2018 Annual Safety and Security Report
(Information for the 2018-2019 Academic Year)

This information is provided for Northern Illinois University main campus (DeKalb) and the Lorado Taft, Rockford, Naperville, Hoffman Estates and Chicago campuses. This information is provided in compliance with federal law, known as the Clery Act, HEOA, the Illinois Campus Security Enhancement Act and Violence Against Women Act (VAWA).
Read this Report Online  The full text of this 2018 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, the Higher Education Opportunity Act of 2008 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 and 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; Ethics and Compliance Office; Housing and Residential Services; Human Resource Services; the Division of Student Affairs;Affirmative Action; Equity and Inclusion; Student Conduct; Athletics; Recreation and Wellness; Counseling and Consultation Services; Study Abroad Office; the Office of the General Counsel as well as other Campus Security Authorities (CSAs) on campus. These entities provide updated information on their educational efforts and programs or other information as necessary in order 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 authorities 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 six locations (DeKalb, Hoffman Estates, Lorado Taft, Naperville, Rockford and Chicago) 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

Providing our campus community with a safe and secure environment for living, learning and working is one of our top priorities at Northern Illinois University.

The university is served by more than 45 sworn officers in the NIU Police Department who patrol campus and the surrounding neighborhood 24 hours a day. They exhibit professionalism in all aspects of their work, and they collaborate effectively with other local law enforcement agencies to maintain not just a safe campus but also a safe community.

Our dedication to safety is also evident in the many services we offer to members of the university community. For instance, Safe Line provides students, faculty and staff with free transportation on and around campus during overnight hours after the bus lines stop running, while our Huskie Patrol provides a Safe Walk service with trained escorts to accompany them to their destination. We also encourage all members of the campus community to actively participate in their own safety by taking advantage of a broad range of self-defense training, education and outreach programs. We are intentional in our efforts to protect students from all forms of sexual misconduct — sexual violence, dating violence, domestic violence and stalking. Accordingly, we provide programs focused on prevention and advocacy, as well as counseling and consultation services.

Such efforts have helped NIU to land on lists of the safest college campuses in America, and we are working hard to maintain and improve that status.

One of the most important things we do to increase safety on campus is to encourage our students, faculty and staff to stay informed. As part of those efforts, we offer our Annual Security Report. It recaps the many safety-related services available on campus; offers information on emergency messaging and emergency preparedness; and summarizes key policies and procedures. This useful tool helps every member of our university community join in our efforts to ensure that all NIU locations provide a safe environment where our students can prepare for lifetimes of success.

Lisa C. Freeman
President, Northern Illinois University
Prompt Reporting of an Emergency or Crime

Community members, students, faculty, staff and visitors are encouraged 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 for the purpose of making timely warning reports to the community and for inclusion in the annual statistical disclosure.

Crimes and emergencies can be reported by contacting any of the following authorities, 24 hours a day:

<table>
<thead>
<tr>
<th>Dial 911</th>
<th>Report emergencies or nonemergency criminal violations from a public, university building or residence hall phone or cell phone.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dial 815-753-1212</td>
<td>Report nonemergency requests for NIU Department of Police and Public Safety services or information.</td>
</tr>
<tr>
<td>Emergency Assistance Call Boxes</td>
<td>Immediate connection to the NIU Department of Police and Public Safety. Use any of the designated call boxes located throughout campus. See pages 12-13 for map of locations.</td>
</tr>
</tbody>
</table>
| Off-Campus Police Departments | 815-748-8400 DeKalb Police Department  
815-895-2155 DeKalb County Sheriff’s Office  
815-895-2123 Sycamore Police Department |
| In Person                 | Contact an NIU Department of Police and Public Safety patrol officer, at the Department of Police and Public Safety, 395 Wirtz Drive, DeKalb, Illinois. |
| Online                    | Email: NIU Department of Police and Public Safety at niupd@niu.edu. (Not for emergencies.)                                  |
| Anonymous Tip Lines       | Report information about a crime, illegal activities and/or violations of the Student Code of Conduct anonymously at 815-753-TIPS (8477) or crime and illegal activities to Crimestoppers at 815-895-3272. |

Additional Ways to Report a Crime:

The following persons are designated Campus Security Authorities to whom a crime can be reported:

- Associate Vice President for Student Affairs and Dean of Students at deanofstudents@niu.edu.
- Title IX Coordinator at titleixcoordinator@niu.edu.

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 criminal justice system and/or university system.

The daily crime log is available electronically on the NIU Department of Police and Public Safety website at niu.edu/publicsafety under Resources or at the Records Unit located at the NIU Department of Police and Public Safety, 395 Wirtz Drive, DeKalb, Illinois. 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.

Each year, all Campus Security Authorities report Clery-reportable crimes, if any were received. Each report is reviewed by the NIU Department of Police and Public Safety and the Director of Clery Compliance to confirm it meets the requirements under the Clery Act.
DeKalb Campus Resources

Off-Campus Education Center
Emergency Contact Numbers

Hoffman Estates
Hoffman Estates Police Department
411 W. Higgins Road
Hoffman Estates, IL 60169
Phone: 847-781-2800

St. Alexius Medical Center
1555 Barrington Rd.
Hoffman Estates, IL 60169
Phone: 847-843-2000

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

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

Lorado Taft
Ogle County Sheriff’s Office
202 S. First St.
Oregon, IL 61061
Phone: 815-732-1101

Katherine Shaw Bethea Hospital
403 E. 1st St.
Dixon, IL 61021
Phone: 815-285-5531

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

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

Chicago
Chicago Police Department
District 1
1718 S. State St.
Chicago, Illinois 60616
312-745-4290

Rush University Medical Center
1653 W. Congress Parkway
Chicago, Illinois 60508
312-942-5000

If You Need Help...
Affirmative Action, Equity and Inclusion.......815-753-1118
Counseling and Consultation Services.......815-753-1206
Environmental Health and Safety.............815-753-0404
Disability Resource Center......................815-753-1303
Health Services........................................815-753-1311
Huskie Bus Line.......................................815-758-6900
Huskie Safe Line.......................................815-753-2222
Northwestern Medicine Kishwaukee Hospital..815-756-1521
Student Conduct....................................815-753-1571
Ombudsperson, Office of .......................815-753-1414
Student Legal Assistance.........................815-753-1701
Gender and Sexuality Resource Center.....815-753-4772
Weather Hotline........................................888-464-8673
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 nonemergency, 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 based 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.

Pastoral and Professional Counselors

Pastoral Counselors and Professional Counselors, when acting as such, are not considered to be a campus security authority for Clery Act purposes and are not required to report crimes for inclusion in the annual disclosure of crime statistics.

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.
Northern Illinois University’s main campus is located in DeKalb, Illinois, and is home to more than 17,000 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 primary jurisdiction includes all property owned or controlled by the university, as well as streets adjacent to and running through campus. The NIU Department of Police and Public Safety has more than 45 sworn police officers that are certified as peace officers in accordance with state law and receive basic and advance law enforcement training and education governed by the Illinois Law Enforcement Training and Standards Board. All sworn officers are certified, or will be certified as Emergency Medical Technicians. Several officers are also certified paramedics.

The NIU Department of Police and Public Safety maintains intergovernmental agreements and working relationships with the City of DeKalb Police Department, DeKalb County Sherriff’s Office, Illinois State Police, as well as other local, state, and federal law enforcement agencies.

**Collaborative Policing:** By mutual agreement with the City of DeKalb, university police assist DeKalb police by patrolling specific neighborhoods surrounding the main campus. The agreement formalizes the city’s request for university police officers to prevent and respond to crimes in progress and take proactive law enforcement action to support community safety.

**DeKalb County Special Operations Team:** By mutual agreement with the DeKalb County Sherriff’s Office, the NIU PD provides personnel, equipment, and other resources to respond and mitigate dangerous incidents that present significant risk to the public and law enforcement.

**DeKalb County Major Case Squad:** By mutual agreement with the DeKalb County Sherriff’s Office, the NIU PD provides personnel, equipment, and other resources to investigate serious or expansive incidents of crime that occur within DeKalb County.

**Illinois Law Enforcement Alarm System:** By mutual agreement with the Illinois Law Enforcement Alarm System, the NIU PD provides local law enforcement across Illinois with assistance for emergency response to natural disasters, civil unrest, and terrorism prevention.

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**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 statewide database. The State of Illinois Registered Sex Offenders database can be accessed at [isp.state.il.us/sor](http://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](http://niu.edu/publicsafety).

Effective Jan. 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 respective campus police department. If you have questions about sex offender registration, please contact the NIU Department of Police and Public Safety at 815-753-1212.
NIU operates nonresidential education centers in Naperville, Hoffman Estates, Rockford and Chicago. 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. Lorado Taft Outdoor Education Center operates as our other facility with a residential facility. The local municipal police department will in all likelihood be the first responders at this location as well should an emergency occur.

Access to and Security of Campus Facilities and Residence Halls

The NIU campus is located within the City of DeKalb and 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 controlled by proximity 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 the NIU 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. It is helpful when other members of the university community report equipment problems to the NIU Department of Police and Public Safety or the Physical Plant. Safety concerns for lighting, locks, shrubbery blocking clear sight lines can be reported by contacting Facilities Management and Campus Services at workorder@niu.edu or calling 815-753-1741. More information is available at go.niu.edu/report-concerns.
Crime Prevention and Security Awareness Programs

The NIU Department of Police and Public Safety takes a proactive approach to preventing crimes. The goal of crime prevention and security awareness programs is to minimize or eliminate criminal opportunities whenever possible. 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.

Programs are offered year-round. During the 2017 calendar year, the NIU PD conducted 145 programs. Programs offered include general crime prevention and security awareness programs such as safety education forums, programs and discussions about topics such as alcohol abuse and domestic violence, Rape Aggression Defense (RAD) training, ALICE (Alert, Lockdown, Inform, Counter, Evacuate) training, fire safety, emergency response and evacuation procedures, sexual assault prevention and theft prevention. Also included are classes in first aid and CPR. In these programs, students and employees are encouraged to be responsible for their own security and the security of others.
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, individuals are 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 has implemented a structure with the protection of students in residence halls being a top priority. 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.
• 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 doors open.
- Guest registration procedures.
- 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 Housing Handbook. 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 NIU Department of Police and Public Safety, in collaboration with Housing and Residential Services, 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

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

Criminal Activity at Noncampus Locations of Student Organizations Officially Recognized by NIU

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 Department routinely responds to calls for service as they may be closer to the incident. The DeKalb Police Department also monitors and records criminal activity at noncampus locations of student organizations officially recognized by NIU including noncampus housing facilities and host housing. They work cooperatively with the NIU Department of Police and Public Safety; Student Conduct; Affirmative Action, Equity and Inclusion and the Division of Student Affairs 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 noncampus violations of university rules, regardless if the activity was criminal in nature.

Emergency Preparedness

As required by state and federal law, Northern Illinois University has a comprehensive emergency operation plan that details immediate response and evacuation procedures which includes 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 on campus that causes an immediate threat to campus community, the first responders to the scene will typically be 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. These departments will 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

The intention of NIU Safety Bulletins is to help keep students, faculty and staff informed about threats to their safety and health in a manner that allows them to protect themselves.

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 the student chooses. There are two types of NIU Safety Bulletins that may be issued: Emergency Alerts and Timely Warnings.

Emergency Alerts

Upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees, an Emergency Alert will be issued to expedite emergency response and/or evacuation procedures. The goal of an Emergency Alert is to notify as many people 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 has the ability to distribute 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. Face-to-face communication may also be used in some circumstances. Updates and follow-up information will also be posted on niu.edu/publicsafety/emergency/safetybulletin.

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 Emergency Alerts 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, employees and visitors. The entire campus community will be notified when there is at least the potential that a very large segment of the community will be affected or when a situation threatens the operation of the campus as a whole. There will be a continuing assessment of the situation and additional segments of the campus community may be notified if a situation warrants such action.

NIU will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim, or to contain, respond to or otherwise mitigate the emergency.

Emergency Alerts 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.

### Emergency Alerts Channel and Administrators

<table>
<thead>
<tr>
<th>System To Use</th>
<th>Creator</th>
<th>Creator</th>
<th>Authority for Approving and Sending Messages</th>
<th>Primary Message Sender/Distributor</th>
<th>Backup Message Sender/Distributor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Everbridge</td>
<td></td>
<td></td>
<td></td>
<td>NIU Sergeant/NIU Commander</td>
<td>NIU Dispatcher/NIU Sergeant</td>
</tr>
<tr>
<td>Contact Bridge</td>
<td>NIU Sergeants</td>
<td>NIU Commander</td>
<td>NIU Chief/Deputy Chief</td>
<td>NIU Dispatcher</td>
<td>NIU Marketing and Communications</td>
</tr>
<tr>
<td>Text Alert</td>
<td></td>
<td></td>
<td></td>
<td>NIU Dispatcher</td>
<td>NIU Sergeants</td>
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<tr>
<td>Email</td>
<td></td>
<td></td>
<td></td>
<td>NIU Dispatcher</td>
<td>NIU Sergeants</td>
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<tr>
<td>Alertus Desktop</td>
<td></td>
<td></td>
<td></td>
<td>NIU Dispatcher</td>
<td>NIU Sergeants</td>
</tr>
<tr>
<td>Social Media (Twitter, Facebook)</td>
<td></td>
<td></td>
<td></td>
<td>NIU Dispatcher</td>
<td>NIU Sergeants</td>
</tr>
<tr>
<td>Website</td>
<td></td>
<td></td>
<td></td>
<td>NIU Dispatcher</td>
<td>NIU Sergeants</td>
</tr>
<tr>
<td>Face-to-Face</td>
<td></td>
<td></td>
<td></td>
<td>NIU Dispatcher</td>
<td>NIU Sergeants</td>
</tr>
<tr>
<td>Tightrope Digital Signage</td>
<td></td>
<td></td>
<td></td>
<td>NIU Dispatcher</td>
<td>NIU Sergeants</td>
</tr>
<tr>
<td>Talk Master PA System</td>
<td>Fire alarm panel</td>
<td>NIU Sergeant</td>
<td>NIU Commander</td>
<td>NIU Chief/Deputy Chief</td>
<td>NIU Dispatcher</td>
</tr>
</tbody>
</table>
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 chart on page 15 for which systems are initiated by each department.

**Timely Warnings**

In the event that a Clery Act crime is reported to a campus security authority or local police agency that has occurred within the NIU Clery Geography and is considered by NIU to represent a serious or continuing threat to students and employees, a timely warning will be issued to the entire campus community in a manner that is timely, that withholds the names of victims as confidential, and that will aid in the prevention of similar occurrences. The Patrol Sergeant and Commander will work with Deputy Chief to develop the content to issue a timely warning. Timely warnings will be issued to the campus community via email blast to all NIU assigned email accounts. Timely Warnings may also be issued using some or all of the systems listed below.

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 no ongoing 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 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 a timely warning 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.

**Emergency Response Planning**

Planned fire drills are conducted at least once per year in each residence hall at the DeKalb campus, and participation is mandatory. 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 and Residential Services to evaluate egress and behavioral patterns. If any deficient equipment is identified, a report will be prepared so that

### Timely Warning Channel and Administrators

<table>
<thead>
<tr>
<th>System To Use</th>
<th>Primary Message Creator</th>
<th>Backup Message Creator</th>
<th>Authority for Approving and Sending Messages Creator</th>
<th>Primary Message Sender/Distributor</th>
<th>Backup Message Sender/Distributor</th>
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<tbody>
<tr>
<td>Everbridge Email</td>
<td>NIU Sergeants</td>
<td>NIU Commander</td>
<td>NIU Chief/Deputy Chief</td>
<td>NIU Dispatcher</td>
<td>NIU Marketing and Communication</td>
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<td>Social Media</td>
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<td>Face-to-Face</td>
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<td>Tightrope Digital Signage</td>
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repairs can be made immediately. Recommendations for improvements are also submitted to the appropriate departments for consideration.

Residential 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. 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 (i.e. tests of the emergency response plans) are 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 an Emergency Guide which provides a summary of the emergency response and evacuation procedures via NIU Today and the Department of Police and Public Safety website 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. Housing staff reviews such procedures with students at floor meetings throughout the year. This guide is reviewed each year by the 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. 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 the 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 for 24 hours. If the missing student is under the age of 18 and is not an emancipated individual, the university must notify the student’s parent or legal guardian in addition to any other designated contact person within 24 hours of the determination that the student is missing. Regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated 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 unless the local law enforcement agency was the entity that made 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 (https://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 midsemester 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.

**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, 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.
   • Without windows or with the least number of
     windows. If there is a large group of people
     inside a particular building, several rooms
     may be 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 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 at
815-753-1212 or dial 911.

1. Remain Calm.
2. Do NOT use Elevators. Use the Stairs.
3. Assist the physically impaired. If they are 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 Department 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.
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 22). 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.

University Recreation and Wellness: Alcohol and Drug Education and Prevention Initiatives

Recreation and Wellness provides informational programs and prevention services for students. These services include:

- 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.
- Staff provides presentations and consultations to classes, student groups and residence hall floor groups. The department also partners with Student Involvement and 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.
- Student Health 101, an electronic newsletter sent to all NIU students, publishes articles regarding alcohol and other drugs.
- All newly enrolled freshmen and transfer students are required to take AlcoholEdu for College Students.

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
Counseling and Consultation Services
815-753-1206
https://www.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

Northwestern Medicine Behavioral Health Services
815-748-8334
nm.org/locations/sycamore-behavioral-health
online educational module.
University Recreation and Wellness maintains a website at go.niu.edu/recwell, 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.
- The Division of Student Affairs 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
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, nonvoluntary community service, probation, required medical or psychiatric treatment, rehabilitation, treatment as approved by the Illinois Department of Human Services Office of Alcoholism and Substance Abuse and restitution. An individual’s status as a university student or employee in no way prevents a court from imposing any of these sanctions. It is also a violation of NIU’s policies for anyone to consume or possess alcohol in any public or private area of campus without prior university approval. Groups or organizations violating alcohol/substance policies or laws may be subject to sanctions by the university. Certain locations on campus are approved to serve alcohol for athletic and catered events. Prohibitions on underage drinking still apply at all such events.

Drug or Alcohol Convictions in the Workplace

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 Counseling and 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 Northwestern Medicine 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, 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.

Driving under the influence is a Class A misdemeanor; minimum revocation of driving privileges for one year (two years if driver is under age 21); suspension of vehicle registration. If committed with a BAC of .16 or more — in addition to any penalties or fines, mandatory minimum fine of $500 and mandatory minimum 100 hours of community service. 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, the fine can be $25,000 and charges permit the court to sentence the defendant to probation and substance abuse treatment. 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.

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)].
**Medical Cannabis (Marijuana)**

Illinois allows for the use of cannabis for medicinal purposes.

Individuals who are authorized to use cannabis must be registered with the Illinois Department of Public Health (IDPH) and secure a written certification from a physician licensed in Illinois. The IDPH will issue a registry ID card and a notation will be made on the registrant’s Illinois driving record, which will be available to law enforcement.

A driver may not operate a motor vehicle while impaired by the use of cannabis prescribed for medicinal purposes and may not transport medicinal cannabis in a vehicle unless it is contained in a tamper-evident container and kept in an area that is inaccessible while the vehicle is in motion. If a police officer stops a vehicle driven by a person who holds a medical cannabis registry card and the officer has reasonable suspicion to believe the person is impaired by the use of cannabis, the driver must submit to field sobriety testing. Refusal to submit to testing or failure of the field sobriety tests will result in the suspension of the person’s driver’s license.

Driving while impaired by the use of medical cannabis or driving with an open container may result in the loss of driving privileges as well as revocation of the driver’s medical cannabis card.

**Disciplinary Actions**

Northern Illinois University may impose disciplinary 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 Counseling and Consultation Services for a Substance Use Assessment and/or Substance Use Education and Intervention Program.
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/publicsafety/resources/DCFS.shtml.

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.

Student Conduct

Any member of the university community may document a situation which may be a violation of institutional policy. The documentation method involves completion of an incident report, located online at niu.edu/conduct/incident-reporting.

Completion of an incident report notifies the Student Conduct office of a potential incident with copies provided to other appropriate university offices, including, but not limited to: NIU Department of Police and Public Safety, Housing and Residential Services, and Environmental Health and Safety. Filing an incident report does not constitute filing a police report or making an official report to another office on campus. The incident report serves as a mechanism for notifying appropriate institutional offices of an incident.

The completion of an incident report, to document a situation, does not constitute a referral to Student Conduct. A referral for Clery reporting occurs, if the incident reported meets the definition of a crime reportable under the Clery Act.

The Student Code of Conduct outlines the process under which all incidents that fall under the jurisdiction of the student conduct process, are investigated and adjudicated, as appropriate. Refer to the Student Code of Conduct (niu.edu/conduct/student-code-of-conduct/index.shtml) for further information on the process.
Dear Campus Community:

Thank you for taking the time to review the 2018 Annual Security Report. At the Northern Illinois University Police Department we understand that it is important for our students, faculty, staff, and visitors to be aware of campus safety and security and the services we provide so they can make well-informed decisions about their personal safety.

Over the past year, we have continued to make great strides in promoting and maintaining public safety by engaging our community with dignity and respect.

To strengthen our cultural competency, we have recently trained our officers on Racial Intelligence Training and Engagement (RITE). Racial Intelligence looks at cultural diversity thru a new lens that improves our implicit bias and internal communication. We focus on de-escalation techniques by creating awareness on how we affect others, and that we have the power to make internal changes. RITE Training places special emphasis on the well-being of the officer and empathy for the community they serve.

Additionally, all of our officers have completed Crisis Intervention Team (CIT) training. This nationally recognized program is designed for law enforcement and incorporates de-escalation techniques when encountering community members that are experiencing mental or emotional duress.

We continue to offer community personal safety empowerment education, including ALICE (Alert, Lockdown, Inform, Counter, Evacuate) Training to better prepare and plan on how to more proactively handle the threat of an aggressive intruder. We also offer the Rape Aggression Defense (RAD) system of self-defense training, a truly holistic approach to self-defense education, supporting the necessity of continuous learning in order to provide realistic options for each population as they go through life.

As part of our ongoing efforts to strengthen our multi-jurisdictional response and emergency preparedness capabilities, we continue our collaboration with the DeKalb County Major Case Squad and have recently become members of the DeKalb County Special Operations Team (SOT).

Even the most comprehensive safety plans cannot succeed without the cooperation of the community members who work, study, and live on campus. Your active participation and interest in the public safety of our community is a crucial element to enhancing the quality of life on and around campus.

We encourage all members of the NIU community to use this publication as a guide for safe practices as it contains information on crime reporting procedures, university policies, safety tips, prevention programs, and statistical information as required by law.

Thank you again for your help and support in making NIU a safe and secure campus for everyone.

Go Huskies!

Tom Phillips
NIU Chief of Police
Clery Act Reporting

Publication of this annual report is required by federal law. The annual crime statistics were compiled by the NIU Department of Police and Public Safety with information from the NIU Department of Police and Public Safety, Student Conduct, the Ethics and Compliance Office, Human Resource Services, Campus Security Authorities 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 Federal Bureau of Investigation (FBI) for use in the Uniform Crime Reporting (UCR) system. The report includes statistics for the previous three years concerning crimes that occurred within the geography outlined by the Clery Act for each campus 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. Referrals occur when a person is not arrested for liquor law violations, drug law violations, or illegal weapons possession, but is instead referred for campus disciplinary action. 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. NIU reports the crimes required by the Clery Act that occurred on or within the 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, DeKalb, Illinois or online at niu.edu/publicsafety.

Classifying Crime Statistics

The statistics on the preceding pages are published in accordance with the standards and guidelines used by the FBI 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, manslaughter by negligence, 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.

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 under the Hierarchy Rule.

The statistics captured under the “Judicial Referrals” 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.

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.
Definitions of Reportable Crimes and Other Associated Terms

Murder and Manslaughter by Negligence: The willful (non-negligent) killing of one human being by another.  

Negligent Manslaughter: The killing of another person through gross negligence.  

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 their age or because of their 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.  

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.  

Domestic Violence: 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.  

Dating Violence: 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. The existence of a dating relationship shall be determined based on the following factors: (i) the length of their association; (ii) the type of relationship; and (iii) the frequency, intensity, and recency of the violence.  

Stalking: 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; and (iii) Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.  

Hate Crimes: A criminal offense committed against a person or property which is motivated, in whole or in part, by the offender’s bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, gender identity, ethnicity, or national origin. This includes all of the crimes listed above, plus larceny/theft, simple assault, intimidation and destruction/damage/vandalism of property. The law requires that the statistic be reported as a hate crime for these additional categories even though there is no requirement to report the crime classification in any other area of the compliance document.  

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.

**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.

**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.

**On-Campus:** 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:** Property owned or controlled by the institution used to provide housing for the institution’s students.

**Non-Campus:** 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 are provided by the City of DeKalb and the NIU Department of Police and Public Safety.

**Public Property:** 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 Clery Act does not require disclosure of crime statistics for public property that surrounds non-campus buildings or property.

Clery Act Crime Statistics

*C*Residence Hall numbers are also included in the On-Campus category.

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*There was a reduction in drug referrals for the 2017 calendar year due to guidance from the Department of Education regarding how these types of incidents are classified and counted in accordance with the Illinois Compiled Statutes Cannabis Control Act and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.*

Unfounded Clery Act Crimes

2017: Three unfounded crimes.
2016: Three unfounded crimes.
2015: Three unfounded crimes.

Hate Crime Reporting

2017: One non-campus intimidation incident characterized by gender identity.
2016: No hate crimes reported.
2015: One on-campus intimidation incident characterized by sexual orientation.

NIU DeKalb Campus
Clery Act Crime Statistics

*Residence Hall numbers are also included in the On-Campus category.

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<th>CRIMINAL OFFENSES</th>
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Unfounded Clery Act Crimes
2017: No unfounded crimes.
2016: No unfounded crimes.
2015: No unfounded crimes.

Hate Crime Reporting
2017: No hate crimes reported.
2016: No hate crimes reported.
2015: No hate crimes reported.

NIU Naperville Campus
## Clery Act Crime Statistics

*Residence Hall numbers are also included in the On-Campus category.

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### Unfounded Clery Act Crimes
- **2017:** No unfounded crimes.
- **2016:** No unfounded crimes.
- **2015:** No unfounded crimes.

### Hate Crime Reporting
- **2017:** No hate crimes reported.
- **2016:** No hate crimes reported.
- **2015:** No hate crimes reported.

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**NIU Hoffman Estates Campus**
### Clery Act Crime Statistics

**Residence Hall numbers are also included in the On-Campus category.**

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**Unfounded Clery Act Crimes**
- 2017: No unfounded crimes.
- 2016: No unfounded crimes.
- 2015: No unfounded crimes.

**Hate Crime Reporting**
- 2017: No hate crimes reported.
- 2016: No hate crimes reported.
- 2015: No hate crimes reported.
### Clery Act Crime Statistics

*Residence Hall numbers are also included in the On-Campus category.

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**NIU Lorado Taft Campus**
### Clery Act Crime Statistics

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Policy Updates
The following university compliance policies have been updated and are available via the following links.

Americans with Disabilities Act
https://niu.edu/diversity/programs/employee-accommodations/index.shtml

Title IX
go.niu.edu/TitleIXPolicy

Non-discrimination/Harassment Policy and Compliance Procedures
https://niu.edu/ethics-compliance/_pdf/nondiscrimination-harassment-policy.pdf

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 2018. A PDF of this report can be found at niu.edu/clery/fire_report.pdf. Contact 815-753-0404 for current fire log or at the Environmental Health & Safety Office located in Room 200 of the Dorland Building on the main NIU campus.

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

Sex discrimination 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 NIU policy as those terms are defined for purposes of the Clery Act and in accordance with Title IX.

The University’s Title IX/Sexual Misconduct Policy and Procedures (“Title IX Policy”) addresses incidents of sexual misconduct, including 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. For more information about the Title IX Policy, please visit go.niu.edu/TitleIXPolicy.

This section of the Report is intended to inform the campus community of our programs designed to address domestic violence, dating violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a university official.

University Definitions of Prohibited Sexual Misconduct and Other Terms

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: A complaint 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.

Coercion: The use of an unreasonable amount of pressure to gain sexual access. Coercion is more than an effort to persuade, entice, or attract another person to have sex. When a person makes clear a decision not to participate in a particular sexual act, a decision to stop, or a decision not to go beyond a certain sexual interaction, continued pressure can be coercive. In evaluating whether coercion was used, the following factors will be considered: the frequency of the application of the pressure, the intensity of the pressure, the degree of isolation of the person being pressured, and the duration of the pressure.

Confidential Complaint: A complaint 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 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 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).

**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 violence 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. 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.

**Intoxication:** When alcohol is involved, a person can be incapacitated due to intoxication. 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 consent.

**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, or 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 and 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, 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, lesbian or gender non-conforming 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 section, 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) Knowingly 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 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.

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 Sarah Garner, Ethics and Compliance Office, Altgeld Hall 238A, (815) 753-5560, 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
Voyeurism: The condition of one who derives sexual satisfaction from observing the sexual organs or acts of others, generally from a secret vantage point.

Relevant Illinois Criminal Code Definitions

Many of the acts prohibited by University policy also constitute violations of the Illinois Criminal Code. Per the requirements of the Violence Against Women Act, the following Illinois Criminal Code definitions are included in the Annual Security Report.

Consent: (720 ILCS 5/11-1.70) A freely given agreement to the act of sexual penetration or sexual conduct in question. Lack of verbal or physical resistance or submission by the victim resulting from the use of force or threat of force by the accused shall not constitute consent. The manner of dress of the victim at the time of the offense shall not constitute consent.

(b) It shall be a defense under subsection (b) and subsection (c) of Section 11-1.50 and subsection (d) of Section 11-1.60 of this Code that the accused reasonably believed the person to be 17 years of age or over. The age for consent in Illinois is 17 years of age except in cases where the perpetrator is a family member of the victim or holds a position of trust, authority, or supervision in relation to the victim. In such cases, the age of consent in Illinois is 18 years of age.

(c) A person who initially consents to sexual penetration or sexual conduct is not deemed to have consented to any sexual penetration or sexual conduct that occurs after he or she withdraws consent during the course of that sexual penetration or sexual conduct.

Criminal Sexual Assault: (720 ILCS 5/11-1.20) A person commits criminal sexual assault if that person commits an act of sexual penetration and: (1) uses force or threat of force; (2) knows that the victim is unable to understand the nature of the act or is unable to give knowing consent; (3) is a family member of the victim, and the victim is under 18 years of age; or (4) is 17 years of age or over and holds a position of trust, authority, or supervision in relation to the victim, and the victim is at least 13 years of age but under 18 years of age.

Aggravated Criminal Sexual Assault: (720 ILCS 5/11-1.30) (a) A person commits aggravated criminal sexual assault if that person commits criminal sexual assault and any of the following aggravating circumstances exist during the commission of the offense or, for purposes of paragraph (7), occur as part of the same course of conduct as the commission of the offense:

(1) the person displays, threatens to use, or uses a dangerous weapon, other than a firearm, or any other object fashioned or used in a manner that leads the victim, under the circumstances, reasonably to believe that the object is a dangerous weapon;
(2) the person causes bodily harm to the victim, except as provided in paragraph (10);
(3) the person acts in a manner that threatens or endangers the life of the victim or any other person;
(4) the person commits the criminal sexual assault during the course of committing or attempting to commit any other felony;
(5) the victim is 60 years of age or older;
(6) the victim is a person with a physical disability;
(7) the person delivers (by injection, inhalation, ingestion, transfer of possession, or any other means) any controlled substance to the victim without the victim's consent or by threat or deception for other than medical purposes;
(8) the person is armed with a firearm;
(9) the person personally discharges a firearm during the commission of the offense; or
(10) the person personally discharges a firearm during the commission of the offense and that discharge proximately causes great bodily harm, permanent disability, permanent disfigurement, or death to another person.

(b) A person commits aggravated criminal sexual assault if that person is under 17 years of age and:
(i) commits an act of sexual penetration with a victim who is under 9 years of age; or
(ii) commits an act of sexual penetration with a victim who is at least 9 years of age but under 13 years of age and the person uses force or threat of force to commit the act.

(c) A person commits aggravated criminal sexual assault if that person commits an act of sexual penetration with a victim who is a person with a severe or profound intellectual disability.

Predatory Criminal Sexual Assault of a Child: (720 ILCS 5/11-1.30) A person commits predatory criminal sexual assault of a child if that person is 17 years of age or older, and commits an act of contact, however slight, between the sex organ or anus of one person and the part of the body of another for the purpose of sexual gratification or arousal of the victim or the accused, or an act of sexual penetration, and: (1) the victim is under 13 years of age; or (2) the victim is under 13 years of age and that person: (A) is armed with a firearm; (B) personally discharges a firearm during the commission of the offense; (C) causes great bodily harm to the victim that: (i) results in permanent disability; or (ii) is life threatening; or (D) delivers (by injection, inhalation, ingestion, transfer of possession, or any other means) any controlled substance to the victim without the victim’s consent or by threat or deception, for other than medical purposes.

Criminal Sexual Abuse: (720 ILCS 5/11-1.50) (a) A person commits criminal sexual abuse if that person:
(1) commits an act of sexual conduct by the use of force or threat of
force; or (2) commits an act of sexual conduct and knows that the victim is unable to understand the nature of the act or is unable to give knowing consent. (b) A person commits criminal sexual abuse if that person is under 17 years of age and commits an act of sexual penetration or sexual conduct with a victim who is at least 9 years of age but under 17 years of age. (c) A person commits criminal sexual abuse if that person commits an act of sexual penetration or sexual conduct with a victim who is at least 13 years of age but under 17 years of age and the person is less than 5 years older than the victim.

**Aggravated Criminal Sexual Abuse:** (720 ILCS 5/11-1.60) (a) A person commits aggravated criminal sexual abuse if that person commits criminal sexual abuse and any of the following aggravating circumstances exist: (i) during the commission of the offense; or (ii) for purposes of paragraph (7), as part of the same course of conduct as the commission of the offense:

1. the person displays, threatens to use, or uses a dangerous weapon or any other object fashioned or used in a manner that leads the victim, under the circumstances, reasonably to believe that the object is a dangerous weapon;
2. the person causes bodily harm to the victim;
3. the victim is 60 years of age or older;
4. the victim is a person with a physical disability;
5. the person acts in a manner that threatens or endangers the life of the victim or any other person;
6. the person commits the criminal sexual abuse during the course of committing or attempting to commit any other felony; or
7. the person delivers (by injection, inhalation, ingestion, transfer of possession, or any other means) any controlled substance to the victim for other than medical purposes without the victim's consent or by threat or deception.

(b) A person commits aggravated criminal sexual abuse if that person commits an act of sexual conduct with a victim who is under 18 years of age and the person is a family member.

(c) A person commits aggravated criminal sexual abuse if:

1. that person is 17 years of age or over and: (i) commits an act of sexual conduct with a victim who is under 13 years of age; or (ii) commits an act of sexual conduct with a victim who is at least 13 years of age but under 17 years of age and the person uses force or threat of force to commit the act; or
2. that person is under 17 years of age and: (i) commits an act of sexual conduct with a victim who is under 9 years of age; or (ii) commits an act of sexual conduct with a victim who is at least 9 years of age but under 17 years of age and the person uses force or threat of force to commit the act.

(d) A person commits aggravated criminal sexual abuse if that person commits an act of sexual penetration or sexual conduct with a victim who is at least 13 years of age but under 17 years of age and the person is at least 5 years older than the victim.

(e) A person commits aggravated criminal sexual abuse if that person commits an act of sexual conduct with a victim who is a person with a severe or profound intellectual disability.

(f) A person commits aggravated criminal sexual abuse if that person commits an act of sexual conduct with a victim who is at least 13 years of age but under 18 years of age and the person is 17 years of age or over and holds a position of trust, authority, or supervision in relation to the victim.

**Dating Violence:** The Illinois Criminal Code does not define this term.

**Domestic Violence:** (725 ILCS 5/11 2a-3) Physical abuse, harassment, intimidation of a dependent, interference with personal liberty or willful deprivation but does not include reasonable direction of a minor child by a parent of person in loco parentis. Family or household members’ include 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 had a child in common, persons who share or allegedly share a blood relationship through a child, persons who have or have had a dating or engagement relationship, persons with disabilities and their personal assistants, and caregivers as defined in Section 12-4.4a of the Illinois Criminal Code. For purposes of this paragraph, neither a casual acquaintanceship nor ordinary fraternization between 2 individuals in business or social contexts shall be deemed to constitute a dating relationship.

**Domestic Battery:** (720 ILCS 5/12-3.2) (a) A person commits domestic battery if he or she knowingly without legal justification by any means: (1) causes bodily harm to any family or household member; (2) makes physical contact of an insulting or provoking nature with any family or household member.

**Aggravated Domestic Battery:** (720 ILCS 5/12-3.3) (a) A person who, in committing a domestic battery, knowingly causes great bodily harm, or permanent disability or disfigurement commits aggravated domestic battery. (a-5) A person who, in committing a domestic battery, strangles another individual commits aggravated domestic battery. For the purposes of this subsection (a-5), “strangle” means intentionally impeding the normal breathing or circulation of the blood of an individual by applying pressure on the throat or neck of that individual or by blocking the nose or mouth of that individual.

**Stalking:** (720 ILCS 5/12-7.3) (a) A person commits stalking when he or she knowingly engages in a course of conduct directed at a specific person, and he or she knows or should know that this course of conduct would cause a reasonable person to: (1) fear for his or her safety or the safety of a third person; or (2) suffer...
Definitions – For purposes of Stalking:

(1) “Course of conduct” means 2 or more acts, including but not limited to acts in which a defendant 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, engages in other non-consensual contact, or interferes with or damages a person’s property or pet. A course of conduct may include contact via electronic communications.

(2) “Electronic communication” means any transfer of signs, signals, writings, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photoelectric, or photo-optical system. “Electronic communication” includes transmissions by a computer through the Internet to another computer.

(3) “Emotional distress” means significant mental suffering, anxiety or alarm.

(4) “Family member” means a parent, grandparent, brother, sister, or child, whether by whole blood, half-blood, or adoption and includes a step-grandparent, step-parent, step-brother, step-sister or step-child. “Family member” also means any other person who regularly resides in the household, or who, within the prior 6 months, regularly resided in the household.

(5) “Follows another person” means (i) to move in relative proximity to a person as that person moves from place to place or (ii) to remain in relative proximity to a person who is stationary or whose movements are confined to a small area. “Follows another person” does not include a following within the residence of the defendant.

(6) “Non-consensual contact” means any contact with the victim that is initiated or continued without the victim’s consent, including but not limited to being in the physical presence of the victim; appearing within the sight of the victim; approaching or confronting the victim in a public place or on private property; appearing at the workplace or residence of the victim; entering onto or remaining on property owned, leased, or occupied by the victim; or placing an object on, or delivering an object to, property owned, leased, or occupied by the victim.

(7) “Places a person under surveillance” means: (1) remaining present outside the person’s school, place of employment, vehicle, other place occupied by the person, or residence other than the residence of the defendant; or (2) placing an electronic tracking device on the person or the person’s property.

(8) “Reasonable person” means a person in the victim’s situation.

(9) “Transmits a threat” means a verbal or written threat or a threat implied by a pattern of conduct or a combination of verbal or written statements or conduct.

A defendant who directed the actions of a third party to violate this Section, under the principles of accountability set forth in Article 5 of this Code, is guilty of violating this Section as if the same had been personally done by the defendant, without regard to the mental state of the third party acting at the direction of the defendant.

Aggravated Stalking: (720 ILCS 5/12-7.4) (a) A person commits aggravated stalking when he or she commits stalking and: (1) causes bodily harm to the victim; (2) confines or restrains the victim; or (3) violates a temporary restraining order, an order of protection, a stalking no contact order, a civil no contact order, or an injunction prohibiting the behavior described in subsection (b)(1) of Section 214 of the Illinois Domestic Violence Act of 1986. (a-1) A person commits aggravated stalking when he or she is required to register under the Sex Offender Registration Act or has been previously required to register under that Act and commits the offense of stalking when the victim of the stalking is also the victim of the offense for which the sex offender is required to register under the Sex Offender Registration Act or a family member of the victim.

A defendant who directed the actions of a third party to violate this Section, under the principles of accountability set forth in Article 5 of this Code, is guilty of violating this Section as if the same had been personally done by the defendant, without regard to the mental state of the third party acting at the direction of the defendant.

Cyberstalking: (720 ILCS 5/12-7.5) (a) A person commits cyberstalking when he or she engages in a course of conduct using electronic communication directed at a specific person, and he or she knows or should know that would cause a reasonable person to: (1) fear for his or her safety or the safety of a third person; or (2) suffer other emotional distress.

(a-3) A person commits cyberstalking when he or she, knowingly and without lawful justification, on at least 2
A person commits cyberstalking when he or she knowingly, surreptitiously, and without lawful justification, installs or otherwise places electronic monitoring software or spyware on an electronic communication device as a means to harass another person and: (1) at any time transmits 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; (2) places that person or a family member of that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement, or restraint; or (3) at any time knowingly solicits the commission of an act by any person which would be a violation of this Code directed towards that person or a family member of that person.

Definitions – For purposes of Cyberstalking:

(1) “Course of conduct” means 2 or more acts, including but not limited to acts in which a defendant 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, engages in other non-consensual contact, or interferes with or damages a person's property or pet. The incarceration in a penal institution of a person who commits the course of conduct is not a bar to prosecution under this Section.

(2) “Electronic communication” means any transfer of signs, signals, writings, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photoelectric, or photo-optical system. “Electronic communication” includes transmissions through an electronic device including, but not limited to, a telephone, cellular phone, computer, or pager, which communication includes, but is not limited to, e-mail, instant message, text message, or voice mail. (2.1) “Electronic communication device” means an electronic device, including, but not limited to, a wireless telephone, personal digital assistant, or a portable or mobile computer.

(3) “Emotional distress” means significant mental suffering, anxiety or alarm.

(4) “Harass” means to engage in a knowing and willful course of conduct directed at a specific person that alarms, torments, or terrorizes that person.

(5) “Non-consensual contact” means any contact with the victim that is initiated or continued without the victim’s consent, including but not limited to being in the physical presence of the victim; appearing within the sight of the victim; approaching or confronting the victim in a public place or on private property; appearing at the workplace or residence of the victim; entering onto or remaining on property owned, leased, or occupied by the victim; or placing an object on, or delivering an object to, property owned, leased, or occupied by the victim.

(6) “Reasonable person” means a person in the victim’s circumstances, with the victim’s knowledge of the defendant and the defendant’s prior acts.

(7) “Third party” means any person other than the person violating these provisions and the person or persons towards whom the violator’s actions are directed.

A defendant who directed the actions of a third party to violate this Section, under the principles of accountability set forth in Article 5 of this Code, is guilty of violating this Section as if the same had been personally done by the defendant, without regard to the mental state of the third party acting at the direction of the defendant.

Non-Consensual Dissemination of Private Sexual Images:

(720 ILCS 5/11-23.5) A person commits non-consensual dissemination of private sexual images when he or she: (1) intentionally disseminates an image of another person: (A) who is at least 18 years of age; and (B) who is identifiable from the image itself or information displayed in connection with the image; and (C) who is engaged in a sexual act or whose intimate parts are exposed, in whole or in part; and (2) obtains the image under circumstances in which a reasonable person would know or understand that the image was to remain private; and (3) knows or should have known that the person in the image has not consented to the dissemination.

There are several exemptions to the above, including: the dissemination of an image in connection with the reporting of unlawful conduct; and the dissemination of an image involving voluntary exposure in public or commercial settings.

Definitions for purposes of Non-Consensual Dissemination of Private Sexual Images:

(1) “Computer”, “computer program”, and “data” have the meanings ascribed to them in Section 17-0.5 of this Code.

(2) “Image” includes a photograph, film, videotape, digital recording, or other depiction or portrayal of an object, including a human body.

(3) “Intimate parts” means the fully unclothed, partially unclothed or transparently clothed genitals, pubic area, anus, or if the person is female, a partially or fully exposed nipple, including exposure through transparent clothing.

(4) “Sexual act” means sexual penetration, masturbation, or sexual activity.

(5) “Sexual activity” means any: (a) knowing touching or
fondling by the victim or another person or animal, either directly or through clothing, of the sex organs, anus, or breast of the victim or another person or animal for the purpose of sexual gratification or arousal; or (b) any transfer or transmission of semen upon any part of the clothed or unclothed body of the victim, for the purpose of sexual gratification or arousal of the victim or another; or (c) an act of urination within a sexual context; or (4) any bondage, fetter, or sadism masochism; or (5) sadomasochism abuse in any sexual context.

**Procedures to Follow if Sexual Assault, Domestic Violence, Dating Violence or Stalking has Occurred**

If a crime of domestic violence, dating violence, sexual assault or stalking has occurred, the below procedures are encouraged for victims to follow.

1. **Go to a Safe Place**
   - Call 9-1-1 to connect with local law enforcement agencies or medical professionals.

2. **Talk to Someone you Trust**

3. **Seek Medical Attention and Evidence Preservation**
   - It is recommended that you seek medical attention as soon as you are able to do so. Seeking medical attention allows for the treatment of injuries and allows evidence to be preserved. For immediate medical attention and evidence preservation, go to the Northwestern Medicine Kishwaukee Hospital at 1 Kish Hospital Drive, DeKalb, IL, 815-756-1521. Completing evidence preservation/forensic examination does not require you to file a police report. Rather, completing evidence preservation/forensic examination will help preserve evidence in case you decide at a later date to file a police report or obtain an Order of Protection through the criminal or civil legal system should you choose to do so.
   - To best preserve evidence, it is advisable not to bathe, wash your hands, use the restroom, drink, smoke, change clothing or brush your teeth after a crime occurs. If you do change clothes, you may bring them unwashed to the hospital in a paper bag.
   - You are also encouraged to preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if you have any, that would be useful to police or university adjudicators/investigators.

4. **Report the Incident**: You have options to address what you have been subjected to. You may directly notify one of the following law enforcement agencies:

   - NIU Department of Police and Public Safety (for on-campus crimes), 395 Wirtz Drive, DeKalb, IL, 815-753-1212.
   - DeKalb Police Department (for off-campus crimes), 700 W. Lincoln Highway, DeKalb, IL, 815-748-8400

   You may also choose to be assisted by campus administrators and community resources when notifying law enforcement. These resources may also receive an anonymous or confidential complaint wherein disclosure of a crime does not trigger an official investigation and communications are considered privileged, i.e. not disclosed to others including law enforcement or the Title IX Coordinator, unless you consent to a disclosure. The following are entities designated to assist you in making reports to law enforcement or university offices:

   - NIU Advocacy Coordinator/Confidential Advisor (on campus), 815-753-1206.
   - Safe Passage (off campus), 815-756-5228, 24-hour hotline.

   In addition to contacting local law enforcement, you may also file a complaint with the University. A university complaint (Title IX Complaint) may be submitted electronically at go.niu.edu/FileTitleIX or by contacting the Title IX Coordinator at 815-753-5560 or TitleIXCoordinator@niu.edu. More information about the university’s procedures for investigating and resolving a Title IX Complaint are found further in this Report. Ultimately, it is your choice whether or not to make a report and to decline to notify any of the above-described entities.

5. **Obtain Accommodations or other Interim Protective Measures**: Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, the university will provide written notification to a student or employee about accommodations available, 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
University Procedures for Investigating and Resolving a Title IX Complaint

Below is a summary of the process if a student or employee chooses to report an incident of domestic violence, dating violence, sexual assault or stalking to the university's Title IX Coordinator or “responsible employee” of the university. The full Title IX/Sexual Misconduct Policy and Procedures (“Title IX Policy”) is found online at go.niu.edu/TitleIXPolicy. All individuals who submit a Title IX complaint via the online system at go.niu.edu/FileTitleIX, regardless of whether the crime occurred on or off campus, will receive a written explanation of their rights and options in addition to the complaint process.

Upon submission of a complaint, a preliminary review of the complaint will be conducted by the Title IX Coordinator, or designee, to determine if there are enough facts, evidence or information to warrant a Title IX investigation, further follow-up, inquiry or resolution. The Title IX Coordinator, or designee, will review the facts of the alleged incident with the Claimant (victim) 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 private setting and provide them with information regarding all available options and resources. The issue of privacy and retaliation will also be discussed. 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. An assessment of whether further involvement by the university police is warranted will also be performed by the Title IX Coordinator and/or designee.

Where there is reasonable cause to believe that sexual misconduct has occurred, an investigation will proceed. The investigation will be conducted in as timely a manner as possible. The Respondent (accused individual) will be provided notice of the investigation and an opportunity to provide a statement as to what occurred. The Respondent will also be provided with information about privacy and retaliation, as well as available campus resources. Thereafter, witnesses may be contacted and a collection of relevant documentary evidence, to include text message, photos, emails, etc., will be conducted.

After gathering all necessary evidence, the assigned investigator will draft a Preliminary Report to be distributed to the Claimant and Respondent, which will contain all evidence that will be used in making a determination of whether a violation of the University’s Title IX Policy has or has not occurred. The Claimant and Respondent will have the opportunity to provide a rebuttal to the Preliminary Report in a timely manner. After review of submitted rebuttals, the assigned investigator will consider all evidence presented to make a determination of whether it is more likely than not (preponderance of the evidence) that a violation of the Title IX Policy has occurred. The Claimant and Respondent will be notified simultaneously in writing about the investigation and an opportunity to make a determination of whether a violation of the Title IX Policy has or has not occurred. The Claimant and Respondent will be notified simultaneously in writing about the outcome of the investigation and will be afforded the opportunity to appeal the decision. Periodic updates about the investigation will be provided to the Claimant and the Respondent.

If there is a finding of a violation of the University’s Title IX Policy and any appeal has been determined, the Office of Student Conduct issues an appropriate sanction(s) via a Sanction by Agreement or Sanction by Hearing. Sanctions may include, but are not limited to, the following: anger or substance use intervention assessment; abuse or substance use intervention program; banishment from all NIU property, functions, etc.; community service to NIU or the DeKalb community; educational sanctions including but not limited to the completion of an educational assignment (e.g., research paper, program presentation, etc.); fines or restitution;
formal written warning; loss of privileges (e.g., inability to have visitors/guests, etc.); no contact (direct or indirect) with the Claimant; parental notification; probation; residence hall suspension or expulsion; revocation or withholding of admission and/or degree; training on Title IX and sexual misconduct; university suspension or expulsion; suspension or termination of employment; progressive discipline or correction action. Both parties are afforded the opportunity to participate in this process and to appeal the decision of the sanction issued.

Upon submission of a report and with the consent of the Claimant, the involved parties may also have the option to informally resolve a Title IX Complaint. Informal resolution may include mediation between the involved parties, educational opportunities, etc.

Rights of Parties during University Investigation and Resolution

During the investigation and resolution of a Sexual Assault, Domestic Violence, Dating Violence and Stalking (Title IX) Complaint by Students and Employees, both the Claimant (victim) and Respondent (accused individual) are provided the following rights:

- The proceeding will include a prompt, fair, and impartial process from the initial investigation to the final result, to include completion within reasonably prompt timeframes designated within the Title IX Policy, including a process that allows for the extension of timeframes for good cause with written notice to the Claimant and the Respondent of the delay and the reason for the delay.
- The proceeding will be consistent with the institution's policies and transparent to the Claimant and Respondent, to include timely notice for meetings at which the Claimant or Respondent, or both, may be present; and timely and equal access to the Claimant, the Respondent and appropriate officials to any information that will be used during informal and formal disciplinary meetings and hearings.
- The proceeding will be conducted by administrators who, at minimum, received annual training on the issues related 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.
- The administrators conducting the proceeding will not have a conflict of interest or bias for or against the Claimant or Respondent.
- The proceeding with provide the Claimant and the Respondent with the same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice, absent a conflict of interest.
- University administrators will not limit the choice of advisor or presence for either the Claimant or Respondent in any meeting or institutional disciplinary proceeding, unless there is a conflict of interest; however, the university may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties.
- Upon completion of the investigation, the Claimant and Respondent will be simultaneously notified in writing about the result of the proceeding, the procedures to appeal of the report, any change to the result, and when such results become final.

Rights of Victims and the Institutions 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 to comply with protective orders and assist victims of Sexual Assault, Domestic Violence, Dating Violence and Stalking. Any person who obtains a protective order from Illinois or any reciprocal state should contact the Advocacy Services Coordinator at Counseling & Consultation Services who can work with police and the Title IX Coordinator to coordinate services and additional assistance to the survivor. This information will be shared with additional persons only at the request of the victim/survivor. Survivors may choose to meet with the Advocacy Services Coordinator and/or Police to develop a Safety Action Plan, which is a plan for campus police and the survivor to have in place to provide the survivor options and resources to travel to and from campus safely. 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).

Victim/Survivors can begin the process of applying for a protective order by choosing one of the following ways:

1. Contact the Advocacy Services Coordinator at Counseling & Consultation Services who can explain all the survivor's rights and options and who can help the student decide if filing an order would be helpful in their circumstances. The advocate will also ask the student questions to help them to determine if the student’s situation would qualify to apply for a protective order based upon what information they disclose. The advocate helps the student to discuss potential barriers for obtaining the order and can talk with the students about next steps in doing so. The
Advocacy Services Coordinator can also support the student in obtaining university-wide no contact orders if deemed appropriate when at times the student’s situation may not qualify for a protective order issued by the court.

2. Contact Safe Passage and a DV or SA Legal Advocate can discuss with the survivor if they qualify to file for an order, how they can go about obtaining the order, and talk about additional resources and support that the agency offers.

3. Go online and petition for a protective order. (It is advised that the individual work with the university advocate or Safe Passage for assistance with filing the order. Contacting an advocate is not mandatory to obtain an order, but is strongly advised.)

4. Go to the State’s Attorney’s Office and an advocate in their office will provide options for filing the order and information regarding local community resources.

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.

**Retaliation Prohibited**

Retaliation against any individual who reports or opposes what they believe to be sexual misconduct (including acts of domestic violence, dating violence, sexual assault and stalking) is prohibited by the Title IX 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 Claimant and 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 the Title IX Coordinator at 815-753-5560 or TitleIXCoordinator@niu.edu.

**Confidentiality Statement**

The university protects the identity of individuals who report having been victims of sexual assault, domestic violence, dating violence or stalking to the best of its ability. All reports and information concerning conduct related to the Title IX Policy will be handled with privacy and shared when there is a need-to-know basis, or investigation or adjudication of a report/complaint.

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**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.
- Receive, when required, the full prompt cooperation of campus personnel when obtaining, securing and preserving evidence.
- Be informed 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.

If you choose to remain completely anonymous and utilize Confidential Resources, no complaint will be filed. If you choose to file a Title IX complaint with the University, but request to remain confidential, the Title IX Coordinator will determine if confidentiality should be maintained. Where there is a likelihood of further harm to the student and/or the campus community, the request for confidentiality may be not be honored.

When confidentiality is maintained or the identity is of the Claimant is unknown (anonymous), 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, to take steps to remedy the effects of the alleged sexual misconduct and to prevent its recurrence. However, the Title IX Coordinator has the discretion to determine whether to maintain confidentiality and to consult with appropriate university officials when warranted by the facts of the case.

The University does not publish the name of crime victims or other identifiable information regarding victims on the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. Furthermore, if a Timely Warning Notice is issued on the basis of a report of domestic violence, dating violence, sexual assault or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

Any student that does not want directory information publicly disclosed should access their MyNIU account.
From the Student Center under Personal Information select “Privacy Settings.” Then click the “Edit FERPA/Directory Restrictions” bar to restrict release of your information. Regardless of whether a victim has opted-out of allowing the University to share “directory information,” personally identifiable information about the victim and other necessary parties will be treated as confidential and only shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. By only sharing personally identifiable information with individuals on a need-to-know basis, the institution will maintain as confidential, any accommodations or protective measures provided to the victim to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

**Objectives of NIU's Education on Sexual Assault, Domestic Violence, Dating Violence and Stalking**

The university engages in comprehensive, intentional and integrated programming, initiatives, strategies and campaigns intended to prevent or 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.

Many educational programs are provided by Affirmative Action, Equity and Inclusion, and they consist of primary prevention and awareness activities and requirements for all new students and new employees and ongoing awareness and prevention campaigns for students and employees that:

A. Identify domestic violence, dating violence, sexual assault and stalking as prohibited conduct;

B. Define what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;

C. Define what behavior and actions constitute consent to sexual activity under NIU policy and in the State of Illinois;

D. Describe safe and positive options for active bystander intervention. Active 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. Active bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;

E. Include risk reduction options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims/survivors in order to promote safety and to help individuals and communities address conditions that facilitate violence.

F. Information regarding:
   - Procedures victims should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs.
   - How the institution will protect the confidentiality of victims and other necessary parties.
   - Existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community.
   - Options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures.
   - Procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking.

**Primary Prevention and Awareness Programs**

Affirmative Action, Equity and Inclusion (AAEI) seeks to empower and create a community that succeeds by employing the principles of equity, diversity and inclusion. Through its role of guiding and educating the campus community, AAEI encourages awareness and adherence to policies, procedures and laws prohibiting discrimination and harassment in the classroom and workplace.

AAEI is a campus resource providing a variety of programs and avenues for students, staff and faculty to increase awareness of dating violence, domestic violence, sexual assault, stalking and non-discrimination as well as, to intervene, prevent violence, limit risk and report concerns. Activities are provided throughout the year with opportunity for student and employee participation.

For employees, Title IX-Sexual Misconduct training begins with their first day on the job. Each new employee receives a brief 30 minute presentation 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 within the NIU community. New employees then sign up for the full in-person, Title IX/Sexual Misconduct and Non-Discrimination training that is much more extensive and takes 1.5 hours. The in-person training allows for introduction to the AAEI 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, AAEI receives a list of all new university employees. The list is reviewed and if any employee on the list did not attend orientation for any reason and is not signed up for a full Title IX/Non-Discrimination training they are sent an email welcoming them to the NIU family and explaining the requirement including upcoming training dates. If they do not respond to this email, a follow-up email is sent. If the second email is not responded to in a timely manner, the supervisor is informed of the requirement and asked to assist in ensuring employee availability, sign up and completion. A pre/post-test tool is 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.

The Illinois Preventing Sexual Violence in Higher Education Act, 110 ILCS 155 et seq, requires all institutions of higher education in Illinois to provide sexual violence primary prevention and awareness programming for students, staff and faculty. New students, both freshman and transfer students, are required to complete two e-learning modules including Sexual Misconduct Awareness and Prevention-facilitated by AAEI and AlcoholEdu-facilitated by Recreation and Wellness. Current students are required to complete these modules within 6 weeks beginning August 1. The module focuses on definitions of domestic violence, dating violence, sexual assault and stalking as well as active bystander training, healthy and unhealthy relationships, sexual harassment, reporting sexual misconduct and retaliation. Current students, staff and faculty are required to complete the annual Title IX online training through Affirmative Action, Equity and Inclusion (AAEI) during designated dates throughout the year. In the fall of 2017, 10,219 students completed the Title IX online training. In the spring of 2018, 3,373 faculty and staff completed the training. The online program is produced by NIU and includes all forms of sexual misconduct, reporting procedures, active bystander interventions, available resources and specific NIU expectations of students, staff and faculty.

AAEI provides a wide range of trainings and presentations all over campus, all year long, to a variety of groups. Some groups request a presentation to improve their awareness, other groups are invited for various reasons and still others are required. The National Collegiate Athletic Association (NCAA) requires all athletes and sports administration to complete additional sexual misconduct awareness trainings which are completed by AAEI.

In addition to the above trainings specific to Sexual Misconduct, AAEI provides campus awareness activities for students, staff and faculty. In 2017-2018, AAEI increased activities focused on students as participants and volunteers. During Domestic Violence Awareness month in October, AAEI presented hour long trainings aimed at students but, open to others focused on Domestic Violence Awareness. AAEI partnered with the NIU Police Department on Rape Aggression Defense; NIU Counseling and Consultation on How to Help a Victim/Survivor; Safe Passage on Community Resources; and AAEI on Active Bystander training.

Consent was a significant topic at AAEI workshops including, Ok or No Way?, which brought students together in groups to determine what was OK or No Way about a video clip they watched.

April is Sexual Assault Awareness Month. In April, 2018 AAEI focused on activities to build awareness and education across campus for students and employees alike. Each Tuesday in April, the “Got a Minute” series was presented. The series focused on hour long workshops/activities to help bring clarity to the issues surrounding sexual misconduct. Those areas included; trauma-informed work with victims/survivors, Hear from the Professionals: working with victims/survivors, working with underserved populations who may be victims/survivors of sexual assault and Come On! Ben and Active Bystander. Got a Minute tip sheets were also produced. Also in April, an Operation Jungle Red campaign was held in several areas around campus to draw attention and spark discussion about sexual violence. Operation Jungle Red consisted of setting tables up in highly trafficked areas across campus and encouraging both men and women to allow their pinky to be painted red in support of those affected by sexual violence. The first Operation Jungle Red activity was conducted by the University of Miami in Ohio in 2008 to honor the anniversary of the Virginia Tech School shooting and raise awareness of sexual violence on college campuses.

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, multifaceted approach to marketing. One or more of the following marketing strategies are utilized depending on the event/activity: AAEI website, sexual misconduct website, partner websites, fliers/posters, social media including Facebook and the main NIU page, digital signage via monitors displayed throughout campus, e-mail invitations to previous attendees and specific groups, NIU Today, Northern Star, and the NIU Calendar.

Affirmative Action, Equity and Inclusion continues to seek new and different ways to ensure all campus and community constituents are aware of the devastating effects of sexual assault/misconduct and provide ways to intervene safely, prevent violence and lower the rate of sexual assaults on campus. For more information about Affirmative Action, Equity and Inclusion projects see https://niu.edu/diversity/index.shtml.
Risk Reduction

Risk reduction means options designed to decrease perpetration and to increase empowerment for victims and active bystanders in order to promote safety and to help individuals and communities address conditions where there is the potential for violence or the is potential for violence to escalate. With no intent of victim blaming 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. Especially if you are new to campus it is important to know where you are and who is around you. This may help you to find a way to get out of a bad situation.
2. Avoid giving out your contact information too soon. Take time to get to know people before giving out private information.
3. Try to avoid isolated areas. It is more difficult to get help if no one is around.
4. Walk with purpose. Even if you don’t know where you are going, act like you do.
5. Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn’t the best place to be. If you see something suspicious, call 911 immediately.
6. Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
7. Make sure your cell phone is with you and charged. It is a good idea to program emergency numbers into your phone, so you can contact help quickly if necessary.
8. Don’t allow yourself to be isolated with someone you don’t trust or someone you don’t know.
9. Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
10. 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.
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 them 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 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 are not to blame; it is the person who is making you uncomfortable who 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” or “no” 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 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.

How to be an Active Bystander

Affirmative Action, Equity and Inclusion conducts Active Bystander training to teach individuals violence prevention and intervention strategies when they are faced with a potential situation involving dating violence, domestic violence, sexual assault or stalking. Active Bystander training includes recognizing situations of potential harm, overcoming barriers to prevention and intervention, identifying safe and effective prevention and intervention strategies and techniques, and taking action before a situation escalates.

Active 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 prevent, intervene, speak up
or do something about it.” NIU promotes a culture of community accountability where students and employees alike, take action to prevent and intervene in safe ways to ensure actions that can be prevented are. We may not always know what to do when a situation occurs but, there are options 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 being physically or emotionally abusive toward another and it is not safe for you to intervene or interrupt. There are many ways you can help by safely taking a stance. Don’t do anything that will put you in danger of harm however, these may be ways you can intervene safely.

- The Divider: step in (safely) and separate those involved.
- The Redirector: step in and redirect the focus of the situation.
- The Recruiter: recruit friends or others to help decrease the tension.
- The Disrupter: divert attention from the situation, feign an illness, tell a joke, anything to disrupt and divert attention elsewhere.
- The Delegator: get help, call friends, advisors, or coaches, call 911.

Students and staff can always refer to on- or off-campus resources listed in this document for support in health, counseling or with legal assistance.

**On- and Off-Campus Resources**

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 other services available for victims, both within the institution and in the community.

**On-Campus Resources**

<table>
<thead>
<tr>
<th>Type of Services Available</th>
<th>Service Provider</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counseling/Mental Health</td>
<td>NIU Advocacy Coordinator</td>
<td>815-753-1206</td>
</tr>
<tr>
<td>Counseling and Consultation</td>
<td>NIU Employee Assistance Program</td>
<td>815-753-9191</td>
</tr>
<tr>
<td>Psychological Services</td>
<td>NIU Psychological Services Center</td>
<td>815-753-0591</td>
</tr>
<tr>
<td>Health</td>
<td>NIU Health Services</td>
<td>815-753-1211</td>
</tr>
<tr>
<td>Victim Advocacy</td>
<td>NIU Counseling and Consultation Services</td>
<td>815-753-1206</td>
</tr>
<tr>
<td>Legal Assistance</td>
<td>NIU Students’ Legal Assistance</td>
<td>815-0753-1701</td>
</tr>
<tr>
<td>Visa and Immigration Assistance</td>
<td>NIU International Student and Scholar Services</td>
<td>815-753-1346</td>
</tr>
<tr>
<td>Student Financial Aid</td>
<td>NIU Financial Aid and Scholarship Office</td>
<td>815-753-1395</td>
</tr>
<tr>
<td>Other</td>
<td>NIU Couple and Family Therapy Clinic</td>
<td>815-753-1684</td>
</tr>
</tbody>
</table>

**Off-Campus Resources**

<table>
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</tr>
</thead>
<tbody>
<tr>
<td>Counseling/Mental Health</td>
<td>Family Service Agency</td>
<td>815-758-6616</td>
</tr>
<tr>
<td>Emotional and Mental Health Services</td>
<td>Northwestern Medicine</td>
<td>815-756-1521</td>
</tr>
<tr>
<td>Domestic Violence Victim Services</td>
<td>State of Illinois</td>
<td>877-863-6338</td>
</tr>
<tr>
<td>Sexual Assault Services</td>
<td>National Sexual Assault Telephone Hotline</td>
<td>800-656-HOPE (4673)</td>
</tr>
<tr>
<td>Health</td>
<td>Northwestern Medicine Kishwaukee Hospital</td>
<td>815-756-1521</td>
</tr>
<tr>
<td>Victim Advocacy</td>
<td>Safe Passage</td>
<td>815-756-5228</td>
</tr>
<tr>
<td>Legal Assistance</td>
<td>Prairie State Legal Services</td>
<td>800-942-3940</td>
</tr>
<tr>
<td>Legal Services</td>
<td>DeKalb County State’s Attorney’s Office</td>
<td>815-895-7164</td>
</tr>
<tr>
<td>Visa and Immigration Assistance</td>
<td>United States Immigration and Customs Enforcement Student and Exchange Visitor Program</td>
<td>703-603-3400 <a href="mailto:sevp@ice.dhs.gov">sevp@ice.dhs.gov</a></td>
</tr>
<tr>
<td>Student Financial Aid</td>
<td>Federal Student Aid Office of the United States Department of Education</td>
<td>800-433-3243</td>
</tr>
<tr>
<td>Other</td>
<td>Depression Crisis Hotline</td>
<td>630-482-9696</td>
</tr>
<tr>
<td></td>
<td>Suicide Hotline</td>
<td>800-784-2433</td>
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</table>

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

- [rainn.org](http://rainn.org) — Rape, Abuse and Incest National Network
- [justice.gov/ovw/sexual-assault](http://justice.gov/ovw/sexual-assault) — Department of Justice
- [ed.gov/about/offices/list/ocr/index.html](http://ed.gov/about/offices/list/ocr/index.html) — Department of Education, Office of Civil Rights
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.