

# You Are **NOT** Alone



## What Employees Need to Know About **TITLE IX** and Sexual Misconduct

### Be Informed About Sexual Harassment And Sexual Violence

#### **Sexual Misconduct: Definition and Description**

**SEXUAL MISCONDUCT** offenses include, but are not limited to rape, attempted rape, sexual battery, attempted sexual battery, sexual assault, intimate partner violence (e.g., dating or domestic violence), stalking, cyberstalking, sexual exploitation, sexual harassment, non-consensual sexual intercourse, and non-consensual conduct in which a person deliberately touches, fondles, pinches grabs, etc., another person (of either sex) in an intimate area or body part, voyeurism, possession of child pornography, public indecency, and/or knowingly or recklessly exposing another person to a significant risk of sexually transmitted infection (including HIV), and any other non-consensual conduct of a sexual nature that has the purpose or effect of threatening, intimidating, or coercing a person or persons.

**SEXUAL HARASSMENT** means unwelcome conduct, based on sex or on gender stereotypes, which is so severe or pervasive that it unreasonably interferes with a person's University employment, academic performance or participation in University programs or activities and creates a working, learning, program or activity environment that a reasonable person would find intimidating, hostile or offensive.

**SEXUAL EXPLOITATION** means taking sexual advantage of another person without consent, and includes, without limitation, causing or attempting to cause the incapacitation of another person in order to gain a sexual advantage over such other person; causing the prostitution of another person; recording, photographing or transmitting identifiable images of private sexual activity and/or the intimate parts (including genitalia, groin, breasts or buttocks) of another person; allowing third parties to observe

private sexual acts; engaging in voyeurism; and/or knowingly or recklessly exposing another person to a significant risk of sexually transmitted infection, including HIV.

**CONSENT** in Illinois is defined as a freely given agreement to the act of sexual penetration or sexual conduct in question. In Florida consent is defined as intelligent, knowing, and voluntary consent and does not include coerced submission.

**DOMESTIC VIOLENCE** in Illinois is defined as, physical abuse, harassment, intimidation of a dependent, interference with personal liberty or willful deprivation but does not include reasonable director of a minor child by a parent or person in *loco parentis*. In Florida domestic violence is defined as any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another family or household member.

**DATING VIOLENCE** in Illinois is defined as physical abuse, harassment, interference with personal liberty or willful deprivation directed toward persons who have or have had a dating or engagement relationship. In Florida dating violence is defined as violence between individuals who have or have had a continuing and significant relationship of a romantic or intimate nature.

**GENDER BASED HARASSMENT** is defined as subjecting a person to adverse treatment based on held gender stereotypes.

#### **What Do You Do if You... Or a Friend Experiences Sexual Violence?**

If you or someone you know has safety concerns or needs medical attention, call 911 or go to a local emergency room immediately. After sexual misconduct, a victim has many choices and decisions to make, and NUHS Title IX Coordinator and Deputy Coordinators are available to help.

**If an assault occurs at the Illinois site contact:** NUHS Campus Security at (630) 927-9957.

**If an assault occurs on the Florida site contact:** SPC Campus Security at (727) 791-2560.

**If an assault occurs off campus, contact 911.**

This flyer outlining information about NUHS' sexual harassment and assault procedures is distributed as part of the university's compliance with Title IX.



### To facilitate evidence collection, victims:

- Should not bathe or douche.
- Should not urinate.
- Should not drink liquids.
- If oral contact has been made, victim should not smoke, eat, or brush teeth.
- Clothes should be placed in a paper bag and separated to prevent contamination.

### Support for victims:

- It is essential that victims of rape receive medical and emotional treatment and support as soon as possible.
- National Sexual Assault Hotline: 800-656-HOPE (4673)
- AIDS National Hotline: 800-232-4636
- National Stalking Resource Center: 202-467-8700

NUHS is committed to creating an educational environment, which is free from intolerance directed toward individuals or groups, and strives to create and maintain an environment that fosters respect for others. Toward that end, NUHS provides organizations, programs and activities to create an environment in which diversity and understanding of other cultures, races and creeds are valued. Please contact Student Services with inquiries.

## Options for Reporting... Sexual Assault, Discrimination or Harassment

Sexual assault, sexual violence, sexual battery, domestic/dating violence, and stalking are crimes. Victims are encouraged to report these crimes to the local police department. The quicker law enforcement learns of the incident, the more likely evidence can be collected and preserved and an investigation can proceed.

If victims do not wish to pursue criminal charges, they may submit informational reports to campus or local law enforcement, or seek the University's administration intervention.

When sexual misconduct occurs, students also have the option of filing a complaint with the University. The Title IX Coordinator receives reports of any incident of sexual misconduct for faculty, staff, and students. The Title IX Coordinator or Deputy Coordinator takes reports, conducts the investigation, and recommends corrective action.

In order to make informed choices when consulting campus resources, persons assaulted or harassed need to be aware of confidentiality and mandatory reporting.

- You are encouraged to speak with a campus official, such as a Campus Police officer, the Title IX and/or Deputy Title IX Coordinators to make formal reports.
- You can expect to have your complaint taken serious by the University, when reported, and to have the incident investigated and properly resolved through administrative processes.
- Some resources may maintain your complete confidentiality, offering you options and advice without any obligation to tell anyone, unless you want them to.
- Other resources are expressly there for you to report crimes and policy violations, and they are obligated to take action when you report victimization.
- If you are unsure about someone's duties and their ability to maintain your privacy, ask them before you talk to them.

## Bystander Tips: See Something, Say Something

### WHAT IS A BYSTANDER?

A bystander is any person who is present at an event or incident but does NOT take part.

### WHAT IS BYSTANDER INTERVENTION?

Bystander Intervention involves developing the awareness, skills, and courage needed to intervene in a situation when someone needs help. It allows individuals to send powerful messages about what is acceptable and expected behavior at NUHS.

### THE 5-STEP DECISION-MAKING MODEL

1. Notice the Event
2. Interpret the Event as a problem
3. Take personal responsibility to intervene
4. Decide how you are going to intervene
5. Decide to intervene

## Contact Info: Who to Call for Assistance

Any complaint of sexual misconduct can be filed at [nuhs.edu/about-us/human-resources/sexual-misconduct-resources/title-ix-and-sex-discrimination-complaint-form](https://nuhs.edu/about-us/human-resources/sexual-misconduct-resources/title-ix-and-sex-discrimination-complaint-form) or should be directed to the Title IX Coordinator:

#### Tracy Mchugh, MBA

Vice President for Administrative Services  
National University of Health Sciences  
(Janse Hall – Illinois Site)  
tmchugh@nuhs.edu  
(630) 889 - 6607

Complaints may also be directed to any of the Deputy Title IX Coordinators:

**Pam Jones, MFA**  
Florida Site Coordinator  
(UPC – Florida)  
pjones@nuhs.edu  
(727) 394 - 6217

**Yesenia Maldonado, MBA**  
Dean of Students  
(Janse Hall – Illinois Site)  
ymaldonado@nuhs.edu  
(630) 889 - 6546

**Andrew Wozniak, BS**  
Director of Human Resources  
(Janse Hall – Illinois Site)  
awozniak@nuhs.edu  
(630) 889 - 6878

### RULES FOR BYSTANDER INTERVENTION?

**Do NOT put yourself at risk.**

**Do NOT make the situation worse.**

#### More Tips:

- Intervene at the earliest point possible
- Look for early warning signs of trouble
- Intervening does not always mean confronting
- Ask for help!

### THREE “D’S” OF BYSTANDER INTERVENTION

**DIRECT:** Directly intervening, in the moment, to prevent a problem situation from happening.

**DELEGATE:** Seeking help from another individual, often someone who is authorized to represent others, such as a police officer or campus official

**DISTRACT:** Interrupting the situation without directly confronting the offender.