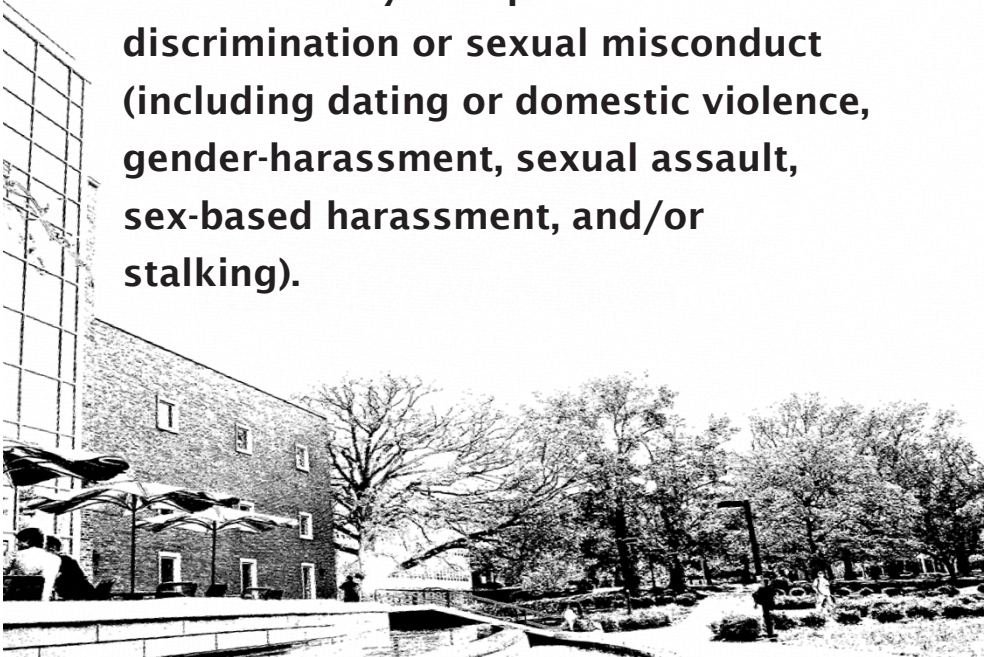


SOUTHERN ILLINOIS UNIVERSITY CARBONDALE

SAFETY AWARENESS FACTS AND EDUCATION

KNOW YOUR RIGHTS,
RESOURCES AND OPTIONS

What to do if you experience sex discrimination or sexual misconduct (including dating or domestic violence, gender-harassment, sexual assault, sex-based harassment, and/or stalking).



SEX DISCRIMINATION AND SEXUAL MISCONDUCT

Sex Discrimination is when a person is treated inequitably based on sex, marital status, family status, pregnancy, sexual orientation, gender identity, or gender expression.

Sexual Misconduct is any other act of a sexual nature which disrupts or negatively impacts the education mission of the University. This includes, but is not limited to, displays of pornography; involvement in child pornography; exchange of money, goods or services for sexual activity; causing another person to witness or observe any sexual act without consent; videotaping, photographing or otherwise recording sex acts without consent of all involved or sharing that video, photo, or recording with others without the consent of parties involved. Sexual Misconduct also includes the following:

Dating Violence is violence, on the basis of sex, committed by a person who is in or has been in a social relationship of a romantic or intimate nature with the Complainant.

Domestic Violence is any act of violence, on the basis of sex, committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, or by a person who is or was cohabitating with the Complainant as a current or former spouse or intimate partner, or by a person similarly situated to a spouse of the Complainant or by any other person against a Complainant who is protected from that person's acts under the domestic or family violence laws of Illinois.

Gender Harassment is unwelcome conduct on the basis of actual or perceived gender 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 educational program or activity.

Sexual Assault is any sexual act directed against another person, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent.

Sex-Based Harassment includes sexual and other harassment on the basis of sex, sex stereotypes, sex characteristics, pregnancy, sexual orientation, and gender identity.

Stalking is two or more independent actions which threatens or endangers the health, safety, emotional welfare, or access to academic resources or employment of another person which would cause a reasonable person to be fearful for their safety, health or emotional well-being.

*See full definitions at <https://equity.siu.edu/title-ix-policy-2024.pdf>

OPTIONS FOR REPORTING

It can be overwhelming for someone who has experienced sex-based misconduct. It's regrettable that you may have had such an experience. The university wants to ensure you are empowered to make the choices that are best for your needs, without pressure and with respect for your autonomy and privacy.

If you are the victim of sex discrimination and/or sexual misconduct, you have options. You may choose where, if and how to report the alleged violations, and you may request university assistance and advisement in reporting. The university has a variety of options to assist you and will work to address any factors that may have led to this crime. If you choose to report or are a witness to sex discrimination and/or sexual misconduct, you may choose any of the following options:

REPORT ONLY TO LAW ENFORCEMENT

You may contact the police department directly to initiate a criminal investigation. They will collect evidence that may be critical in a criminal process and assist you with seeking medical treatment. The SIU Department of Public Safety will notify the Office of Equity and Compliance (OEC) of your report; off-campus law enforcement agencies may not notify OEC unless requested.

REPORT ONLY TO THE UNIVERSITY

Even if you do not wish to pursue criminal charges, you are encouraged to speak with OEC, the Confidential Advisor, or any member of the faculty and staff who can assist you in filing a report with the university. OEC has individuals who are trained to investigate violations of the university policies and the Confidential Advisor can assist you in seeking supportive measures through the university. These offices will not report the crime to the police unless you want them to do so.

REPORT TO BOTH THE UNIVERSITY AND LAW ENFORCEMENT

University staff members are available to assist you in filing a report with law enforcement or OEC. If you would like assistance and support in contacting the police department and/or OEC, you may contact the university's Confidential Advisors. These individuals have been trained to accompany and support you through the process of filing a report. Any faculty or staff member you feel comfortable speaking with can also accompany you through the process of filing a report.

HOW TO REPORT

ELECTRONICALLY:

Complete a Campus Crime Report Form on the safe.siu.edu website (<https://safe.siu.edu/file-a-report/crime-reporting-form.php>).
Although you may file a report at safe.siu.edu, this is not considered a police report.

IN PERSON OR BY PHONE:

- Department of Public Safety
1175 S. Washington St.
Trueblood Hall
618/453-3771
- Confidential Advisor
Student Health Center
Wellness and Health Promotion Services
618/453-4429
- Office of Equity and Compliance
Woody Hall, Room 478
618/453-4807
- Any member of the university faculty or staff.

CONFIDENTIAL RESOURCES

Confidential Advisor: The university employs Confidential Advisors to guide you in seeking supportive measures. The Confidential Advisor may be required to report certain statistical information to the Jeanne Clery Act compliance officer for campus safety purposes and supportive measure information to the Title IX Coordinator.

Student Health Services Medical and Mental Health staff: Student Health Services employs licensed medical providers, mental health counselors, and a psychiatry team who are trained to provide trauma informed, comprehensive medical and psychological care. These individuals are not required to report any information regarding sex-based harassment and discrimination or sexual misconduct to anyone else on campus while working in their official capacities. We encourage you to seek assistance from the professional staff at Student Health Services.

INFORMATION THAT MAY BE SHARED WITH THE UNIVERSITY

Except for medical and counseling personnel from Student Health Services, all other faculty and staff members are required to disclose information on sex-based harassment/sexual misconduct issues they are aware of to OEC or to safe.siu.edu. The Confidential Advisor is required to report to the Title IX Coordinator supportive measures but is not required to report details of the offense. After a report from any other faculty or staff, you may be contacted by an investigator from OEC to discuss the report as the university works to investigate and prevent any additional incidents. Under the Jeanne Clery Act, campus personnel must maintain accurate statistical data on crimes that occur on university property, and they must report this information anonymously as aggregate data to the federal government and campus community. This information for the university is collected by the Jeanne Clery Act compliance officer.

OPTION NOT TO INVESTIGATE

If you are a victim of sex-based harassment/sexual misconduct, you may request that the university not investigate the case even after it has been reported to OEC. However, OEC may not be able to honor this request if doing so might put other members of the campus community at risk. You are not required to speak to the university's investigators.

ASSISTING IN AN INVESTIGATION

Report promptly: The sooner the university receives a report, the easier it is to investigate and provide support to a survivor. We encourage everyone to report any acts of sex-based harassment/sexual misconduct.

Preserve evidence: Following an act of sex-based harassment/sexual misconduct, the collection of evidence is critical and must be done in a timely manner. Evidence can help to determine what happened during the incident, how it happened and, possibly, who perpetrated the incident. The sooner the evidence is collected, the more likely it is to be useful in an investigation. In a criminal investigation, evidence is stored for a period of time at the Illinois State Police Crime Lab, and it can be used if you choose to press charges either immediately or at a later date.

WHAT TO EXPECT DURING AN INVESTIGATION

When a report is made to the university, OEC will be notified, and the complaint resolution procedures will be enacted. An investigator from OEC will contact the person named as the complainant (survivor) for an interview to discuss the incident, as well as refer that person to available resources.

The complainant will have the opportunity to request the complaint procedures begin in a prompt and timely manner. If the complainant decides to proceed with the grievance process or if the university determines it must investigate based on the potential ongoing threat to the campus community, the investigator will document the complaint in writing and notify the respondent (accused) of the investigation.

The respondent will be made aware of available resources and have the opportunity to read the complaint and respond. Both parties will be asked to submit names of potential witnesses and any relevant evidence. OEC may also independently identify witnesses and other evidence. Witnesses will be interviewed, and any available evidence will be reviewed. The investigator will write a report of the investigation and submit it to the parties. The parties will review the report and may offer additional information.

During the investigation, both the complainant and the respondent shall have the following rights:

- To be notified of an investigation by the university.
- To request a substitution of an investigator if the complainant or the respondent believes that a conflict of interest exists.
- To have an advisor of their choice present during the grievance process.
- To participate in the investigation to the extent they choose.
- To share any information that may be relevant to the investigation with the investigator.
- To review and comment on the investigatory report.
- To be notified of the findings of the investigation.
- To appeal the finding.

If a violation of policy is found, sanctions will be determined by the decision maker. Sanctions may include, but are not limited to, probation, counseling, censure, suspension, expulsion, or termination. Parties may appeal this decision.

The university's complete procedures for conducting the investigation may be found online at <https://equity.siu.edu/title-ix-policy-2024.pdf>.

PROTECTING YOURSELF AFTER AN INCIDENT OF SEX-BASED HARASSMENT/ SEXUAL MISCONDUCT

If you are a survivor of sex-based harassment/sexual misconduct, you may pursue several alternatives to protect yourself, both internal to the university and through community resources.

UNIVERSITY OPTIONS

You have the right to request interim safety measures at the university. Here are a few options that the university may utilize based on the facts and circumstances of your particular situation:

No-contact order. The university may impose a temporary “no contact” order restricting contact between individuals during of a grievance process.

Interim suspension. The university may remove one or more students who are suspected of violating policy from the university prior to a hearing on the issues if there is a potential for risk of harm to one or more members of the university community.

Modification of living and/or dining arrangements. The university can provide a temporary modification of living and/or dining arrangements or provide temporary emergency on-campus housing to students living off campus if the situation warrants, as available.

Security escorts. The university may provide temporary security escort options for ensuring your safety as you travel to and from specific locations on and off campus.

Modification of class and campus employment schedules. The university can review temporary reassignment of classes and on-campus employment duties within the university during the course of the grievance process. The university may also review the assigned duties of students who are alleged to have violated university policy.

➤ DID YOU KNOW . . . ?

SIU does not require a survivor to make a formal complaint in order to receive supportive measures from the Confidential Advisor.

COMMUNITY OPTIONS

Obtain an order of protection through the court:

You may contact one of the community victim advocates listed below to assist with the process and completion of paperwork. Advocates can make the process easier to navigate and are available to answer any questions. Orders of protection are heard in the Jackson County Courthouse Monday through Friday at 8:30 a.m. Emergency orders of protection must be filed with the circuit clerk's office by 8:15 a.m.

Community resources to assist with orders of protection:

Victim advocates available in Jackson County:

- Jackson County States Attorney's Office
Murphysboro, Illinois; 618/687-7214
- Jackson County Sheriff's Office
Murphysboro, Illinois; 618/687-7380
- Carbondale Police Department
Carbondale, Illinois; 618/457-3200, ext. 447
- Survivor Empowerment Center
(formerly The Women's Center)
Carbondale, Illinois; 618/549-4807 or 800/334-2094
www.empoweringsurvivors.org

For assistance with the legal process:

- Domestic Violence Clinic - SIU School of Law
Carbondale, Illinois; 618/536-4423
- Land of Lincoln Legal Assistance
Carbondale, Illinois; 877/342-7891

Health and support resources in the community:

- SIH Memorial Hospital of Carbondale
Carbondale, Illinois; 618/549-0721
SIH Memorial Hospital of Carbondale is a full- service medical center serving the Carbondale community that has a sexual assault nurse examiner on staff trained in the collection and preservation of evidence in cases of sexual assault.
- The Carbondale Survivor Empowerment Center provides crisis support, advocacy, and legal assistance to men and women who are victims of gender-based violence. See contact information above.

ADDITIONAL ACCOMMODATIONS/SUPPORT AVAILABLE AT THE UNIVERSITY

The university will assist survivors of sex-based harassment/sexual misconduct with accommodations in their academic and residence life. You may request:

Interim alteration of living arrangements

If it is determined that an on-campus housing assignment is affecting your academic success, the university will assist you in adjusting that situation, to the extent possible. The university also reserves the right to adjust or cancel the housing contract of students who are found to have violated university policy. If an off-campus living situation is no longer conducive to your academic success because of your experience, the university will assist you in finding appropriate on-campus accommodations at current student rates.

Interim class schedule adjustments

If it is determined that the most effective way to help ensure your academic success is to adjust one or more classes you are enrolled in, the university will assist you in minimizing the impact to your academic plans and goals.

Adjustment of student employment

If you are no longer able to fulfill your employment assignment because of your experience, the university will assist you in exploring other potential options within the university and may review the assigned duties of students who are found to have violated university policy.

No-cost academic support

If it is determined that your experience has put your academic success in jeopardy, the university will provide academic support services available at no cost to you.

Medical and psychological support

If a form of sex-based harassment/sexual misconduct occurs while you are a student at SIU, regardless of the site of the incident, Student Health Services will provide services related to the incident at no cost. You must be eligible for services at Student Health Services with payment of the Student Health fee. The additional door fee will be waived. The university may provide low/no cost psychological support for ongoing issues related to your experience.

Assistance in adding, dropping or retaking courses

If your experience has temporarily made it difficult or impossible to continue with one or more of your classes, the university will assist you in the process of adding, dropping, or retaking one or more courses at a different time, day, location, or semester. The university will assist you in determining the best course of action, taking your financial aid, living situation, and academic status into consideration.

ACCESSING AVAILABLE RESOURCES

ON CAMPUS:

OFFICE OF EQUITY AND COMPLIANCE

Woody Hall, Room 478
618/453-4807
equity@siu.edu

CONFIDENTIAL ADVISORS

confidentialadvisor@siu.edu

Rose Robinson-Berkman
Student Health Center, Room 120F
618/453-4429
rose.berkman@siu.edu

STUDENT HEALTH SERVICES

Student Health Center
374 E. Grand Ave
Medical Appointments 618/453-3311

COUNSELING AND PSYCHOLOGICAL SERVICES

Student Health Center, Room 253
618/453-5371 - Psychiatry 618/453-4346

SIU DEPARTMENT OF PUBLIC SAFETY

Trueblood Hall 618/453-3771 - **Emergencies should dial 911**

OFF CAMPUS:

SURVIVOR EMPOWERMENT CENTER (formerly The Women's Center)

610 S. Thompson St., Carbondale, IL 62901
Phone: 618/549-4807
24-hour crisis hotline: 800/334-2094
Website: www.empoweringsurvivors.org

CARBONDALE POLICE DEPARTMENT
501 S. Washington St., Carbondale, IL 62901
618/457-3200 - *Emergencies should dial 911*

NATIONAL SEXUAL ASSAULT HOTLINE:
800/656-4673 (HOPE)

For more information on SIU policies and procedures, visit safe.siu.edu or equity.siu.edu, or contact

Richard L. Dyer, Director
Office of Equity and Compliance
618/453-4807
equity@siu.edu

Nicholas K. Wortman, Title IX Coordinator
Associate Vice Chancellor of Human Resources
618/453-6689
nicholas.wortman@siu.edu

➤ **DID YOU KNOW . . . ?**

SIU has Confidential Advisors to help students with academic supportive measures if they are survivors of sex-based harassment and/or sexual misconduct.



Southern Illinois University

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