hospital if they so request, with making contact with appropriate law enforcement authorities upon request, and with accessing all appropriate resources and support, including on- and off-campus confidential victim services and Sexual Assault crisis support.

Whether or not criminal charges are filed, the University will initiate an investigation as provided in this Policy where appropriate. The “Requesting Confidentiality to a Non-

Confidential Source” (p. 14) Section below includes additional information regarding requests for confidentiality or requests that no investigation be conducted. Any pending criminal investigation or criminal proceeding may have some impact on the timing of the University's investigation, but the University will commence or resume its own investigation as soon as is practicable under the circumstances. The University reserves the right to commence and/or complete its own investigation prior to the completion of any criminal investigation or criminal proceeding. The University also may, in some circumstances, be required by law enforcement to defer the fact-finding portion of its investigation for a limited time while law enforcement gathers evidence. In such cases, the Title IX Coordinator shall inform the parties of the need to defer the University's fact-finding, provide regular updates on the status of the investigation, and notify the parties when the University's fact-finding resumes. During this time period, the University will take any additional measures necessary to protect and support the parties and the University community. The University's authority to sanction members of the University community applies only to the violation of University rules, policies, and procedures.

Because the standards for finding a violation of criminal law are different from the standards for finding a violation of Sexual Assault, Dating Violence, Domestic Violence, or Stalking under this Policy, criminal investigations or reports are not determinative of whether Sexual Assault, Dating Violence, Domestic Violence, or Stalking, for purposes of this Policy, has occurred. In other words, conduct may constitute Sexual Assault, Dating Violence, Domestic Violence, or Stalking under this Policy even if law enforcement agencies lack sufficient evidence of a crime and therefore decline to investigate or prosecute.

B. Medical Assistance and Preserving Evidence

If you believe you are the victim of Sexual Assault, Domestic Violence, Dating Violence, or Stalking get to safety and 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. The University also encourages all individuals who feel they have been victims of Sexual Assault, Domestic Violence, Dating Violence, or Stalking to seek immediate assistance from a medical provider for emergency services, including treatment of any injury.

Seeking medical attention and preserving evidence helps preserve the full range of options for an individual, including the options of working through the University's Complaint Resolution Procedures and/or legal options including obtaining a protective order from a court, pursuing a civil action, and/or participating in a law enforcement investigation and criminal prosecution.

Even if an individual has not been physically hurt, a timely medical examination is recommended so that forensic evidence can be collected and preserved. An individual may choose to allow the collection of evidence by medical personnel even if they choose not to make a report to the police.

Local medical assistance can be obtained at:

- Rush Oak Park Hospital: 708-383-9300
- Loyola Medical Center: 888-584-7888
- Gottlieb Hospital: 708-681-3200
- Westlake Hospital: 708-681-3000

The University recommends the following for individuals who believe they are victims of Sexual Assault, Dating Violence, Domestic Violence or Stalking:

- Get to a safe place as soon as possible.
- Try to preserve all physical evidence of the crime – avoid showering, bathing, using the toilet, rinsing one's mouth, smoking, 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 or otherwise clean the area 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.
- Seek medical attention as soon as possible – all medical injuries are not immediately apparent. This is necessary to help collect evidence that may be needed in case the individual decides to pursue criminal 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 Dominican University confidential resource who can help explain reporting options, provide information, and provide emotional support. Or contact

Pillars' 24-hour hotlines:

- Domestic Violence Hotline: 708-485-5254
- Sexual Violence Hotline: 708-482-9600
- Make a report to the Title IX Coordinator by emailing titleix@dom.edu or completing the [Title IX/Bias Reporting Form](#).
- Explore this Policy and avenues for resolution under this Policy.

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, electronic images, etc. rather than evidence of physical contact and violence. This type of nonphysical evidence will also be useful in all types of Title IX Sexual Harassment investigations.

Under Illinois law, forensic medical examinations (i.e., evidence collection) sought subsequent to instances of sexual violence are free of charge to the patient. Victims can obtain a free forensic medical examination at:

- Gottlieb Hospital: 708-681-3200
- Rush Oak Park Hospital: 708-383-9300

Medical personnel may be covered by federal and/or state privacy laws, such as the Health Insurance Portability and Accountability Act. Under Illinois law, medical personnel are required to alert police when it reasonably appears that the individual requesting the treatment has received an injury sustained as a victim of a criminal offense, including Sexual Assault. However, it is the individual's choice whether they want to speak to the police.

VIII. Confidential Reporting

The University recognizes that individuals who feel they have been victims of Sexual Assault, Dating Violence, Domestic Violence, or Stalking may require time and support in considering whether or how to participate in any University or law enforcement process. The University also recognizes that individuals who have been accused of Sexual Assault, Dating Violence, Domestic Violence, or Stalking may also require support. There are confidential resources on campus and in the community available to any individual who needs support or assistance.

A. On-Campus Confidential Resources

Individuals wishing to obtain confidential assistance without making a report to the University may speak with one of the University's Wellness Center counselors. For **Counseling Services at the Wellness Center, call: 708-524-6229**. The Wellness Center staff does not need to report identified cases of sexual assault, dating violence, domestic violence, or stalking to the Title IX Coordinator.

Wellness Center counselors are available to discuss incidents or accusations of Title IX Sexual Harassment with Complainants and Respondents in confidence and provide emergency and ongoing support in a safe and confidential space. Counselors generally only report to the University that an incident is alleged to have occurred without revealing any personally identifying information. Disclosures to counselors **will not** trigger the University's investigation into an incident.

Per [Illinois State Law](#), confidential advisors shall receive 40 hours of initial training regarding sexual violence and participate in six hours of annual continuing education thereafter.

B. Confidential Resources in the Community

The following off-campus agencies also employ individuals available to assist members of the University community with issues relating to Title IX Sexual Harassment in confidence. Disclosures to these entities

will not trigger a report to the University or an 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) • **National Domestic Violence Hotline:** 800-799-7223 • **State of Illinois Domestic Violence Hotline:** 877-863-6338
- **Pillars 24-hour Hotlines:**
 - **Domestic Violence Hotline:** 708-485-5254 ○
 - Sexual Violence Hotline:** 708-482-9600 • **Mujeres Latinas En Acción:** 708-890-7676 • **Life Span Center for Legal Services & Advocacy:** 312-408-1210

C. Requesting Confidentiality to a Non-Confidential Source

In some cases, an individual may disclose an incident of Title IX Sexual Harassment to a nonconfidential source but wish to maintain confidentiality or request that no investigation into a particular incident be conducted or disciplinary action be taken. The non-confidential source will be required to report to the Title IX Coordinator. The University has designated the Title IX Coordinator to evaluate requests for confidentiality or that no formal action be taken and oversee the University's response to reports of alleged Title IX Sexual Harassment.

If a Complainant discloses an incident, but requests confidentiality or is unwilling to participate in any investigation or adjudication process, the Title IX Coordinator, in consultation with other University administrators, will weigh the request against the University's obligation to provide a safe, non-discriminatory environment for all community members, including the Complainant and the Respondent. When weighing a Complainant's request for confidentiality or that no investigation or resolution be pursued, the Title IX Coordinator will consider a range of factors, which may include, whether:

- The Respondent is likely to commit additional acts of Title IX Sexual Harassment, such as:
 - Whether there have been other Title IX Sexual Harassment complaints about the same Respondent;
 - Whether the Respondent has a history of arrests or records from a prior school indicating a history of violence;
 - Whether the Respondent threatened further Title IX Sexual Harassment against the Complainant or others;
 - Whether the alleged Title IX Sexual Harassment was committed by multiple Respondents.
- The Title IX Sexual Harassment was perpetrated with a weapon;
- The Complainant is a minor;
- The University possesses other means to obtain relevant evidence of the Title IX Sexual Harassment (e.g., security cameras or personnel, physical evidence);
- The Complainant's report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.

If none of these factors are present, the University is more likely to respect the Complainant's request. If the University honors a Complainant's request for confidentiality or request that no investigation or

resolution be pursued, the University's ability to investigate the incident comprehensively or pursue disciplinary action against the Respondent(s) may potentially be limited.

The presence of one or more of the above factors could lead the Title IX Coordinator to file a Formal Complaint on behalf of the University, if doing so is not unreasonable, as set forth below. If the Title IX Coordinator determines that the University cannot maintain a Complainant's confidentiality, the Title IX Coordinator will inform the Complainant before filing the Formal Complaint.

D. Confidentiality within the Roman Catholic Sacrament of Reconciliation and Penance

As a Catholic, Dominican institution, Dominican University believes that the dignity of the human person and her or his restoration of right relationship with God and others is central to the profession and practice of any faith. In Roman Catholicism, the Sacrament of

Reconciliation or Penance is a moment of sacred grace through healing. For Roman Catholic faculty, staff, and students, Reconciliation is made available by request or through general pastoral offerings of the University Ministry Center. For baptized Roman Catholics, the information shared within the confessional space of the Sacrament is completely confidential and remains under what the Church calls the sacramental seal. The seal prevents the confessor from sharing any information because it is "sacred and cannot be violated under any pretext" (Catechism of the Catholic Church 2490). As such, a Roman Catholic priest in good standing serving as a confessor on Dominican University's campus shall not be required to report any information disclosed in the confessional space.

IX. AMNESTY

To encourage reporting, the University pursues a policy of offering witnesses and individuals who wish to report incidents limited amnesty from being charged for policy violations, such as alcohol or drug use. While violations cannot be completely overlooked, the University will provide educational rather than punitive responses in such cases. The seriousness of discrimination and/or sexual misconduct is a major concern, and the University does not want any of the circumstances (e.g., drug or alcohol use) to inhibit the reporting of discrimination and/or sexual misconduct. However, the University reserves the right to require counseling, education, or other preventative measures to help prevent alcohol or drug violations in the future. The University's commitment to immunity in these situations does not prevent action by police or other legal authorities against an individual who has illegally consumed alcohol or drugs.

X. PRELIMINARY ASSESSMENT

After receiving a report under "Reporting Title IX Sexual Harassment" (p. 8), the Title IX Coordinator will conduct a preliminary assessment to determine whether the conduct, as reported, falls or could fall within the scope of this Policy.

If the Title IX Coordinator determines that the conduct reported could not fall within the scope of this Policy, and/or could not constitute Title IX Sexual Harassment, even if investigated, the Title IX Coordinator will close the matter under this Policy and may notify the Complainant 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 for potential assessment under the Non-Title IX Sexual Misconduct Policy or the Student Code of Conduct in the case of students and other University policies and standards, as applicable, for other persons.

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

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

XI. 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;
- Discuss and consider the Complainant's wishes with respect to Supportive Measures;
- Inform the Complainant about the availability of Supportive Measures with or without filing a Formal Complaint;
- Explain the process for filing and pursuing a Formal Complaint.
- Provide options for filing complaints with the local police and information about resources that are available on campus and in the community.

XII. SUPPORTIVE MEASURES

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 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.

XIII. EMERGENCY REMOVAL

At any time after receiving a report of Title IX Sexual Harassment, the Title IX Coordinator may remove a student Respondent from one or more of the University's Education Programs and Activities on a 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 Title IX Sexual Harassment justifies removal.

When an emergency removal is imposed, the student will be given notice of the action and the option to request to meet with the Title IX Coordinator prior to such action/removal being imposed, or as soon as

reasonably possible thereafter, to show cause why the action/removal should not be implemented or should be modified.

This meeting is not a hearing on the merits of the allegation(s), but rather is an administrative process intended to determine solely whether the emergency removal is appropriate. When this meeting is not requested, in a timely manner, objections to the emergency removal will be deemed waived. A Complainant and their Advisor may be permitted to participate in this meeting if the Title IX Coordinator determines it equitable to do so. This section also applies to any restrictions that a coach or athletic administrator may place on a student-athlete arising from allegations related to Title IX. There is no appeal process for emergency removal decisions.

A Respondent may be accompanied by an Advisor of their choice when meeting with the Title IX Coordinator for the show cause meeting. The Respondent will be given access to a written summary of the basis for the emergency removal prior to the meeting to allow for adequate preparation.

The Title IX Coordinator has sole discretion under this Policy to implement or modify an emergency removal and to determine the conditions and duration. Violation of an emergency removal under this policy will be grounds for discipline within the student or employee conduct processes, which may include expulsion or termination.

The University will implement the least restrictive emergency actions possible in light of the circumstances and safety concerns. As determined by the Title IX Coordinator, these actions could include, but are not limited to, removing a student from a residence hall, restricting a student's or employee's access to or use of facilities, allowing a student to withdraw or take incomplete grades without financial penalty, authorizing an administrative leave, and suspending a student's participation in extracurricular activities, student employment, student organizational leadership, or intercollegiate/intramural/club athletics.

At the discretion of the Title IX Coordinator, alternative coursework options may be pursued to ensure as minimal an academic impact on the parties as possible.

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 Title IX Sexual Harassment, including during the pendency of the investigation and adjudication process.

XIV. FORMAL COMPLAINT

A Complainant may file a Formal Complaint with the Title IX Coordinator requesting that the University investigate and adjudicate a report of Title IX Sexual Harassment in accordance with the provisions outlined in the "Informal Resolution" (p. 21), "Investigation" (p. 22), and "Formal Resolution" (p. 24) Sections of 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 in "Reporting Title IX Sexual Harassment" (p. 8). No person may submit a Formal Complaint on the Complainant's behalf unless the Complainant is a minor.

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. Factors the Title IX Coordinator may consider include:

- The Respondent is likely to commit additional acts of Title IX Sexual Harassment, such as:
 - Whether there have been other Title IX Sexual Harassment complaints about the Respondent;
 - Whether the Respondent has a history of arrests or records from a prior school indicating a history of violence;
 - Whether the Respondent threatened further Title IX Sexual Harassment against the Complainant or others;
 - Whether the Title IX Sexual Harassment was committed by multiple Respondents
- The Title IX Sexual Harassment was perpetrated with a weapon
- The Complainant is a minor
- The University possesses other means to obtain relevant evidence of the Title IX Sexual Harassment (e.g., security cameras or personnel, physical evidence)
- The Complainant's report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.

If the Complainant or the Title IX Coordinator files a Formal Complaint, then the University will commence an investigation as specified in "Investigation" (p. 22) and proceed to adjudicate the matter as specified in "Formal Resolution" (p. 24) below. In all cases where a Formal Complaint is filed, the Complainant will be treated as a party, irrespective of their 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.

If neither the Complainant nor the Title IX Coordinator files a Formal Complaint, the complaint resolution provisions of this Policy will not be applied, but the Title IX Coordinator may refer the report to other University offices as appropriate.

XV. CONSOLIDATION OF FORMAL COMPLAINTS

The University may consolidate Formal Complaints as to allegations of Title IX 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 Title IX 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 Title IX Sexual Harassment.

XVI. DISMISSAL PRIOR TO COMMENCEMENT OF INVESTIGATION, DURING INVESTIGATION, OR ADJUDICATION

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 Title IX Sexual Harassment, even if proved; or
- The conduct alleged in the Formal Complaint falls outside the scope of the Policy specified in “Scope” (p. 2). (i.e., because the alleged conduct did not occur in the University’s Education Programs and 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 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 the dismissal as specified in “Appeal” (p. 29). 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 for purposes of this Policy, unless otherwise specified in writing by the Title IX Coordinator in the written notice of dismissal or the dismissal is overturned on appeal.

XVII. 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 or hyperlink of this Policy, including Appendix A (p. 40);
- 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 Title IX 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 “Advisor of Choice” (p. 31).

- Notifying the Complainant and Respondent of their right to inspect and review evidence as specified in “Access to Evidence” (p. 23).
- Notifying the Complainant and Respondent of the University’s prohibitions on retaliation and false statements specified in Sections “Bad Faith Complaints and False Information” and “Retaliation” (p. 34).
- 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. The procedures outlined in this policy may be used to address alleged collateral misconduct by the Respondent arising from the investigation of or occurring in conjunction with reported misconduct (e.g., vandalism, physical abuse of another), when alleged violations of the Policy are being addressed at the same time. In such cases, the Title IX Coordinator may consult with the institution officials who typically oversee such conduct (e.g., human resources, student conduct, academic affairs, etc.) to provide input as needed. All other allegations of misconduct unrelated to incidents covered by the Policy will be addressed through procedures described in the student, faculty, and staff handbooks.

XVIII. INFORMAL RESOLUTION

At any time after the parties are provided written notice of the Formal Complaint as specified in “Notice of Formal Complaint” (p. 20), and before the completion of the determination of responsibility specified in “Formal Resolution” (p. 24) 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.

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 used;
- Identifies the trained 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 facilitator will put the terms of the agreed resolution in 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 appeal by the University, except as otherwise provided in the resolution itself.

A party may withdraw their consent to participate in informal resolution at any time before a final determination has been rendered by the Hearing Officer.

Absent extension by the Title IX Coordinator, any informal resolution process must be completed within 21 days. If an informal resolution process does not result in a resolution within 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 an employee accused of committing Title IX Sexual Harassment against a student.

XIX. 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 or his/her designee 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 “Investigation Report” (p. 23), that will be submitted to the Hearing Officer during the selected adjudication process specified in “Formal Resolution” (p. 24). Although the length of each investigation may vary depending on the totality of the circumstances, the University strives to complete each investigation within 60 to 90 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 “Sexual History” (p. 32). 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/video recording conducted by the University, or transcribed. The particular method used to record the interviews of parties and witnesses will be determined by the investigator in 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 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 “Access to Evidence” (p. 23) 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.

XX. FORMAL RESOLUTION

Provided that the complaint is not resolved through Informal Resolution, once the final investigation report is shared with the parties, the Title IX Coordinator will refer the matter for a hearing. The Title IX Coordinator will select an appropriate Hearing Officer and provide a copy of the investigation report and the file of directly related evidence.

A. Hearing Officer and Hearing Notice

The Hearing Officer 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. No less than ten (10) business days prior to the hearing, the Title IX Coordinator or the Hearing Officer will send notice of the hearing to the parties. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

The notice will contain:

- A description of the alleged violation(s), a list of all policies allegedly violated, a description of the applicable hearing procedures, and a statement of the potential sanctions/responsive actions that could result.
- The time, date, and location of the hearing.
- Description of any technology that will be used to facilitate the hearing.
- Information about the option for the live hearing to occur with the parties located in separate rooms using technology that enables the Hearing Officer and parties to see and hear a party or witness answering questions. Such a request must be raised with the Title IX Coordinator as soon as possible, preferably at least five (5) business days prior to the hearing.
- A list of all those who will attend the hearing, along with an invitation to object to any Hearing Officer based on demonstrated bias or conflict of interest. This must be raised with the Title IX Coordinator at least two (2) business days prior to the hearing.
- Information on how the hearing will be recorded and how the parties can access the recording after the hearing.
- A statement that if any party or witness does not appear at the scheduled hearing, the hearing may be held in their absence. For compelling reasons, the Hearing Officer may reschedule the hearing.
- Notification that the parties may have the assistance of an Advisor of their choosing at the hearing and will be required to have one present for any questions they may desire to ask. The party must notify the Title IX Coordinator if they wish to conduct cross-examination and do not have an Advisor, and the University will appoint one. Each party must have an Advisor present if they intend to cross-examine others. There are no exceptions.
- A copy of all the materials provided to the Hearing Officer about the complaint unless they have already been provided.
- An invitation to each party to submit to the Hearing Officer an impact and/or mitigation statement pre-hearing that the Hearing Officer will review during any sanction determination.
- An invitation to contact the Title IX Coordinator to arrange any disability accommodations, language assistance, and/or interpretation services that may be needed at the hearing, at least seven (7) business days prior to the hearing.

Hearings for possible violations that occur near or after the end of an academic term (assuming the Respondent is still subject to this Policy) and are unable to be resolved prior to the end of term will typically be held immediately after the end of the term or during the summer, as needed, to meet the

resolution timeline followed by the University and remain within the 60-90 business-day goal for resolution. Employees who do not have 12-month contracts are still expected to participate in Resolution Proceedings that occur during months between contracts.

B. Parties' Response to the Investigation Report

A party's written response to the investigation report may 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, relevancy, the prohibition on the use of sexual history specified in "Sexual History" (p. 32), 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 Title IX Coordinator or designee;
- A list of any witnesses that the party intends to bring to the hearing without an attendance notice issued by the Title IX Coordinator or designee;
- Any objection that the party has to the University's 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 "Hearing Office and Hearing Notice" (p. 24).
- Any argument regarding whether any of the allegations in the Formal Complaint are supported by a preponderance of the evidence; and
- Any argument regarding whether any of the allegations in the Formal Complaint constitute Title IX Sexual Harassment.

C. 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.

In 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.

D. Issuance of Notices of Attendance

After the pre-hearing conference, the Title IX Coordinator will transmit notices of attendance to any person 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.

Upon request, an attendance notice may be issued to notify any manager, faculty member, coach, or other supervisor, as necessary, if attendance at the hearing will conflict with job duties, classes, or other obligations. All such managers, faculty members, coaches, 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.

E. Hearing

After the pre-hearing conference, the Hearing Officer will convene and conduct a hearing pursuant to the University's 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. At the discretion of the Hearing Officer, the hearing will be conducted with the Hearing Officer, the parties, the advisors, witnesses, and other necessary University personnel together either in the same physical location or virtually. When the hearing is conducted with participants in the same physical location, 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.

When the hearing is conducted virtually, video and audio technology will be used where all participants may 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 opening and closing statement.

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 University personnel. With the exception of the Investigator and the parties, witnesses will be sequestered until such time as their testimony is complete. 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 “Access to Evidence” (p. 23).

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, 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 are met.

F. Subjection to Questioning

All parties and any witnesses called shall be asked to submit to live questioning by the Hearing Officer and parties’ advisors. Other statements that may be considered by the Hearing Officer includes:

- Statements made by the parties and witnesses during the investigation;
- Emails or text exchanges between the parties leading up to or after the alleged violation;
- Statements about the alleged violation that satisfy the regulation’s relevance rules, regardless of whether the parties or witnesses submit to cross-examination at the live hearing; and
- Police reports, Sexual Assault Nurse Examiner documents, medical reports, and other documents even if those documents contain statements of a party or witness who is not cross-examined at the live hearing.

In applying this Section, 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 Hearing Officer or parties’ advisors.

G. 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 "Subjection to Questioning" (p. 28). The Hearing Officer will resolve disputed facts using a preponderance of the evidence (that is, "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.

H. Sanctions and Remedies

In the event the Hearing Officer determines that the Respondent is responsible for violating this Policy, the Hearing Officer with the Title IX Coordinator will, prior to issuing a written decision, consult with an appropriate University official with disciplinary authority over the Respondent to determine any discipline to be imposed. This will be the Executive Director of Human Resources for employees, with consultation with the Provost for Faculty and the Dean of

Students for students. 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 supportive measures or other remedies will be provided to the Complainant.

I. Written Determination

After reaching a determination and consulting with the appropriate University official and Title IX Coordinator as required by "Sanctions and Remedies" (p. 28), the Hearing Officer will prepare a written decision that will include:

- Identification of the allegations potentially constituting Title IX 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 (i.e., more likely than not), that support the determination;
- A statement of, and rationale for, each allegation that constitutes a separate potential incident of Title IX Sexual Harassment, including a determination regarding responsibility for each separate potential incident;
- Any sanction(s) issued;
- Whether the Complainant will receive any ongoing supportive 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 "Appeal" (p. 29).

The Hearing Officer's written determination, which will include information regarding appeal rights, will be transmitted simultaneously to the parties. Transmittal of the written determination to the parties concludes the hearing process, subject to any right of appeal as specified in "Appeal" (p. 29).

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 10 business days of the decision.

XXI. 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.

No other grounds for appeal are permitted.

A party must file an appeal within 7 business days of the date they receive notice of dismissal or determination. The appeal must be submitted in writing to the Title IX Coordinator, who will share the appeal with a trained appeal officer. The appeal must specifically identify the determination and/or dismissal appealed from, articulate which one or more of the three 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 five business 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 within 10 business days to the parties 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.

XXII. POTENTIAL OUTCOMES FOLLOWING A FINDING OF A POLICY VIOLATION

A. Sanctions

When a final determination is made that an individual has violated this Policy, the appropriate sanctions are determined based on several factors, including the severity of the conduct and any prior policy violations. Sanctions and corrective actions may include: written or verbal apology, discrimination or harassment education, verbal or written warning, probation, suspension, termination, or dismissal from the University. Employees are advised to consult any relevant handbooks for additional information regarding disciplinary action.

B. Remedies

After a final decision is made that an individual has violated this Policy, the University may also offer additional measures, and/or take other action, to eliminate any hostile environment caused by the Title IX Sexual Harassment, prevent the recurrence of any Title IX Sexual Harassment, and remedy the effects of the Title IX Sexual Harassment on the Complainant and the University community. Remedies that may be offered or provided to a Complainant may include the same individualized services described as Supportive Measures; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the Respondent.

XXIII. ADVISOR OF CHOICE

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 “Hearing” (p. 26), 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 and “Hearing” (p. 26), 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 “Hearing” (p. 26), 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 “Hearing” (p. 26).

XXIV. TREATMENT RECORDS AND OTHER PRIVILEGED INFORMATION

During the investigation and adjudication processes, the Investigator and Hearing Officer, 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 Hearing Officer, as the case may be, may consider any such records or information otherwise covered by this Section if the party holding the privilege affirmatively discloses the records or information to support their allegation or defense, as the case may be.

XXV. 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.

XXVI. 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.

XXVII. RESOURCES

Any individual affected by or accused of Title IX 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 University identified resources. The Title IX Coordinator is available to provide information about the University's Policy and procedure and to provide assistance. A list of existing counseling, health, mental health, victim advocacy, visa and immigration assistance, student financial aid, and other services and resources available is located at the following link: <https://www.dom.edu/diversity/resourcesand-services>.

XXVIII. CONFLICTS OF INTEREST, BIAS, AND PROCEDURAL COMPLAINTS

The Title IX Coordinator, Investigator, Hearing Officer, Informal Resolution Facilitator, Appeal Officer, and any other Title IX Official will be free of any material conflicts of interest or material bias. Any party

who believes one or more of these 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 Hearing Officer and Appeal Officer for their proceeding before those individual(s) initiate contact with either party.

To raise any concern involving bias, conflict of interest, misconduct, or discrimination by the Title IX Coordinator, contact the Vice President of Justice, Equity, & Inclusion. Concerns of bias, misconduct, discrimination, or a potential conflict of interest by any other Title IX Official should be raised with the Title IX Coordinator.

XXIX. 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.

XXX. ACADEMIC FREEDOM

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

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.

XXXII. 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 are not subject to the investigation and adjudication processes in this Policy; instead, they will be addressed under the Code of Student Conduct in the case of students and other University policies and standards, as applicable, for employees.

XXXIII. RETALIATION

Dominican University strictly prohibits any adverse action against any individual for reporting incidents, providing information, or exercising their rights under this Policy. No individual who makes a complaint alleging a violation of this Policy or who participates in the investigation or resolution of a complaint shall be subject to retaliation as a result of such activity or participation. Retaliation is defined as conduct that 1) adversely affects the individual's employment or their opportunity to access or benefit

from the University's programs or activities; and 2) is motivated in whole or in part by the individual's participation in the complaint process. Retaliation exists when action is taken against a complainant or participant during the complaint process or after the resolution of a complaint.

Retaliatory actions include threats or actual violence against a person or that person's property or threats on social media. Retaliation may involve engaging in ridicule, intimidation, bullying, or inciting adverse educational or employment consequences, or colluding with others to embarrass or punish an individual who filed a complaint or participated in an investigation, or hearing. Retaliation is not limited to the Complainant or Respondent— any individual or group of individuals involved in an investigation can engage in or be affected by retaliatory conduct.

The University retains discretion to consolidate a Formal Complaint of Retaliation with a Formal Complaint of Title IX Sexual Harassment for investigation and/or adjudication purposes if the two Formal Complaints share a common nexus.

Any acts of retaliation shall be grounds for disciplinary action, up to and including dismissal from the University for students and termination of employment for faculty and staff.

XXXIV. CONFIDENTIALITY

Every effort is made by the University to preserve the confidentiality of reports. The University will not share the identity of any individual who has made a report or Formal Complaint of harassment, discrimination, or retaliation; any Complainant; any individual who has been reported to be the perpetrator of harassment, discrimination, or retaliation; any Respondent; or any witness, except as permitted by the Family Educational Rights and Privacy Act (FERPA) or its implementing regulations, or as required by law; or to carry out the purposes of 34 C.F.R. Part 106, including any investigation, hearing, or grievance proceeding arising under these policies and procedures.

The University reserves the right to determine which University officials have a legitimate educational interest in being informed about incidents that fall under this Policy, pursuant to the Family Educational Rights and Privacy Act (FERPA).

Only a small group of officials who need to know will typically be told about the complaint. Information will be shared as necessary with Investigators, Decision-makers, witnesses, and the parties. The circle of people with this knowledge will be kept as tight as possible to preserve the parties' rights and privacy.

The University may contact parents/guardians of students to inform them of situations in which there is a significant and articulable health and/or safety risk but will usually consult with the student first before doing so.

Confidentiality and mandated reporting are addressed more specifically in sections "Confidential Reporting" (p.13).

For the purpose of this Policy, privacy and confidentiality have distinct meanings. **Privacy** means that information related to a complaint will be shared with a limited number of University employees who "need to know" in order to assist in the assessment, investigation, and resolution of the complaint. All employees who are involved in the University's response to notice under this Policy receive specific training and guidance about sharing and safeguarding private information in accordance with state and federal law. The privacy of student education records will be protected in accordance with the Family

Educational Rights and Privacy Act (FERPA), as outlined in the University's Student Records Policy. The privacy of employee records will be protected in accordance with Human Resources policies.

Confidentiality exists in the context of laws (including Title IX) that protect certain relationships, including those who provide services related to medical and clinical care, mental health providers, counselors, and ordained clergy. The law creates a privilege between certain health care providers, mental health care providers, attorneys, clergy, spouses, and others, with their patients, clients, parishioners, and spouses. The University has designated individuals who have the ability to have privileged communications as Confidential Resources. For more information about Confidential Resources, see "Confidential Reporting" (p.13). When information is shared by a Complainant with a Confidential Resource, the Confidential Resource cannot reveal the information to any third party except when an applicable law or a court order requires or permits disclosure of such information. For example, information may be disclosed when: (1) the individual gives written consent for its disclosure; (2) there is a concern that the individual will likely cause serious physical harm to self or others; or (3) the information concerns conduct involving suspected abuse or neglect of a minor under the age of 18, elders, or individuals with disabilities. Non-identifiable information may be shared by Confidential Resources for statistical tracking purposes as required by the federal Clery Act. Other information may be shared as required by law.

XXXV. 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.

XXXVI. DEADLINES, TIME, NOTICES, AND METHOD OF TRANSMITTAL

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, Hearing Officer, 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 Title IX Coordinator depending on the phase of the process. Such request must state the extension sought and explain what good cause exists for the requested extension. The Title IX Coordinator may, but is not required to, give the other party an opportunity to object. Whether to grant such a requested extension will be in the sole discretion of the Title IX Coordinator.

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 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 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 University officials; approaching holidays or closures; and the number and length of extensions already granted.

XXXVII. OTHER FORMS OF DISCRIMINATION

This Policy applies only to Title IX Sexual Harassment as defined herein. Complaints of other forms of sex discrimination are governed by the University's Non-Title IX Sexual Misconduct Policy.

XXXVIII. EDUCATION

Because the University recognizes that the prevention of Title IX Sexual Harassment, including Sexual Assault, Domestic Violence, Dating Violence, and Stalking, is important, it offers educational programming to a variety of groups such as: campus personnel; incoming students and new employees participating in orientation; and members of student organizations. Among other elements, such training will cover relevant definitions, procedures, and sanctions; will provide safe and positive options for bystander intervention; and will provide risk reduction information, including recognizing warning signs of abusive behavior and how to avoid potential attacks. The University's educational programming will comply with the Illinois Preventing Sexual Violence in Higher Education Act and any other applicable federal or state law. To learn more about education resources, please contact the Title IX Coordinator.

XXXIX. OUTSIDE APPOINTMENTS, DUAL APPOINTMENTS, AND DELEGATIONS

The University retains discretion to retain and appoint suitably qualified persons who are not University employees to fulfill any function of the University under this Policy, including, but not limited to, the Investigator, Hearing Officer, Informal Resolution Facilitator, and/or Appeals Officer.

The University also retains discretion to appoint two or more persons to jointly fulfill the role of Investigator, Hearing Officer, Informal Resolution Facilitator, and/or Appeal Officer.

The functions assigned to a given University official under this Policy, including but not limited to the functions assigned to the Title IX Coordinator, Investigator, Hearing Officer, Informal Resolution Facilitator, and Appeal Officer, may, in the University's discretion, be delegated by such University

official to any suitably qualified individual and such delegation may be recalled by the University at any time.

XL. TRAINING

The University will ensure that University officials acting under this Policy, including but not limited to the Title IX Coordinator, Investigators, Hearing Officers, Informal Resolution Facilitators, University provided advisors, and Appeals Officers receive training in compliance with 34 C.F.R. § 106.45(b)(1)(iii), the Illinois Preventing Sexual Violence in Higher Education Act, and any other applicable federal or state law.

XLI. RECORDKEEPING

The University will retain those records specified in 34 C.F.R. § 106.45(b)(10) for a period of at least 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 34 C.F.R. § 106.45(b)(10) will be made available for inspection, and/or published, to the extent required by 34 C.F.R. § 106.45(b)(10) and consistent with any other applicable federal or state law, including FERPA.

XLII. DEFINITIONS

Words used in this Policy will have those meanings defined herein and if not defined herein will be construed according to their plain and ordinary meaning.

XLIII. 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 Hearing Procedures referenced in "Formal Resolution" (p. 24) 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 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.

APPENDIX A: STATEMENT OF RIGHTS OF THE PARTIES

- The right to an equitable investigation and resolution of all credible allegations of prohibited harassment, discrimination, and/or retaliation made in good faith to University officials.
- The right to timely written notice of all alleged violations, including the identity of the parties involved (if known), the precise misconduct being alleged, the date and location of the alleged misconduct (if known), the implicated policies and procedures, and possible sanctions.
- The right to timely written notice of any material adjustments to the allegations (e.g., additional incidents or allegations, additional Complainants, unsubstantiated allegations) and any attendant adjustments needed to clarify potentially implicated policy violations.
- The right to be informed in advance of any public release of information by the University regarding the allegation(s) or underlying incident(s), whenever possible.
- The right not to have any personally identifiable information released by the University to the public without consent provided, except to the extent permitted by law.
- The right to be treated with respect by University officials.
- The right to have University policy and these procedures followed without material deviation.
- The right not to be pressured to mediate or otherwise informally resolve any reported misconduct involving violence, including sexual violence.
- The right not to be discouraged by University officials from reporting sexual harassment, discrimination, and/or retaliation to both on-campus and off-campus authorities.
- The right to be informed by University officials of options to notify proper law enforcement authorities, including on-campus and local police, and the option(s) to be assisted by the University in notifying such authorities, if the party so chooses. This also includes the right not to be pressured to report.
- The right to have allegations of violations of this Policy responded to promptly and with sensitivity by University law enforcement and/or other University officials.
- The right to be informed of available supportive measures on campus and in the community.
- The right to a University-implemented no-contact order or a no-trespass order against a non-affiliated third party when a person has engaged in or threatens to engage in stalking, threatening, harassing, or other improper conduct.
- The right to have the University maintain such actions for as long as necessary and for supportive measures to remain confidential, provided confidentiality does not impair the University's ability to provide the supportive measures.

- The right to receive sufficiently advanced, written notice of any University meeting or interview involving another party, when possible.
- The right to identify and have the Investigator(s), Advisors, and/or Decision-maker(s) question relevant available witnesses, including expert witnesses.
- The right to provide the Investigator(s)/Decision-maker(s) with a list of questions that, if deemed relevant by the Investigator(s)/Decision-maker(s), may be asked of any party or witness.
- The right to have inadmissible sexual predisposition/prior sexual history or irrelevant character evidence excluded by the Decision-maker(s).
- The right to know the relevant and directly related evidence obtained and to respond to that evidence.
- The right to a fair opportunity to provide the Investigator(s) with their account of the alleged misconduct and have that account be on the record.
- The right to receive a copy of all relevant and directly related evidence obtained during the investigation, subject to privacy limitations imposed by state and federal law, and a ten (10) business day period to review and comment on the evidence.
- The right to receive a copy of the final investigation report, including all factual, policy, and/or credibility analyses performed, and to have at least ten (10) business days to review and comment on the report prior to the hearing.
- The right to be informed of the names of all witnesses whose information will be used to make a finding, in advance of that finding, when relevant.
- The right to regular updates on the status of the investigation and/or resolution.
- The right to have reports of alleged Policy violations addressed by Investigators, Title IX Coordinators, and Decision-maker(s) who have received relevant annual training.
- The right to preservation of confidentiality/privacy, to the extent possible and permitted by law.
- The right to meetings, interviews, and/or hearings that are closed to the public.
- The right to petition that any University representative in the process be recused on the basis of disqualifying bias and/or conflict of interest.
- The right to have an Advisor of their choice to accompany and assist the party in all meetings and/or interviews associated with the Resolution Process.
- The right to the use of the appropriate standard of evidence, preponderance of the evidence, to make a finding and written determination after an objective evaluation of all relevant evidence.

- The right to be present, including presence via remote technology, during all testimony given and evidence presented during any hearing.
- The right to be promptly informed of the finding(s) and sanction(s) (if any) of the Resolution Process and a detailed rationale of the decision (including an explanation of how credibility was assessed) in a written determination letter delivered simultaneously (without undue delay) to the parties.
- The right to be informed of the opportunity to appeal the finding(s) and sanction(s) of the Resolution Process, and the procedures for doing so in accordance with the standards for appeal established by the University.
- The right to a fundamentally fair resolution as defined in these procedures.

University Resource Contact Information

Campus Service Units

The following campus and community units address issues of personal health, safety and empowerment; substance abuse prevention, assessment and treatment; and legal assistance:

Campus Safety (708) 524-5999

Student Success and Engagement (708) 524-6822

Student Life- Housing (708) 524-6527

Wellness Center (708) 524-6229

Title IX titleix@dom.edu

Sasha Santiago
Director of Campus Safety
ssantiago@dom.edu

Barrington Price
CEO of the Chicago Campus
bprice@dom.edu

Karolina Staros
Assistant Director of One Process (Bias and Title IX) Office of Justice Equity, and Inclusion
Kstaros@dom.edu

Gabe Lara
Vice President for Student Success and Engagement
glara1@dom.edu

Precious Porras
Vice President for Diversity, Equity & Inclusion
pporras@dom.edu

Sarah Johnson
Dean of Students
sjohnson@dom.edu

Pillars Community Health

Domestic Violence Hotline(708) 485-5254
Sexual Violence Hotline:(708) 482-9600
Website:.....www.pillarscommunity.org
Email:.....info@pillarscommunity.org

Life Span: Domestic Violence Services

Chicago Office.....(312) 408-1210
Des Plaines Office.....(847) 824-0382
After Hours Crisis Line.....(847) 532-9540
Email..... life-span@life-span.org

Sarah's Inn

24 Hour Crisis Line.....(708) 386-4225
Text Line.....(708) 792-3120
Website.....<http://www.sarahsinn.org>

Mujeres Latinas en Acción

24 HR Chicago Office.....(773) 890-7676
24 HR Chicago Rape Crisis Hotline.....(888) 293-2080
24 HR Illinois Domestic Violence Hotline ... (877) 863-6338
Email.....mail@mujereslat.org
Website.....<https://mujereslatinassenaccion.org>

RAINN Hotline

(800) 656-HOPE
Email.....info@rainn.org
Website.....<http://www.rainn.org>

Thrive Counseling Center

Oak Park Office.....(708) 383-7500
Website..... www.thrivecc.org

988 Suicide & Crisis Lifeline

Phone Number: 988
Website..... <https://988lifeline.org>

Immunity for Victims

Dominican University encourages the reporting of conduct code violations and crimes by victims.

Sometimes victims are hesitant to report to college officials because they fear that they themselves may be accused of policy violations, such as underage drinking at the time of the incident. It is in the best interests of this community that as many victims as possible choose to report to university officials. To encourage reporting, Dominican University pursues a policy of offering limited immunity from policy violations related to the incident.

Bystander Intervention

The welfare of students in our community is of paramount importance. At times, students on and off campus may need assistance. Dominican University encourages students to offer help and

assistance to others in need. Sometimes, students are hesitant to offer assistance to others for fear that they may get in trouble themselves. Dominican University pursues a policy of limited immunity for students who offer help to others in need. While policy violations cannot be overlooked, the university will provide educational options, rather than punishment, to those who offer their assistance to others in need.

Parental Notification

Dominican University reserves the right to notify parents/guardians of dependent students regarding any conduct situation, particularly alcohol and other drug violations. The university may also notify parents/guardians of non-dependent students who are under age 21 of alcohol and/or drug policy violations. Where a student is non-dependent, Dominican University will contact parents/guardians to inform them of situations in which there is a health and/or safety risk.

Dominican University also reserves the right to designate which university officials have a need to know about individual conduct complaints pursuant to the Family Educational Rights and Privacy Act.

Student Code of Conduct Sanctions

Following is a list of possible sanctions. Sanctions not on this list may be given for violations of the Code of Conduct.

- **Warning/Reprimand:** An official written notice that the behavior is in violation of policy with notification that further violations will result in more serious sanctions.
- **Educational/Creative Project(s):** These sanctions are directly related to the incident or behavior and are designed to help educate the student about the consequences of their actions. These might include video or book review, attending a program, planning a program and/or assisting university staff.
- **Community Service:** Student participation in an activity designed to assist the university or surrounding community, i.e., volunteer activities at local churches, hospitals, agencies, campus projects or facilities.
- **Restitution:** Compensation for damage or loss to the University or any person's property.
- **Fines:** Reasonable fines may be imposed for violation of University policy.
- **Confiscation of Prohibited Property:** Items whose presence is in violation of University policy will be confiscated and will become the property of the University.
- **Loss of Privileges:** The student will be denied specified privileges for a designated period of time.
- **Visitation Privilege Loss:** A student may have their visitation privileges to the residence halls suspended or revoked indefinitely.
- **Behavioral Requirement:** This includes required activities including, but not limited to, seeking academic counseling or substance abuse screening, writing a letter of apology, etc.
- **Probation(s):** Supervision of the student's conduct for a designated period of time during which a subsequent infraction of any university regulation or any standard will result in more serious conduct action. Terms of probation are to be decided by the conduct officers and can include but are not limited to: a) inability to represent the university in an official capacity such as student leadership positions, athletics, etc. and b) inability to participate in university activities or designated events. Probationary meetings may also

be imposed. The student is deemed “not in good disciplinary standing” for the period of probation.

- No-Trespass Order: The student will not be allowed to enter university buildings or other university property as defined in the sanction.
- Relocation of Housing: The student’s room assignment may be changed to an alternate room or building.
- University Housing Suspension: Removal from University housing for a specified period of time after which the student is eligible to return. Conditions for re-admission to University housing may be specified. A student is required to vacate the residence hall at the date and time specified in the Hearing Outcome Letter.
- Dismissal From Residence: The student’s privilege to live in, or visit, any University housing structure is revoked for an extended period of time or permanently.
- Suspension: Separation of the student from the university for a specified minimum period of time, after which the student is eligible to return. Eligibility may be contingent upon satisfaction of specific conditions noted at the time of suspension. During the suspension period, the student is banned from university property, facilities and events.
- Termination of Scholarship: Removal/termination of any scholarship provided by Dominican University.
- Dismissal: Permanent separation of the student from the university. The student will not be allowed to re-enroll in the university. The student is banned from university property, facilities and events.
- Other Sanctions: Additional or alternate sanctions may be created and designed as deemed appropriate to the offense with the approval of SSE or designee.

Any of the above sanctions may be imposed upon groups or organizations found in violation of the Student Code of Conduct. In addition, deactivation, de-recognition, loss of all privileges (including status as a University registered group or organization), for a specified period of time.

Alcohol and Drug Violation Sanctions

Each conduct hearing takes into the specific circumstances of the incident. The Conduct History of a student will be a factor in determining specific sanctions. Multiple policy violations in a single incident will be used to determine appropriate sanctions, however, typical sanctions include:

Alcohol

Underage drinking; Open alcohol in a public area; Possession of alcohol with underage individuals present; Excessive alcohol use regardless of age

1st offense: Warning, Online Alcohol Education Course with Reflection Paper

2nd offense: Semester Probation and 5 hours of community service (or equivalent educational project)

3rd offense: Extension of probation for two semesters and 10 hours of community service (or equivalent educational project)

Students with possible substance abuse problems may be sanctioned to a Wellness Assessment.

Drugs

Possession or use of illegal drugs or drug-related items in the residence halls or on campus

1st offense: Warning, Online Drug Education Course, Reflection Paper

2nd offense: Semester Probation and 5 hours of community service (or equivalent educational project)

3rd offense: Extension of probation for two semesters and 10 hours of community service (or equivalent educational project)

Students with possible substance abuse problems may be sanctioned to a Wellness Assessment.

Tobacco

Finding cigarette butts or ash in room; Smoking on university grounds; Violation of the Tobacco Policy

1st offense: Warning and 2 hours of community service

2nd offense: Semester probation and 5 hours of community service (or equivalent educational project)

3rd offense: Extension of probation for two semesters and 10 hours of community service (or equivalent educational project)

Employee Sanctions

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance by employees on University premises, or while conducting University business off University premises, is absolutely prohibited.

Violations of this prohibition by employees may result in the application of sanctions, including possible required participation in an approved drug abuse assistance or rehabilitation program, and disciplinary action up to and including termination of employment under applicable University policies, statutes, employment contracts, or collective bargaining agreements.

SAMPLE ILLINOIS SANCTIONS FOR VIOLATION OF ALCOHOL CONTROL STATUTES (See Illinois Compiled Statute 235 ILCS 5/ for more specific information)

A. It is a Class A Misdemeanor to possess or sell alcohol if you are under 21.

B. It is a Class A Misdemeanor to sell, give, or furnish false ID to an individual 21 years old or under (minimum \$500 fine).

C. It is a Class A Misdemeanor to use or possess a false ID if you are under 21.

D. It is a Class A Misdemeanor to sell, give, or deliver alcohol to individuals under 21 years of age. Local ordinances may also be enforced.

Class A Misdemeanors are punishable with a fine of \$1 to \$1,000 and up to 1 year in the county jail.

FEDERAL DRUG POSSESSION PENALTIES (21 USC 844)

Persons convicted on Federal charges of possessing any controlled substance face penalties of up to 1 year in prison and a mandatory fine of no less than \$1,000 up to a maximum of

\$100,000. Second convictions are punishable by not less than 15 days but not more than 2 years in prison and a minimum fine of \$2,500 but not more than \$250,000 or both. Subsequent convictions are punishable by not less than 90 days but not more than 3 years in prison and a minimum fine of \$5,000 but not more than \$250,000 or both. Possession of drug paraphernalia is punishable by a minimum fine of \$750.

Special sentencing provisions for possession of crack cocaine impose a mandatory prison term of not less

than 5 years but not more than 20 years and a fine up to \$250,000, or both if:

- A. It is a first conviction and the amount of crack possessed exceeds 5 grams;
- B. It is a second conviction and the amount of crack possessed exceeds 3 grams;
- C. It is a third or subsequent crack conviction and the amount exceeds 1 gram.

Civil penalties of up to \$10,000 may also be imposed for possession of small amounts of controlled

substances, whether or not criminal prosecution is pursued.

SAMPLE ILLINOIS SANCTIONS FOR VIOLATION OF DRUG CONTROL STATUTES (See Illinois Compiled Statute 720 ILCS 570/ for more specific information)

Possession of Cannabis:

- A. It is a Class A Misdemeanor to possess from 10 to 29 grams of Cannabis.
- B. It is a Class 4 Felony to possess 30 grams to 499 grams of Cannabis.
- C. It is a Class 3 Felony to possess 500 grams to 1999 grams of Cannabis.
- D. It is a Class 2 Felony to possess 2000 grams to 4999 grams of Cannabis.
- E. It is a Class 1 Felony to possess more than 5000 grams of Cannabis.

Possession of Cocaine:

- A. It is a Class 4 Felony to possess 0-15 grams
- B. It is a Class 1 Felony to possess 15-100 grams.
- C. It is a Class 1 Felony to possess 100-400 grams.
- D. It is a Class 1 Felony to possess 400-900 grams.
- E. It is a Class 1 Felony to possess 900+ grams.

Possession of Heroin/LSD:

- A. It is a Class 4 Felony to possess 0-14 grams
- B. It is a Class 1 Felony to possess 15-99 grams.
- C. It is a Class 1 Felony to possess 100-399 grams.
- D. It is a Class 1 Felony to possess 400-899 grams.
- E. It is a Class 1 Felony to possess 900+ grams.

Class 4 Felony sentence may be from 1 to 3 years in a state penitentiary.

Class 3 Felony sentence may be from 2 to 5 years in a state penitentiary.

Class 2 Felony sentence may be from 3 to 7 years in a state penitentiary.

Class 1 Felony sentence may be from 3 to 15 years in a state penitentiary.

This is not an exhaustive list of narcotics and controlled substances that are subject to Illinois Compiled Statutes and which may have local, state, and/or federal sentencing guidelines.

State of Illinois Statutory Provisions for Illegal Drugs Manufacture or Delivery

	Manufacture or Delivery (720 Illinois Compiled Statutes 570/401)				Possession (720 ILCS 570/402)	
Illegal Drugs	Class X Felony	Class 1 Felony	Class 2 Felony	Class 3 Felony	Class 1 Felony	Class 4 Felony
	not more than \$500,000 fine	not more than \$250,000 fine	not more than \$200,000 fine	not more than \$150,000 fine	not more than \$20,000 fine	not more than \$15,000 fine
	Min. 6 years	4 to 15 years	3 to 7 years	2 to 5 years	4 to 15 years	1 to 4 years
Heroin	15 grams or more	10-14 grams	10 grams or less		15 grams or more	less than 15 grams
Cocaine	15 grams or more	1-14 grams	1 gram or less		15 grams or more	less than 15 grams
Morphine	15 grams or more	10-14 grams	10 grams or less		15 grams or more	less than 15 grams
Peyote	200 grams or more	50-199 grams		50 grams or less	200 grams or more	less than 200 grams
Barbiturates	200 grams or more	50-199 grams		50 grams or less	200 grams or more	less than 200 grams
Amphetamines	200 grams or more	50-199 grams		50 grams or less	200 grams or more	less than 200 grams
Lysergic Acid (LSD)	15 grams or more	5 to 14 grams or hits		5 grams or less	15 grams or more	less than 15 grams
Petazocine	30 grams or more	10 to 29 grams		10 grams or less	30 grams or more	less than 30 grams
Methaqualone	30 grams or more	10 to 29 grams		10 grams or less	30 grams or more	less than 30 grams
Phencyclidine	30 grams or more	10 to 29 grams		30 grams or less	30 grams or more	less than 30 grams
Ketamine	30 grams or more	11 to 30 grams		less than 10 grams	30 grams or more	less than 30 grams
GHB	200 grams or more	50 to 200 grams		less than 50 grams	200 grams or more	less than 200 grams
Ecstasy	200 grams or more	50 to 199 grams		50 grams or less	200 grams or more	less than 200 grams

Note: Second Offense, double jail sentence and fine. This chart gives examples of the penalties which may be imposed on individuals convicted of drug possession, manufacturing, or delivery. *The circumstances of the case and other factors affect whether or not these are the actual penalties imposed.*

Marijuana Sale or Delivery (720 Illinois Compiled Statutes 550/5)

Class B Misdemeanor: 2.5 grams or less, \$500 fine and/or six months in jail
Class A Misdemeanor: 2.5-10 grams or less, \$1,000 fine and/or one year in jail
Class 4 Felony: between 10-30 grams, 1-3 years in jail and/or \$10,000 fine
Class 3 Felony: between 30-500 grams, 2-5 years in jail and/or fine not to exceed \$50,000
Class 2 Felony: 500 or more grams, 3-7 years in jail and/or fine not to exceed \$100,000

Possession (720 Illinois compiled Statutes 550/4)

Class C Misdemeanor: 2.5 grams or less, \$500 fine and/or thirty days in jail
Class B Misdemeanor: between 2.5-10 grams, \$500 fine and/or six months in jail
Class A Misdemeanor: between 10-30 grams, \$1,000 fine and/or one year in jail
Class 4 Felony: between 30-500 grams, 1-3 years in jail and/or \$10,000 fine
Class 3 Felony: over 500 grams, 2-5 years in jail

Federal Drug Laws

The possession, use, or distribution of illicit drugs is prohibited by federal law. Strict penalties are enforced for drug convictions, including mandatory prison terms for many offenses. The following information, although not complete, is an overview of federal penalties for first convictions. All penalties are doubled for any subsequent drug conviction.

Denial of Federal Aid (20 USC 1091)

Under the Higher Education Act of 1998, students convicted under federal or state law for the sale or possession of drugs may have their federal financial aid eligibility suspended. This includes all federal grants, loans, federal work study programs, and more. Students convicted of drug possession will be ineligible for one year from the date of the conviction of the first offense, two years for the second offense, and indefinitely for the third offense. Students convicted of selling drugs will be ineligible for two years from the date of the first conviction, and indefinitely for the second offense. Those who lose eligibility can regain eligibility by successfully completing an approved drug rehabilitation program.

Forfeiture of Personal Property and Real Estate (21 USC 853)

Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation, including houses, cars, and other personal belongings. A warrant of seizure is issued and property is seized at the time an individual is arrested on charges that may result in forfeiture.

Federal Drug Trafficking Penalties (21 USC 841)

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved in the transaction. The following list is a sample of the range and severity of federal penalties imposed for first convictions. Penalties for subsequent convictions are twice as severe.

If death or serious bodily injury result from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces mandatory life sentence and fines ranging up to \$8 million.

Persons convicted on federal charges of drug trafficking within 1,000 feet of a University (21 USC 845a) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least 1 year.

Drug/Substance	Amount	Penalty - 1st Conviction
Barbiturates	Any amount	Up to 5 years prison. Fine up to \$250,000
Cocaine	5 kgs. or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	Less than 100 grams	10-63 months prison. Fine up to \$1 million
Crack Cocaine	50 grams or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	5-49 grams	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million
	5 grams or less	10-63 months prison. Fine up to \$1 million
Ecstasy	Any amount	Up to 20 years imprisonment. Fine up to \$1 million. 3 years of supervised releases (following prison)
GHB	Any amount	Up to 20 years imprisonment. Fine up to \$1 million. 3 years of supervised releases (following prison)
Hashish	10-100 kg	Up to 20 years imprisonment. Fine up to \$1 million.
	10 kg or less	Up to 5 years imprisonment. Fine up to \$250,000
Hash Oil	1-100 kg	Up to 20 years imprisonment. Fine up to \$1 million.
	1 kg or less	Up to 5 years imprisonment. Fine up to \$250,000
Heroin	1 kg or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	100-999 grams	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million
	100 grams or less	10-63 months prison. Fine up to \$1 million
Ketamine	Any amount	Up to 5 years imprisonment. Fine up to \$250,000. 2 years supervised release
LSD	10 grams or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	1-10 grams	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million

Marijuana	1000 kg or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	100-999 kg	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million
	50-99 kg	Up to 20 years imprisonment. Fine up to \$1 million
	50 kg or less	Up to 5 years imprisonment. Fine up to \$250,000
Methamphetamine	50 grams or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	10-49 grams	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million
	10 grams or less	10-21 months prison. Fine up to \$1 million
PCP	100 grams or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	10-99 grams	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million
	10 grams or less	10-21 months prison. Fine up to \$1 million
Rohypnol	1 gram or more	Up to 20 years imprisonment. Fine up to \$1 million
	less than 30 mgs	Up to 5 years imprisonment. Fine up to \$250,000

Federal Drug Possession Penalties (21 USC 844)

Persons convicted on Federal charges of possessing any controlled substance face penalties of up to 1 year in prison and a mandatory fine of no less than \$1,000 up to a maximum of \$100,000. Second convictions are punishable by not less than 15 days but not more than 2 years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than 3 years in prison and a minimum fine of \$5,000. Possession of drug paraphernalia is punishable by a minimum fine of \$750.

Special sentencing provisions for possession of crack cocaine impose a mandatory prison term of not less than 5 years but not more than 20 years and a fine up to \$250,000, or both if:

- A. It is a first conviction and the amount of crack possessed exceeds 5 grams;
- B. It is a second conviction and the amount of crack possessed exceeds 3 grams;
- C. It is a third or subsequent crack conviction and the amount exceeds 1 gram.

Civil penalties of up to \$10,000 may also be imposed for possession of small amounts of controlled substances, whether or not criminal prosecution is pursued.

State of Illinois Statutory Provisions for Illegal Drugs Manufacture or Delivery

[Marijuana Sale or Delivery \(720 Illinois Compiled Statutes 550/5\)](#)

Class B Misdemeanor: 2.5 grams or less, \$500 fine and/or six months in jail

Class A Misdemeanor: 2.5-10 grams or less, \$1,000 fine and/or one year in jail

Class 4 Felony: between 10-30 grams, 1-3 years in jail and/or \$10,000 fine

Class 3 Felony: between 30-500 grams, 2-5 years in jail and/or fine not to exceed \$50,000

Class 2 Felony: 500 or more grams, 3-7 years in jail and/or fine not to exceed \$100,000

[Possession \(720 Illinois compiled Statutes 550/4\)](#)

Class C Misdemeanor: 2.5 grams or less, \$500 fine and/or thirty days in jail

Class B Misdemeanor: between 2.5-10 grams, \$500 fine and/or six months in jail

Class A Misdemeanor: between 10-30 grams, \$1,000 fine and/or one year in jail

Class 4 Felony: between 30-500 grams, 1-3 years in jail and/or \$10,000 fine

Class 3 Felony: over 500 grams, 2-5 years in jail and/or fine not to exceed \$50,000

[Federal Drug Laws](#)

The possession, use, or distribution of illicit drugs is prohibited by federal law. Strict penalties are enforced for drug convictions, including mandatory prison terms for many offenses. The following information, although not complete, is an overview of federal penalties for first convictions. All penalties are doubled for any subsequent drug conviction.

[Denial of Federal Aid \(20 USC 1091\)](#)

Under the Higher Education Act of 1998, students convicted under federal or state law for the sale or possession of drugs may have their federal financial aid eligibility suspended. This includes all federal grants, loans, federal work study programs, and more. Students convicted of drug possession will be ineligible for one year from the date of the conviction of the first offense, two years for the second offense, and indefinitely for the third offense. Students convicted of selling drugs will be ineligible for two years from the date of the first conviction, and indefinitely for the second offense. Those who lose eligibility can regain eligibility by successfully completing an approved drug rehabilitation program.

[Forfeiture of Personal Property and Real Estate \(21 USC 853\)](#)

Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation, including houses, cars, and other personal belongings. A warrant of seizure is issued and property is seized at the time an individual is arrested on charges that may result in forfeiture.

[Federal Drug Trafficking Penalties \(21 USC 841\)](#)

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved in the transaction. The following list is a sample of the range and severity of federal penalties imposed for first convictions. Penalties for subsequent convictions are twice as severe. If death or serious bodily injury result from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces mandatory life sentence and fines ranging up to \$8 million.

Persons convicted on federal charges of drug trafficking within 1,000 feet of a University (21 USC 845a) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least 1 year.

Drug/Substance Amount Penalty - 1st Conviction

Federal Drug Possession Penalties (21 USC 844)

Persons convicted on Federal charges of possessing any controlled substance face penalties of up to 1 year in prison and a mandatory fine of no less than \$1,000 up to a maximum of \$100,000. Second convictions are punishable by not less than 15 days but not more than 2 years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than 3 years in prison and a minimum fine of \$5,000. Possession of drug paraphernalia is punishable by a minimum fine of \$750.

Special sentencing provisions for possession of crack cocaine impose a mandatory prison term of not less than 5 years but not more than 20 years and a fine up to \$250,000, or both if:

- A. It is a first conviction and the amount of crack possessed exceeds 5 grams;
 - B. It is a second conviction and the amount of crack possessed exceeds 3 grams;
 - C. It is a third or subsequent crack conviction and the amount exceeds 1 gram.
- Civil penalties of up to \$10,000 may also be imposed for possession of small amounts of controlled substances, whether or not criminal prosecution is pursued.

Illinois Sanctions for Driving Under the Influence

625 Illinois Compiled Statutes 5/11-501

- A. Driving while under the influence of alcohol, other drug or drugs, intoxicating compound or compounds or any combination thereof
 - a. First Conviction
 - i. Minimum of one-year loss of full driving privileges
 - ii. Possible imprisonment for up to one year
 - iii. Maximum fine of \$2,500
 - b. Second Conviction
 - i. Minimum five-year loss of full driving privileges for a second conviction in a 20-year period
 - ii. Mandatory five days imprisonment or 240 hours of community service
 - iii. Possible imprisonment for up to one year
 - iv. Maximum fine of \$2,500
 - c. Third Conviction – Class 2 Felony
 - i. Minimum ten-year loss of full driving privileges
 - ii. Mandatory 18-30-month periodic imprisonment
 - iii. Possible imprisonment for up to seven years
 - iv. Maximum fine of \$25,000
 - d. Aggravated DUI – Class 4 Felony (following a crash resulting in great bodily harm or permanent disfigurement)
 - i. Minimum of one-year loss of full driving privileges
 - ii. Mandatory ten days imprisonment or 480 hours of community service
 - iii. Possible imprisonment for up to twelve years
 - iv. Maximum fine of \$25,000
- B. Other alcohol offenses
 - a. Providing alcohol to a person under age 21
 - i. Possible imprisonment for up to one year
 - ii. Maximum fine of \$2,500
 - b. Illegal transportation of an alcoholic beverage
 - i. Maximum fine of \$1,000

- ii. Point-assigned violation will be entered on drivers record
 - iii. Drivers license suspension for a second conviction in a 12 month period
- c. Knowingly permitting a driver under the influence to operate a vehicle
 - i. Possible imprisonment for up to one year
 - ii. Maximum fine of \$2,500
- d. Summary Suspension
 - i. First offense
 - 1. A chemical test indication a BAC of .08 or greater results in a mandatory six-month driver's license suspension
 - 2. Refusal to submit to a chemical test(s) results in a twelve-month suspension
 - ii. Subsequent offenses
 - 1. A chemical test indicating a BAC of .08 or greater results in a mandatory one-year drivers license suspension
 - 2. Refusal to submit to a chemical test(s) results in a three-year license suspension

Illinois Penalties for Drinking and Driving Under Age 21

- A. Driving while under the influence of alcohol, other drug or drugs, intoxicating compound or compounds or any combination thereof
 - a. First Conviction
 - i. Minimum of two-year loss of full driving privileges
 - ii. Possible imprisonment for up to one year
 - iii. Maximum fine of \$2,500
 - b. Second Conviction
 - i. Minimum five-year loss of full driving privileges for a second conviction in a 20-year period
 - ii. Mandatory five days imprisonment or 240 hours of community service
 - iii. Possible imprisonment for up to one year
 - iv. Maximum fine of \$2,5000
 - c. Third Conviction – Class 2 Felony
 - i. Minimum ten-year loss of full driving privileges
 - ii. Mandatory 18-30 month periodic imprisonment
 - iii. Possible imprisonment for up to seven years
 - iv. Maximum fine of \$25,000
 - d. Aggravated DUI – Class 4 Felony (following a crash resulting in great bodily harm or permanent disfigurement)
 - i. Minimum of one-year loss of full driving privileges
 - ii. Possible imprisonment for up to twelve years
 - iii. Maximum fine of \$25,000
- B. Other alcohol offenses
 - e. Illegal transportation of an alcoholic beverage
 - i. Maximum fine of \$1,000
 - ii. Drivers license suspended for first conviction
 - iii. Drivers license revoked for a second conviction
 - f. Summary Suspension
 - i. First offense
 - 1. A chemical test indication a BAC of .08 or greater results in a mandatory six-month driver license suspension
 - 2. Refusal to submit to a chemical test(s) results in a twelve-month suspension

ii. Subsequent offenses

1. A chemical test indicating a BAC of .08 or greater results in a mandatory one-year drivers license suspension
2. Refusal to submit to a chemical test(s) results in a three-year license suspension

C. The Zero Tolerance Law provides that minors can have their driving privileges suspended even if they're not intoxicated at the .08 level. The following table shows the length of time your driving privileges may be suspended under the Zero Tolerance Law (for BAC of .01 or greater) and DUI Laws (for BAC of .08 or greater). The loss of driving privileges is greater if you refuse to take a sobriety test.

	Under Zero Tolerance Law		Under DUI Laws	
		If test refused		If test refused
1 st violation	3 months	6 months	6 months	12 months
2 nd violation	1 year	2 years	1 year	3 years

Effect on Driving Record

- Zero tolerance (BAC of .01 or greater) – except during suspension period, not on public driving record as long as there is no subsequent suspension.
 - DUI conviction (BAC of .08 or greater) – Permanently on public driving record
- *Under certain conditions, you may be charged with DUI even though your BAC is below .08.

Except during suspension period, violation is not on public driving record as long as there is no subsequent suspension permanently on public driving record.

Health Risks of Commonly Abused Substances

Substance	Nicknames/Slang Terms	Short Term Effects	Long Term Effects
Alcohol		slurred speech, drowsiness, headaches, impaired judgment, decreased perception and coordination, distorted vision and hearing ,vomiting, breathing difficulties, unconsciousness, coma, blackouts,	toxic psychosis, physical dependence, neurological and liver damage, fetal alcohol syndrome, vitamin B1 deficiency, sexual problems, cancer, physical dependence
Amphetamines	uppers, speed, meth, crack, crystal, ice, pep pills	increased heart rate, increased blood pressure, dry mouth, loss of appetite, restlessness, irritability, anxiety	delusions, hallucinations, heart problems, hypertension, irritability, insomnia, toxic psychosis, physical dependence
Barbiturates and Tranquilizers	barbs, bluebirds, blues, yellow jackets, red devils, roofies, rohypnol, ruffies, tranqs, mickey, flying v's	slurred speech, muscle relaxation, dizziness, decreased motor control	severe withdrawal symptoms, possible convulsions, toxic psychosis, depression, physical dependence

Cocaine	coke, cracks, snow, powder, blow, rock	loss of appetite	depression, weight loss, high blood pressure, seizure, heart
		increased blood pressure and heart rate, contracted blood vessels, nausea, hyper-stimulation anxiety, paranoia, increased hostility Increased rate of breathing, muscle spasms and convulsions. dilated pupils disturbed sleep,	attack, stroke, hypertension, hallucinations, psychosis, chronic cough, nasal passage injury, kidney, liver and lung damage
Gamma Hydroxy Butyrate	GHB, liquid B, liquid X, liquid ecstasy, G, georgia homeboy, grievous bodily harm	euphoria, decreased inhibitions, drowsiness, sleep, decreased body temperature, decreased heart rate, decreased blood pressure	memory loss, depression, severe withdrawal symptoms, physical dependence, psychological dependence
Heroin	H, junk, smack, horse, skag	euphoria, flushing of the skin, dry mouth, “heavy” arms and legs, slowed breathing, muscular weakness	constipation, loss of appetite, lethargy, weakening of the immune system, respiratory (breathing) illnesses, muscular weakness, partial paralysis, coma, physical dependence, psychological dependence
Ketamine	K, super K, special K	dream-like states, hallucinations, impaired attention & memory, delirium, impaired motor function, high blood pressure, depression	Urinary tract & bladder problems, abdominal pain, major convulsions, muscle rigidity , increased confusion, increased depression, physical dependence, psychological dependence
LSD	acid, stamps, dots, blotter, A-bombs	dilated pupils, change in body temperature, blood pressure & heart rate, sweating, chills, loss of appetite, decreased sleep, tremors, changes in visual acuity, mood changes	may intensify existing psychosis, panic reactions, can interfere with psychological adjustment & social functioning, insomnia, physical dependence, psychological dependence
MDMA	ecstasy, XTC, adam, X, rolls, pills	impaired judgment, confusion, confusion, blurred vision, teeth clenching, depression, anxiety, paranoia, sleep problems, muscle tension	sleeplessness, nausea, confusion, increased blood pressure, sweating, depression, anxiety, memory loss kidney failure, cardiovascular problems, convulsions death, physical & psychological dependence

Marijuana/Cannabis	pot, grass, dope, weed, joint, bud, reefer, doobie, roach	sensory distortion, poor coordination of movement slowed reaction time, panic, anxiety	bronchitis, conjunctivas, lethargy, shortened attention span, suppressed immune system, personality changes,
			cancer, psychological dependence, physical dependence possible for some
Mescaline	peyote cactus	nausea, vomiting, anxiety, delirium, hallucinations, increased heart rate, blood pressure, & body temperature,	lasting physical and mental trauma, intensified existing psychosis, psychological dependence
Morphine/Opiates	M, morf, duramorph, Miss Emma, monkey, roxanol, white stuff	euphoria, increased body temperature, dry mouth, “heavy” feeling in arms and legs	constipation, loss of appetite, collapsed veins, heart infections, liver disease, depressed respiration, pneumonia & other pulmonary complications, physical dependence, psychological dependence
PCP	crystal, tea, angel dust, embalming fluid, killer weed, rocket fuel, supergrass, wack, ozone	shallow breathing, flushing, profuse sweating, numbness in arms & legs, decreased muscular coordination, nausea, vomiting, blurred vision, delusions, paranoia, disordered thinking	memory loss, difficulties with speech and thinking, depression, weight loss, psychotic behavior, violent acts, psychosis, physical dependence, psychological dependence
Psilocybin	mushrooms, magic mushrooms, shrooms, caps, psilocybin & psilocyn	nausea, distorted perceptions, nervousness, paranoia,	confusion, memory loss, shortened attention span, flashbacks may intensify existing psychosis,
Steroids	roids, juice	increased lean muscle mass, increased strength, acne, oily skin, excess hair growth, high blood pressure	Cholesterol imbalance, anger management problems, masculinization in women, breast enlargement in men, premature fusion of long bones preventing attainment of normal height, atrophy of reproductive organs, impotence, reduced fertility, stroke, hypertension, congestive heart failure, liver damage, psychological dependence

Counseling and Treatment

Short term alcohol and other drug counseling is available on campus to students through the **Dominican University Wellness Center, 708-524-6229**. Students may be referred through the Counseling Center to other treatment programs for more intensive treatment. Through

Dominican's Human Resources department, **MetLife**, offers employees additional education and counseling, as well as appropriate referrals. Visit <https://www.metlife.com/>.

Thrive Counseling Center: www.ThriveCC.org Free screening for alcohol and drug abuse on Thursdays through Rosecrance (708) 383-7500

Rosecrance: <http://www.rosecrance.org/> Multi-site services focused on recovery. 40 locations in Chicago and Northern Illinois, Wisconsin and Iowa, Rosecrance offers comprehensive addiction services for adolescents and adults, including prevention, intervention, detoxification, inpatient and outpatient treatment, experiential therapies, dual-diagnosis care and family education. Rosecrance also offers highquality, efficient and effective outpatient mental health services for children, adults and families through a variety of programs.

Alexian Brothers Dual Diagnosis Unit: <http://www.alexianbrothershealth.org/abbhh/center-addictionmedicine/treatment-approach> Alexian Brothers is another partner that focuses on the addiction continuum from prevention education and screening through recovery. They are specialists in dual diagnosis and process addictions (gambling, etc) They offer free evaluations.

Interested individuals are encouraged to contact each agency for additional information regarding specific services and costs.

Prevention and Education

Individual, group and community educational programs and interventions designed to prevent and reduce alcohol and other drug use/abuse are offered to the Dominican University Community.

University Wide Mandatory Education –Vector Training

An online training tool on the topics of sexual assault, sexual harassment, bystander intervention and healthy relationships, which includes modules on alcohol and other drug education and prevention.

HEALTH AND WELLNESS EDUCATION

Wellness Wednesday Newsletters

A weekly email to all students highlighting healthy habits for college students.

Events and Programs

DU Lead: Bystander Training

Becoming Aware of Substance and Alcohol Abuse

Student Life Resident Assistant Training

Student Life spends roughly sixteen hours in RA training covering confrontation and crisis/emergency response. Some, but certainly not all, is devoted to training staff how to deal with individuals who have consumed, possessed, and/or are under the influence of substances.

- RA Duty Protocols and Rounds
- Incident Report Writing
- Responding to Incidents
- One Process Training
- Conduct Training
- Title IX Training

- Conduct Process Training
- RA Training on Duty Protocols (incl. addressing the alcohol/drug policy)
- Behind Closed Doors – RA Trainings for practicing how to address violation
- Bystander Intervention Training

Wellness Center Programming

Lower Level Coughlin Hall. wellness@dom.edu 708-524-6229

Alcohol and Drug Prevention Screening and Intervention Packet:

The DU Wellness accepts referrals from all departments to help students with education, prevention, screening and treatment for additions of all types.

Here are some of our tools and resources.

MAST: <http://counselingresource.com/quizzes/drug-testing/alcohol-mast/>

SASSI: <https://www.sassi.com/sassi-4-announcement/> Substance Abuse Subtle Screening Inventory is a psychological exam used to detect alcohol, drugs or Rx drug abuse, to distinguish between that and other psychological disorders and to evaluate severity.

Clinical Exam: CADC (Certified Drug and Alcohol Counselor) Psychologist administers these instruments as well as a thorough clinical interview. During that exam alcohol education and prevention messages are provided to students at all levels of severity and risk.

Treatment Protocols: The Wellness Center partners with many community partners in caring for students who need inpatient detox, Intensive Outpatient intervention, combination and other recovery and mental health services.

Health Risks of Commonly Abused Substances

Substance	Nicknames/Slang Terms	Short Term Effects	Long Term Effects
Alcohol		slurred speech, drowsiness, headaches, impaired judgment, decreased perception and coordination, distorted vision and hearing , vomiting, breathing difficulties, unconsciousness, coma, blackouts,	toxic psychosis, physical dependence, neurological and liver damage, fetal alcohol syndrome, vitamin B1 deficiency, sexual problems, cancer, physical dependence

Amphetamines	uppers, speed, meth, crack, crystal, ice, pep pills	increased heart rate, increased blood pressure, dry mouth, loss of appetite, restlessness, irritability, anxiety	delusions, hallucinations, heart problems, hypertension, irritability, insomnia, toxic psychosis, physical dependence
Barbiturates and Tranquilizers	barbs, bluebirds, blues, yellow jackets, red devils, roofies, rohypnol, ruffies, tranqs, mickey, flying v's	slurred speech, muscle relaxation, dizziness, decreased motor control	severe withdrawal symptoms, possible convulsions, toxic psychosis, depression, physical dependence
Cocaine	coke, cracks, snow, powder, blow, rock	loss of appetite increased blood pressure and heart rate,	depression, weight loss, high blood pressure, seizure, heart attack, stroke, hypertension,

		contracted blood vessels, nausea, hyper-stimulation anxiety, paranoia, increased hostility Increased rate of breathing, muscle spasms and convulsions. dilated pupils disturbed sleep,	hallucinations, psychosis, chronic cough, nasal passage injury, kidney, liver and lung damage
Gamma Hydroxy Butyrate	GHB, liquid B, liquid X, liquid ecstasy, G, georgia homeboy, grievous bodily harm	euphoria, decreased inhibitions, drowsiness, sleep, decreased body temperature, decreased heart rate, decreased blood pressure	memory loss, depression, severe withdrawal symptoms, physical dependence, psychological dependence
Heroin	H, junk, smack, horse, skag	euphoria, flushing of the skin, dry mouth, "heavy" arms and legs, slowed breathing, muscular weakness	constipation, loss of appetite, lethargy, weakening of the immune system, respiratory (breathing) illnesses, muscular weakness, partial paralysis, coma, physical dependence, psychological dependence

Ketamine	K, super K, special K	dream-like states, hallucinations, impaired attention and memory, delirium, impaired motor function, high blood pressure, depression	Urinary tract and bladder problems, abdominal pain, major convulsions, muscle rigidity , increased confusion, increased depression, physical dependence, psychological dependence
LSD	acid, stamps, dots, blotter, A-bombs	dilated pupils, change in body temperature, blood pressure and heart rate, sweating, chills, loss of appetite, decreased sleep, tremors, changes in visual acuity, mood changes	may intensify existing psychosis, panic reactions, can interfere with psychological adjustment and social functioning, insomnia, physical dependence, psychological dependence
MDMA	ecstasy, XTC, adam, X, rolls, pills	impaired judgment, confusion, confusion, blurred vision, teeth clenching, depression,	same as LSD, sleeplessness, nausea, confusion, increased blood pressure,

		anxiety, paranoia, sleep problems, muscle tension	sweating , depression, anxiety, memory loss kidney failure, cardiovascular problems, convulsions death, physical dependence, psychological dependence
Marijuana/Cannabis	pot, grass, dope, weed, joint, bud, reefer, doobie, roach	sensory distortion, poor coordination of movement slowed reaction time, panic, anxiety	bronchitis, conjunctivas, lethargy, shortened attention span, suppressed immune system, personality changes, cancer, psychological dependence, physical dependence possible for some

Mescaline	peyote cactus	nausea, vomiting, anxiety, delirium, hallucinations, increased heart rate, blood pressure, and body temperature,	lasting physical and mental trauma, intensified existing psychosis, psychological dependence
Morphine/Opiates	M, morf, duramorph, Miss Emma, monkey, roxanol, white stuff	euphoria, increased body temperature, dry mouth, “heavy” feeling in arms and legs	constipation, loss of appetite collapsed veins, heart infections, liver disease, depressed respiration, pneumonia and other pulmonary complications, physical dependence, psychological dependence
PCP	crystal, tea, angel dust, embalming fluid, killer weed, rocket fuel, supergrass, wack, ozone	shallow breathing, flushing, profuse sweating, numbness in arms and legs, decreased muscular coordination, nausea, vomiting, blurred vision, delusions, paranoia, disordered thinking	memory loss, difficulties with speech and thinking, depression, weight loss, psychotic behavior, violent acts, psychosis, physical dependence, psychological dependence
Psilocybin	mushrooms, magic mushrooms, shrooms, caps, psilocybin & psilocyn	nausea, distorted perceptions, nervousness, paranoia,	confusion, memory loss, shortened attention span, flashbacks may intensify existing psychosis,
Steroids	roids, juice	increased lean muscle mass, increased strength, acne, oily skin, excess hair growth, high blood pressure	Cholesterol imbalance, anger management problems, masculinization or women, breast enlargement in men, premature fusion of long bones preventing attainment of normal height, atrophy of reproductive organs, impotence, reduced fertility, stroke, hypertension, congestive heart failure, liver damage,

			psychological dependence
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Student Code of Conduct Sanctions

Following is a list of possible sanctions. Sanctions not on this list may be given for violations of the Code of Conduct.

- **Warning/Reprimand:** An official written notice that the behavior is in violation of policy with notification that further violations will result in more serious sanctions.
- **Educational/Creative Project(s):** These sanctions are directly related to the incident or behavior and are designed to help educate the student about the consequences of their actions. These might include video or book review, attending a program, planning a program and/or assisting university staff.
- **Community Service:** Student participation in an activity designed to assist the university or surrounding community, i.e., volunteer activities at local churches, hospitals, agencies, campus projects or facilities.
- **Restitution:** Compensation for damage or loss to the University or any person's property.
- **Fines:** Reasonable fines may be imposed for violation of University policy.
- **Confiscation of Prohibited Property:** Items whose presence is in violation of University policy will be confiscated and will become the property of the University.
- **Loss of Privileges:** The student will be denied specified privileges for a designated period of time.
- **Visitation Privilege Loss:** A student may have their visitation privileges to the residence halls suspended or revoked indefinitely.
- **Behavioral Requirement:** This includes required activities including, but not limited to, seeking academic counseling or substance abuse screening, writing a letter of apology, etc.
- **Probation(s):** Supervision of the student's conduct for a designated period of time during which a subsequent infraction of any university regulation or any standard will result in more serious conduct action. Terms of probation are to be decided by the conduct officers and can include but are not limited to: a) inability to represent the university in an official capacity such as student leadership positions, athletics, etc. and b) inability to participate in university activities or designated events. Probationary meetings may also be imposed. The student is deemed "not in good disciplinary standing" for the period of probation.
- **No-Trespass Order:** The student will not be allowed to enter university buildings or other university property as defined in the sanction.
- **Relocation of Housing:** The student's room assignment may be changed to an alternate room or building.
- **University Housing Suspension:** Removal from University housing for a specified period of time after which the student is eligible to return. Conditions for re-admission to University housing may be specified. A student is required to vacate the residence hall at the date and time specified in the Hearing Outcome Letter.
- **Dismissal From Residence:** The student's privilege to live in, or visit, any University housing structure is revoked for an extended period of time or permanently.

- Suspension: Separation of the student from the university for a specified minimum period of time, after which the student is eligible to return. Eligibility may be contingent upon satisfaction of specific conditions noted at the time of suspension. During the suspension period, the student is banned from university property, facilities and events.
- Termination of Scholarship: Removal/termination of any scholarship provided by Dominican University.
- Dismissal: Permanent separation of the student from the university. The student will not be allowed to re-enroll in the university. The student is banned from university property, facilities and events.
- Other Sanctions: Additional or alternate sanctions may be created and designed as deemed appropriate to the offense with the approval of the Dean of Students or designee.

A student is responsible for all tuition and fees, including room and board, during a suspension or if a dismissal is implemented. Any of the above sanctions may be imposed upon groups or organizations found in violation of the Student Code of Conduct. In addition, deactivation, de-recognition, loss of all privileges (including status as a University registered group or organization), for a specified period of time.

Alcohol and Drug Violation Sanctions

Each conduct hearing takes into the specific circumstances of the incident. The Conduct History of a student will be a factor in determining specific sanctions. Multiple policy violations in a single incident will be used to determine appropriate sanctions, however, typical sanctions include:

Alcohol

Underage drinking; Open alcohol in a public area; Possession of alcohol with underage individuals present; Excessive alcohol use regardless of age

1st offense: Warning, Online Alcohol Education Course; Reflection paper (2-3pages). Deadline: 1 week

2nd offense: Conduct Probation for a semester (4 months) indicate the end date; 5 hours Community Services. Deadlines: 2 weeks.

3rd offense: Extension of Conduct Probation for two semesters (8 months); 10 hours Community Services;

Students with possible substance abuse problems may be sanctioned to a Wellness Assessment.

Drugs

Possession or use of illegal drugs or drug-related items in the residence halls or on campus

1st offense: Warning, Online Drug Education Course; Reflection Paper (2-3 pages). Deadline: 1 week

2nd offense: Conduct Probation for a semester (4 months); 5 hours of Community Service. Deadlines: 2 weeks.

3rd offense: Extension of Conduct Probation (two semesters/ 8 months); 10 hours Community Service. Deadlines: 2 weeks.

Students with possible substance abuse problems may be sanctioned to take a Wellness Assessment.

*if found in violation of an intent to distribute, can result in dismissal from the University

Tobacco

Finding cigarette butts or ash in room; Smoking on university grounds; Violation of the Tobacco Policy

1st offense: Warning and 2 hours of community service

2nd offense: Conduct Probation (one semester/4 months); 5 hours of Community Service.

3rd offense: Conduct Probation (two semesters/8 months). 5 hours of Community Service

Definitions of Reportable Crimes

Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Negligent Manslaughter: The killing of another person through gross negligence.

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by a means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used that could and probably would result in serious personal injury if the crime were successfully completed.)

Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Burglary: The unlawful entry of a structure to commit a felony or theft. For reporting purposes this definition includes unlawful entry with intent to commit a larceny or felony, breaking and entering with intent to commit a larceny, housebreaking, safecracking, and all attempts to commit any of the aforementioned acts.

Robbery: The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including joyriding.)

Rape: is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling: is defined as the touching of the private parts of another person for the purposes 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 incapacity.

Incest: is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: is defined as sexual intercourse with a person who is under the statutory age of consent.

Domestic Violence: includes asserted violent misdemeanor and felony offenses committed by the victim's current or former spouse, current or former cohabitant, person similarly situated under domestic or family violence law, or anyone else protected under domestic or family violence law.

Dating Violence: means violence by a person who has been in a romantic or intimate relationship with the victim. Whether there was such relationship will be gauged by its length, type, and frequency of interaction.

Stalking: means a course of conduct directed at a specific person that would cause a reasonable person to fear for her, his, or others' safety, or to suffer substantial emotional distress.

Drug Law Violations: Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Liquor Law Violations: The violation of laws or ordinances prohibiting the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned activities. (Drunkenness and driving under the influence are not included in this definition.)

Weapon Law Violations: The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; illegal aliens who possess deadly weapons; and all attempts to commit any of the aforementioned acts.

Clery Act Hate Crime Definitions

In addition to any of the crimes above, the following acts are now reportable as Hate Crimes under the Clery Act, when motivated by prejudice on account of race, gender, religion, sexual orientation, ethnicity, national origin, gender identity or disability.

Larceny-Theft: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property (Except “Arson”): To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

River Forest Main Campus Crime Statistics

The data presented in the following table summarizes the reportable crimes that occurred from 2022-2024 on the River Forest Main Campus. The Dominican University Office of Campus Safety, university officials with responsibility for overseeing student activities, and representatives of relevant police agencies compiled the following crime statistics. Sasha Santiago, the Director of Campus Safety, is chiefly responsible for the compilation of the statistics below, and of this report. She assesses repeat offenses, patterns, and the possibility of double-counted reports to assure the accuracy of the information contained in this report.

All crime statistics for murder, non-negligent manslaughter, negligent manslaughter, rape, robbery, aggravated assault, burglary, motor vehicle theft, arson, liquor law violations, drug law violations, and illegal weapons possession are classified using the definitions of those crimes from the FBI’s Uniform Crime Reporting (UCR) Program. Crime statistics for fondling, incest, and statutory rape are classified using the definitions of those crimes from the National Incident –Based Reporting System (NIBRS) User Manual from the FBI’s UCR program. Crime statistics for the hate crimes of larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property are classified using the definitions provided in the UCR’s Hate Crime Data Collection Guidelines and Training Guide.

Offense (Reported By Hierarchy)	Year	On Campus	Non- Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Murder/Non Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0
	2023	1	0	0	1	1	0
	2024	0	0	0	0	0	0
Fondling	2022	1	0	0	1	1	1
	2023	0	0	0	0	0	0
	2024	3	0	0	3	3	0
Incest	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0

	2024	0	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Robbery	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	1	0	0	1	1	0
Burglary	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	1	0	0	1	0	0
Larceny	2022	19	0	0	19	8	2
	2023	7	0	0	7	1	0
	2024	5	0	0	5	0	0
Motor Vehicle Theft	2022	1	0	0	1	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Liquor Law Arrests	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Drug Law Arrests	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Weapons Law Arrests	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	1	0	1	0	0
Liquor Law Violations Referred for Disciplinary Action	2022	20	0	0	20	20	3
	2023	7	0	0	7	7	0
	2024	8	0	0	8	6	0
Drug Law Violations Referred for Disciplinary Action	2022	1	0	0	1	1	0
	2023	7	0	0	7	7	0
	2024	7	0	0	7	7	0
Weapons Law Violations Referred for Disciplinary Action	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0

Offense (Crimes Not Reported By Hierarchy)	Year	On Campus	Non- Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Arson	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Domestic Violence	2022	3	0	0	3	1	0
	2023	1	0	0	1	1	0
	2024	6	0	0	6	0	0
Dating Violence	2022	3	0	0	3	1	0
	2023	2	0	0	2	2	0
	2024	0	4	0	4	1	0
Stalking	2022	1	0	0	1	1	0
	2023	0	0	0	0	0	0
	2024	8	2	0	10	0	0

*Note: Residential Facility Crime Statistics are a subset of the On-Campus Category, i.e. they are counted in both categories.

Chicago Campus Crime Statistics

The data presented in the following table summarizes the reportable crimes that occurred since July 2024 on the Chicago Campus, at which time Dominican University gained position of the leased property. The Dominican University Office of Campus Safety, university officials with responsibility for overseeing student activities, and representatives of relevant police agencies compiled the following crime statistics. Sasha Santiago, the Director of Campus Safety, is chiefly responsible for the compilation of the statistics below, and of this report. She assesses repeat offenses, patterns, and the possibility of double-counted reports to assure the accuracy of the information contained in this report.

All crime statistics for murder, non-negligent manslaughter, negligent manslaughter, rape, robbery, aggravated assault, burglary, motor vehicle theft, arson, liquor law violations, drug law violations, and illegal weapons possession are classified using the definitions of those crimes from the FBI's Uniform Crime Reporting (UCR) Program. Crime statistics for fondling, incest, and statutory rape are classified using the definitions of those crimes from the National Incident –Based Reporting System (NIBRS) User Manual from the FBI's UCR program. Crime statistics for the hate crimes of larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property are classified using the definitions provided in the UCR's Hate Crime Data Collection Guidelines and Training Guide.

Offense (Reported By Hierarchy)	Year	On Campus	Non-Campus	Public Property	Total	Residential Facilities	Unfounded Crimes
Murder/Non Negligent Manslaughter	2024	0	0	0	0	0	0
Negligent Manslaughter	2024	0	0	0	0	0	0
Rape	2024	0	0	0	0	0	0
Fondling	2024	0	0	0	0	0	0
Incest	2024	0	0	0	0	0	0
Statutory Rape	2024	0	0	0	0	0	0
Robbery	2024	0	0	0	0	0	0
Aggravated Assault	2024	0	0	0	0	0	0
Burglary	2024	0	0	0	0	0	0
Larceny	2024	0	0	0	0	0	0
Motor Vehicle Theft	2024	0	0	0	0	0	0
Liquor Law Arrests	2024	0	0	0	0	0	0
Drug Law Arrests	2024	0	0	0	0	0	0
Weapons Law Arrests	2024	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2024	1	0	0	0	1	0

Drug Law Violations Referred for Disciplinary Action	2024	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2024	1	0	0	0	1	0
Offense (Crimes Not Reported By Hierarchy)	Year	On Campus	Non-Campus	Public Property	Total	Residential Facilities	Unfounded Crimes
Arson	2024	0	0	0	0	0	0
Domestic Violence	2024	0	0	0	0	0	0
Dating Violence	2024	0	0	0	0	0	0
Stalking	2024	0	0	0	0	0	0

*Note: Residential Facility Crime Statistics are a subset of the On-Campus Category, i.e. they are counted in both categories.

2025 Annual Fire Safety Report

This annual fire safety report summarizes the elements of the campus fire safety program, which is administered and maintained by the Office of Campus Safety. This public disclosure is intended to inform current and prospective students and employees of the fire safety programs and policies in place at Dominican University, and the institution's state of readiness to detect and respond appropriately to fire related emergencies.

This report can be viewed online at:

<https://mydu.dom.edu/ICS/Portlets/ICS/Portlet.Resources/ViewHandler.ashx?id=32473ea1-cb0d-45e7-9cfc-cc47082c4687>

Campus Safety Dispatch Office located in the Parking Garage Room 100. The Campus Safety Dispatch Office is open 24/7.

The primary objective of the campus fire safety program is to recognize hazardous conditions and take appropriate actions before such conditions result in a fire emergency.

This goal is accomplished by:

- Conducting periodic review and update of fire prevention policies
- Conducting regularly scheduled fire drills in the residence halls
- Inspecting, testing, and maintaining fire protection systems in accordance with National Fire Protection Association (NFPA) standards and Occupational Safety and Health Administration (OSHA) standards
- Performing plan reviews and code consultation related to current improvement and remodeling projects

Fire Life Safety

Main Campus- 7900 W. Division River Forest, Illinois

System Descriptions

Each building on main campus has its own fire alarm panel, bridged together by both MXL and XLS controller panels manufactured by Siemens Inc. These panels monitor over 1,200 devices such as smoke detectors, heat detectors, control valves and a number of other fire life system components that work in conjunction to detect, alarm, and suppress any potential fire emergency. All of these devices are tested on an annual bases for functionality, compliance, and to inform planning for upgrades and capital projects.

All buildings contain smoke, heat or beam detectors to detect smoke/fire, pull stations to sound the alarm, and strobe light/audible horns to alert that an alarm has been activated.

Emergency lighting is provided in all buildings. The lighting will activate automatically in a power failure and will last at least 20 minutes. Illuminated exit signs are provided throughout the buildings.

Some office/classroom buildings contain a speaker alert system.

The fire alarm system is continuously monitored and supervised by Campus Safety in the dispatch center.

Multipurpose ABC dry chemical fire extinguishers are installed on each floor as well as throughout the common and mechanical areas of each building. Smoke detectors are installed in each resident's room.

Any and all fires should be immediately reported by calling 911. All fire incidents must be reported to Sasha Santiago, Director of Campus Safety at ssantiago@dom.edu

Fire Safety: Building System Upgrades

During the Spring of 2022 Dominican University partnered with Siemens Industry, Inc. as our service & maintenance provider for all things fire alarm related.

The summer of 2024 saw additions to the Igini Sports Forum, Coughlin Hall, and increased functionality in Power Hall.

The summer of 2025 saw a complete panel upgrade in Parmer Hall that added additional functionality.

Residence Halls

All resident buildings are protected by a wet pipe sprinkler system that is integrated with the fire alarm system. Campus Safety monitors Coughlin, Mazzuchelli, Murray and Power Halls through the same fire panel system.

Inspecting, Testing, and Maintenance of Fire Protection Equipment

Campus Safety administers this aspect of the campus fire safety program with support from the Physical Plant, Residence Life and fire protection contractors. All fire protection equipment in the residence halls is tested, inspected and maintained in accordance with applicable NFPA standards.

Chicago Campus – 1805 S. Paulina, Chicago, Illinois

System Descriptions

The Fire Life Safety System at Chicago Campus is managed and maintained by building lessor The Resurrection Project. High Rise Security Systems, LLC is contracted for the maintenance and monitoring of the system. The primary manufacturer is Honeywell.

Dominican University Campus Safety manages the Multipurpose ABC dry chemical fire extinguishers which are installed on each floor as well as throughout the common and mechanical areas of each building.

Any and all fires should be immediately reported by calling 911. All fire incidents must be reported to Sasha Santiago, Director of Campus Safety at ssantiago@dom.edu

Fire Safety: Building System Upgrades

Upgrades to the academic building controller panel are scheduled for Fall 2025.

Residence Halls

Residence hall stairwell standpipe testing is done annually by Metropolitan Fire Protection.

Inspecting, Testing, and Maintenance of Fire Protection Equipment

The Resurrection Project administers all aspects of the fire life safety program with support of the Dominican University's Chicago Campus CEO and in part by Dominican University Campus Safety.

Fire Safety Facts

- A door can be the first line of defense against the spread of smoke or fire from one area to another. Some doors, such as fire doors in corridors or stairwells of residence halls, are designed to stand up to fire longer than those of an individual room. It is important that these doors are CLOSED for them to work. Additionally, if a door has a device that automatically closes the door, it should NOT be propped open.
- Sprinklers are 98% effective in preventing the spread of fire when operating properly. DO NOT obstruct the sprinkler heads with materials like clothing hanging from the piping.
- Smoke detectors cannot do their job if they are disabled or covered by the occupant, which is a violation of University Policy.
- For additional fire safety tips, contact the Office of the Illinois State Fire Marshal <http://www.sfm.illinois.gov/>
- If a member of the Dominican Community finds evidence that a fire occurred and has been extinguished, and the person is not sure whether Campus Safety has already responded, the community member should immediately notify Campus Safety to investigate and document the incident. For example, if a housekeeper finds evidence of a fire in a trashcan in the hallway of a residence hall, he/she should not touch the trashcan and should report the incident to Campus Safety immediately and wait for an officer's response. The officer will document the incident prior to removing the trash can from the area.

In case of a fire alarm:

- 1) Look for the nearest exit. Whenever you enter a large building, make a mental note of the nearest exit. Consult evacuation charts in classrooms and/or hallways. Know more than one way out of the building.
- 2) Do not use an elevator as an exit. The elevator may stop on a floor with a fire. In newer buildings, elevators are tied into the fire alarm system and will not operate.
- 3) If you see a fire or heavy smoke:
 - a. Dial 911 and/or pull the fire alarm while exiting the building. Do not try to fight the fire. Sounding the alarm and safely exiting the building are priorities.
 - b. Exit the building completely and keep a safe distance. Help make sure everyone gets out and assist those in need.
 - c. Shut all windows and doors. Because a fire needs oxygen, you can help contain the fire by closing windows and doors as you exit.
- 4) Before exiting room check door for heat.
 - d. If door is hot to the touch do not open door as a fire could be outside. Retreat back into room, call 911 right away.
 - e. Keep the door closed and await assistance from the fire department.
 - f. If smoke is entering around the door, stuff the crack under the door with sheets, clothes or blankets.
 - g. To aid breathing and to reduce smoke inhalation, cover your mouth with a wet cloth.

- h. If possible, open the window and wave a brightly colored garment or towel from your window-the fire department will be looking for this sign.
- 5) If the door is cool, open it, leave and close it behind you. Proceed to the nearest exit.
- 6) If you must enter a smoke-filled room or hallway, stay low, keeping one hand on the wall to avoid disorientation and crawl to the nearest exit, keeping your head near to the floor.
- 7) If you hear an alarm:
 - i. Make sure everyone gets out and assist those in need.
 - j. Exit the building completely and keep a safe distance (at least 100 feet).
 - k. Shut windows and doors behind you if you feel time permits.
 - l. Wait for an "all clear" signal from security or the fire department before entering the building.

Building Access

Exterior and interior doors are locked for your protection. Doors leading into the residence halls are always locked. All exterior exits to a resident hall facility are equipped with an alarmed door. These doors are exit only and will trip an alarm separate from the fire alarm system if opened. If a false alarm is sounded or a door is used inappropriately, every resident is subject to a fine of at least \$25 unless the individual(s) responsible come forward. Students must show Dominican University ID upon entering the residence halls. Failure to do so may result in a referral to the Dominican University conduct process. The exit and entry point for all the residence halls is the Coughlin Commons.

Building Evacuation

Building evacuation will occur when an alarm sounds and/or upon notification by Campus Safety.

- Leave by the nearest marked exit. Follow the Emergency Evacuation Procedure/FIRE EXIT signs and alert others to do the same. If evacuation is for only a part of the building or campus grounds, immediately vacate the side in question and relocate as directed.
- Faculty members should clear their classrooms and close the door.
- Assist individuals with disabilities who may need help in exiting the building. Remember that elevators are reserved for individuals with disabilities. **DO NOT USE ELEVATORS IN CASE OF FIRE OR EARTHQUAKE.** In the event of a fire or earthquake notify Campus Safety to assist an individual with a disability in exiting the building.
- Once outside, proceed to a clear area that is at least 100 feet away from the affected building. Security should keep streets, fire lanes, hydrant areas and walkways clear for emergency vehicles and personnel. (If possible, headcounts should be taken.)
- **DO NOT RETURN TO AN EVACUATED BUILDING UNLESS TOLD TO DO SO BY A CAMPUS SAFETY OFFICER OR THE RIVER FOREST FIRE DEPARTMENT.** Security should assist in preventing individuals from returning to the building. (Do not dismiss employees or students unless told to do so by university administrators. In most cases, we will return to the building.)
- If you can hear the fire alarm you should evacuate whether it is in your building or not. This is because when there is a fire you can also have an explosion which can affect surrounding areas very quickly. It is always better to act with caution during any alarm or emergency situation that happens on campus.

University staff may go room-to-room during an alarm to ensure compliance with the evacuation policy.

Emergency evacuation procedures for students and employees inhabiting other campus buildings can be found in the Dominican University emergency preparedness guide. The emergency preparedness guides are posted in classrooms, offices, near all public access phones around campus.

Egress

All hallways and stairwells must be kept free and clear and allow for the smooth flow of occupants at all times. Property may not be stored or placed in these areas. Any item found in these areas may be confiscated.

Tampering with Fire Protection Equipment

Students who are found tampering with fire protection equipment (e.g. fire extinguishers including cabinets and signage, fire alarms, smoke and heat detectors, pull stations, and sprinkler heads) resulting in violation of the Student Code of Conduct may be subject to fines and additional sanctions or charges for the cost of equipment or damage repair, depending on the circumstances, as a result of the conduct process. Failure to exit during a fire alarm or causing a false alarm may result in a significant fine. False alarms will result in a \$25 charge per resident if the person(s) responsible do not come forward.

Charges may be differentiated by building if warranted.

Additional anti-tampering policies include:

- Smoke detectors and sprinkler heads are fire safety equipment, and residents are strictly prohibited from:
 - Disconnecting a detector
 - Tampering with the detector or its operation
 - Purposely causing an alarm to occur
 - Hanging objects from or otherwise obstructing the sprinkler head cover-plates and pipes.
- Disconnecting a smoke detector, failure to report its malfunctioning (including failure to observe that the light is on or not flashing), or other negligence subjects' residents of that room not only to conduct charges but also to civil charges and, in the event of fire, payment for related damages to the building and the persons and property of others.
- Propping fire-rated door assemblies is strictly prohibited. Fire-rated door assemblies are designed to self-close to prevent the passage of fire and smoke. Examples of fire-rated doors include: student room doors, stairwell doors, separation doors between sleeping and commons areas, utility room doors (e.g. janitor closets, mechanical rooms, laundry rooms, pressing rooms, sprinkler closets, elevator machine rooms, storage rooms, and many corridor doors).

Residence Hall Fire Drills

Unannounced and planned fire drills are conducted each semester in each residence facility. The local fire department is invited, and frequently participates in these drills. All rooms are searched to ensure full evacuation. Anyone who does not promptly evacuate is referred to SSE for possible conduct action.

Appliances and Electrical Equipment

Students may not cook in residence hall rooms. Electric skillets, broilers, hot plates, toasters and other equipment normally used to cook food are not allowed. Cooking is not permitted in students' rooms; kitchenettes are provided in Power and Murray Halls for this purpose. For safety reasons, halogen lamps, space heaters, candle warmers, electric blankets, electric sheets or mattress pads, soldering tools and sun lamps cannot be used in student rooms. Students are held financially responsible for damages caused. Other small electric appliances, such as coffee makers and popcorn poppers, can be used if the heating element is completely enclosed. Incandescent and fluorescent study lights are allowed. Small refrigerators and small microwaves are allowed. The electrical requirement limits are 120 volts, 60 hertz, and 2.5 amps.

No antennas of any type are to be attached to the outside of the residence halls. This includes CB antennas and satellite dishes outside windows of student rooms.

Air conditioners are not allowed in the public areas or private rooms of residents. The buildings are not equipped to handle the electrical needs of such items. The dean of student's office will consider any documented, confirmed medical need for an accommodation.

Prohibited Items

Any open flame or any substance like incense or candles (i.e. incense burners, potpourri pots, hookahs or scented oil warmers) are not allowed in the residence halls. The manufacturing, possession, use or sale of fireworks is illegal and against university policy. Any fuel, including but not limited to kerosene, gasoline, propane and charcoal lighter fluid is strictly prohibited in any University residence hall. Items that are prohibited from the residence halls and deemed to be a fire hazard may be confiscated by Residence Life Staff or Campus Safety.

Smoking Policy

Dominican University Tobacco-Free Campus Policy

Statement

The use of tobacco products is prohibited at all times while on Dominican University property.

Scope

Dominican University is committed to providing a safe and healthy working and learning environment for the students, faculty, staff, sisters and campus guests.

Purpose

Dominican University recognizes that environmental tobacco smoke has been classified as a Group A carcinogen by the United States Environmental Protection Agency. Due to the risks associated with tobacco smoke exposure, the university has adopted a tobacco-free campus policy in order to minimize health risks, improve the quality of air and enhance the campus environment.

Individuals Covered

This policy affects all persons who at any time are physically located on Dominican's Main or Chicago campus.

Definitions and Procedure

- Tobacco is defined as all tobacco-derived or containing products, including, but not limited to, cigarettes (clove, bidis, kreteks), electronic cigarettes, cigars and cigarillos, hookah-smoked products, and oral tobacco (spit and spitless, smokeless, chew, snuff).
- Use of tobacco product is defined as follows: The inhaling, exhaling, burning, or carrying of any lighted smoking material on campus property, including but not limited to all outside property or grounds owned or wholly leased, sidewalks, parking lots, outdoor seating areas, stadium seating and all landscaped and recreational areas and all university vehicles and moving equipment.
- Smoking materials must be extinguished and disposed of prior to entering upon Dominican University property*, or exiting your vehicle. Improper disposal includes but is not limited to: littering (i.e. discarded cigarette butts and/or throwing cigarette butts out of windows).

Employees and students who want to quit smoking

If you smoke and want to quit, or know someone who wants to quit, call the Illinois Tobacco Quit Line toll-free at ((866) QUIT-YES (866-784-8937), which is operated by the American Lung Association in collaboration with the Illinois Department of Public Health. This free telephone service provides smokers and people who want to help them quit with information and advice about how to quit successfully.

For additional resources on how to quit smoking, employees are also encouraged to contact the university's employee assistance program at 1(800) 316-2796

Fire Safety Statistics

The data presented in the following table summarizes the reported fires that occurred in housing facilities on both campuses from 2022 through 2024. Please note that the housing facilities presented in the following table are located on campus property. Sasha Santiago the Director of Campus Safety is chiefly responsible for the compilation of the statistics below, and of this report. Off campus housing includes buildings that are not owned and operated by Dominican University and, therefore, fire statistics from off campus housing is not included in this report. All fires that occur in campus housing facilities are reported to the Office of Campus Safety.

Summary of 2024 Fire Statistics

Residence Hall Name	Number of Fires	Undetermined	Unintentional	Intentional	Injuries	Fatalities	Value of Property Damage	Incident Number
Coughlin Hall- River Forest	0	0	0	0	0	0	\$0	
Mazzuchelli Hall-River Forest	0	0	0	0	0	0	\$0	
Murray Hall- River Forest	0	0	0	0	0	0	\$0	
Power Hall- River Forest	0	0	0	0	0	0	\$0	

La Casa-Chicago	0	0	0	0	0	0	\$0	
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Summary of 2023 Fire Statistics

Residence Hall Name	Number of Fires	Undetermined	Unintentional	Intentional	Injuries	Fatalities	Value of Property Damage	Incident Number
Coughlin Hall- River Forest	0	0	0	0	0	0	\$0	
Mazzuchelli Hall-River Forest	0	0	0	0	0	0	\$0	
Murray Hall- River Forest	1	0	1	0	0	0	\$1,000-9,900	5/3 20743
Power Hall- River Forest	0	0	0	0	0	0	\$0	

Summary of 2022 Fire Statistics

Residence Hall Name	Number of Fires	Undetermined	Unintentional	Intentional	Injuries	Fatalities	Value of Property Damage	Incident Number
Coughlin Hall- River Forest	0	0	0	0	0	0	\$0	
Mazzuchelli Hall-River Forest	0	0	0	0	0	0	\$0	
Murray Hall- River Forest	0	0	0	0	0	0	\$0	
Power Hall- River Forest	0	0	0	0	0	0	\$0	