2016-2017 Annual Safety and Security Report

This information is provided in compliance with federal law, known as the Clery Act, the Illinois Campus Security Enhancement Act and Violence Against Women Act (VAWA)
Read this Report Online  The full text of this 2016 Annual Safety and Security Report is available online at niu.edu/clery.
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Introduction

This Northern Illinois University (NIU) Annual Safety and Security Report is published in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"), the State of Illinois Campus Security Enhancement Act and Violence Against Women Act (VAWA). This report includes statistics for the previous three years concerning reported crimes that occurred on campus; in certain off-campus buildings or property owned or controlled by Northern Illinois University; and on public property within, or immediately adjacent to and accessible from university property. The report also includes institutional policies on campus security policies concerning alcohol and drug use, crime prevention, the reporting of crimes and other matters.

The full text of this report is available online at niu.edu/clery. This report is prepared in cooperation with local law enforcement agencies, the NIU Department of Police and Public Safety, Human Resource Services, the Division of Student Affairs and Enrollment Management, and the Office of the General Counsel. These entities provide updated information on their educational efforts and programs to comply with the Clery Act.

Campus crime, arrest and referral statistics include those reported to the NIU Department of Police and Public Safety, designated campus security officials as defined under the Clery Act and local law enforcement agencies. Each year, notification is sent to all enrolled students, faculty and staff. The notification provides information on how to access the Annual Security Report online. Copies of this report may also be obtained at the Department of Police and Public Safety at 395 Wirtz Drive in DeKalb. The policies in the report apply to all five locations (DeKalb, Hoffman Estates, Lorado Taft, Naperville and Rockford) unless otherwise stated in a particular section of the report. The crime statistics in this report are presented in separate crime statistics charts for each campus, as required by law.
Letter from the President

At Northern Illinois University we are committed to offering a personalized learning experience to prepare every student for life after graduation – whether they are heading to a board room, a laboratory, a classroom or to the far corners of the world.

No matter what future a student is pursuing, they all share certain needs, one of the most fundamental being a safe and secure living and learning environment. Our commitment to meeting that goal is evident in multiple ways.

It can be seen in the many safety-related services we offer to our students: late night Huskie Safe Line, door-to-door walking escorts who ensure that they get home safely; student-staffed campus security patrols to augment the 55 sworn officers of the NIU Police Department; and multiple personal safety seminars. We have also simplified crime reporting, offering students text and web-based options to submit information.

We have worked diligently to expand and enhance the level of cooperation and collaboration with other law enforcement agencies. In recent years, we have worked with the City of DeKalb Police to initiate joint policing of areas on and around campus and conduct regular joint safety planning meetings. We have upgraded the university’s communications equipment so that we can interface with other emergency responders seamlessly. Those efforts have resulted in a safer campus and have contributed to lower local crime rates in recent years as well. NIU has hosted two of the largest, multi-agency emergency response drills in state history, to ensure that all emergency responders in the region are prepared to properly react to nearly any challenge.

As effective as these efforts are, the most important thing faculty, staff and students can do to keep our campus safe is to work together to be active and informed. This Annual Security Report serves to provide you with factual information not only about relevant statistics, but the multitude of safety-related services available on campus, information on emergency messaging and emergency preparedness, and key policies and procedures.

For more information, please visit our Campus Safety website at niu.edu/life-at-niu/safety and hear an important message from our police chief, Tom Phillips. The site is an invaluable tool to help every member of our campus community join in our efforts to ensure that all of our NIU locations provide a safe and secure living, learning and working environment.

Doug Baker
President, Northern Illinois University
Prompt Reporting of an Emergency or Crime

Community members, students, faculty, staff and visitors are expected to promptly and accurately report all crimes and public safety-related incidents, including when the victim elects to, or is unable to, make such a report to NIU Department of Police and Public Safety or the appropriate local police agency.

Any suspicious activity or person(s) seen in the parking lots loitering around vehicles, inside buildings or around residence halls should be reported to police.

Crimes should be reported to the NIU Department of Police and Public Safety for the purpose of making timely warning reports to the community and for inclusion in the annual statistical disclosure.

<table>
<thead>
<tr>
<th>Crimes and emergencies can be reported by contacting any of the following authorities, 24 hours a day:</th>
</tr>
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<tbody>
<tr>
<td><strong>Dial 911</strong> Report emergencies or non-emergency criminal violations from a public, university building or residence hall phone or cell phone</td>
</tr>
<tr>
<td><strong>Dial 815-753-1212</strong> Report non-emergency requests for NIU Department of Police and Public Safety services or information</td>
</tr>
<tr>
<td><strong>Emergency Assistance Call Boxes</strong> Immediate connection to the NIU Department of Police and Public Safety Use any of the designated call boxes located throughout campus</td>
</tr>
<tr>
<td><strong>Off-Campus Police Departments</strong> 815-748-8400 DeKalb Police Department 815-895-2155 DeKalb County Sheriff’s Office 815-895-2123 Sycamore Police Department</td>
</tr>
<tr>
<td><strong>In Person</strong> Contact an NIU Department of Police and Public Safety officer on patrol, at any Community Safety Center in the residence halls, Northern View Community Center or the Department of Police and Public Safety at 395 Wirtz Drive in DeKalb</td>
</tr>
<tr>
<td><strong>Online</strong> Email: NIU Department of Police and Public Safety at <a href="mailto:niupd@niu.edu">niupd@niu.edu</a></td>
</tr>
<tr>
<td><strong>Anonymous Tip Lines</strong> Report information about a crime, illegal activities and/or violations of the Student Code of Conduct anonymously at 815-753-TIPS (8477) or Crimestoppers at 815-895-3272 or contact the DeKalb Police at cityofdekalb.com/612/iWatch with non-emergency information on any criminal activity</td>
</tr>
</tbody>
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Response to a Reported Crime

The NIU Department of Police and Public Safety personnel are trained to receive, document and investigate all crimes reported. An officer will work with individuals reporting a crime to obtain information and evidence, identify potential witnesses and conduct a thorough investigation in an effort to identify the responsible party. When appropriate, crime suspects may be adjudicated through the student conduct system or criminal justice system.

The daily crime log is available electronically on the NIU Department of Police and Public Safety website at niu.edu/publicsafety under Daily Offense Log or at the Records Unit located at the NIU Department of Police and Public Safety, 395 Wirtz Drive. The crime log contains information concerning reported crimes, case numbers, classification of the crime, date reported, date and time occurred, general location and disposition of the crime.
The NIU Department of Police and Public Safety maintains a working relationship with local, state and county police. The NIU Department of Police and Public Safety is a member of the DeKalb County Major Crimes Task Force and has a written memorandum of understanding with the DeKalb Police Department, the DeKalb County Sheriff’s Office and the Sycamore Police Department regarding the investigation of major criminal incidents.

The NIU Department of Police and Public Safety also has a membership with the Illinois Law Enforcement Alarm System (ILEAS), a statewide law enforcement mutual aid system that provides local law enforcement agencies with assistance for emergency response, terrorism prevention and other matters.

DeKalb Campus Resources

If You Need Help...
Affirmative Action and Equity Compliance . 815-753-1118
Counseling & Consultation Services............. 815-753-1206
Environmental Health and Safety........... 815-753-0404
Freedom Mobile
(Disability Resource Center) ..................... 815-753-1303
Wellness Promotion .................................. 815-753-9755
Health Services......................................... 815-753-1311
Huskie Bus Line........................................ 815-758-6900
Huskie Safe Line....................................... 815-753-2222
Kishwaukee Community Hospital............. 815-756-1521
Student Conduct...................................... 815-753-1571
Ombudsperson, Office of ......................... 815-753-1414
Student Legal Assistance ......................... 815-753-1701
Gender & Sexuality Resource Center........ 815-753-4772
Weather Hotline...................................... 888-464-8673

Off-Campus Education Center

Emergency Contact Numbers

Lorado Taft
Ogle County
Sheriff's Office
202 S. 1st Street
Oregon, IL 61061
Phone: 815-732-1101

Katherine Shaw Bethea
Medical Center
1555 Barrington Road
Hoffman Estates, IL 60169
Phone: 847-843-2000

St. Alexius
Hospital
1401 E. State Street
Rockford, IL 61104
Phone: 779-696-4400

Edward Hospital & Health
Services
801 S. Washington Street
Naperville, IL 60540
Phone: 630-527-3000

Naperville Police
1350 Aurora Ave
Naperville, IL 60540
Phone: 630-420-6197

Rockford Police
Department
420 W. State Street
Rockford, IL 61101
Phone: 779-500-6555
Emergency: 815-966-2900

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The NIU Department of Police and Public Safety also has a membership with the Illinois Law Enforcement Alarm System (ILEAS), a statewide law enforcement mutual aid system that provides local law enforcement agencies with assistance for emergency response, terrorism prevention and other matters.
Confidential Reporting Procedures

We encourage anyone who has witnessed or has been a victim of a crime to immediately report the incident by dialing 911 or for a non-emergency, 815-753-1212. Crimes can be reported on a voluntary, confidential basis for inclusion in the Annual Security Report. The NIU Department of Police and Public Safety can file a report on the details of an incident without revealing your identity. The purpose of a confidential report is to maintain anonymity, yet it allows the NIU Department of Police and Public Safety to take steps to ensure your future safety and that of others. With such information, the university can keep an accurate record of the number of incidents involving students, employees and visitors and alert the campus community to potential danger if necessary. Reports filed on a confidential basis are counted and disclosed in the annual crime statistics for the university. The NIU Department of Police and Public Safety encourages all licensed mental health professionals and pastoral counselors to refer persons they are counseling to report crimes on a voluntary, confidential basis by contacting the NIU Department of Police and Public Safety, if and when they deem appropriate.

Each year, all Campus Security Authorities report Clery-reportable crimes, if any were received. Each of these reports is reviewed by the NIU Department of Police and Public Safety and the Clery Compliance Committee to confirm it meets the requirements under the Clery Act.
Northern Illinois University’s main campus is located in DeKalb, Illinois, and is home to more than 20,000 students and 3,300 faculty and staff. With a large campus population including undergraduate students, graduate and professional students, faculty, academic professionals and staff, as well as our many visitors, occasional criminal activity and emergencies may occur on campus.

The NIU Department of Police and Public Safety officers have full law enforcement authority, including the authority to effect arrests, granted by the Illinois General Assembly under 110 ILCS 685/30-45(11) in any county wherein the university and any of its branches or properties are located. Their jurisdiction includes all property owned or controlled by the university, as well as streets adjacent to and running through campus. The 55 NIU police officers are sworn police officers in the State of Illinois. They are well-trained and receive advanced training beyond basic law enforcement training.

With an agreement between the City of DeKalb and Northern Illinois University, NIU Department of Police and Public Safety and DeKalb Police formalized an ongoing initiative in fall 2011 to assist the DeKalb Police in their patrols off campus. The NIU Department of Police and Public Safety proactively patrols this area, and if a crime is in progress, the agreement formalizes the city’s request for university police to intervene and stabilize the scene.

All NIU Department of Police and Public Safety officers are certified, or will be certified, as Emergency Medical Technicians. All shifts have assigned paramedics.

NIU also operates non-residential education centers in Naperville, Hoffman Estates and Rockford. While the NIU Department of Police and Public Safety maintains primary law enforcement jurisdiction at these centers, the local municipal police departments where each center is located will in all likelihood be the first responders should an emergency occur. The NIU Lorado Taft Outdoor Education Center in Oregon, Illinois, is a popular field trip destination for many local school districts and supplements the biology and outdoor ecology science curriculum at the elementary and middle school levels.

Access to and Security of Campus Facilities and Residence Halls

The NIU campus is located within the City of DeKalb and, as such, is generally open to the public. Except as restricted in individual cases, the academic and administrative buildings are open to the public, at a minimum, during normal business hours. Most facilities have individual hours and the hours may vary at different
times of the year. Access to some of these buildings is also controlled by card access after normal business hours, and all of these buildings have varied levels of access.

Most academic and administrative buildings do not have an NIU Department of Police and Public Safety officer assigned to them. However, officers patrol the academic and administrative buildings on a regular basis. For information about the access protocol for a specific building, contact Department of Police and Public Safety at 815-753-1212.

NIU Department of Police and Public Safety officers patrol the residence halls on a regular basis. Access to residence halls is restricted to residents, their approved guests and other approved members of the university community. Residents gain entry by presenting their proximity cards (NIU OneCard) to the proximity card readers and using their university-issued residence hall key. Residents are cautioned against permitting strangers to enter the buildings and are urged to require individuals seeking entry to use their own personal access cards. Community advisors, hall directors and complex coordinators also maintain security measures in the halls and work with residents to achieve a community respectful of individual and group rights and responsibilities.

Maintenance of Campus Facilities

Facilities and landscaping are maintained in a manner designed to minimize the potential for hazardous conditions. The NIU Department of Police and Public Safety officers regularly patrol the campus and report malfunctioning lights and other unsafe physical conditions to the Physical Plant for correction. Campus lighting typically meets or exceeds the industry standard for pedestrian walkways, and parking lots are well-lit and routinely patrolled by the NIU Department of Police and Public Safety officers. Other members of the university community are helpful when they report equipment problems to the NIU Department of Police and Public Safety officers or to the Physical Plant. A website has been created to report campus safety concerns (lighting, shrubbery blocking clear sight lines, etc.) and can be accessed under Student Services at niu.edu/life-at-niu/safety.
Crime Prevention and Security Awareness Programs

The NIU Department of Police and Public Safety take a proactive approach to preventing crimes. The goal of crime prevention and security awareness programs is to eliminate or minimize criminal opportunities whenever possible and to encourage students, faculty and staff to be responsible for both their own safety and the safety of others. During new student Summer Orientation, students and their families are informed about the types of crimes that occur on campus and prevention resources offered by the NIU Department of Police and Public Safety.

During 2015, the NIU Department of Police and Public Safety presented 21 courses and 41.29 hours of educational programs on either a comprehensive crime prevention topic or a safety area to university groups. Of those 41.29 hours, 19.36 hours of education contained a sexual assault component presented to 185 attendees and 21.53 hours contained an alcohol-related program presented to 294 attendees.
Emergency Assistance Call Boxes, DeKalb Campus

NIU has an extensive network of emergency assistance call boxes located throughout campus in well-lit areas, including the Campus Parking Deck and all elevators.

The call boxes are connected directly to the NIU Department of Police and Public Safety and are monitored 24 hours a day, seven days a week, including all holidays.

The call boxes can be used to:
- Request help
- Report a crime
- Report suspicious activities
- Request an escort
- Report any other type of emergency you may encounter

If you need help, simply press the red button on the call box. The call will be answered by a certified police dispatcher in the NIU Department of Police and Public Safety, who will ask you to explain your situation and will send the appropriate help to your location.

As part of safety preparedness, the campus is encouraged to be aware of the locations of the nearest emergency call boxes around campus.

Locations of the exterior emergency call boxes are located on the map to the right.

Safety In Residence Halls and Campus Buildings

The university provides an effective structure for the protection of students in residence halls. The elements of this system include:
- Security personnel
- Door peepholes
- Locked entrance doors
- Proximity Card / Key access 24 hours a day for floor doors and elevators in high-rise residence halls
- Available information about steps students can take to maintain their safety
- Requirement that residents show identification and use their proximity card (NIU OneCard) for entry between 11 p.m. and 5:30 a.m.
- Requirement that guests sign in between 11 p.m. and 5:30 a.m.
• Requirement that students escort their guests at all times

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

• Building entrance only through designated areas
• Prohibition on assisting others to gain unauthorized entry
• Prohibition on propping open doors
• Security procedures at security checkpoints
• Prohibitions on duplicating or giving a room key to another person
• Prohibition on any activity that would endanger the safety of others

If a student is found in violation of any of the above restrictions, the university may impose sanctions or fines on the student. Additional information can be found in the Safety and Security section of the Residence Hall Handbook: Housing and Dining Policies and Procedures. It is available online at niu.edu/housing/halls/handbook.

Community Oriented Policing Strategies (COPS) Unit

To further promote safety in the residence halls, the Department of Police and Public Safety, in collaboration with Housing and Dining, has implemented the Community Oriented Policing Strategies (COPS) Unit. The unit consists of NIU Department of Police and Public Safety officers working together with housing staff in the residence halls. These officers provide information and assistance to students, as well as conduct proactive services intended to prevent crime in and around the residence halls.
Off-Campus Crime

DeKalb Police Department has primary jurisdiction for law enforcement services to off-campus residences—including non-campus sorority and fraternity houses. NIU Department of Police and Public Safety officers routinely respond and assist the DeKalb Police at these off-campus locations. Off-campus student violations of the law or student code are addressed by the Student Conduct.

Criminal Activity Off Campus

NIU Department of Police and Public Safety officers have primary jurisdiction over university-owned or leased properties within the city limits of DeKalb. DeKalb police routinely respond to calls for service as they may be closer to the incident. DeKalb Police also monitor and record criminal activity at non-campus locations of student organizations officially recognized by NIU, including non-campus housing facilities, host housing and work cooperatively with the NIU Department of Police and Public Safety, Student Conduct and the Division of Student Affairs and Enrollment Management to address problems as they arise. An NIU Department of Police and Public Safety supervisor attends a roll-call meeting at the DeKalb Police Department daily, and NIU Department of Police and Public Safety detectives meet with detectives from area police agencies frequently to exchange information.

NIU may pursue disciplinary action for off-campus violations of university rules, whether or not the activity was criminal in nature.

Emergency Preparedness

As required by federal and state law, Northern Illinois University has a comprehensive emergency operation plan that details immediate response and evacuation procedures, including the use of electronic and cellular communication. The NIU Department of Police and Public Safety has the responsibility of responding to and summoning the necessary resources to mitigate, investigate and document any situation that may constitute an emergency or dangerous situation. In addition, the NIU Department of Police and Public Safety has a responsibility to respond to such incidents to determine if the situation does in fact pose a threat to the health and safety of the campus community.

NIU Department of Police and Public Safety officers and supervisors have received training in Incident Command and the National Incident Management System. When a serious incident occurs that causes an immediate threat to campus, the first responders to the scene are usually members of the NIU Department of Police and Public Safety with assistance as needed from the DeKalb Police Department, Sycamore Police Department, DeKalb Fire Department, Sycamore Fire Department, Illinois State Police and DeKalb County Sheriff’s Office, and they typically respond and work together to manage the incident. Depending on the size, scale and seriousness of the incident, other university departments and other local, state or federal agencies could be involved in confirming and responding to the incident.

NIU Safety Bulletins: Emergency Notifications

If a situation arises that poses an immediate threat to the health and safety of students or employees, an NIU Safety Bulletin will be issued to expedite emergency response and/or evacuation procedures. The goal of an NIU Safety Bulletin is to notify as many people as possible.
as possible, as rapidly as possible, through a variety of channels with adequate follow-up information as needed. The NIU Department of Police and Public Safety distributes information via: Everbridge Emergency Notification System (text message, Twitter, Facebook, recorded message via phone or email) and broadcast alerts to all logged-on computer terminals, campus TV channels, and/or public address systems through fire panels/loud speakers in campus buildings equipped with that feature. Local television and radio stations may broadcast emergency information. All buildings on campus are equipped with weather radios to warn campus officials of dangerous weather. Emergency sirens are located on and around campus. Some or all of these methods of communication will be used to provide follow-up information to the NIU community. Updates and follow-up information will also be posted on niu.edu/emergencyinfo/safetybulletins. All NIU email addresses are automatically enrolled in the university’s emergency notification system. In order to receive text messages (when that method of delivery is appropriate), you need to provide your mobile phone number through MyNIU. You can also download the Everbridge ContactBridge app to receive Safety Bulletins on your mobile device.

The local news media may be utilized to disseminate emergency information to members of the larger community, including neighbors, parents and other interested parties. The larger community can also access emergency information via the NIU homepage and/or social media.

In the event of an emergency, NIU will initiate and provide, without delay, immediate notifications to the appropriate segment(s) of the University community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employee and visitors.

NIU students have the ability to register up to two additional contacts to receive Safety Bulletins. These contacts can be parents, spouses, family members or anyone else.

NIU Safety Bulletins are issued for incidents such as an active threat/shooter, major hazardous materials release, major fire, extended power outage, infectious disease outbreak or a tornado that would directly impact campus.

NIU has implemented a formal process that gives the Chief of Police or designee the authority to confirm a significant emergency or dangerous situation; to develop the content; to determine the appropriate segment(s) of the campus community to receive the notification; and to initiate the Everbridge Emergency Notification System to send a message to the campus community. The NIU Department of Police and Public Safety and the Division of Marketing and Communications share responsibility for developing content and initiating the communication systems, see list below for which systems are initiated by each department.

The process also stipulates that an immediate emergency message will be sent to the NIU community without delay. The message must take into account the safety of the community, determine the content of the notification and initiate the notification system, unless 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. It also authorizes the Chief of Police or designee to create and initiate the NIU Safety Bulletin. The Chief of Police or designee should also consult directly with Marketing and Communications to ensure an immediate notification is made to the campus via various emergency notification mechanisms.

### Timely Warning Notices

In the event that a crime is reported within the NIU Clery Geography (On Campus, Public Property and Non-
campus property), that poses a serious or continuing threat to the NIU community, a campus timely warning notice (called an NIU Safety Bulletin) will be issued to the entire campus community. When a serious crime is reported to the NIU Department of Police and Public Safety and poses a threat to the campus community, the NIU Department of Police and Public Safety personnel will typically develop the content and will issue a timely warning using some or all of the systems listed.

Timely warnings are usually distributed for the following Uniform Crime Reporting (UCR) program classifications: major incidents of arson, criminal homicide and robbery. Incidents of aggravated assault and sex offenses are considered on a case-by-case basis after reviewing the facts, the amount of information known by the NIU Department of Police and Public Safety and deciding whether there is a continuing danger to the campus community. For example, if an assault occurs between two students who have a disagreement, there may be

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**Shelter-in-Place Procedures**

**What it Means to “Shelter-in-Place”**
If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors, because leaving the area may expose you to that danger. Thus, to “shelter-in-place” means to make a shelter of the building that you are in, and with a few adjustments this location can be made even safer and more comfortable until it is safe to go outside.

**Basic “Shelter-in-Place” Guidance**
If an incident occurs and the building you are in is not damaged, stay inside in an interior room until you are told it is safe to come out. If your building is damaged, take your personal belonging (purse, wallet, access card, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators). Once you have evacuated, seek shelter at the nearest University building quickly. If police or fire department personnel are on the scene, follow their directions.

**How You Will Know to “Shelter-in-Place”**
A shelter-in-place notification may come from several sources: NIU Department of Police and Public Safety, Housing Staff members, other University employees, City of DeKalb Police Department, or other authorities utilizing the University’s emergency communications tools.

**How to “Shelter-in-Place”**
No matter where you are, the basic steps of shelter-in-place will generally remain the same. Should the need ever arise, follow these steps, unless instructed otherwise by local emergency personnel:

1. If you are inside, stay where you are. Collect any emergency shelter-in-place supplies and a telephone to be used in case of emergency. If you are outdoors, proceed into the closest building quickly or follow instructions from emergency personnel on the scene.

2. Locate a room to shelter inside. It should be:
   - An interior room;
   - Above ground level; and
   - Without windows or with the least number of windows. If there is a large group of people inside a particular building, several rooms maybe necessary.

3. Shut and lock all windows (for a tighter seal) and close exterior doors.

4. Turn off air conditioners, heaters, and fans.

5. Close vents to ventilation systems as you are able. (University staff will turn off the ventilation as quickly as possible.)

6. Make a list of the people with you and ask someone (hall staff, faculty, or other staff) to call the list in to NIU Department of Police and Public Safety so they know where you are sheltering. If only students are present, one of the students should call in the list.

7. Turn on a radio or TV and listen for further instructions.

At the sound of a fire alarm or if you are instructed to evacuate, leave the work area immediately and proceed to the nearest exit, and leave the building. If you are the first to recognize a fire situation, activate the alarm, evacuate to a safe location using the nearest exit, and notify NIU Department of Police and Public Safety (815)753-1212 Police Emergency or dial 911.

1. Remain Calm.
2. Do NOT use Elevators. Use the Stairs.
3. Assist the physically impaired. If he/she unable to exit without using an elevator, secure a safe location near a stairwell, and immediately inform NIU Department of Police and Public Safety or the responding Fire Dept. of the individual’s location.
4. Proceed to a clear area at least 150 feet from the building. Keep all walkways clear for emergency vehicles.
5. Make sure all personnel are out of the building.
6. Do not re-enter the building.
Students and employees who provide their mobile phone number in MyNIU (myniu.niu.edu) are automatically registered to receive NIU Safety Bulletins via text message.

no on-going threat to other NIU community members, and a timely warning would not be distributed. Cases involving sexual assault are often reported long after the incident occurred, thus there is no ability to distribute a “timely” warning notice to the community. Sex offenses will be considered on a case-by-case basis depending on when and where the incident occurred, when it was reported, and the amount of information known by the NIU Department of Police and Public Safety. Cases involving property crimes will be assessed on a case-by-case basis and an NIU Safety Bulletin will typically be sent if there is a discernible pattern of crime. The NIU Department of Police and Public Safety Chief or designee reviews all reports to determine if there is an ongoing threat to the community and if the distribution of a timely warning is warranted. Names and identifying information of victims will be held as confidential, and NIU Safety Bulletins will be issued in a manner that is timely and will aid in the prevention of similar occurrences.

Emergency Response Planning

NIU Housing conducts two evacuation drills each semester for all on-campus student housing facilities, one announced and one unannounced. Students learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of an emergency. Evacuation drills are used as a way to educate and train occupants on issues specific to their building. During the drill, occupants ‘practice’ drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm. In addition, the process provides the university an opportunity to test the operation of fire alarm system components.

Evacuation drills are monitored by the NIU Department of Police and Public Safety, Environmental Health and Safety, and Housing to evaluate egress and behavioral patterns. Reports are prepared by participating departments which identify deficient equipment so that repairs can be made immediately. Recommendations for improvements are also submitted to the appropriate departments for consideration.

Housing students receive information about evacuation and shelter-in-place procedures during their first floor meetings and during other educational sessions that they can participate in throughout the year. The housing staff members are trained in evacuation procedures as well as emergency response procedures.

As a part of the comprehensive emergency operation plan for the university, announced and unannounced drills, exercises and follow-through activities are

Emergency Contact Information

Put ICE (In Case of Emergency) in your cell phone, with a name and telephone number of an emergency contact to help emergency services personnel in the event of an emergency.
conducted annually. Minimally, tabletop exercises are conducted for various campus units identified as having emergency response responsibilities in order to test response and evacuation procedures. All exercises are documented to include: a description of the exercise, the date, time and whether it was announced or unannounced and appropriate after action reports are completed pursuant to the Illinois Campus Security Enhancement Act. After action reports are completed detailing lessons learned, and follow-up items are identified with responsibilities assigned to appropriate campus entities. The campus publicizes a summary of the emergency response and evacuation procedures via email at least once each year in conjunction with a test (exercise and drill) that meets all of the requirements of the Higher Education Opportunity Act.

Each employee receives an Emergency Guide in the beginning of each year that describes emergency procedures, and housing staff reviews such procedures with students during the first floor meeting as well as throughout the year at floor meetings. The NIU Emergency Guide describes emergency response and evacuation procedures. These guides are tailored to the individual building that the employee works out of to indicate evacuation procedures and evacuation meeting location. This guide also provides information concerning the location of the building’s fire alarms, emergency exits, emergency medical equipment and nearest emergency call box. This guide is reviewed each year by NIU Department of Police and Public Safety.

Notification of a Missing Student

If a member of the university community has reason to believe that a student is missing, he or she should immediately notify the NIU Department of Police and Public Safety at 815-753-1212. If members of the NIU community believe that a student has been missing for 24 hours, it is critical that they report that information to the NIU Department of Police and Public Safety. The NIU Department of Police and Public Safety will investigate, generate a missing person report, enter relevant student data into an appropriate database and involve other law enforcement agencies as necessary.

Should NIU Department of Police and Public Safety confirm that the student is missing, the university will notify the student’s missing person emergency contact no later than 24 hours after the student is determined to be missing. If the missing student is under the age of 18 and is not an emancipated individual, the university will notify the student’s parent or legal guardian and any other designated contact person within 24 hours. Regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated minor, NIU police will notify the appropriate local law enforcement agency with jurisdiction in the area the student went missing within 24 hours of the determination that the student is missing.

In addition to registering an emergency contact, students have the option to confidentially identify an individual to be contacted by the university in the event the student is determined to be missing. If one wishes to identify a confidential contact, do so via MyNIU (myniu.niu.edu).

A student’s missing person contact information will be registered confidentially and will be accessible only by authorized campus officials and law enforcement in the event of a missing person investigation. It may not be disclosed outside of a missing person investigation.

Each fall semester, students residing in on-campus housing will receive an email and verbal notification of the missing student protocol. This information will explain the related law (with special emphasis on nuances related to students’ age and reporting requirements) and encourage students to frequently update emergency contact information, including a confidential missing person’s contact, with the university via MyNIU. Similar information is again shared during mid-semester meetings hosted by community advisor(s) on each residential housing floor. Students residing off-campus will also be able to create and update missing person’s contact information in the emergency contact section of MyNIU.
Alcohol, Illegal Drugs and Substance Abuse Education

The information in this section is in accordance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989.

Abuse of alcohol and controlled substances can seriously impair health and the ability to work and study. It can pose a threat to the safety and well-being of others. The university promotes an environment that rejects substance abuse as an acceptable lifestyle, informs about resources for preventing or treating substance abuse, and helps people to make healthy decisions about alcohol and other drugs. It is important to be aware of NIU’s standard of conduct and disciplinary actions taken against students or employees who violate that standard (See Page 21).

Prevention of substance abuse is sought in several ways by:

- Promoting accurate information on drug use
- Encouraging healthy use of leisure time through recreation and other activities
- Enhancing skills for dealing with stress
- Working through campus leaders and influencers to establish a healthy environment

Wellness Promotion, Alcohol and Drug Education and Prevention Initiatives

NIU’s Wellness Promotion provides informational programs and prevention services for students. These services include:

- Ready availability of NIU Wellness Promotion’s drug and alcohol informational and educational materials during outreach hours.
- Alcohol and Other Drug Education Work Group—a committee of NIU students and staff tasked with ensuring that prevention education initiatives regarding alcohol and other drug education initiatives across campus are evidence-informed, consistent, educational and empowering.
- A yearlong social norms media campaign containing a variety of harm-reduction messages appear in a variety of print, digital and social media platforms.
- Wellness Promotion staff provides presentations and consultations to classes, student groups and residence hall floor groups. The department also partners with Student Involvement & Leadership Development to offer alcohol misuse education and risk reduction training to fraternities and sororities along with Social Policy Training.
- Bystander intervention education regarding alcohol and other drug use is offered to residence hall students, student organizations and classes.

If You Need Help

The university encourages any students and employees who may have a problem with the use of drugs or alcohol to seek professional advice and treatment. The university provides or can assist in arranging education, assessment, counseling, intervention, treatment, rehabilitation and aftercare. Some of these services may be without charge and the cost of others may be partially paid by student or employee health insurance programs.

Students
Wellness Promotion 815-753-9755
niu.edu/wellness
Counseling and Consultation Services
815-753-1206
niu.edu/counseling

Faculty and Staff
Employee Assistance Program
815-753-9191
niu.edu/hrs/work_life/employee_assistance

Community Resources
Alcoholics Anonymous
800-452-7990
aa-nia.org
Ben Gordon Center
815-756-4875
kishhealth.org/services/behavioral-health

1 DRINK EQUALS

A guideline for ensuring that your concentration of alcohol remains within legal limits is to consume no more than one drink per hour.

1 oz. liquor

4 oz. wine

1 (12 oz.) can beer
Wellness Promotion provides Brief Alcohol Screening and Intervention in College Students (BASICS) to students who violated the Student Code of Conduct.

• Student Health 101, an electronic newsletter sent to all NIU students, publishes articles regarding alcohol and other drugs.
• In partnership with Wellness Promotion, the City of DeKalb Police Department provides TIPS Server Training to NIU’s Greek Community.
• All newly enrolled freshmen and transfer students are required to take AlcoholEdu for College Students online educational module.

Wellness Promotion maintains a website at niu.edu/wellness, whereby students can obtain information on self-assessment, services and educational opportunities regarding alcohol and other drugs.

Other NIU Alcohol and Drug Education and Prevention Initiatives

• Option to live on an alcohol-free residence hall floor.
• Appropriate assessment, treatment and aftercare services are provided by NIU’s Counseling and Consultation Center and Health Services, as well as referral to off-campus agencies.
• An Alcohol and Other Drug Campus-Community Conversations Group was convened to address collaborative interventions addressing alcohol misuse and underage consumption.
• Wellness Promotion partners with Human Resource Services to disseminate the Drug Free Schools and Communities Act policy to all students, faculty and staff on an annual basis.

How Drug Use Affects Your Health

Adverse health effects related to drug use can range from nausea and anxiety to coma and death. There are risks associated with the chronic use of all psychoactive drugs, including alcohol. A pregnant woman who uses alcohol, cigarettes or other drugs exposes her fetus to serious risks, including miscarriage, low birth weight and brain damage.

Substance abuse may involve controlled substances, illegal drugs and alcohol—all of which pose a health risk. When drugs are used in combination with each other, their negative effects on the mind and body are often multiplied beyond the effects of the same drugs taken on their own.

Alcohol is the drug most frequently abused on college campuses and in our society. Even a small amount of alcohol significantly impairs the judgment and coordination required to drive a car, increasing the chances of having an accident. Consumption of alcohol may be a factor in the incidence of aggressive crimes, including rape and domestic abuse. Moderate to large amounts of alcohol severely impair your ability to learn and remember information. Because alcohol is a depressant, very large amounts can cause respiratory and cardiac failure, resulting in death.

Marijuana impairs short-term memory and comprehension. It can cause confusion, anxiety, lung damage and abnormalities of the hormonal and reproductive system. Hours after the feeling of getting high fades, the effects of the drug on coordination and judgment remain, heightening the risk of driving or performing other complex tasks. Cannabis, a fat-soluble substance, may remain in the body for weeks, and an overdose can cause paranoia, panic attacks or psychiatric problems.

Club Drugs refers to a wide variety of drugs including MDMA (Ecstasy), GHB, rohypnol, ketamine, methamphetamine and LSD and are often used at raves, dance clubs and bars. No club drug is safe due to variations in purity, potency and concentration, and they can cause serious health problems or death. They have even more serious consequences when mixed with alcohol.

Depressants such as barbiturates, Valium and other benzodiazepines, Quaaludes and other depressants cause disorientation, slurred speech and other behaviors associated with drunkenness. The effects of an overdose of depressants range from shallow breathing, clammy skin, dilated pupils and weak and rapid pulse to coma and death.

Hallucinogens such as LSD, MDA, PCP (angel dust), mescaline and peyote can cause powerful distortions in perception and thinking. Intense and unpredictable
emotional reactions can trigger panic attacks or psychotic reaction. An overdose of hallucinogens can cause heart failure, lung failure, coma and death.

Narcotics like heroin, codeine, morphine, methadone and opium cause such negative effects as anxiety, mood swings, nausea, confusion, constipation and respiratory depression. Overdose may lead to convulsions, coma and death. The risk of being infected with HIV/AIDS or other diseases increases significantly if you inject drugs and share needles, and there is a high likelihood of developing a physical and psychological dependence on these drugs.

Stimulants—cocaine, amphetamines and others – can cause agitation, loss of appetite, irregular heartbeat, chronic sleeplessness and hallucinations. Cocaine and crack cocaine are extremely dangerous and psychologically and physically addictive. An overdose can result in seizures and death.

Tobacco, with its active ingredient nicotine, increases heart rate and raises blood pressure. The tar in cigarette smoke is a major cause of cancer and other respiratory problems. Carbon monoxide in cigarette smoke can promote arteriosclerosis, and long-term effects of smoking include emphysema, chronic bronchitis, heart disease and lung cancer.

Alcohol and Drug Use Policy

The Drug-Free Workplace Act of 1988, the Drug-Free Schools and Communities Act of 1989 (see niu.edu/hrs/resources/policies/drugfree_schools.shtml for the DFSCA Policy), and the policies of Northern Illinois University prohibit unlawful manufacture, dispensation, possession, use, sale, and/or distribution of controlled substances and alcohol on property owned, operated or controlled by Northern Illinois University, or in association with any university-related duties or activities. The NIU Department of Police and Public Safety enforces all state drinking laws, including underage drinking and enforces all state and federal drug laws.

The illegal use of controlled substances and abuse of alcohol may cause serious health problems, impair performance and endanger the safety and well-being of students, faculty, staff and members of the general public. Because it is readily available and its use is not necessarily illegal, the drug which tends to have the greatest potential for harm to the most people is alcohol. Negative health and social consequences which may occur as a result of the use of alcohol include accidents, assaults (physical or verbal) and other problems related to health and productivity. The use of alcohol by pregnant women, alcoholics and people who are ill or on medication is especially dangerous. In all instances, the university observes relevant state of Illinois laws and regulations pertaining to alcohol.

Local, state and federal laws prohibit the unlawful possession, use, sale or distribution of drugs and alcohol. The courts may impose strict legal sanctions upon an individual who is found to have violated these legal prohibitions. When applicable, available legal sanctions include, but are not limited to: the imposition of fines, imprisonment, forfeiture of property, non-voluntary community service, probation, required medical or psychiatric treatment, rehabilitation, treatment as approved by the Illinois Department of Human Services or is a student. Illinois law requires sex offenders to register with their local police or sheriff, which places their names in a state-wide database. The State of Illinois Registered Sex Offenders database can be accessed at isp.state.il.us/sor.

If you need more information, contact your local law enforcement (police or sheriff) office or contact the NIU Department of Police and Public Safety at 815-753-1212, or online at niu.edu/publicsafety.

Effective January 1, 2012, the Sex Offender Registration Act (Public Act 97-0155) mandated any sex offender or sexual predator employed at or attending an institution of higher education register (within three days of beginning school or employment) with the NIU Department of Police and Public Safety. If you have questions about sex offender registration, please contact the NIU Department of Police and Public Safety at 815-753-1212.

Sex Offender Registration

The Federal Campus Sex Crimes Prevention Act requires Northern Illinois University to inform the campus community where to find information on registered sex offenders. It also requires sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, volunteers services or is a student. Illinois law requires sex offenders to register with their local police or sheriff, which places their names in a state-wide database. The State of Illinois Registered Sex Offenders database can be accessed at isp.state.il.us/sor.

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Disciplinary Actions

Northern Illinois University may impose disciplinary actions on anyone who violates University regulations pertaining to alcohol.

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Disciplinary Actions

Northern Illinois University may impose disciplinary actions on anyone who violates University regulations pertaining to alcohol.
sanctions upon any student or employee who is found to be in violation of laws or policies relating to the unlawful possession, use, sale or distribution of drugs and alcohol. For employees, such sanctions may include, without limitation, the following:

- Referral to an educational or rehabilitation program (employees who are convicted of drug or alcohol-related offenses can be required to demonstrate satisfactory completion of such a program)
- Referral for fitness for duty evaluation
- Employee discipline (including suspension or dismissal) pursuant to provisions of the NIU Board of Trustees Regulations, NIU Constitution and By-Laws, NIU personnel policies, or those of the State Universities Civil Service System
- Referral for criminal prosecution
- Additional procedures pertain to employees in designated positions subject to the Federal Department of Transportation Alcohol and Drug Testing Program regulations

Students are subject to applicable sanctions listed in the preceding list, and additionally without limitation, the following:

- Student referral for action under the Student Code of Conduct (including the possibility of expulsion or suspension)
- Referral for action under policies relating to residence halls
- Referral to Wellness Promotion for BASICS (Brief Alcohol Screening and Intervention in College Students)

Drug or Alcohol Convictions in the Work Place

In addition to the measures outlined above, as a condition of employment, an employee directly engaged in work pursuant to a federal grant or contract must abide by the terms of this policy, and must notify the university no later than five days after any criminal drug statute conviction if the criminal act upon which the conviction is based occurred upon property owned, operated or controlled by the university. Each employee engaged in the performance of a federal grant or contract shall be given a copy of this policy notification. The university will notify the granting or contracting agency within ten days after receiving notice from a covered employee or otherwise receiving actual notice of such convictions.

The university encourages any students and employees who have a problem with the use of drugs or alcohol to seek professional advice and treatment. The university provides or can assist in arranging education, assessment, counseling, intervention, treatment, rehabilitation and aftercare. Some of these services may be without charge, and the cost of others may be partially paid by student or employee health insurance programs. Students may obtain further information on any of these support services from Wellness Promotion (815-753-9755 or niu.edu/wellness) or the Counseling & Consultation Services (815-753-1206). Faculty and staff should contact the Employee Assistance Program (815-753-9191) for information and assistance. In addition, there are numerous community agencies including Alcoholics Anonymous (800-452-7990), the Ben Gordon Center (815-756-4875) and various private clinics and counselors.

Drug And Alcohol Use: Illinois Law

In Illinois, it is against the law to sell or deliver alcohol to anyone under 21 (twenty-one), or to any intoxicated person [235 ILCS 5/6-16]. Violations can result in fines of up to $1,000 and one year in jail. It is also illegal for a person under 21 to present false identification in an attempt to purchase alcohol. On-campus violations are strictly enforced by the NIU Department of Police and Public Safety, the following penalties may be imposed:

- The Secretary of State is authorized to suspend or revoke without a hearing the driver’s license or instruction permit of a person under 21 who has purchased or attempted to purchase alcohol from a duly licensed establishment or who has consumed alcohol on licensed premises.
- Local liquor commissioners have the duty to report to the Secretary of State any conviction for a violation of the Liquor Control Act, or a similar provision of a local ordinance, prohibiting a person under 21 from purchasing, accepting, possessing or consuming alcohol and prohibiting the transfer or alteration of
identification cards, the use of the identification card of another or a false or forged identification card or the use of false information to obtain an identification card.

- The Secretary of State is authorized to suspend or revoke the driver’s license or learner’s permit of any person convicted of violating any of the prohibitions listed above or similar provisions of local ordinances.

Substantial penalties exist in Illinois for the operation of a motor vehicle by a driver with a blood or breath alcohol concentration of .08 or greater. Arrests are also possible at lower alcohol levels if driving is impaired. The first offense can result in a $1,000 fine, incarceration for up to one year and suspension or revocation of the offender’s driver’s license. Subsequent offenses entail penalties of significantly greater severity. Transporting open alcohol containers in a motor vehicle is also punishable under Illinois law.

Possession and delivery of illicit drugs are prohibited in Illinois through the Cannabis Control Act [740 ILCS 40/0.01 et seq.] and the Controlled Substances Act [720 ILCS 570/100 et seq. and 720 ILCS 570/401 et seq.]. Penalties vary with the amount of the drug confiscated; the type of drug found; the number of previous offenses by the individual; and whether the individual intended to manufacture, sell, or use the drug. A first-time conviction of possession of a controlled substance can result in a one to three year prison sentence, plus a fine of up to $15,000. More severe penalties may be imposed for conviction of class 2, 3 or 4 felonies involving manufacture or delivery to a minor. Vehicles used with knowledge of the owner in the commission of any offense prohibited by the Cannabis Control Act or Controlled Substances Act can be seized by the government, and all ownership rights are forfeited.

**Drug and Alcohol Use: Federal Law**

Under federal sentencing guidelines, federal courts can sentence simple-possession first offenders to one year in prison and a $100,000 fine. Penalties for subsequent convictions are significantly greater [21 U.S.C. 844(a)]. A sentence of life imprisonment can result from a conviction for possession of a controlled substance that results in death or bodily injury. Possession of more than five grams of cocaine can trigger an intent-to-distribute penalty of 10 to 16 years in prison [U.S.S.G.S. 2D2.1(b)(1)].
Wellness Promotion, Sexual Misconduct / Violence Prevention Education

The NIU Wellness Promotion provides informational programs and prevention education for students. These initiatives include:

- Per state mandate in Public Act 095-0764, a special email message is sent to all first-time students, containing URLs to NIU’s Advocacy Services at Counseling & Consultation Services, Wellness Promotion, NIU’s Department of Police and Public Safety and the Illinois Coalition Against Sexual Assault.
- Wellness Promotion maintains a comprehensive website at niu.edu/wellness. Students can obtain information on services and educational opportunities regarding sexual assault, dating and domestic violence and stalking.
- Wellness Promotion staff and Pause Off! peer educators provide presentations and consultations to classes, student groups and residence hall floor groups.
- Wellness Promotion partners with DeKalb’s Safe Passage (community rape crisis center), NIU’s Advocacy Services at Counseling & Consultation Services and NIU’s Women’s Rights Alliance (among many other departments) in presenting campus-wide, capacity-building events such as Take Back the Night, the White Ribbon Campaign, Domestic Violence Awareness Month and Sexual Assault Awareness Month.
- Educational materials are available to all Community Advisors in Residence Life and during Wellness Promotion’s service counter hours.
- All newly enrolled freshmen and transfer students are required to take Haven–Understanding Sexual Assault, and online educational module.
- Bystander intervention education regarding relationship violence prevention is offered to residence hall students, student organizations and classes.
- A year-long social marketing campaign containing educational bystander intervention messages appears in a variety of print, digital and social media platforms.
- NIU’s Advocacy Services at Counseling & Consultation Services are available to current NIU students who have been impacted directly and indirectly by sexual assault, domestic violence, dating violence and stalking. NIU’s Advocacy Services at Counseling & Consultation Services collaborates with many university departments and off-campus agencies and coordinates and provides assistance and support to students as they explore options regarding reporting and seeking support services. Services are confidential, free and individualized to assist students in coordinating services to fit their individual needs. These services may include educating survivors on victimization, protective orders and available resources, assisting survivors file protective orders, referrals for counseling, academic advocacy and support, residence hall room changes, and support at administrative meetings. Students are not required to participate in counseling in order to receive advocacy assistance.
- The university’s Division of Marketing and Communications, Intercollegiate Athletics and the NIU Student Association partners to produce a series of television public services announcements for the It’s On Us campaign. The It’s On Us PSAs are in continuous rotation on Channel 20.1 of the university’s cable television system, campus dynamic (digital) signage assets and the NIU YouTube channel. The PSAs display during every NIU home football and men’s and women’s basketball games.

Abuse and Neglect Reporting

Illinois Public Act 97-011 was signed into law with an immediate effective date on June 27, 2012. The Abused and Neglected Child Reporting Act was amended to include institutions of higher education personnel, athletic program or facility personnel requiring a duty to report when they have “reasonable cause to believe a child known to them in their professional or official capacity may be an abused or neglected child...” The DCFS Hotline is 1-800-25ABUSE (22873). If you have questions regarding these requirements you can contact the NIU Department of Police and Public Safety at 815-753-1212 for assistance. NIU Department of Police and Public Safety informs all personnel of the duty to report, the method of making the reports and the subsequent procedures that will be followed after a report has been made. The information is communicated to employees and posted on the university’s compliance administration website at niu.edu/compliance.

Paper-based and online training is implemented for all new hires and rehires to the university. Training confirmation is required before payroll processing can occur. For current employees, required compliance training sessions will include training on mandatory reporting, Title IX and sexual assault prevention.
Letter from the Chief of Police

The dedicated men and women of the Northern Illinois University Department of Police and Public Safety are committed to maintaining a safe community for instruction, research and public service.

We work diligently to partner with students, faculty, staff, visitors and members of the surrounding community to create a secure educational and working environment that respects diversity in all forms, ideas and scholarly endeavors, while recognizing the dignity of each individual.

We also work cooperatively with the City of DeKalb Police and other law enforcement agencies to proactively reduce crime and address quality of life issues not just on campus, but throughout our community.

In that spirit of collaboration, we are pleased to offer the NIU Annual Security Report, which contains information about crimes reported to the NIU Department of Police and Public Safety. The data contained in this report is compiled as part of the requirements for the Campus Crime Statistics Act. It provides valuable, standardized statistics that afford an accurate picture of safety on campus.

This year’s report includes several changes to comply with new federal laws, including policy statements and processes relating to confidentiality, public record keeping and data-sharing, as well as information on programs that promote healthy behaviors. For a complete listing see page 26.

We encourage all members of our community to review this information and to ask us questions. With this knowledge, we can all work more effectively to ensure NIU continues to provide a safe and secure living and learning environment.

Go Huskies!

Tom Phillips
NIU Chief of Police

From Left to Right:
Commander Jason John, Chief Tom Phillips, Commander Don Rodman
What’s New

• The Clery Act now requires university and colleges to include four general categories of crime statistics:
  1) Criminal Offenses
  2) Hate Crimes
  3) Violence Against Women’s Act (VAWA) Offenses
  4) Arrests and Referrals for Disciplinary Action

• Statistics must be disclosed separately for each of these four general categories. This means that when an incident meets definitions in more than one of these categories, it must be reported in each category. For example, any criminal offense that is also a hate crime or VAWA offense should be counted as a criminal offense and also as a hate crime or VAWA offense.

• As defined by the Department of Education, a Hate Crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. The Clery Act requires the following eight categories of Hate Crimes to be reported: race, religion, sexual orientation, gender, gender identity (new), ethnicity, national origin and disability.

• The Violence Against Women’s Act (VAWA) is new to the Clery Act this year. VAWA requires NIU to disclose crime statistics for dating violence, domestic violence, sexual assault and stalking. We also provide an institutional policy statement outlining the procedures we will follow after receiving a report of these incidents as well as identifying the rights and options available to survivors. VAWA definitions have been further defined for the 2016-2017 Annual Security Report. For definitions see page 33.

• Sex offenses are no longer classified as either “forcible” or “non-forcible.” The Clery Act now requires sex offenses to be addressed in four separate categories:
  1) Rape
  2) Fondling
  3) Incest
  4) Statutory Rape

• Current policy statements and processes relating to confidentiality, public record keeping, and data-sharing without including information about the survivor or any accommodations and other protective measures.

• Providing prevention programs that promote positive and healthy behaviors that foster healthy, mutually-respectful relationships and sexuality, encourage safe bystander intervention tactics and seek to change behavior and social norms in healthy and safe directions.

• In 2015, NIU was required to report the total number of “unfounded” crimes in the Annual Security Report. As such, for Clery Act purposes, the determination to unfound a crime can be made only when the totality of available information specifically indicates that the report was false or baseless.

Policy Updates

The following university compliance policies have been updated and/or are available on the Human Resource Services and/or the Compliance Administration website.

Americans with Disabilities Act
niu.edu/aaec/complaints/ada-accommodation-request.shtml

Title IX
niu.edu/aaec/_pdf/Title-IX-Sexual-Misconduct-Policy.pdf

Non-discrimination/Harassment Policy and Compliance Procedures
niu.edu/aaec/_pdf/Non-Discrimination-Harassment-Policy-Procedures_updated-cover.pdf

Workplace Violence Prevention
niu.edu/hrs/resources/policies/workplace_violence.shtml

Annual Fire Safety Report

The Environmental Health and Safety Department (EHSD), located in the Dorland Building, Room 200, 180 Stadium Drive in DeKalb, compiles and maintains a fire safety log and report in compliance with the Higher Education Opportunity Act. The EHSD has developed the University’s Annual Fire Safety Report for 2015. A PDF of this report can be found at niu.edu/ehs/health-safety/fire. Contact 815-753-0404 for current fire log.

Clergy Act Notes

Clergy Geography

On-Campus—means all property, including on-campus housing facilities, owned or controlled by an institution within the same reasonably contiguous geographical area used by the institution in direct support of, or in a manner related to, institutional educational purposes, including residence halls; and any building or property within the same reasonably contiguous geographic area of the institution that is owned by the institution but controlled by another person, and is used by students and supports institutional purposes (such as a food or other retail vendor).

On-Campus Student Housing Facilities—means property owned or controlled by the institution used to provide housing for the institution’s students.

Non-Campus—means any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is being used in direct support of, or in relation to, the institution’s educational purposes, is frequented by students and is not within the same reasonably contiguous geographic area of the institution.

Note: Greek houses are considered non-campus, however, for reporting purposes the statistics provided by the City of DeKalb and the NIU Department of Police and Public Safety.

Public Property—means all public property, including thoroughfares, streets, sidewalks and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus. The Clergy Act does not require disclosure of crime statistics for public property that surrounds non-campus buildings or property.

NIU provided these statistics in conjunction with the City of DeKalb Police Department, DeKalb County Sheriff’s Office and the Illinois State Police. Various local police departments in areas of off-site classes also provided statistics for non-campus property.
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Hate Crime Key: (Ra) Race (Re) Religion (S) Sexual Orientation (G) Gender (GI) Gender Identity (E) Ethnicity (N) National Origin (D) Disability

*Residence Hall numbers are included in the On-Campus report.
** New Clery reporting category see page 26.
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**Hate Crime Key:** (Ra) Race (Re) Religion (S) Sexual Orientation (G) Gender (Gl) Gender Identity (E) Ethnicity (N) National Origin (D) Disability

*Residence Hall numbers are included in the On-Campus report.
**New Clery reporting category see page 26.
## CRIMINAL OFFENSES
### NIU HOFFMAN ESTATES

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**Hate Crime Key:**
- (Ra) Race
- (Re) Religion
- (S) Sexual Orientation
- (G) Gender
- (GI) Gender Identity
- (E) Ethnicity
- (N) National Origin
- (D) Disability

*Residence Hall numbers are included in the On-Campus report. ** New Clery reporting category see page 26.
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Hate Crime Key: (Ra) Race (Re) Religion (S) Sexual Orientation (G) Gender (GI) Gender Identity (E) Ethnicity (N) National Origin (D) Disability
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**HATE CRIMES**

| **Murder/Non-negligent Manslaughter** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Negligent Manslaughter** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Sex Offenses** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Rape** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Fondling** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Incest** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Statutory Rape** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Robbery** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Aggravated Assault** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Burglary** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Motor Vehicle Theft** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Arson** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

**Hate Crime Key:**  
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*Residence Hall numbers are included in the On-Campus report.
**New Clery reporting category see page 26.
Clery Act Reporting

Publication of this annual report is required by federal law. The annual crime statistics at NIU were compiled by the NIU Department of Police and Public Safety, Student Conduct, campus officials with responsibility for oversight of student activities and relevant local and state police agencies. The university’s yearly crime statistics are compiled on a calendar-year basis in accordance with the definitions of crimes provided by the FBI for use in the Uniform Crime Reporting (UCR) system. The report includes statistics for the previous three years concerning crimes that occurred on its campuses and were reported to the NIU Department of Police and Public Safety or designated campus officials. Additionally, these statistics include people referred for campus disciplinary action for categories required under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, including liquor and drug law violations and illegal weapons possession. Statistical information for certain off-campus locations or property owned or controlled by the university, as well as public property within or immediately adjacent to and accessible from campus, are collected or requested from local police departments. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year in which the crime was reported.

The crime statistics tables are reflective of the requirements mandated by federal law for compiling this report, which became effective February 2011 and were amended in July 2016. NIU reports the crimes required by the Clery Act that occurred on or within an institution’s Clery Geography that were reported to a Campus Security Authority.

A daily offense log is available for public review at the Department of Police and Public Safety building at 395 Wirtz Drive in DeKalb or online at niu.edu/publicsafety.

Clery Act Reporting Descriptions

Hate crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim’s actual or perceived race, religion, sexual orientation, gender, gender identity, ethnicity, national origin or disability. Reportable crimes that are reported as hate crimes are listed in the chart on page 27.

Student Conduct referrals – persons not arrested for liquor law violations, drug law violations or illegal weapons possession, but who were referred for campus disciplinary action. A referral for campus disciplinary action for violation of university policies regarding alcohol, drugs or weapons does not necessarily mean that a violation of law has occurred. Referrals that were the result of arrest or citation are reflected elsewhere in the chart. Student Conduct Incident Reports reflect the number of individuals referred for campus disciplinary action.

Classifying Crime Statistics

The statistics on the preceding pages are published in accordance with the standards and guidelines used by the Federal Bureau of Investigation Uniform Crime Reporting Handbook and the Clery Act.

The number of victims involved in a particular incident is indicated for the following crime classifications: murder/non-negligent manslaughter, negligent manslaughter, sex offenses (rape, fondling, incest, statutory rape) and aggravated assault. For example, if an aggravated assault occurs and there are three victims, this would be counted as three aggravated assaults in the crime statistics chart.

The number of incidents involving a particular offense is indicated for the following crime categories (includes one offense per distinct operation): robbery, burglary, and arson. For example, if five students are walking across campus together and they are robbed, this would count as one instance of robbery in the crime statistics chart.

In cases of motor vehicle theft, each vehicle stolen is counted.

In cases involving liquor law, drug law and illegal weapons violations, each person who was arrested is indicated in the arrest statistics. If an arrest includes offenses for multiple liquor or drug law violations, it is only counted as a drug law violation since it is the more egregious offense.

The statistics captured under the “Referred for Disciplinary Action” section for liquor law, drug law and illegal weapons violations indicate the number of people who were referred to Student Conduct and charged for violating those specific laws. Being found responsible includes a referral that resulted in disciplinary action being initiated by the judicial system and a record of the action being kept on file.

Statistics for hate crimes are counted in each specific Clery-reportable crime category and therefore are part of the overall statistics reported for each year. The only exception to this is the addition of a bias-motivated larceny, simple assault resulting in bodily injury, intimidation and vandalism; the law requires that this statistic be reported as a hate crime even though there is no requirement to report the crime in any other area of the compliance document.
Hate Crime Definitions

Hate Crimes: A criminal offense committed against a person or property which is motivated, in whole or part, by the offender’s bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, gender identity, religion, disability, sexual orientation or ethnicity/national origin.

NIU is required to report statistics for bias-related (hate) crimes by the type of bias as defined below for the following classifications: murder/non-negligent manslaughter, sex offenses (forcible and non-forcible), robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny-theft, simple assault, intimidation and destruction/damage/vandalism of property.

Larceny-Theft: The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another. Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.

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: 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.

If a hate crime occurs where there is an incident involving intimidation, destruction/damage/vandalism of property, larceny-theft or simple assault, the law requires that the statistic be reported as a hate crime even though there is no requirement to report the crime classification in any other area of the compliance document.

Violence Against Women Act (VAWA) Response to Domestic Violence, Dating Violence, Sexual Assault and Stalking

The University does not discriminate on the basis of sex or gender in any phase of its educational or employment programs; the University is required by Title IX and other laws to not discriminate. If the University knows or reasonably should know of possible sexual misconduct, a thorough, impartial, and confidential investigation will be conducted as promptly as possible to determine if there has been a violation of NIU’s Title IX Policy. Sexual misconduct includes sexual harassment, sexual assault, dating violence, domestic violence, and stalking.

Victims are not required to file a complaint but are encouraged to do so. Regardless if a victim chooses to report sexual misconduct, reasonable available accommodations or protective measures will be provided to the victim upon request.

File a Title IX Complaint

In addition to or instead of filing a criminal complaint, students who feel they have been a victim of sexual misconduct have the right to file a complaint with the University at any time, even if the police concluded there is not sufficient evidence for a criminal charge.

A complaint of this nature against a student, employee, or other person connected to NIU may be filed with Karen L. Baker, Title IX Coordinator, by calling 815-753-6017 or emailing titleIXcoordinator@niu.edu.

File a Criminal Complaint

Victims of sexual assault may file a criminal complaint by contacting NIU Department of Police and Public Safety at 815-753-1212 or in person at 395 Wirtz Drive. Victims may also call the DeKalb Police Department at 815-748-8400.

File an Anonymous/Confidential Complaint

Victims, third-parties, or bystanders may also file an anonymous/confidential complaint where disclosure of the sexual misconduct does not trigger an official investigation and the victim can still receive medical treatment, advocacy services, legal assistance, and counseling. Conversations with a confidential resource are privileged communications and are not disclosed to others, including law enforcement or university officials.
To speak with a confidential resource, contact the NIU Advocacy Coordinator, Counseling & Consultation Services, at 815-753-1206.

Questions regarding the Title IX Policy, process and/or complaint procedures may be referred to: Karen L. Baker, Associate Vice President and Title IX Coordinator, 815-753-1118, titleIXcoordinator@niu.edu.

Questions may also be referred to the Office of Civil Rights by contacting OCR.Chicago@ed.gov.

Options for Individuals Impacted by Sexual Assault, Domestic Violence, Dating Violence or Stalking

• Get to a Safe Place

• Talk to Someone You Trust

NIU Counseling & Consultation Services provides confidential, no-cost support and advocacy to all students regardless of their sex, sexual orientation, gender identity, or gender expression. This includes assistance navigating resources and legal options.

• Preserve Physical Evidence

Physical evidence may be necessary to prosecute the offender and be helpful in obtaining an order of protection. If at all possible, do not bathe, wash your hands, use the restroom, drink, smoke, change clothing, or brush your teeth following an assault.

• Seek Medical Attention

Kishwaukee Hospital can provide medical services and evidence collection. Alternative medical services are also provided on campus by NIU Health Services. FOR SEVERE INJURIES CALL 9-1-1 IMMEDIATELY.

After an incident of sexual assault, dating violence or domestic violence, the victim should consider seeking medical attention as soon as possible at Kishwaukee Hospital. In Illinois, evidence may be collected even if you chose not to make a report to law enforcement*. A sexual assault kit will be given and processed by trained medical staff. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence may be preserved that may assist in proving that the alleged criminal offense occurred/or is occurring or may be helpful in obtaining a protection order. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections. Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to University adjudicators/investigators or police.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with Campus Public Safety or other law enforcement to preserve evidence in the event that the victim decides to report the incident to law enforcement or the University at a later date to assist in proving that the alleged criminal offense occurred or that may be helpful in obtaining a protection order.

• Report the Incident

Victims are encouraged to report incidents of sexual assault to NIU Department of Police and Public Safety or to the DeKalb Police Department. This is not a requirement. Students have additional reporting options that can be discussed with the NIU Advocacy Coordinator.

Victim’s Bill of Rights

• Be informed of all reporting options.
• Be free from pressure to make a criminal report.
• Have any allegations of sexual misconduct, including sexual assault, harassment, domestic violence, dating violence and stalking, investigated and adjudicated by the appropriate campus, criminal and/or civil authorities.
• Be notified of existing campus and community medical services, victim advocacy, legal assistance, visa and immigration support, student financial aid assistance, order of protection support, counseling and mental health services, whether or not the incident is reported to campus, criminal and/or civil authorities.
• Be notified of options for, available assistance in, and how to request changes to academic, living, dining, transportation, and working situations as well as protective measures offered by NIU.

* Under the Violence Against Women and Department of Justice Reauthorization Act of 2005, starting in 2009, states must certify that they do not “require a victim of sexual assault to participate in the criminal justice system or cooperate with law enforcement in order to be provided with a forensic medical exam, reimbursement for charges incurred on account of such an exam, or both.”
in Counseling & Consultation Services, Campus Life 200, 815-753-1206.

Retaliation against anyone who reports sexual misconduct is strictly prohibited. Reports of retaliatory behavior will be addressed immediately.

This Policy also recognizes the ultimate decision of the victim/survivor not to pursue any formal method of reporting sexual misconduct and/or to seek confidential counseling and assistance in lieu of these formal methods.

How to Be an Active Bystander

Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervene, identifying safe and effective intervention options, and taking action to intervene.

Bystanders play a critical role in the prevention of sexual and relationship violence. They are “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.” We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are okay.
2. Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

Risk Reduction

Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence. With no intent of victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one’s risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org):

1. **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to **avoid isolated areas.** It is more difficult to get help if no one is around.
3. **Walk with purpose.** Even if you don’t know where you are going, act like you do.
4. **Trust your instincts.** If a situation or location feels unsafe or uncomfortable, it probably isn’t the best place to be.
5. **Try not to load yourself down** with packages or bags as this can make you appear more vulnerable.
6. **Make sure your cell phone is with you** and charged and that you have cab money.
7. **Don’t allow yourself to be isolated** with someone you don’t trust or someone you don’t know.
8. **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.
9. **When you go to a social gathering, go with a group of friends.** Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. **Trust your instincts.** If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
11. **Don’t leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you’ve left your drink alone, just get a new one.
12. **Don’t accept drinks from people you don’t know or trust.** If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don’t drink from the punch bowls or other large, common open containers.
13. **Watch out for your friends, and vice versa.** If a friend seems out of it, is way too intoxicated for the amount of alcohol they’ve had, or is acting out of character, get him or her to a safe place immediately.
14. **If you suspect you or a friend has been drugged, contact law enforcement immediately** (local authorities can be reached by calling 911 in most areas of the U.S.). Be explicit with doctors so they

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2 Bystander intervention strategies adapted from Stanford University’s Office of Sexual Assault & Relationship Abuse
can give you the correct tests (you will need a urine test and possibly others).

15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
   a. **Remember that being in this situation is not your fault.** You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
   b. **Be true to yourself.** Don’t feel obligated to do anything you don’t want to do. “I don’t want to” is always a good enough reason. Do what feels right to you and what you are comfortable with.
   c. **Have a code word** with your friends or family so that if you don’t feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
   d. **Lie.** If you don’t want to hurt the person’s feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.

16. **Try to think of an escape route.** How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?

17. **If you and/or the other person have been drinking,** you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

**Programs to Prevent Domestic Violence, Dating Violence, Sexual Assault and Stalking**

The University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that:

A. Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and

B. Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students. NIU prohibits the crimes of domestic violence, dating violence, sexual assault and stalking, as those terms are defined by the Clery Act.

**Primary Prevention and Awareness Programs**

Affirmative Action Equity Compliance (AAEC) promotes NIU’s mission through the creation of a campus environment that represents a community of diverse ideas, people and services, is free from all aspects of unfair, unequal and/or discriminatory treatment, complies with labor and employment laws and encourages training and education as an opportunity to learn and prevent discriminatory treatment and sexual misconduct.

AAEC provides a variety of programs and avenues for students, staff and faculty to not only increase awareness of dating violence, domestic violence, sexual assault, stalking and non-discrimination but also, information on how to intervene and report concerns.

New employees attend Human Resource orientation where they received a brief 30 minute presentation conducted by AAEC focused on employee responsibilities to know the law, not violate the law, follow NIU policies and procedures and report incidents of Title IX/ Sexual Misconduct violations as well as incidents of discrimination. New employees then sign up for the full Title IX/Sexual Misconduct and Non-Discrimination training which lasts 1.5 hours and is a more in-depth, thorough and interactive training to ensure full understanding of Title IX/Sexual Misconduct and Non-Discrimination. The in-person training allows for introduction to AAEC staff and the opportunity to ask questions. All staff and faculty are to complete the full Title IX/Non-Discrimination training within 30 days of hire.

At the end of each month, AAEC receives a list of all new employees. When an employee on the list has not attended the in-person Title IX/Sexual Misconduct training they are sent an email welcoming them to the NIU family and explaining the requirement and upcoming training dates. In 2016-2017 a pre/post-test tool will be used to measure improvement in the trainee’s ability to understand all aspects of dating violence, domestic violence, sexual assault, stalking, other areas of sexual misconduct and non-discrimination.

**Illinois Public Act 099-0426: Preventing Sexual Violence in Higher Education** which came into effect August 1, 2016 requires higher education institutions in Illinois provide sexual violence primary prevention and awareness programming for students, staff and faculty. Incoming students at NIU, both freshman and transfer students, are required to complete the on-line educational module, Haven-Understanding Sexual Assault. All other students, staff and faculty are required to complete the newly developed Title IX, annual on-line training through Affirmative Action Equity Compliance. The online program covers all forms of sexual misconduct, reporting procedures, counseling and consultation services and available resources.
Definitions of Reportable Crimes and Other Associated Terms

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.

Sexual Assault: Any nonconsensual sexual act proscribed by federal or Illinois law, including when the victim lacks capacity to consent. An offense that meets the definition of rape, fondling, incest or statutory rape as used in the FBI’s UCR program (42 U.S. Code Section 13925 (a)(29)).

Sex Offenses: Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

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

Domestic Violence:

1. A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred (42 U.S. Code Section 13925 (a)(8)); or
2. Physical abuse, harassment, intimidation of a dependent, interference with personal liberty or willful deprivation of a family or household member, which includes spouses, former spouses, parents, children, stepchildren and other persons related by blood or by present or prior marriage, persons who share or formerly shared a common dwelling, persons who have or allegedly have a child in common, and persons who share or allegedly share a blood relationship through a child (725 ILCS 5/112A-3; 750 ILCS 60/103).

Dating Violence:

1. Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. 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. Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting (42 U.S. Code Section 13925 (a)(9)(and(10)); or
2. Threatening to use physical, mental or emotional abuse to control another person who is in a dating relationship with the person (See 105 ILCS 110/3.10).
3. The existence of a dating relationship in 1 or 2 above shall be determined based on the reporting party’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.

Stalking:

1. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (A) fear for the person's safety or the safety of others; or (B) suffer substantial emotional distress. For the purposes of this definition: (i) Course of conduct means two or more acts, including, but not limited to, acts in which the stalker 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; (ii) Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim; (iii) Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling; (iv) Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting (42 U.S. Code Section 13925 (a)(30)) or
2. (A) Knowingly and without lawful justification, on at least two separate occasions, following another person or placing the person under surveillance or any combination thereof and (i) at any time transmitting a threat of immediate or future bodily harm, sexual assault, confinement or restraint and the threat is directed towards that person or a family member of that person, or (ii) places that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement or restraint to or of that person or a family member of that person; or
(B) when, having been previously convicted of stalking another person, knowingly and without lawful justification on one occasion, (i) follows that same person or places that same person under surveillance; and (ii) transmits a threat of immediate or future
bodily harm, sexual assault, confinement or restraint to that person or a family member of that person (720 ILCS 5/12-7.3).

3. Stalking may be accomplished by physical act or electronic means, such as computer or cell phone.

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, violence and/or causing the victim fear.

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 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 which could or probably would result in a serious potential injury if the crime were successfully completed.

Burglary: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or a felony, breaking and entering with intent to commit a larceny, housebreaking, safecracking and all attempts to commit any of the aforementioned.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (All cases are classified as motor vehicle theft where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including joy riding.)

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, etc.

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; all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

Drug Abuse 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).

Illegal Weapons Law Possession: 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; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.

Clery reportable offense crime definitions are taken from the FBI Uniform Crime Reporting Handbook.

Awareness programs: Community-wide or audience specific programming, initiatives and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety and reduce perpetration.

Bystander intervention: Safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking.

Bystander intervention includes:
- Recognizing situations of potential harm
- Understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervene, identifying safe and effective intervention options, and taking actions to intervene

Ongoing prevention and awareness campaigns:
Programming, initiatives and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault and stalking, using a range of strategies with audiences throughout the institution.

Primary prevention programs: Programming, initiatives and strategies informed by research or assessed for value, effectiveness or outcome that are intended to stop dating violence, domestic violence, sexual assault and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe direction.

Risk reduction: Options designed to decrease perpetration and bystander inaction and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

Prompt, fair, and impartial proceeding: A proceeding that is completed within reasonably prompt timeframes designated by an institution’s policy, including a process that allows for the extension of timeframes for good cause and with written notice to the accuser and the accused of the delay and the reason for the delay;

Conducted in a manner that:
- Is consistent with the institution’s policies and transparent to the accuser and accused
- Includes timely notice of meetings at which the accuser or accused, or both, may be present and
- Provides timely and equal access to the accuser, the accused and appropriate officials to any information that will be used during informal and formal disciplinary meetings and hearings
- Are conducted by officials who do not have a conflict
of interest or bias for or against the accuser or the accused

• Are conducted by officials who, at a minimum, receive annual training on the issues relating to dating violence, domestic violence, sexual assault and stalking and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability

Advisor: Any individual who provides the accuser or accused support, guidance, or advice.

Programs to prevent dating violence, domestic violence, sexual assault and stalking: Comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that:

• Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness, or outcome; and consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Programs to prevent dating violence, domestic violence, sexual assault and stalking include both primary prevention and awareness programs directed at incoming students and new employees and ongoing prevention and awareness campaigns directed at students and employees.

Proceeding: All activities related to a non-criminal resolution of an institutional disciplinary complaint, including, but not limited to, fact finding investigations, formal or informal meetings, and hearings. Proceeding does not include communications and meetings between officials and victims concerning accommodations or protective measures to be provided to a victim.

Result: Any initial, interim and final decision by any official or entity authorized to resolve disciplinary matters within the institution.

The result must include any sanctions imposed by the institution.

Unfounded Crimes: An institution may withhold, or subsequently remove, a reported crime from its crime statistics in the rare situations where sworn or commissioned law enforcement personnel have fully investigated the reported crime and, based on the results of this full investigation and evidence, have made a formal determination that the crime report is false or baseless and therefore “unfounded.” Only sworn or commissioned law enforcement personnel may “unfound” a crime report for purposes of reporting under this section. The recovery of stolen property, the low value of stolen property, the refusal of the victim to cooperate with the prosecution, and the failure to make an arrest do not “unfound” a crime report.

Consent: a clear, unambiguous, informed, voluntary, and freely given agreement between all participants to knowingly engage in sexual activity. Consent must be mutually understandable by words or actions (i.e. a reasonable person would consider the words or actions to indicate mutual agreement to engage in the sexual activity). Consent is active and cannot be based on the absence of an affirmative statement or act of denial. Silence or lack of resistance does not constitute consent. Seeking and receiving consent is the responsibility of the person(s) initiating the sexual act or acts regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.

Consent to any sexual act or prior consensual sexual activity between or with any party does not in and of itself constitute consent to any other sexual act. Consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another.

Consent may be initially given but withdrawn at any time. Consent cannot be given when a person is incapacitated (including, but not limited to, a person or someone with a physical or mental disability and/or level of intoxication that causes impairment resulting in incapacitation), asleep or unconscious, or under age. Consent cannot be given when it is the result of coercion, intimidation, force, or threat of harm. The University prohibits any sexual activity that does not involve the consent of each individual. Consent must be given to engage in the act of sexual activity, and consent should also be given to any person who records or photographs any aspect of the sexual encounter as well as third parties who wish to view the sexual activity either in person or via any electronic equipment, methods, or devices. Any of these acts will be deemed to be sexual exploitation. Sexual exploitation includes, but is not limited to, the following acts:

• Sexual voyeurism or allowing others to witness or observe the sexual or intimate activity of another person without that person’s full knowledge and consent;

• Indecent or lewd exposure or inducing another person to expose themselves when consent is not present;

• Recording any person engaged in sexual or intimate activity in a private space without that person’s full knowledge and consent, even if the person recording the sexual or intimate activity is also engaged in the consented to sexual activity;

• Distributing sexual or intimate information, images, or recordings about another person without that person’s full knowledge and consent;

• Recruiting, harboring, transporting, providing, or obtaining another person for the purpose of sexual exploitation;

• Inducing incapacitation of another person with the intent to engage in sexual conduct, regardless of whether prohibited sexual conduct actually occurs. The definition
of consent does not vary based upon a participant’s sex, sexual orientation, gender identity, or gender expression.

**Ongoing Prevention and Awareness Campaigns**

AAEC provides trainings and presentations all over campus, all year long, to a variety of groups. Some groups request a presentation to improve their awareness and some groups are contacted by AAEC. One goal of AAEC to reach as many campus wide groups, students and employees as possible in order to provide Title IX/Sexual Misconduct training to increase awareness and decrease incidents.

In addition to the above trainings specific to Sexual Misconduct, AAEC also provides campus awareness activities for students, staff and faculty. In 2015-2016, AAEC began “Real Talk” series focused on bringing more awareness to our student population. The series focused on different areas of sexual misconduct. The sessions were entitled, “Until It Happens to You-Myths and Truths of Sexual Assault on Campus and Globally” and “Sex? Yes. Please?” An interactive dialog around the issues and practices of affirmative consent. In April, 2016 a Jungle Red campaign was held in several areas around campus to increase education around Sexual Assault Awareness Month. Jungle Red consisted of setting tables up in highly trafficked areas across campus and encouraging passerby’s to allow their pinky to be painted red in support of those affected by sexual assault.

Advertising trainings, presentations and awareness activities is conducted in a variety of ways. Each event, has its own specific audience with the need for a targeted approach to marketing. The following ways are utilized depending on the event/activity: AAEC website, sexual misconduct website, partnering websites, fliers/posters, social media including Facebook and the main NIU page, digital signage via TV’s displayed throughout campus, e-mail invitations to previous attendees or specific groups, NIU Today, *Northern Star*, and the NIU Calendar.

Affirmative Action Equity Compliance continues to seek new and different ways to provide additional awareness campaigns to the campus community and specific groups. Two new developments include a calendar to ensure an annual schedule of planned events/activities is circulated to the entire campus, and a newsletter is being developed to reach campus constituent.

**Procedures NIU will Follow when a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking is Reported:**

NIU has procedures in place that serve to be sensitive to victims who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as housing, academic, transportation and working accommodations, if reasonably available. NIU will make such accommodations, if the victim requests them and if they are reasonable available, regardless of whether the victim chooses to report the crime to the NIU Department of Police and Public Safety or local law enforcement. Students and employees should contact Office of the Title IX Coordinator. If a report of domestic violence, dating violence, sexual assault or stalking is reported to the University, below are the procedures that the University will follow:

**Sexual Assault**

1. Depending on when reported (immediate vs delayed report), institution will provide complainant with access to medical care
2. Institution will assess immediate safety needs of complainant
3. Institution will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department
4. Institution will provide complainant with referrals to on and off campus mental health providers
5. Institution will assess need to implement interim or long-term protective measures, if appropriate
6. Institution will provide the victim with a written explanation of the victim's rights and options
7. Institution will provide a “No Trespass” directive to accused party if deemed appropriate
8. Institution will provide written instructions on how to apply for Protective Order
9. Institution will provide a copy of the policy applicable to Sexual Assault to the complainant and inform the complainant regarding timeframes for inquiry, investigation and resolution
10. Institution will inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and what the outcome of the hearing is
11. Institution will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation

**Stalking**

1. Institution will assess immediate safety needs of complainant
2. Institution will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department
3. Institution will provide written instructions on how
to apply for Protective Order
4. Institution will provide written information to complainant on how to preserve evidence
5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate
6. Institution will provide the victim with a written explanation of the victim’s rights and options
7. Institution will provide a “No Trespass” directive to accused party if deemed appropriate

Dating Violence
1. Institution will assess immediate safety needs of complainant
2. Institution will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department
3. Institution will provide written instructions on how to apply for Protective Order
4. Institution will provide written information to complainant on how to preserve evidence
5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate
6. Institution will provide the victim with a written explanation of the victim’s rights and options
7. Institution will provide a “No Trespass” directive to accused party if deemed appropriate

Domestic Violence
1. Institution will assess immediate safety needs of complainant
2. Institution will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department
3. Institution will provide written instructions on how to apply for Protective Order
4. Institution will provide written information to complainant on how to preserve evidence
5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate
6. Institution will provide the victim with a written explanation of the victim’s rights and options
7. Institution will provide a “No Trespass” directive to accused party if deemed appropriate

Assistance for Victims: Rights & Options:
Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, the university will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights and options. Such written information will include:

• the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred;
• information about how the institution will protect the confidentiality of victims and other necessary parties; publicly available record keeping, including Clery Act reporting and disclosures, without inclusion of personally identifying information about the victim;
• a statement that the institution will provide written notification to students and employees about victim services within the institution and in the community;
• a statement regarding the institution’s provisions about options for, available assistance in, and how to request accommodations and protective measures; and
• an explanation of the procedures for institutional disciplinary action.

Rights of Victims and the Institution’s Responsibilities for Orders of Protection, “No Contact” Orders, Restraining Orders, or Similar Lawful Orders Issued by a Criminal, Civil, or Tribal Court or by the Institution

Northern Illinois University complies with Illinois law in recognizing orders of protection by providing the resources in the chart on the following page to comply with protective orders and assist victims. Any person who obtains an order of protection from Illinois or any reciprocal state should provide a copy to campus police and the Office of the Title IX Coordinator. A complainant may then meet with campus police to develop a Safety Action Plan, which is a plan for campus police and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to: escorts, special parking arrangements, providing a temporary cellphone, changing classroom location or allowing a student to complete assignments from home, etc. The University cannot apply for a legal order of protection, no contact order or restraining order for a victim from the applicable jurisdiction(s).

The University may issue an institutional no contact order if deemed appropriate or at the request of the victim or accused. If the University receives a report that such an institutional no contact order has been violated, the University will initiate disciplinary proceedings appropriate to the status of the accused (student, employee, etc.) and will impose sanctions if the accused is found responsible for violating the no contact order.

Accommodations and Protective Measures Available for Victims
Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, NIU will provide written notification to students and employees about
accommodations available to them, including academic, living, transportation and working situations. The written notification will include information regarding the accommodation options, available assistance in requesting accommodations, and how to request accommodations and protective measures (i.e., the notification will include the name and contact information for the individual or office that should be contacted to request the accommodations).

At the victim’s request, and to the extent of the victim’s cooperation and consent, university offices will work cooperatively to assist the victim in obtaining accommodations. If reasonably available, a victim may be offered changes to academic, living, working or transportation situations regardless of whether the victim chooses to report the crime to campus police or local law enforcement. Examples of options for a potential change to the academic situation may be to transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Potential changes to living situations may include moving to a different room or residence hall. Possible changes to work situations may include changing working hours. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc.

On and Off-Campus Services for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, NIU will provide written notification to students and employees about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and assistance in notifying appropriate local law enforcement.

These resources include the following:

<table>
<thead>
<tr>
<th>ON CAMPUS</th>
<th>Type of Services Available</th>
<th>Service Provider</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counseling</td>
<td>Counseling &amp; Consultation</td>
<td>NIU Advocacy Coordinator</td>
<td>815-753-1206</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>niu.edu/counseling/advocacy</td>
</tr>
<tr>
<td>Health</td>
<td>Health Services</td>
<td>NIU Health Services</td>
<td>815-753-1311</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>niu.edu/healthservices</td>
</tr>
<tr>
<td>Mental Health</td>
<td>Psychology</td>
<td>NIU Psychological Services Center</td>
<td>815-753-0591</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>niu.edu/PSYC/psc</td>
</tr>
<tr>
<td>Victim Advocacy</td>
<td>VAWA offenses</td>
<td>NIU Advocacy Services</td>
<td>815-753-1206</td>
</tr>
<tr>
<td>Legal Assistance</td>
<td>NIU Student Legal</td>
<td>Student Affairs and Enrollment Management</td>
<td>815-753-1701</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td><a href="mailto:studentslegal@niu.edu">studentslegal@niu.edu</a></td>
</tr>
<tr>
<td>Visa and Immigration Assistance</td>
<td>International Student and Faculty Office</td>
<td>Division of International Affairs</td>
<td>815-753-1346</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td><a href="mailto:isfo@niu.edu">isfo@niu.edu</a></td>
</tr>
<tr>
<td>Other</td>
<td>Couple &amp; Family Therapy</td>
<td>NIU Couple &amp; Family Therapy Clinic</td>
<td>815-753-1684</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>chhs.niu.edu/familytherapyclinic</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OFF CAMPUS</th>
<th>Type of Services Available</th>
<th>Service Provider</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health</td>
<td>Hospital</td>
<td>Kishwaukee Hospital</td>
<td>815-756-1521</td>
</tr>
<tr>
<td>Mental Health</td>
<td>Ben Gordon Counseling Center</td>
<td>Ben Gordon Counseling Center</td>
<td>815-756-4875</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td><a href="http://www.bengordoncenter.org">www.bengordoncenter.org</a></td>
</tr>
<tr>
<td>Victim Advocacy</td>
<td>Sexual Assault/ Domestic Violence</td>
<td>Safe Passage, DeKalb</td>
<td>815-758-7922</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td><a href="http://www.safepassagedv.org">www.safepassagedv.org</a></td>
</tr>
<tr>
<td>Other</td>
<td>Depression</td>
<td>Depression Crisis Hotline</td>
<td>630-482-9696</td>
</tr>
<tr>
<td>Other</td>
<td>Suicide</td>
<td>Suicide Hotline</td>
<td>800-784-2433</td>
</tr>
</tbody>
</table>

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

rainn.org—Rape, Abuse and Incest National Network
ovw.usdoj.gov/sexassault.htm—Department of Justice
ed.gov/about/offices/list/ocr/index.html—Department of Education, Office of Civil Rights
Title IX/Sexual Misconduct Policy and Complaint Procedures for Employees and Students

go.niu.edu/TitleIXPolicy

Last Revision Date: July 29, 2016

I. PURPOSE

The mission of Northern Illinois University (NIU) is the mission of the University to promote excellence and engagement in teaching and learning, research and scholarship, creativity and artistry, and outreach and service. The University is a community of those whose varied functions, responsibilities, and contributions are supportive of the instructional, research, and service mission of the institution. Civil and professional interactions among all faculty, staff and students are essential to support that mission in an effective, efficient, and ethical manner.

Pursuant to this mission of excellence, it is therefore crucial for the University to ensure that all members of its community, including guests and visitors, have the right to learn and work in the safest possible community and environment, and to be free from all forms of sex discrimination. Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq. provides in part, that no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Sex discrimination also includes sexual misconduct in the form of sexual harassment, hostile work environment, sexual violence (rape, sexual assault, and sexual abuse), domestic violence, dating violence, stalking and gender/sex-based harassment or discrimination, all of which represent conduct/behavior that is prohibited by this Policy in accordance with Title IX.

All members of the University community, visitors, and guests are expected to conduct themselves in a manner that does not infringe on the rights of others. In order to provide recourse for allegations of inappropriate treatment involving sexual misconduct by faculty, staff, or students, the procedures contained within this Policy will be used. This is intended to be consistent with the Preamble to the Northern Illinois University Constitution, which declares, “Respect for the intrinsic dignity of each member of the University community, both by the University itself and by each member of that community, is the basic cornerstone governing all community activities.” The purpose of this Policy is to comply with Title IX as advised by the Department of Education’s Office of Civil Rights and to ensure that the mission of the University to promote excellence and engagement in teaching and learning, research and scholarship, creativity and artistry, and outreach and service is achieved. The University is a community of those whose varied functions, responsibilities, and contributions are supportive of the instructional, research, and service mission of the institution. Civil and professional interactions among all faculty, staff and students are essential to support that mission in an effective, efficient, and ethical manner.

Throughout these procedures, all persons involved should exercise discretion in receiving and transmitting information. All complaints and/or allegations filed in accordance with this policy will be examined in a fair and equitable manner, and in accordance with applicable federal and state laws. As warranted by the facts of the situation and in coordination with the organizational areas involved, suitable corrective action will be implemented whenever sex discrimination in the form of sexual misconduct and/or retaliation for opposing conduct/behavior that is believed to be unlawful and/or a form of sex discrimination occurs. Any employee or student who engages in conduct prohibited by this Policy will be required to participate in appropriate corrective measures. All disciplinary actions will be performed in accordance with applicable procedural and substantive due process principles and personnel procedures as stated by this or other applicable university policies.

An investigation of sexual misconduct may also result in a criminal investigation by the University, which is separate and apart from the standard University due process procedures contained within the complaint filing process and procedures. Employment related matters and/or resolutions resulting from any employment discrimination and/or Title IX complaint will be conducted independent of any applicable criminal investigation. Student Conduct may conduct an independent review of any matter to determine if a separate student conduct violation occurred. Such a review would be conducted pursuant to the Student Code of Conduct to address violations outside of any alleged sexual misconduct.

II. POLICY

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq. provides in part:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Northern Illinois University has jurisdiction over all Title IX/Sexual Misconduct complaints occurring at NIU.

Notice of Non-Discrimination

Academic and employment decisions based upon sex or gender and/or acts of sexual misconduct are forms of illegal sex discrimination under Title IX, additional federal and state laws, and are prohibited under this and other policies of Northern Illinois University. The University does not discriminate on the basis of sex, gender or gender identity in any phase of its educational or employment programs; the University is required by Title IX and other applicable laws to not so discriminate.

The University will not tolerate sex discrimination in the form of sexual misconduct. If the University knows or reasonably should know of possible sexual misconduct, a thorough, impartial, and confidential investigation will be conducted in as prompt a manner as possible to determine if there has been a violation of this Policy. If, as a result of that investigation, it is determined that any act of sexual misconduct has occurred, appropriate discipline will be imposed, and the University will take the necessary steps to address and stop the sexual misconduct, prevent its recurrence, and remedy its effects.

Retaliation Prohibited

Retaliation against any individual who opposes what they believe to be discrimination on the basis of sex, gender, gender identity or in the form of sexual misconduct is prohibited by this Policy. Any person who is found to have retaliated against another for making a Complaint of sexual misconduct under Title IX, being a witness for purposes of any such investigation, or being otherwise involved in the complaint and/or investigative process (including the Respondent), will be subject to discipline, up to and including termination or expulsion, depending on the circumstances, even if no responsibility is found for the alleged sexual misconduct. Retaliation should be reported immediately to Karen L. Baker, Associate Vice President and Title IX Coordinator, Lowden Hall 101, DeKalb, IL 60115, (815) 753-6017, titleixcoordinator@niu.edu.
Application of this Policy
This Policy applies to all students, employees, and third parties, regardless of race, color, national origin, ancestry, sex, religion, age, physical and mental disability, marital status, veteran status, sexual orientation, gender identity, gender expression, political affiliation, or any other factor unrelated to professional or educational qualifications, and is in coordination with the Non-Discrimination /Harassment Policy and Complaint Procedures for Employees and Students, which prohibits discrimination at the University. However, this Policy serves, primarily, as the governing document for Affirmative Action and Equity Compliance (AAEC) to conduct investigations of sexual misconduct involving employees and students.

This Policy also applies to all conduct in any academic, educational, extra-curricular, athletic, or other University program and activity, whether those programs and activities occur in University facilities, on or off campus. Even if the sexual harassment and/or misconduct did not occur in the context of an education program or activity, NIU will consider the effects of the off-campus sexual harassment when evaluating whether there is a hostile environment on campus or in an off-campus education program or activity. Accordingly, the University will investigate all complaints, regardless of where the alleged conduct occurs. Should the University become aware that any contractor, vendor, partner, or other affiliate engages in sexual misconduct, it will take appropriate action, up to and including termination of the business relationship or partnership.

Athletics
Northern Illinois University faculty, staff, and students with questions concerning the application of Title IX to the University’s intercollegiate athletic programs and activities may contact: Debra Boughton, Intercollegiate Athletics, Deputy Title IX Coordinator for Athletics, 1525 W. Lincoln Highway, DeKalb, IL 60115, (815) 753-9541, dboughton1@niu.edu.

Responsible Employees
The University is obligated to address acts of sexual misconduct of which a responsible employee knew or should have known occurred. A “responsible employee” is any employee who:

1. Has the authority to take action to address sexual misconduct;
2. Has been given the duty of reporting incidents of sexual misconduct or any other misconduct by students; or
3. A student could reasonably believe has this authority or duty.

At Northern Illinois University, “responsible employees” include faculty members, administrators (Deans, Department Chairs, Directors, Vice Presidents, etc.), Community Advisors (CA’s), Residence Life Administration, Complex Coordinators, Hall Directors, faculty advisors, police officers, building service workers, dining hall employees, and administrative professionals in a supervisory capacity or who have regular interactions with students.

Reporting Obligations
A responsible employee must report to the Title IX Coordinator all relevant details about alleged sexual misconduct that the student or other person has shared and that the University will need to determine what occurred and resolve the situation. This includes the names of the alleged Respondent (if known), the student or other person who experienced the alleged sexual misconduct, others involved in the alleged sexual misconduct, as well as relevant facts, including the date, time, and location of the incident. Additional definitions of terms can be found in a list at the end of this policy. Reports can be made online at go.niu.edu/ FileTitleIX.

Before a person reveals information that he or she may wish to keep confidential, a responsible employee should make every effort to ensure that the person understands:

1. The employee’s obligation to report the names of the alleged Respondent and person involved in the alleged sexual misconduct, as well as relevant facts regarding the alleged incident (including date, time, and location of the incident), to the Title IX Coordinator;
2. The person’s option to request that the University maintain confidentiality, which an appropriate committee composed of Title IX Coordinator(s), Title IX Investigator(s), an Confidential Advisor from Counseling and Consultation Services and a representative from the NIU Department Police and Public Safety when appropriate may consider; and
3. The person’s ability to share the information confidentially with the confidential resources identified herein.

A responsible employee should provide the following information to a Claimant:

1. The reporting obligations (discussed above) of the responsible employee;
2. Claimant’s option to request confidentiality and available confidential resources, as provided herein;
3. Claimant’s right to file a Title IX Complaint with the University; and
4. Claimant’s right to report a crime to campus or local law enforcement.

Training and Education
In compliance with the Illinois Preventing Sexual Violence in Higher Education Act (110 ILCS 155), all employees must complete annual Title IX/Sexual Misconduct training. Such training should include, but is not limited to, the Title IX Policy, effects of trauma on a survivor, consent, retaliation, reporting options, available support services, and strategies for bystander intervention and risk reductions.

Additional training is provided to those involved in the receipt and resolution of Title IX Complaints, including, but not limited to, Coordinators, Investigators, Resolution Officers, Hearing Officers, appeal agents, confidential resources/advisors, and law enforcement.

Child Abuse and Neglect
All staff and faculty must report suspected or known child abuse to the Illinois Department of Children and Family Services (DCFS). 325 ILCS 5/4. Accordingly, all employees of NIU must report suspected sexual misconduct perpetrated against those under the age of 18 to DCFS. The DCFS hotline is (800) 252-2873, for additional information visit www.niu.edu/ publicsafety/resources/DCFS.

III. TITLE IX COORDINATOR(S)

The role of the Title IX Coordinator is to manage, implement, and administer this Policy, including the enforcement of Title IX complaint procedures contained within, Title IX training programs, and ensuring the prompt and appropriate resolution of Title IX complaints. Questions or concerns regarding Title IX, this Policy, or other aspects of the university’s equal opportunity or affirmative action programs may be directed to:

Karen L. Baker
Associate Vice President and Title IX Coordinator
Affirmative Action and Equity Compliance Lowden Hall 101
DeKalb, IL 60115
Inquiries/questions regarding this policy and/or Title IX may also be referred to:

Office for Civil Rights
U.S. Department of Education Citigroup Center
500 W. Madison Street, Suite 1475
Chicago, IL 60661-4544
(312) 730-1560
OCR.Chicago@ed.gov

Questions and/or concerns may also be referred to the Deputy Title IX Coordinators listed below:

Sarah Adamski
Assistant Director of Investigations
Deputy Title IX Coordinator
Affirmative Action and Equity Compliance
Lowden Hall 101
DeKalb, IL 60115
(815) 753-5560
sadamskii@niu.edu

Anne Birberick
Vice Provost
Deputy Title IX Coordinator for Academic Affairs
Executive Vice President & Provost
Altgeld Hall 215
DeKalb, IL 60115
(815) 753-0494
annie@niu.edu

Debra Boughton
Athletic Associate Director, Business Affairs
Deputy Title IX Coordinator for Athletics
Intercollegiate Athletics, Convocation Center 200D
DeKalb, IL 60115
(815) 753-9541
dboughton1@niu.edu

Jeanne Meyer
Director, Student Conduct
Deputy Title IX Coordinator for Student Conduct
Student Conduct
Campus Life Building 280
DeKalb, IL 60115
(815) 753-9286
jeanne@niu.edu

IV. REPORTING OPTIONS

Addressing Sexual Misconduct
Any student or employee (other than Responsible Employees) who witnesses and/or experiences what that person believes is a form of sexual misconduct as defined by this Policy is strongly encouraged to (1) file a Title IX Complaint, (2) file a criminal complaint, or (3) file anonymous/confidential complaint as described in this Policy.

This Policy also recognizes the ultimate decision of the victim/survivor not to pursue any formal method of reporting sexual misconduct and/or to seek confidential counseling and assistance in lieu of these formal methods.

File a Title IX Complaint
Who May File a Title IX Complaint
Any University student, employee, third party, or bystander on any NIU campus, or those acting on another’s behalf (for example, Departments, parents, or guardians), may file a Title IX/Sexual Misconduct complaint to report acts of sexual misconduct in the treatment of students, employees, or third parties. A Title IX/Sexual Misconduct Complaint may also concern retaliation for filing a Complaint or participating in an investigation relating to acts of sexual misconduct. The University expects that all Title IX/Sexual Misconduct complaints will be filed in good faith. All incidents of sexual misconduct will be taken seriously by the University when formally reported, and such incidents will be investigated and properly resolved in accordance with the procedures contained herein.

How to File a Title IX Complaint
A formal Title IX Complaint can be filed utilizing one of the following options:

• Contact a Title IX Coordinator: Any Title IX Coordinator may be contacted for an appointment to discuss the nature of the Complaint, during which the employee/student should be prepared to discuss all factual circumstances and information upon which the Title IX/Sexual Misconduct Complaint is based. This includes the names of the alleged Respondent (if known), the student or other person(s) who experienced the alleged sexual misconduct, others involved in or witnesses to the alleged sexual misconduct, as well as relevant facts, including the date, time, and location. The Title IX Coordinator will determine whether a Title IX investigation, further inquiry, follow-up, and/or other resolution methods are warranted.

• File an Electronic Report: The employee/student may file a Title IX Complaint by completing the online incident report, located at go.niu.edu/FileTitleIX. Within 12 hours after receiving an electronic report, the reporting party and victim will receive information about available rights and options to address the alleged sexual misconduct. This information will be sent via email to both individuals.

Additional documents may be submitted with the Title IX Complaint (e.g., police report, e-mails), but is not required.

What to Expect if a Title IX Complaint is filed
If a formal Title IX/Sexual Misconduct complaint is filed, a preliminary review of the complaint will be conducted by the Title IX Coordinator to determine if there are enough facts, evidence, and/or information to warrant a Title IX investigation, further follow-up, inquiry, and/or resolution. The Title IX Coordinator, or designee, will review the facts of the alleged incident with the Claimant and develop a list of witnesses who can provide information regarding the alleged incident. If necessary, the Title IX Coordinator, or designee, will conduct a meeting with the Claimant in a confidential setting and provide the Claimant with information regarding all available options.

The issue of confidentiality and retaliation will also be discussed with the Claimant and information from Counseling and Consultation Services and/or services that are available within the community will be provided. The Claimant will have an opportunity to discuss the investigation process and ask questions regarding the possible outcomes and next steps within the process. The Claimant will also be provided with information on how to file a police report and information related to confidential counseling and advocacy services. An assessment of whether or not further involvement by the University Police is warranted will also be performed by the Title IX Coordinator and/or designee.
File a Criminal Complaint

Who May File a Criminal Complaint
Any student, employee, third party, or bystander may file a criminal complaint (police report) by contacting the NIU Department of Police and Public Safety or the DeKalb Police Department. The NIU Department of Police and Public Safety will forward the report to the Title IX Coordinator or designee, and the procedure outlined below in the Investigation Section will be followed.

Note: a criminal complaint with campus police or the DeKalb Police Department can be filed at any time and is encouraged to occur in cases of sexual violence, including but not limited to incidents of rape, sexual assault, violent sexual stalking, and/or sexual abuse.

How to File a Criminal Complaint
A police report may be filed utilizing the contact information listed below, FOR AN EMERGENCY: Dial 9-1-1

For incidents that occur on campus:
NIU Department of Police and Public Safety
395 Wirtz Drive
DeKalb, IL 60115
Non-Emergency: (815) 753-1212
niupd@niu.edu
www.niu.edu/publicsafety

For incidents that occur off campus:
DeKalb Police Department
700 West Lincoln Highway
DeKalb, IL 60115
Non-Emergency: (815) 748-8400
dekalb.police@cityofdekalb.com

What to Expect if a Police Report is Filed
If you go to the NIU Department of Police and Public Safety, you can expect to meet with a full-time sworn officer to discuss the incident, and an official police report will be generated. The police report is not a complaint to the University and does not obligate you to take any further action.

The police officer will make you aware of services available to you, both on campus and off, and will put you in contact with a Confidential Advisor or advocate from Counseling and Consultation Services. The police officer may also accompany you to the hospital for evidence gathering, if you wish. Finally, the police officer will notify the Title IX Coordinator that an instance of sexual misconduct has occurred.

If it is a criminal matter, the police will then undertake an initial inquiry into the incident. When enough information is gathered, you may be asked to sign a criminal complaint, also known as filing charges. You do not have to sign a complaint or file charges.

If you do sign the complaint, it will be filed with the circuit clerk, and the DeKalb County State’s Attorney will become involved in the matter. A warrant for the Respondent’s arrest may be issued. Once the DeKalb County State’s Attorney is involved, your continued cooperation in the matter will be between you and the State’s Attorney’s Office.

You may obtain assistance making any report or complaint with any Title IX Coordinator, Confidential Advisor at Counseling and Consultation Services, (815) 753-1206, or Safe Passage designee, (815) 756-5228. See Confidential Resources section for more information.

File an Anonymous/Confidential Complaint

Who Can Seek Confidential Counseling and Assistance
Any student, employee, third party, or bystander may request that the matter involving sexual misconduct remain confidential and/or anonymous as defined by this policy. Additionally, any student and/or employee may obtain assistance with filing a Title IX/Sexual Misconduct Complaint, Police Report, and/or information regarding available counseling resources on campus and in the surrounding community.

What to Expect When Confidentiality is Requested
If a Claimant chooses to remain completely anonymous and utilizes Confidential Resources, no complaint will be filed. If a Claimant chooses to report an incident to any reporting entity on campus, but requests to remain confidential the Title IX Coordinator will determine if confidentiality should be maintained. Where there is a likelihood of further harm to the Claimant and/or the campus community, the request for confidentiality may not be honored.

When confidentiality of the Claimant is maintained or the Claimant’s identity is unknown, the University’s ability to respond and take appropriate disciplinary action may be impeded. Nevertheless, the University will attempt to provide resources as provided herein and to take steps addressed to remedy the effects of the alleged sexual misconduct and to prevent its recurrence.

Nothing in this provision prohibits the Title IX Coordinator from determining whether or not to maintain the request for confidentiality and/or from consulting with appropriate university officials is warranted by the facts of the case.

Amnesty Provision
Amnesty aims to remove the barriers that may prevent an individual from reporting an incident of sexual misconduct. If an individual reports an incident of sexual misconduct, in good faith, the reporting party will not receive disciplinary action for a separate University policy violation, such as underage drinking, that is revealed in the course of the report. However, if the separate violation was egregious, including, but not limited to an action that places the health or safety of any other person at risk, amnesty may not be afforded.

Right to Privacy
NIU will not disclose the identity of the victim or alleged offender, except as necessary, to resolve the complaint or to implement interim protective measures or when provided by state or federal law.

V. CONFIDENTIAL RESOURCES
The University and DeKalb community provide confidential resources if you have suffered or been impacted by sexual misconduct. Services include confidential counseling and medical services, if needed. If you desire the act of sexual misconduct be kept completely confidential, but need assistance, you can speak with any of the following persons or offices. These resources will not provide notice to the University of the alleged sexual misconduct, an investigation into the matter will not result, and the matter will remain confidential to the extent permissible at law. Conversations with confidential resources are not disclosed to others, including police or University officials. A report or complaint is not necessary to utilize these resources:
VI. TITLE IX INVESTIGATION
PROCESS AND PROCEDURES

The procedures outlined in this document may proceed independent of any other University grievance or disciplinary procedure provided for elsewhere by the University including, but not limited to, Faculty/Staff University Grievance Process, Affirmative Action Complaint Process, Student Conduct Process, Student Complaint Process, and Collective Bargaining Grievance Processes. The procedures herein will also proceed independent of any police investigation.

If the University knows (through the filing of a Title IX/Sexual Misconduct Complaint) or reasonably should know of possible sexual misconduct, a fair and equitable investigation will be conducted in as prompt and timely of a manner as possible to determine if there has been a violation of this Policy.

Where an act in violation of this Policy is undertaken for independently unlawful reasons (for example, because of the Claimant’s race or religion), both bases for violation of University Policy will be investigated and disciplined accordingly.

In all cases, the final decision on whether, how, and to what extent the University will conduct an investigation, and whether other measures will be taken in connection with any allegation of sexual misconduct, rests primarily within the discretion of the Title IX Coordinator, or designee.

Investigative Procedure and Timeline

The Title IX/Sexual Misconduct Complaint or report of sexual misconduct will be investigated by the Title IX Investigator(s), generally, in accordance with the following timeline:

Day 1: Title IX Complaint or report of sexual misconduct is received by the Title IX Coordinator or designee;

Day 2-5: Title IX Coordinator, or designee, determines extent of Title IX investigation (may be with assistance of a Title IX Committee). A preliminary investigation may be necessary, and interim measures may be implemented;

Day 6-15: The Title IX Investigator(s) will (1) provide notice to the Respondent of the Complaint/Report; (2) meet with the Claimant (if participating), the Respondent, and each will have the opportunity to share their version of events and suggest other witnesses during the meeting with the Title IX Investigator(s);

Day 16-22: The Title IX Investigator(s) will write a preliminary report containing a summary of the information obtained to date and will deliver this report to the Claimant and Respondent. Email is an acceptable method of delivery;

Day 23-28: Claimant and Respondent may provide a rebuttal to information in the preliminary report or suggest additional witnesses within five (5) calendar days;

Day 29-35: The Title IX Investigator(s) will consider additional information provided by Claimant and Respondent, conduct any necessary additional interviews or investigation, and write a final report which contains: (1) conclusions of fact and (2) a finding or findings;

Day 36-38: The Title IX Coordinator, or designee, reviews and approves the final report;

Day 38-40: The Title IX Investigator sends notice of the finding(s) to Claimant and Respondent. Email is deemed an acceptable form of delivery. The Claimant and the

**The hospital can provide evidence collection in cases of sexual violence at no cost, pursuant to the Sexual Assault Survivors Emergency Treatment Act. Physical evidence may be necessary to prosecute the offender and be helpful in obtaining an order of protection. If at all possible, do not bathe, wash your hands, use the restroom, drink, smoke, change clothing, or brush your teeth following an assault.
Respondent will have five (5) business days to appeal the finding(s) contained within the final report to the Executive Vice President and Provost and/or designee for review;

Day 41-45: Absent an appeal of the findings by either party, a Resolution Officer will be appointed by the Office of Student Conduct, and will receive a copy of the final report from the Title IX Investigator;

Day 46-55: If an appeal of the findings is submitted, the Executive Vice President and Provost or designee will render a decision with next steps communicated and implemented accordingly;

Day 41-45: The Resolution Officer attempts to resolve the sanction by agreement;

Day 45-55: If no agreement on sanction(s) is reached, the Resolution Officer will impose a sanction by decision on an employee. For students, a hearing shall occur, and a hearing officer will impose a sanction by hearing. Notice will be sent to Claimant and Respondent as provided herein. Email is an acceptable method of delivery;

Day 56-61: Five (5) day period to Appeal the finding(s) and/or any sanction imposed by decision/hearing.

Interim Protective Measures

The University reserves the right to take whatever interim measures deemed necessary to protect the rights and personal safety of the Claimant, Respondent, and/or community members. Such measures include, but are not limited to, changes to academic, living, dining, transportation and working situations, obtaining and enforcing campus no contact orders, honoring an order of protection or no contact order entered by State civil or criminal court, providing a police escort between classes, and interim suspension/administrative paid leave from campus pending an investigation. The remedies provided in the Remedies section herein are also available as interim measures. The individual receiving an interim measure may appeal the interim measure to Student Conduct or the Title IX Coordinator.

Voluntary Informal Resolution Mechanisms

If the investigator(s) believe the matter may be resolved by informal means, the investigator(s) may undertake to obtain such a result with the assistance of a third party (mediator or counselor) for as long as both Claimant and Respondent consent to such methods. The Claimant or Respondent may end informal resolution mechanisms and initiate a formal investigation at any point. The University reserves the right to ensure that any resolution is designed to stop problematic behavior.

**NOTE**: Informal means of resolution are not available in cases of alleged sexual violence.

Investigation Rules

The following rules apply to all Sexual Misconduct Investigations, resulting from the filing of a Sexual Misconduct Complaint as a result of sexual misconduct:

- Any investigation will proceed independent of any criminal or other legal proceedings. Further, the University reserves the right to forward any Title IX/Sexual Misconduct Complaint to the appropriate law enforcement agency for criminal investigation and/or charges.
- Fairness to all individuals involved with a Title IX/Sexual Misconduct Complaint is a priority. Both the Claimant and Respondent to a Title IX/Sexual Misconduct Complaint will be given a copy of these procedures and will have the opportunity to respond to all allegations.
- Any proceeding, meeting or hearing held to resolve complaint(s) of alleged violations(s) of this Policy shall protect the privacy of the participating parties and witnesses.
- The Claimant and Respondent may each have another person present at any meeting to provide support. Support persons may act in an advisory capacity only and may not speak on behalf of the party in any proceeding. The involvement of a support person cannot result in an undue delay of the proceeding. Additionally, the support person must comply with rules in this Policy and failure to comply and/or engagement in behavior that harasses, intimidates, or abuses any party may result in their prohibition in future involvement in the process.
- Every Title IX/Sexual Misconduct complaint will be investigated to the maximum extent possible.
- The investigation and the imposition of any sanction will be completed within 45-60 calendar days unless circumstances require a longer time period for completion of the investigation process (to be determined by the Title IX Coordinator or designee).
- Any and all of the procedures outlined in this Policy will proceed regardless of whether the Claimant or Respondent has withdrawn from and/or has otherwise been separated from the University, including the imposition of sanctions related to suspensions (for proven conduct).
- The Claimant, regardless of their level of involvement in the resolution of the complaint, and Respondent shall each have access to a meeting with the Title IX Investigator(s) during which: (1) the proceedings under this Policy will be explained; (2) any questions of either party will be answered; and (3) each party will be given the opportunity to provide their version of events and witnesses on their behalf. The Claimant and Respondent may also suggest questions to the Title IX Investigator(s) and response to the other party at the discretion of the Investigator(s).
- The Claimant will receive periodic information on the status of the investigation, including when the Respondent receives notice of the Title IX/Sexual Misconduct Complaint. Email is an acceptable form of delivery.
- Claimant and Respondent shall receive notice of the identity of any investigator(s). A sufficient number of individuals are trained to investigate and/or resolve Title IX Complaints to allow for substitution in the case of conflict/recusal and with no prior involvement in the initial determination or finding to hear any appeal brought by a party. If an investigator poses a conflict of interest, the Claimant and/or Respondent has the opportunity to request for substitution and such request must be made with the Title IX Coordinator within two (2) calendar days of such notice.
- The use of alcohol or drugs by Claimant at the time of the incident will be considered for purposes of determining consent or memory only and will not form the basis for independent proceedings or discipline.
- The sexual history or sexual character of Claimant shall not be presented in any investigation or hearing and may be considered as to Respondent only if it establishes a pattern of complaints or behavior.
- At the conclusion of the investigation, the investigator(s) will weigh all evidence received throughout the course of the investigation and will issue findings on the basis of a preponderance of the evidence (i.e., it is more likely than not that an act in violation of this Policy has or has not occurred.)
- If it is determined that a violation of this Policy has occurred, appropriate sanctions will be imposed by
[312x477]The following rules will be followed during any hearing:

• All hearings conducted under this Policy shall be closed to the public.

• Claimant and Respondent may not be compelled to testify or answer questions outside the direct physical presence of the other party. If a party objects to the other party’s right to this counsel, the party shall be allowed to testify or answer questions outside the direct presence of the other party.

• All questions directed to the Claimant or Respondent will only be asked by the Hearing Officer; and

• A hearing may be held regardless of whether Respondent or Claimant has withdrawn from the University.

Sanction by Agreement (for Student Respondents only)
The Resolution Officer within Student Conduct will consult with the participating Claimant, Respondent, Title IX Coordinator (or designee), and other affected parties, as appropriate, to gather input on potential sanctions. E-mail is deemed an acceptable method of communication. Depending on the circumstances, the Resolution Officer may ask to meet with each party separately or invite them to submit statements for consideration. If a Claimant or a Respondent meets with the Resolution Officer, they may be accompanied by a Support Person.

If the Respondent chooses not to participate in the Sanction by Agreement, the process will continue and sanctions may be implemented absent their input and/or participation.

The Resolution Officer will then prepare a proposed resolution agreement between the University and the Respondent, informed by input from the Respondent, the participating Claimant, and the Title IX Coordinator (or designee). The proposed agreement will be shared with the Respondent and the participating Claimant in a manner that honors due process and privacy considerations.

If the Respondent accepts or fails to participate in the proposed agreement and the Claimant does not object to it, the agreement will become binding, the Respondent will be required to fulfill the sanctions included therein, and neither the Claimant nor the Respondent will be permitted to appeal the sanction.

Sanction by Hearing (for Student Respondents only)
If the Respondent is a student, participates in the Sanction by Agreement and unwilling to enter into an agreement or if the Claimant objects to the proposed agreement, the sanctions will be decided by a Hearing Officer in accordance with the hearing procedures of Student Conduct. The Hearing Officer will determine appropriate sanctions after a hearing. The Hearing Officer will not modify the findings of the investigative report and will address only what sanctions are appropriate at the hearing. The Hearing Officer’s review will consist solely of (1) reviewing the investigative report, the proposed resolution agreement, and any written objections to the proposed resolution agreement submitted by the Claimant or Respondent; (2) consulting with appropriate University officials, including the Title IX Coordinator or designee; and (3) any witnesses or documents presented by Respondent or a participating Claimant. Witnesses and documents may be presented to the hearing officer as it relates to sanctions only.

In matters involving an NIU employee or third parties, a Final Report of Findings and Recommendations will be forwarded to the Division Head, or designee, for review and implementation upon their discretion.

Sanctions
Upon completion of the investigation, in cases involving student Respondents, if there is a finding of sexual misconduct, a Final Report of Findings will be forwarded to Student Conduct to determine the appropriate sanction(s). The Title IX Coordinator reserves the right to schedule individualized training and/or similar educational opportunities, including, but not limited to, acts of community service, for either party when there is no finding of sexual misconduct. Both the Claimant and Respondent will receive a Final Report of Findings simultaneously in writing and within seven (7) days of a decision or sooner if required by State or federal law.

In matters involving an NIU employee or third parties, a Final Report of Findings and Recommendations will be forwarded to the Division Head, or designee, for review and implementation upon their discretion.

• Claimant and Respondent have the right to appeal the sanctions as provided herein. (See Appeals)

• At the conclusion of an investigation, regardless of the outcome, a Title IX Coordinator, or designee, shall review all evidence to determine whether Claimant is entitled to any remedy under Title IX that may not have been provided for under the University’s procedures.

Sanction by Agreement (for Student Respondents only)
The Resolution Officer within Student Conduct will consult with the participating Claimant, Respondent, Title IX Coordinator (or designee), and other affected parties, as appropriate, to gather input on potential sanctions. E-mail is deemed an acceptable method of communication. Depending on the circumstances, the Resolution Officer may ask to meet with each party separately or invite them to submit statements for consideration. If a Claimant or a Respondent meets with the Resolution Officer, they may be accompanied by a Support Person.

If the Respondent chooses not to participate in the Sanction by Agreement, the process will continue and sanctions may be implemented absent their input and/or participation.

The Resolution Officer will then prepare a proposed resolution agreement between the University and the Respondent, informed by input from the Respondent, the participating Claimant, and the Title IX Coordinator (or designee). The proposed agreement will be shared with the Respondent and the participating Claimant in a manner that honors due process and privacy considerations.

If the Respondent accepts or fails to participate in the proposed agreement and the Claimant does not object to it, the agreement will become binding, the Respondent will be required to fulfill the sanctions included therein, and neither the Claimant nor the Respondent will be permitted to appeal the sanction.
Sanction by Decision (for Employees and Third-Party Respondents)

The Division Head must review the Final Report of Findings and Recommendations to determine the appropriate level of corrective action. The Title IX Coordinator also reserves the right to consult with appropriate University officials regarding imposition of corrective action. To ensure fairness and consistency, as well as compliance with the University’s Title IX obligations, the Division Head and/or appropriate University official, should consult with the Title IX Coordinator (or designee) regarding the facts of the case, proposed resolution and recommendations, and any written objections to the report of findings and recommendations. The Division Head or University Official will then either adopt the proposed resolution agreement or modify the recommendations as needed.

Once a decision has been reached, reviewed and approved by the Title IX Coordinator, or designee, the Division Head will issue a letter to the Respondent and Claimant sharing, in a manner appropriate to honor due process and privacy considerations, the corrective action that will be implemented. Any imposition of corrective action may be appealed in accordance with the Appeals section herein.

Possible Sanctions

Not all forms of sexual misconduct will be deemed to be equally serious offenses, and the University reserves the right to impose different sanctions depending on the severity of the offense and/or offender history. Any student found responsible for violating this Policy may receive sanctions including, but not limited to, the following:

- Anger Intervention Assessment;
- Abuse Intervention Program;
- Banishment from all NIU property, functions, etc.;
- Community Service to NIU or the DeKalb community;
- Discretionary Sanction—required work assignments, written assignments, service to NIU or other related discretionary assignments;
- Educational Sanctions—includes, but is not limited, to the completion of an educational assignment (e.g., research paper, program presentation, etc.);
- Fines;
- Formal Written Warning;
- Loss of Privileges (e.g., inability to have visitors/guests, etc.);
- No Contact (direct or indirect) with the victim;
- Parental Notification;
- Probation;
- Residence Hall Expulsion;
- Residence Hall Suspension;
- Restitution;
- Revocation of Admission and/or Degree;
- Substance Abuse Assessment;
- Training on Sexual Misconduct;
- University Expulsion;
- University Suspension;
- Withholding Degree;

Any employee found responsible for violating this Policy may receive corrective action including, but not limited to, the following:

- Letter of warning;
- Official Reprimand;
- Referral to a required counseling program;
- Suspension from employment with pay;
- Suspension from employment without pay;
- Termination from employment;
- Training on Sexual Misconduct;
- Community Service;
- Any other sanction deemed appropriate by the Title IX Coordinator.

Any third-party (visitor, guest, contractor, subcontractor, vendor, partner, or business affiliate) found responsible for violating this Policy will receive a sanction ranging from a written warning to being banned from any University property, activities, and/or programs, including the termination of any business contract with the University.

Remedies

In addition to the interim protective measures described in this document, the following remedies may be available at the conclusion of an investigation whether or not a Respondent is found to be responsible:

- Providing an effective escort to ensure that the Claimant can move safely between classes and activities;
- Ensuring the Claimant and Respondent do not share classes, extracurricular activities, or work space;
- Moving the Respondent or Claimant (if the Claimant requests to be moved) to a different residence hall;
- Providing comprehensive, holistic victim services including medical, counseling, and academic support services, such as tutoring;
- Arranging for the Claimant to have extra time to complete or re-take a class or withdraw from a class without an academic or financial penalty;
- Reviewing any disciplinary actions taken against the Claimant to see if there is a causal connection between the sexual misconduct and the disciplinary action that Claimant may have received;
- Training or retraining University employees on responsibilities to address allegations of sexual misconduct and how to conduct Title IX Investigations;
- Developing and distributing materials on sexual misconduct;
- Conducting bystander intervention and sexual violence prevention programs with students and employees;
- Issuing policy statements or taking other steps that clearly communicate that the University does not tolerate sexual misconduct and will respond to any incidents and to any student/employee who reports such incidents;
- Conducting, in conjunction with student leaders, a campus climate survey to assess the effectiveness of efforts to ensure that the University is free from sexual misconduct and using that information to inform future proactive steps that the school will take;
- Targeted training for a group of students, if, for example, the sexual misconduct created a hostile environment in a residence hall, fraternity or sorority, or on an athletic team; and
- Any other remedy that the Title IX Coordinator may
At any time during the pendency of the above-described investigation, hearing, and/or appeal, employees who believe they have been subjected to sexual misconduct or retaliation may file a complaint with the Office for Civil Rights (OCR).

Office for Civil Rights (Chicago Office)
U.S. Department of Education
Citigroup Center
500 W. Madison Street, Suite 1475
Chicago, IL 60661-4544
OCR.Chicago@ed.gov
www.ed.gov/ocr

At any time during the pendency of the above-described investigation and/or appeal, employees who believe they have been subjected to sexual misconduct or retaliation based thereon in violation of Title VII of the Civil Rights Act, 42 U.S.C. § 2000e et seq., may file a complaint with the Illinois Department of Human Rights (IDHR) or the Equal Employment Opportunity Commission (EEOC).

Illinois Department of Human Rights
100 West Randolph Street
10th Floor – Intake Unit
Chicago, Illinois 60601
(312) 814-6200
TTY: (866) 740 3953
www.illinois.gov/dhr

Equal Employment Opportunity Commission
Chicago District Office
500 West Madison Street, Suite 2000
Chicago, Illinois 60661
(800) 669-4000
TTY: (312) 869-8001
www.eeoc.gov

VIII. DEFINITIONS

• **Active:** consent must take the form of clearly understandable words or actions that reveal one’s expectations and agreement to engage in specific sexual activity. This means that silence, passivity, submission or the lack of verbal or physical resistance (including the lack of a “no”) should not- in and of themselves- be understood as consent. Consent cannot be inferred by an individual’s manner of dress, the giving or acceptance of gifts, the extension or acceptance of an invitation to go to a private room or location, or going on a date.

• **Anonymous Complaint:** is one where the identity of the Claimant is not known.

• **Claimant:** refers to the alleged victim; a person who alleges to have been subjected to any of the conduct prohibited by this Policy and/or person who files a formal complaint.

• **Confidential Complaint:** is one where the name of the Claimant is known, but does not want to file a complaint, pursue an investigation or to have their identity known.

• ** Consent:** a clear, unambiguous, informed, voluntary, and freely given agreement between all participants to knowingly engage in sexual activity. Consent must be mutually understandable by words or actions (i.e. a reasonable person would consider the words or actions to indicate mutual agreement to engage in the sexual activity). Consent is active and cannot be based on the absence of an affirmative statement or act of denial. Silence or lack of resistance does not constitute consent. Seeking and receiving consent is the responsibility of the person(s) initiating the sexual act or acts regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.
Consent to any sexual act or prior consensual sexual activity between or with any party does not in and of itself constitute consent to any other sexual act. Consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another.

Consent may be initially given but withdrawn at any time. Consent cannot be given when a person is incapacitated (including, but not limited to, a person or someone with a physical or mental disability and/or level of intoxication that causes impairment resulting in incapacitation), asleep or unconscious, or under age. Consent cannot be given when it is the result of coercion, intimidation, force, or threat of harm. The University prohibits any sexual activity that does not involve the consent of each individual.

Consent must be given to engage in the act of sexual activity, and consent should also be given to any person who records or photographs any aspect of the sexual encounter as well as third parties who wish to view the sexual activity either in person or via any electronic equipment, methods, or devices. Any of these acts will be deemed to be sexual exploitation. Sexual exploitation includes, but is not limited to, the following acts:

- Sexual voyeurism or allowing others to witness or observe the sexual or intimate activity of another person without that person’s full knowledge and consent;
- Indecent or lewd exposure or inducing another person to expose themselves when consent is not present;
- Recording any person engaged in sexual or intimate activity in a private space without that person’s full knowledge and consent, even if the person recording the sexual or intimate activity is also engaged in the consented to sexual activity;
- Distributing sexual or intimate information, images, or recordings about another person without that person’s full knowledge and consent;
- Recruiting, harboring, transporting, providing, or obtaining another person for the purpose of sexual exploitation;
- Inducing incapacitation in another person with the intent to engage in sexual conduct, regardless of whether prohibited sexual conduct actually occurs.

The definition of consent does not vary based upon a participant’s sex, sexual orientation, gender identity, or gender expression.

**Dating Violence:** (1) Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. 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. Any incident meeting this definition, dating violence includes, but is not limited to, the following acts:

- Acts of physical violence (e.g., pushing, striking, choking, or physically restraining another person);
- Sexual violence (e.g., any non-consensual sexual activity with a person who does not consent);
- Stalking (e.g., any act directed against a person which seriously alarms the victim and makes the victim fear for his or her safety or the safety of others);
- Sexual exploitation (e.g., monetary or other advantage gained through the non-consensual use of a person’s sexual activity).

**Domestic Violence:** (1): A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred (42 U.S. Code Section 13925 (a)(8)); or (2) Physical abuse, harassment, intimidation of a dependent, interference with personal liberty or willful deprivation of a family or household member, which includes spouses, former spouses, parents, children, stepchildren and other persons related by blood or by present or prior marriage, persons who share or formerly shared a common dwelling, persons who have or allegedly have a child in common, and persons who share or allegedly share a blood relationship through a child. (725 ILCS 5/112A-3; 750 ILCS 60/103).

**Force:** the use of physical force and/or otherwise physically imposing on another person to gain sexual access. Also includes threats, intimidation, implied threats, and coercion that overcome resistance or produce consent.

**Gender-based Harassment or Discrimination:** acts of a verbal or nonverbal nature or physical aggression, intimidation, or hostility based upon sex/gender or sex/gender-stereotyping (even if those acts do not involve conduct of a sexual nature) that is sufficiently serious to limit or deny the ability to participate in or benefit from the University’s programs and activities or the terms and conditions of employment. Example: the repeated sabotaging of female graduate students’ laboratory experiments by male students in the class.

**Incapacitation:** physical or mental impairment due to drugs or alcohol (whether such use is voluntary or involuntary); the lack of consciousness or being asleep; being involuntarily restrained; if any of the parties are under the age of 17; or if an individual otherwise cannot consent. Generally, an incapacitated individual is incapable of recognizing what is occurring and is not able to recognize the nature of sexual activity or the extent of a sexual situation;

**Intoxication:** when alcohol is involved, a person can be incapacitated due to intoxication. Some ways in which a person can be incapacitated as a result of alcohol use may include, but are not limited to, lack of control over physical movements, lack of awareness of circumstances or surroundings, or the inability to communicate for any reason. The individual may experience a blackout state in which they appear to be giving consent but does not actually have conscious awareness or the ability to consent. Therefore, individuals who engage in sexual activity of any kind must be aware of the other person’s level of intoxication;

**Knowingly:** Consent must demonstrate that all individuals understand, are aware of, and agree to the “who” (same partners), “what” (same acts), “where” (same location), “when” (same time), and “how” (the same way and under the same conditions) of the sexual activity.

**Physical and Mental Disability:** “a physical or mental impairment that substantially limits one or more life activities of an individual, such as caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working. This also includes the operation of a major bodily function, including but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory,
endocrine, and reproductive functions.” (Americans with Disabilities Act).

- **Proceeding**: all activities related to a non-criminal resolution of an institutional disciplinary complaint, including, but not limited to, fact finding investigations, formal or informal meetings, and hearings. Proceeding does not include communications and meetings between officials and victims concerning accommodations or protective measures to be provided to a victim.

- **Rape**: 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.

- **Resolution Officer**: a representative from Student Conduct or Human Resource Services who will be appointed to administer sanctions.

- **Respondent**: the alleged offender/accused; a person alleged to have engaged in any of the conduct prohibited by this Policy.

- **Responsible Employee**: any employee who:
  - Has the authority to take action to redress sexual violence;
  - Has been given the duty of reporting incidents of sexual violence or any other misconduct by students; or
  - Anyone a student could reasonably believe has this authority or duty.

- **Result**: any initial, interim, and final decision by any official or entity authorized to resolve disciplinary matters within the institution. The result must include any sanctions imposed by the institution.

- **Retaliation**: taking any adverse or hostile act, engaging in harassment and/or making an adverse employment/academic decision because an employee/student/third party has opposed violations of this Policy or other unlawful employment/academic practices by filing a complaint, testifying, assisting, or participating in an investigation, proceeding, or hearing. Respondents are also protected from Retaliation.

- **Sanction by Agreement**: a proposed resolution agreement between the University and the Respondent, informed by input from the Respondent, the Claimant (if participating), and the University. There shall be no appeal of a Sanction by Agreement.

- **Sanction by Decision**: (for employees & third parties only). The Resolution Officer will either adopt the proposed resolution agreement and impose the sanctions therein or modify the sanctions as needed.

- **Sanction by Hearing**: (for students only) a hearing officer shall, at the conclusion of a hearing as to sanctions only, impose appropriate sanction(s) as provided herein.

- **Sexual Assault**: (1) any nonconsensual sexual act proscribed by Federal or Illinois law, including when the victim lacks capacity to consent. An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s UCR program. (42 U.S. Code Section 13925 (a)(29)) or (2) an act of sexual penetration by the use of force or threat of force; or (3) an act of sexual penetration and the respondent knew that the claimant was unable to understand the nature of the act or was unable to give knowing consent; or (4) an act of sexual penetration with a claimant who was under 18 years of age when the act was committed and the respondent was a family member; or (5) an act of sexual penetration with a claimant who was at least 13 years of age but less than 18 years of age when the act was committed and the respondent was 17 years of age or over and held a position of trust, authority or supervision in relation to the claimant.

- **Sex Discrimination**: treating a person differently because of their sex in the terms and conditions of educational programs, activities, and/or employment; Example: A professor requires all male students in a class to do an extra assignment that is not required of female students.

- **Sexual Exploitation**: taking non-consensual or abusive sexual advantage of another for your own benefit.

- **Sexual Harassment**: unwelcome, verbal, or physical conduct of a sexual nature (such as sexual advances or requests for sexual favors) sufficiently serious that it unreasonably interferes with or limits a person’s ability to participate in or benefit from the University’s educational programs, activities, and/or employment. Sexual harassment may be based on a power differential, the creation of a hostile environment (reasonably severe conduct that is sufficiently pervasive to have the purpose or effect of unreasonably interfering with work or educational performance, or creating an intimidating, hostile or offensive working or educational environment), or retaliation.

  The two types of sexual harassment are known as Quid Pro Quo and Hostile Environment. Quid Pro Quo is the Latin term for “this for that” and occurs when there is a demand for a sexual favor in exchange for some employment/academic benefit. Sexual harassment in the form of a hostile work and/or academic environment occurs when the harassing behavior unreasonably interferes with the employee/student work/academic performance and/or creates a hostile, intimidating, or offensive work/academic environment.

  In order for the conduct to be considered sexual harassment, the behavior must be:

  - Unwanted and/or unwelcome;
  - Sexual in nature and/or related to the sex or gender of the employee/student;
  - Sufficiently severe or pervasive enough to alter the conditions of the employee/student employment or academic environment (when describing sexual harassment resulting from a hostile work/academic environment).

  Examples of sexual harassment include, but are not limited to, the following:

  - A professor insists that a student have sex with him/her in exchange for a good grade;
  - A student repeatedly sends sexually oriented jokes in an email list they created, even when asked to stop, causing one recipient to avoid the sender on campus and in the residence hall in which they both live;
  - A professor demands that students discuss their past sexual experiences, yet the conversation is not in any way germane to the class;
  - A staff member repeatedly touches and makes sexually suggestive remarks to a student while the two are waiting at a stop for the school’s shuttle bus, causing the student to walk long distances instead of taking the shuttle bus;
  - One instance of rape and/or other acts of Sexual Violence;

  Sexual Harassment also includes harassment of a sexual nature directed at gay or lesbian persons that is sufficiently serious to limit or deny the ability to participate in or benefit from the University’s educational and
employment programs. Likewise, sexual harassment can occur where Claimant and Respondent are members of the same sex. Example: a male student or a group of male students target a gay student for physical sexual advances.

For purposes of this Policy, stalking may also be a form of sexual harassment. For more information regarding sexual harassment, please consult the Non-Discrimination Policy and Complaint Procedures for Employees and Students.

- **Sexual Misconduct**: one or more acts of sex discrimination, sexual harassment, sexual violence, dating violence, domestic violence, stalking or gender-based harassment or discrimination. Sexual misconduct can occur among, between or to heterosexual, lesbian, gay, bisexual and transgender individuals.

- **Sexual Penetration**: any contact, however slight, between the sex organ or anus of one person by an object, the sex organ, mouth, or anus of another person, or any intrusion, however slight, of any part of the body of one person or of any animal or object into the sex organ or anus of another person. Includes, but not limited to, cunnilingus, fellatio, or anal penetration.

- **Sexual Violence**: nonconsensual sexual acts: physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent (e.g., due to the Claimant’s age, use of drugs or alcohol, or a disability that prevents the Claimant from having the capacity to give consent). Conduct will be deemed sexual violence whether obtained by force or threat of force and whether completed or attempted. Sexual exploitation (taking non-consensual or abusive sexual advantage of another for your own benefit) may also be considered a form of sexual violence, depending on the circumstances. Examples: Rape, Sexual Assault, Sexual Abuse

- **Stalking**: (1) engaging in a course of conduct directed at a specific person that would cause a reasonable person to (A) fear for the person’s safety or the safety of others; or (B) suffer substantial emotional distress. For the purposes of this definition: (i) Course of conduct means two or more acts, including, but not limited to, acts in which the stalker 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; (ii) Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim; (iii) Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling; (iv) Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting (42 U.S. Code Section 13925 (a)(30)) or (2) (A) Knowingly and without lawful justification, on at least 2 separate occasions, following another person or placing the person under surveillance or any combination thereof and (i) at any time transmitting a threat of immediate or future bodily harm, sexual assault, confinement or restraint and the threat is directed towards that person or a family member of that person, or (ii) places that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement or restraint; or (B) when, having been previously convicted of stalking another person, knowingly and without lawful justification on one occasion, (i) follows that same person or places that same person under surveillance; and (ii) transmits a threat of immediate or future bodily harm, sexual assault, confinement or restraint to that person or a family member of that person. (720 ILCS 5/12-7.3). (3) Stalking may be accomplished by physical act or electronic means, such as computer or cell phone.

**Title IX Coordinator**: The role of the Title IX Coordinator is to manage, implement, and administer NIU’s procedures which prohibit discrimination, including enforcement of Title IX complaint procedures, Title IX training programs, and ensuring the prompt and appropriate resolution of Title IX complaints. NIU Title IX Coordinator is Karen L. Baker, Lowden Hall 101, DeKalb, IL 60115, (815) 753-6017, titleixcoordinator@niu.edu;

**Voluntary**: Consent must be freely given and cannot be the result of force (violence, physical restraint, or the presence of a weapon), threats (indications of intent to harm, whether direct or indirect), intimidation (extortion, menacing behavior, bullying), coercion (undue pressure) or fraud (misrepresentation or material omission about oneself or the situation in order to gain permission for sexual or intimate activity).

**Voyeurism**: the condition of one who derives sexual satisfaction from observing the sexual organs or acts of others, generally from a secret vantage point.

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2 The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g) is a Federal law that protects the privacy of student education records.

3 This does not prevent the presentation and consideration of evidence regarding whether conduct was welcome or unwelcome.
Read this Report Online

The full text of this 2016 Annual Safety and Security Report is available online at niu.edu/clery.
Safety Tips

• Always keep your doors and windows locked. Never leave personal property unattended.
• If possible, let a friend or roommate know where and with whom you’ll be and when you’ll return.
• Trust your instincts! If you feel uncomfortable about someone near you on the street, in an elevator or getting off a bus, head for a populated place or yell for help.
• Use well-lit and busy sidewalks.
• Avoid walking alone or walking near vacant lots, alleys, construction sites and wooded areas. Use the Huskie Safe Line or Huskie Patrol escorts.
• Learn the locations of all call boxes on campus.
• Carry a cell phone, whistle or a personal alarm to alert people that you need help.
• Attend an educational course and learn what can be done to avoid vulnerability to crimes like sexual assault, relationship violence and stalking.
• Try to park in an area that will be well-lit and heavily traveled when you return.
• Lock your car doors and roll up the windows completely, even if you’re only running a quick errand. Do not leave valuables in plain view.
• If you choose to drink, drink legally and responsibly. Remember that your ability to respond is diminished by over-consumption of alcohol.
• Stay alert at all times and call the police immediately to report suspicious activity.
• Follow all rules of the road when driving a car, riding a bike or using other forms of personal transportation such as rollerblades, skateboards or scooters.
• Put ICE (In Case of Emergency) in your cell phone, along with a name and telephone number of a loved one, to enable emergency services personnel to contact your family in the event of an emergency.
• Listening to loud music, wearing headphones or using your cell phone distracts you from being alert to potential safety issues. Unplug yourself and tune in to your immediate environment.
• Utilize crosswalks at all times and obey the signals at intersections when walking. Under Illinois law, as a pedestrian, you DO NOT have the right of way until you establish yourself in the crosswalk. If you are crossing at any location other than a crosswalk, you MUST yield to vehicular traffic.
• When driving, be aware of pedestrians and bicyclists and yield to them when required by law.
• Sign up for NIU Safety Bulletins at niu.edu/emergencyinfo/register.