National University of Health Sciences
General Policies

Title: Title IX and Sex Discrimination		Page **1**	of **20**
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President		Date	1/09/25

I. POLICY STATEMENT

Maintaining a safe environment is the responsibility of all members of the National University of Health Sciences (NUHS) community. NUHS is committed to providing equal access to educational and employment opportunities regardless of race, color, religion, sex, pregnancy, gender, sexual orientation, age, national origin, citizenship status, genetic information, marital status, parental status, disability, status as a veteran, or any other status protected by state and/or federal law. This policy applies to all NUHS students, employees and third party vendors, as well as NUHS visitors, guests, patients and clients. Although there is no geographical limitation to invoking this policy, sexual misconduct that is alleged to have occurred at a significant distance from NUHS may be more difficult to investigate. Additionally, with respect to any complaint (a) by a person who is not a member of the NUHS community, and (b) relating to Non-University conduct, NUHS reserves the right to determine, in its sole discretion, whether the conduct described in the complaint constitutes a sufficient risk to the NUHS community to warrant further action (i.e., security alert, protective orders, etc.).

Sexual misconduct, as defined by this policy, comprises a broad term encompassing a range of behaviors including rape, attempted rape, sexual battery, attempted sexual battery, sexual assault, intimate partner violence, stalking, cyber-stalking, 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 (including genitalia, groin, breast or buttocks, or clothing covering any of these areas), 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 misconduct violates NUHS policy and federal civil rights law and may also be subject to criminal prosecution. NUHS is committed to fostering a community that promotes prompt reporting of all types of sexual misconduct and the timely and fair resolution of sexual misconduct complaints. An attempt to commit an act identified in this policy, as well as assisting, willfully encouraging or facilitating the occurrence of any such act, is also considered a violation of this policy.

Title IX Statement Against Sex Discrimination

NUHS is committed to providing equal access to educational and employment opportunities regardless of race, color, religion, national origin, physical or mental disability, pregnancy, age, sex, sexual orientation, gender identity status, or ancestry. As required by Title IX and its implementing regulations, NUHS does not discriminate on the basis of sex, sexual orientation or gender identity status in its educational programs and activities. In addition, NUHS is committed to providing an environment free of sexual harassment and will not tolerate sexual harassment activity by any NUHS employee, student or third party (including individuals conducting business with NUHS). If you or someone you know has been the victim of sexual misconduct by a member of the NUHS community, you are encouraged to report such misconduct immediately. NUHS will act promptly and impartially to address claims of sexual misconduct and discrimination in order to remedy the potential effects.

Violence Against Women Act (VAWA) Statement

NUHS prohibits the offenses of domestic violence, dating violence, sexual assault and stalking, as defined by federal law, applicable local state laws and NUHS policy, and reaffirms its commitment to maintain a campus environment emphasizing the dignity and worth of all members of the NUHS community.

Clery Act Statement

NUHS complies with its obligations pursuant to the Clery Act. NUHS' Combined Report: Annual Campus Security and Fire Safety Report can be found under the consumer information section of the NUHS website.

Under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics act, the following personnel are authorized to receive criminal complaints:

Illinois: NUHS Security Officers are authorized to receive criminal complaints, as well as any NUHS employee. If a report is received by any person other than an NUHS Security Officer, it is the responsibility of that employee to immediately notify the NUHS Security Officer on duty as soon as possible.

Florida: St. Petersburg College (SPC) Security Officers are authorized to receive criminal complaints, as well as any NUHS employee. If a report is received by any person other than an SPC Security Officer, it is the responsibility of that employee to immediately notify the SPC Security Officer on duty as soon as possible.

II. NUHS TITLE IX OFFICIALS

NUHS Title IX Coordinator

Tracy McHugh
VP for Administrative Services *(Illinois Site)*
Phone: (630) 889-6607 Email: tmchugh@nuhs.edu
Office: Janse Hall 1st floor, Room 106

Title IX Coordinator has undergone appropriate training regarding investigative methods, effects of trauma and survivor-centered response systems. The Title IX Coordinators is authorized to provide confidentiality, however may undertake an appropriate inquiry, issue a 'no-contact' order, or take other reasonably necessary interim or permanent measures as deemed appropriate.

NUHS Title IX Deputy Coordinators

Pam Jones
Florida Site Coordinator *(Florida Site)*
Phone: (727) 394-6217; Email: pjones@nuhs.edu
Office: UPC 1st floor, Room 209

Yesenia Maldonado
Dean of Student Services *(Illinois Site)*
Phone: (630) 889-6548; Email: ymaldonado@nuhs.edu

Andrew Wozniak
Director of Human Resources *(Illinois Site)*
Phone: (630) 889-6878; Email: awozniak@nuhs.edu

Title IX Deputy Coordinators have undergone appropriate investigative training. Title IX Deputy Coordinators are required to report all information regarding complaints of sexual misconduct to the Title IX Coordinator.

NUHS Confidential Advisor

Kimberly Hipp
Student Services Coordinator (Illinois Site)
Phone (630) 889-6542; Email: khipp@nuhs.edu

The NUHS confidential advisor has undergone appropriate training in compliance with the Illinois Preventing Violence Act and is required to report only non-identifiable information to the Title IX coordinator.

Responsible Employee

Any NUHS employee (Illinois or Florida) other than the Title IX Coordinator, Title IX Deputy Coordinators or the designated Confidential Advisor for the Illinois site.

NUHS responsible employees have been provided with relevant resources pertaining to receiving a complaint of this policy.

III. Filing a Complaint

NUHS encourages complaints of sexual misconduct be directed to the Title IX coordinator, who is the responsible person to receive sexual misconduct complaints and initiate investigations. A complainant, bystander or third party may report a complaint of alleged sexual misconduct to the Title IX coordinator, deputy Title IX coordinators, NUHS confidential advisor, or NUHS responsible employee. The complaint may be filed anonymously, confidentially, in person, in writing or via the NUHS website at http://www.nuhs.edu/titleixform. It is important to acknowledge that anonymous reports are difficult to investigate and may not lead to the desired outcome sought by the person filing the complaint.

NUHS is committed to thoroughly, reliably and impartially investigating complaints of alleged sexual misconduct and taking action to stop the misconduct, prevent further prohibited conduct and remedy the effects of the misconduct. Any investigation related to a complaint under this policy will be conducted impartially and with privacy and respect for the rights of all individuals involved. Information related to the investigation will be released only on a need-to-know basis consistent with applicable law or to any external investigative agency that is investigating a complaint under their jurisdiction.

Once a complaint is received, NUHS will conduct a prompt and impartial investigation into all reported instances of sexual misconduct. Students or employees who report sexual misconduct offenses, as well as those accused of sexual misconduct offenses, shall be informed of and encouraged to use all appropriate NUHS and community resources and shall receive a fair procedural process in accordance with NUHS policies and procedures. In order to promote honest, direct communication, information disclosed during any investigation, whether by informal process or formal process, must remain private until the complaint is resolved, except where the law may require disclosure or where authorized in connection with duties on behalf of NUHS. NUHS strictly prohibits retaliation against any individual who brings a good faith complaint under this policy or participates in any portion of a Title IX investigation. Retaliatory conduct violates not only NUHS' Non-Retaliation Policy and Title IX, but may also violate state and federal law.

Further information about Title IX and sex discrimination in education is available from the Office of Civil Rights, 400 Maryland Ave., SW, Washington, DC 20202-1100 (by Customer Service Hotline: 800-421-3481; fax: 202-453-6012; TDD: 877-521-2172; email: OCR@ed.gov; or on the web, at http://www2.ed.gov/about/offices/list/ocr/index.html.

Amnesty Provision:
It is not the practice of NUHS to pursue disciplinary action against a complainant, witness or bystander for his/her improper use of alcohol or drugs (i.e., underage drinking), provided that the individual is acting in good faith as a complainant, witness or bystander to the event(s) of the alleged sexual misconduct and the improper action is not determined to be egregious or places the health or safety of any other person at risk.

Bystander Intervention:
Bystanders play an integral role in helping assist the NUHS community in maintaining a safe academic and productive working environment. NUHS encourages any bystander to first ensure his/her own safety before assisting in any situation. Often times, the most productive step a bystander can undertake is to call 911. Bystanders to an act of alleged sexual misconduct are encouraged to immediately make a report to the Title IX Coordinator, so the complaint can be investigated.

Preserving Evidence/Seeking Medical Attention:

NUHS urges anyone who has been sexually assaulted to seek support as soon as possible to minimize and treat physical harm, assist with processing the unique and complex emotional aftermath, assist in preserving evidence, and to understand options for pressing charges. Even for someone who does not wish to report the event to the police or pursue disciplinary action, seeking medical attention as soon as possible is important. A person that has been sexually assaulted has the right to a medical forensic examination free of charge. Preserving evidence recommendations can be found in the resource section of this policy.

Retaliation:
It is a violation of NUHS policy to retaliate against any person making a complaint of sexual misconduct or against any person testifying as a witness or cooperating in an investigation of an allegation of sexual misconduct. For these purposes, retaliation includes, but is not limited to, intimidation, threats, harassment, and other adverse action threatened, implied or taken against any such complainant, bystander or witness. Retaliation should be reported promptly to the Title IX Coordinator and may result in disciplinary action independent of the sanction or interim measures imposed in response to the underlying allegations of sexual misconduct.

IV. Definitions

Advisor	A person, identified by the complainant or respondent, to accompany him/her through the informal and/or formal resolution processes. This person may be a friend, the NUHS confidential advisor, colleague, etc., but may not be a legal counselor.
Bystander	Any person who witnesses an event of misconduct.
Bystander Intervention	An act in good faith to limit misconduct through reporting and/or safely intervening, challenging the social norms that support, condone, or permit various acts of sexual, domestic or personal violence and other acts of misconduct.
Clery Act	The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. Section 1092(f); 34 C.F.R. 668.46.
Committee on University Discipline	The group appointed by the NUHS President that shall hear all formal disciplinary charges involving students and occasionally convene for the exclusive purpose of determining a sanction in specific conditions set forth in this policy.
Complainant	Person filing a complaint of the alleged action which may be a violation of this policy.
Confidential Advisor	Individual designated by NUHS to receive complaints of sexual misconduct at the NUHS Illinois site and maintain confidentiality per the Illinois Preventing Violence Act. This individual has undergone appropriate training and is required to report only non-identifiable information to the Title IX Coordinator, in order to ensure statistics are reported in an accurate and timely manner.
Consent	*In Illinois*, consent is defined as "(i) a freely given agreement to the act of sexual activity, (ii) a person's lack of verbal or physical resistance or submission resulting from the use of threat or force does not constitute consent, (iii) a person's manner of dress does not constitute consent, (iv) a person's consent to past sexual activity does not constitute consent to future sexual activity, (v) a person's consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another, (iv) a person can withdraw consent at any time, and (vii) a person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent due to the circumstances, including without limitation the following: (A) the person is incapacitated due to the use or influence of alcohol or drugs; (B) the person is asleep or unconscious; (C) the person is under age; or (D) the person is incapacitated due to a mental disability." 110 155/5 ILCS *In Florida*, consent is defined as "intelligent, knowing, and voluntary consent and does not include coerced submission. Consent shall not be deemed or construed to mean the failure by the alleged victim to offer physical resistance to the offender." Florida Statute 794.011
Cyber-Stalking	*In Illinois*, cyberstalking is committed when "he or she knowingly and without lawful justification, on at least 2 separate occasions, harasses another person through the use of electronic communication. 720 ILCS 5/12-7.5 *In Florida*, cyberstalking is defined as "to engage in a course of conduct to communicate, or to cause to be communicated, words, images, or language by or through the use of electronic mail, or electronic communication, directed at a specific person, causing substantial emotional distress to that person and serving no legitimate purpose." Florida Statute 784.048

Dating Violence	*In Illinois,* dating violence 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. [N]either a casual acquaintanceship nor ordinary fraternization between 2 individuals in business or social contexts shall be deemed to constitute a dating relationship." 750 ILCS 60/103 *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. The existence of such a relationship shall be determined based on the consideration of the following factors: a dating relationship must have existed within the past 6 months, the nature of the relationship must have been characterized by the expectation of affection or sexual involvement between the parties, the frequency and type of interaction between the persons involved in the relationship must have included that the persons have been involved over time and on a continuous basis during the course of the relationship. The term does not include violence in a casual acquaintanceship or violence between individuals who only have engaged in ordinary fraternization in a business or social context." Florida Statute 784.046
Deputy Title IX Coordinator	Person responsible for conducting investigations of a sexual misconduct complaint or other misconduct identified in this policy under the informal resolution process.
Discrimination Based on Pregnancy and Parental Status	Excluding a person from, denying the benefit to, or discriminating against a person due to pregnancy or status as a parent.
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 direction of a minor child by a parent or person in loco parentis." 750 ILCS 60/103 *In Florida* 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, Florida Statue 741.28
Employee	A person currently employed by National University of Health Sciences.
FERPA	Family Educational Rights and Privacy Act, 20 U.S.C. Section 1232g; 34 C.F.R. Part 99.
Force	Physical force, violence, threat, intimidation or coercion.
Gender-Based Harassment	Subjecting a person to adverse treatment based on held gender stereotypes. Adverse treatment can include verbal, nonverbal, physical aggression, intimidation, or hostility based on gender or held gender stereotypes, even if those acts do not involve conduct of a sexual nature.
Incapacitation	The physical and/or mental inability to make informed, rational judgments. States of incapacitation include, without limitation, sleep, blackouts, and flashbacks. Where alcohol or other drugs are involved, one does not have to be intoxicated or drunk to be considered incapacitated. Rather, incapacitation is determined by how the alcohol or drugs consumed impacts a person's decision-making capacity, awareness of consequences, and ability to make informed judgments. The question is whether the respondent person knew, or a sober, reasonable person in the position of the respondent should have known, that the complainant was incapacitated. Because incapacitation may be difficult to discern, everyone is strongly encouraged to err on the side of caution (i.e., when in doubt, assume that the person is incapacitated and therefore unable to give consent. Being intoxicated or drunk is never a defense to a complaint of sexual misconduct).
Intimidation	Intentionally creating feelings of fear, anxiety or inadequacy in a person.
Investigator	Individual designated by the Title IX Coordinator, typically the Deputy Title IX Coordinator, to conduct investigations of alleged sexual misconduct or other misconduct identified in this policy.
Legal Counsel	Legal counsel (attorney) retained by the complainant or respondent to consult with the hiring party during the formal resolution process.
Mandated Reporter	Any physician, resident, intern, school personnel, or other person identified under the Abused and Neglected Child Report Act, who has reasonable cause to believe a child known to that member is being abused, will immediately report or cause a report to be made to the Illinois Department of Children and Family Services. 325 ILCS 5/4
Non-University Conduct	Conduct that occurred other than on NUHS owned or leased property, at any NUHS sanctioned function, at the permanent or temporary local residence of a NUHS student, employee or visitor, or elsewhere in the Village of Lombard in DuPage County, Illinois or the Town of Pinellas Park in Pinellas County, Florida.
Patient	A person currently receiving care at any NUHS clinic location.
Public Indecency	Lewd exposure of the body with the intent to arouse or satisfy a sexual desire
Rape	*In Illinois,* is defined as, "sexual penetration by force or threat of force or an act of sexual penetration when the victim was unable to understand the nature of the act or was unable to give knowing consent." 720 ILCS 5 *In Florida,* is defined as, "when a person has unconsensual oral, anal, or vaginal contact with another person using their sexual organ or an object," Florida Statute 794.011

Respondent	Person accused of performing alleged sexual misconduct or misconduct that violates this policy.
Retaliation	Any adverse action taken against a person who filed a complaint in an effort to seek revenge.
Responsible Employee	The Office of Civil Rights defines responsible employees as any employee who (a) has the authority to take action to redress sexual harassment/misconduct; (b) who has been given the duty of reporting incidents of sexual harassment/misconduct or any other misconduct by students to the Title IX Coordinator or other appropriate designee; (c) who a student reasonably believes has the authority or duty. All persons employed by NUHS, with the exception of the Title IX Coordinator, Title IX Deputy Coordinators and Confidential Advisor, are considered a responsible employee and are required to inform the Title IX Coordinator of all information and/or complaints shared with them by any member of the NUHS community that violate this policy.
Sexual Assault	*In Illinois,* "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." 720 ILCS 5/11-1.20 *In Florida,* "sexual battery [sexual assault] means oral, anal, or vaginal penetration by, or union with, the sexual organ of another or the anal or vaginal penetration of another by any other object." Florida Statues 794.011
Sexual Exploitation	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.
Sexual Harassment	Unwelcome conduct, based on sex, gender stereotypes or gender identity, which is so severe or pervasive that it unreasonably interferes with a person's employment, academic performance or participation in NUHS programs or activities and creates a working, learning, program or activity environment that a reasonable person would find intimidating, hostile or offensive. Sexual harassment may include, for example, unwelcome sexual advances, requests for sexual favors, and acts of sexual violence. Additionally, quid pro quo is another example of sexual harassment (i.e., requesting an exchange of goods/services to ensure good grades, performance evaluations, etc). In evaluating any complaint of sexual harassment, the perceived offensiveness of a particular expression, standing alone, may not be sufficient by itself to constitute sexual harassment. The conduct in question must be objectively intimidating, hostile or offensive and interfere with a person's employment, academic performance or participation in NUHS programs.
Sexual Intercourse	Penetration (anal, oral or vaginal) by a penis, tongue, finger, or an inanimate object.
Sexual Misconduct	A broad term encompassing a range of behaviors including rape, attempted, rape, sexual battery, attempted sexual battery, sexual assault, intimate partner violence, stalking, cyber-stalking, sexual exploitation, sexual harassment, non-consensual sexual intercourse, and non-consensual conduct in which a person deliberately touches, fondles, pinches, grabs, etc., another person's (of either gender) intimate body part (including genitalia, groin, breast or buttocks, or clothing covering any of these areas), 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 misconduct can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sexual misconduct can be committed by men or by women and it can occur between people of the same or different sex.
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, including but not limited to cunnilingus, fellatio, or anal penetration. Evidence of emission of semen is not required to prove penetration.
Stalking	*In Illinois,* stalking is defined as "knowingly and without lawful justification, on at least 2 separate occasions, follows another person or places the person under surveillance or any combination thereof." 720 ILCS 5/12-7.30 *In Florida,* stalking is defined as "a person who willfully, maliciously, and repeatedly follows, harasses, or cyberstalks another person and makes a credible threat to that person." Florida Statues 784.048
Student	Any student who is registered or enrolled at NUHS at the time of the alleged sexual misconduct (including sexual misconduct that is alleged to have occurred during any academic recess, provided that there is an expectation of continued enrollment at NUHS).
Third-Party Vendor	An outside company/person contracted to conduct business with NUHS.
Threat	To use spoken or written words tending to intimidate or menace others.
Title IX Coordinator	Pursuant to Title IX of the Education Amendments of 1972 and the USDE's implementing regulations at 34 C.F.R. Part 106, the Title IX Coordinator has primary responsibility for coordinating NUHS' efforts to comply with and carry out its responsibilities under Title IX, which prohibits sex discrimination in all the operations of NUHS, as well as retaliation for the purpose of interfering with any right or privilege secured by Title IX.

Title IX Employee Hearing Committee	The group appointed by the NUHS President that shall hear all formal disciplinary charges involving employees and occasionally convene for the exclusive purpose of determining a sanction in specific conditions set forth in this policy.
Visitor	A person on the NUHS campus for: a tour, visit, guest lecture, observe, etc.
Voyeurism	The practice of obtaining sexual gratification by looking at sexual objects or acts, especially secretively.

V. PROCEDURE FOR FILING A COMPLAINT

Procedure for filing a sexual misconduct complaint at NUHS:

A complaint of sexual misconduct can be made to any NUHS Responsible Employee, NUHS Confidential Advisor, the Title IX Coordinator, a Title IX Deputy Coordinator or via the NUHS website at: http://www.nuhs.edu/titleixform.

A complainant, bystander or third party may report sexual misconduct. The complaint may be filed anonymously, confidentially, in person, in writing or via the Title IX form on the NUHS website. It is important to acknowledge that anonymous reports are difficult to investigate and may not lead to the desired outcome sought by the person filing the complaint.

Upon receiving a complaint of alleged sexual misconduct, the Title IX coordinator will schedule an intake meeting with the complainant in order to obtain a clear description of the event, to provide a general understanding of the policy and share available resources. The Title IX coordinator may also implement interim measures that are available to the complainant, such as altering the complainant's or respondent's academic or work schedule or campus housing location. NUHS will honor orders of protection or civil no contact orders issued by a state civil or criminal court, if notified of such orders.

In cases of sexual misconduct that may also constitute criminal behavior (e.g., sexual assault, stalking, etc.) the complainant may, simultaneously, file a complaint with local law enforcement. The Title IX coordinator may also notify local law enforcement in cases that may constitute criminal behavior. Filing a complaint under this policy is independent of any criminal investigation or proceeding and NUHS will not wait for the conclusion of a criminal investigation or criminal proceeding to begin or conclude its own investigation, and will take immediate steps to protect the complainant.

There is no time limit to invoking this policy in responding to complaints of alleged sexual misconduct. However, individuals are encouraged to report alleged sexual misconduct immediately in order to maximize NUHS' ability to obtain evidence and conduct a thorough, impartial and reliable investigation. Failure to promptly report alleged sexual misconduct may result in the loss of relevant evidence and witness testimony.

Confidentiality versus Privacy:

NUHS encourages any person who has experienced sexual violence to talk with somebody about what occurred so he/she can get support and so NUHS can respond appropriately. A person who makes a report must understand that if confidentiality is requested and upheld, NUHS is limited regarding resolution options. There are instances where confidentiality is not possible and the Title IX coordinator will inform the complainant, respondent, bystander or witness when those situations arise. Additionally, there may be situations where NUHS cannot take disciplinary action against the respondent because the complainant insists on confidentiality or that the complaint not be resolved. However, the Title IX coordinator may still undertake an appropriate inquiry, issue a 'no-contact' order, or take other reasonably necessary interim or permanent measures as deemed appropriate.

Employees on campus have different abilities to maintain confidentiality. At NUHS, the Title IX coordinator is the final authority on confidentiality and is the only person authorized to offer confidentiality to a complainant, respondent, bystander or witness with regard to this policy.

Under the Illinois Preventing Violence Act, the NUHS confidential advisor is also authorized to offer confidentiality when receiving a Title IX complaint however, the confidential advisor does have a responsibility to report un-identifiable information to the Title IX coordinator, to ensure appropriate annual reporting as necessary. Additionally, licensed counselors and pastoral counselors who provide mental-health care are also able to provide confidentiality and are not required to make any reports to NUHS.

A person making a report to an NUHS responsible employee or Title IX deputy coordinator will be afforded privacy, but not guaranteed confidentiality. Privacy means that information will be shared on a need-to-know basis, but in all instances will be shared with the Title IX coordinator as soon as possible.

Additionally, any person identified in the Abused and Neglected Child Reporting Act (physician, resident, intern, school personnel, etc.) is considered a mandatory reporter and is required to report incidences of child abuse or cause a report to be made to the Illinois Department of Children and Family Services immediately.

Standard of Proof:
The Department of Education's Office of Civil Rights has interpreted Title IX to require schools to evaluate evidence of alleged sexual misconduct under a "preponderance of evidence" standard, which is the standard adopted by this policy. A preponderance of the evidence means that the information shows that it is "more likely than not" that the respondent violated this policy. In the context of a hearing, the respondent will be found to be responsible for the alleged sexual misconduct if the investigator or relevant hearing committee concludes that such sexual misconduct more likely than not occurred based upon careful review of all information presented. In making the determination, the investigator or committee shall carefully consider all of the evidence presented and follow the procedures stated in this policy in order to ensure as fair of a hearing as possible for all parties.

Investigative Files:
All investigative files will be maintained and controlled by the Title IX coordinator for no less than four (4) years.

Intake Meeting with Complainant:
At the intake meeting with the complainant, the Title IX coordinator will seek to determine how the complainant wishes to proceed, i.e., whether the complainant wishes to pursue formal resolution, informal resolution or does not wish to pursue resolution at all. The Title IX coordinator will determine the following: name of the respondent, date, location, witnesses and nature of the alleged sexual misconduct. The Title IX coordinator will then schedule an individual intake meeting with the respondent in order to provide the respondent a general understanding of the policy.

Accordingly, at or after the intake meeting, the Title IX coordinator, at his/her discretion, is authorized to pursue disciplinary action against the respondent, issue a no-contact order, or implement interim measures in situations where the continued presence of the respondent on campus poses a substantial threat to him/herself or to others, or to the stability and continuance of normal NUHS functions.

Interim Measures and Accommodations:
In all complaints of alleged sexual misconduct, NUHS will undertake an appropriate inquiry and take such prompt and effective action that is reasonable under the circumstances to support and protect the complainant, including taking protective interim steps before the final outcome of the investigation and hearing.

Such actions include, but are not limited to, the following: issuing a "no-contact" order, typically including directives that the parties refrain from having contact with one another, directly, or through proxies, whether in person or via electronic means, pending the investigation and, if applicable, the hearing, altering academic or working schedules, on-campus housing changes, parking location mandates and other measures that may be reasonably accommodated per the request of the complainant. The Title IX coordinator will seek to minimize unnecessary or unreasonable burdens on either party; provided, however

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VI. Resolution Processes

Three types of resolution processes are available to the complainant: no resolution, informal resolution and formal resolution.

Reasonable Action:
A complainant may elect to file a complaint, but not want to pursue any further action. In this situation, the Title IX coordinator must inform the complainant that NUHS is required to investigate the report and take reasonable action (which may likely be limited) in response to the information received. In the course of investigating the complaint, NUHS may weigh the complainant's request(s) against the following factors:

- Allegations of sexual misconduct involving violence, threats, restraint, etc., that may require NUHS to issue a "timely warning" to the NUHS community in compliance with the Clery Act;
- Whether there have been other complaints filed against the same respondent;
- The respondent's right to receive information about the allegation(s) if the information is maintained by NUHS as an "education record" under FERPA.

Even if NUHS cannot take disciplinary action against the respondent because the complainant insists on confidentiality or that the complaint not be resolved, the Title IX coordinator reserves the authority to undertake an appropriate inquiry, issue a 'no-contact' order, or take other reasonably necessary interim or permanent measures as deemed appropriate.

Informal Resolution:
A complainant may elect to pursue an informal resolution. Informal resolution provides an opportunity for the complainant to confront the respondent, if desired, in the presence of, and facilitated by, the Title IX deputy coordinator, and to communicate his/her feelings and perceptions regarding the incident, the impact of the incident, and his/her wishes and expectations regarding protection in the future. The respondent will have an opportunity to respond.

If the complainant wishes to file an informal complaint, the Title IX coordinator will promptly prepare the complaint to be heard by the Title IX deputy coordinator assigned to investigate the complaint. The Title IX coordinator will inform the complainant which Title IX deputy has been selected to investigate the complaint and the complainant will have the opportunity to request that a different Title IX deputy coordinator investigate the complaint. This request must be received prior to the start of the investigation and the reason for requesting the change must be included in the document. The informal complaint will set forth the name of the respondent, date, location and other details outlined within the Title IX complaint form.

advisor in cases where such advisor might be a witness or where such advisor's presence, in the Title IX deputy coordinator's sole determination, would be obstructive to the process or for other good cause. An advisor may not direct questions to the Title IX deputy coordinator or the complainant/respondent, but may consult with the person he/she is assisting. The Title IX deputy coordinator will not allow an advisor's presence to inhibit the parties' sharing of information or the conduct of the informal resolution proceeding. The Title IX deputy coordinator will ensure that all parties remain respectful during the informal resolution proceeding and reserves the right to halt the proceeding for good cause, based on his/her sole discretion. Bystanders and witnesses will not be permitted to attend the informal resolution proceeding, unless deemed appropriate at the sole discretion of the Title IX deputy coordinator. The Title IX deputy coordinator will notify, in writing, both parties, simultaneously of his/her outcome and sanction(s), if any, within five (5) business days of the conclusion of the proceeding.

Complainant's right to request the informal resolution process change to a formal resolution process:
NUHS or the complainant may, at any time prior to the conclusion of the informal resolution, elect to end such proceedings and initiate a formal resolution process. In such cases, statements or disclosures made by the parties in the course of the informal resolution process may be considered in the formal resolution process.

If during the course of the informal resolution process, the respondent elects to acknowledge his/her actions and take responsibility for the alleged sexual misconduct, the informal resolution will be concluded and the Title IX deputy coordinator will propose a sanction within two (2) business days of the meeting. If both the complainant and the respondent agree to such proposed sanction, the complaint will be resolved without any further rights of appeal by either party. If the parties do not agree on the sanction(s), the informal resolution process will reconvene.

Informal Resolution Appeal Process:
If either the complainant or the respondent object to the proposed sanction, either party will have the opportunity to appeal the sanction. The sanction may be appealed within five (5) business days of the decision to the Title IX coordinator. However, the right of appeal does not guarantee that an appeal will be granted, nor does it entitle the party to a full rehearing of the case. The Title IX coordinator may request that the Title IX deputy coordinator clarify some aspects of the original decision, remand the case back to the Title IX deputy coordinator with instruction, grant the appeal, or hold the decision of the Title IX deputy coordinator. Prior to determining whether an appeal will be granted, the Title IX coordinator may nevertheless impose a no-contact order or interim measures agreed upon by the parties, or (with or without such agreement) based on information delivered in the informal resolution process, taken together with any other relevant information known to NUHS at the time of the informal resolution.

An appeal, if granted, shall be limited to the following issues:

1) To determine whether the original investigation was conducted fairly in light of the charges and evidence presented, and in conformity with prescribed procedures giving the complainant reasonable opportunity to prepare and present evidence that this policy was violated, and giving the respondent reasonable opportunity to prepare and present a rebuttal of those allegations.
2) To determine whether the decision reached regarding the respondent was based on the standard of proof known as a "preponderance of the evidence" and in weighing the evidence, the Title IX deputy coordinator concluded it was "more likely than not" that the facts in the case were sufficient to conclude that a violation of this policy occurred.
3) To determine whether the sanction(s) imposed were appropriate for the violation the respondent was found to have committed.
4) To consider new evidence, sufficient to alter a decision or other relevant facts not brought out in the original investigation, because such evidence and/or facts were not known to the investigator at the time of the original hearing.

In any appeal granted by the Title IX coordinator, review of the case may not result in more severe sanction(s). The imposition of sanction(s) may be deferred while an appeal is pending, unless, in the discretion of the Title IX coordinator, the continued presence of the respondent on campus poses a substantial threat to him/herself or to others, or to the stability and continuance of normal NUHS functions. Adjudication by the Title IX coordinator shall be binding and final with no further appeal processes. The Title IX coordinator's decision shall be transmitted in writing to the complainant and respondent simultaneously within 5 (five) business days. Notice of the decision and the resulting status shall also be transmitted to the appropriate NUHS authorities (Dean of Students, Dean of Clinics, Director of Human Resources, etc.). All parties will be directed to share the information only on a need to know basis.

A typical investigation will be completed within sixty days (60) of receipt of the complaint, or sooner if possible.

Formal Resolution Process:

A complainant may elect to pursue a formal resolution of the complaint, which involves a hearing before a committee. The NUHS Committee on University Discipline is the hearing body that oversees complaints involving violation(s) of this policy where an NUHS student is identified as the respondent. The NUHS Title IX Employee Hearing Committee is the hearing body that oversees complaints involving violation(s) of this policy where an NUHS employee is identified as the respondent. Both are standing committees composed of NUHS community members appointed by the president. The Title IX coordinator will ensure that all committee members are trained and counseled, prior to a hearing. The Title IX coordinator will promptly prepare the complaint to be heard by the appropriate committee for formal resolution, in accordance with this policy. The formal complaint will set forth the name of the respondent, date, location and other details outlined within the sexual misconduct complaint form.

In a formal resolution process, the Title IX coordinator will assign a Title IX deputy coordinator to serve as the investigator. The Title IX coordinator will inform the complainant which Title IX deputy coordinator has been selected to investigate the complaint and the complainant will have the opportunity to request that a different Title IX deputy coordinator investigate the complaint. This request must be received prior to the start of the investigation and the reason for requesting the change must be included in the document. In that role, the Title IX deputy coordinator functions as a neutral fact-finder, who, during the course of the investigation, typically conducts interviews with the complainant, the respondent and each third-party witness (including expert witnesses, where applicable); visits and takes photographs of each relevant site, as appropriate; and, where applicable; coordinates with law enforcement agencies to collect and preserve relevant evidence. The completed investigative report will include, among other things, summaries of interviews, photographs of the relevant site(s), other photographic or electronic evidence; and a written analysis of the events in question. The Title IX deputy coordinator will specify the alleged violation(s) of the policy and, if applicable, which other, related alleged misconduct, constituting the charges, will go forward for a hearing. The Title IX deputy coordinator will distribute the investigative report, concurrently, to the chair of the appropriate committee, the complainant and respondent. The chair, complainant and respondent are not allowed to publicly or privately discuss the merits of the complaint with anyone not involved in the proceedings.

Concurrently with the delivery of the Title IX deputy coordinator's notice of the charges and request for a hearing, the Title IX deputy coordinator may, where the alleged sexual misconduct is sufficiently serious in his/her reasonable discretion, cause a transcript hold to be placed on a respondent student's transcript pending final resolution of the complaint. A complainant must request, in writing to the Title IX deputy coordinator, the transcript hold to be removed and may only make the request at the conclusion of the investigation and all appeal processes. A typical investigation will be completed within sixty days (60) of receipt of the complaint, or sooner if possible.

Complainant's right to request the formal resolution process change to an informal resolution process:
After reviewing the investigative report, the complainant may decide to change from a formal resolution process to an informal resolution process by making such request to the Title IX deputy coordinator prior to the hearing date. At any time prior to the hearing, the respondent may elect to acknowledge his/her actions and take responsibility for the alleged sexual misconduct. In such cases, the Title IX deputy coordinator will propose a resolution to the complaint and a sanction(s). If both the complainant and the respondent accept the proposed sanction(s), the complaint is resolved without a hearing and without any further rights of appeal by either party. If either the complainant or the respondent object to the proposed sanction(s), the hearing will proceed as scheduled.

Notice of Hearing:
The chair of the appropriate committee will commence the formal resolution process by providing written notice to both parties (notice of hearing document), via email, registered mail or hand delivery and will be considered effective immediately upon receipt. The notice of hearing will state the date, time, place of the pre-hearing meeting at which preliminary matters will be discussed and the names of the committee members. The hearing will not follow a courtroom model and formal rules of evidence will not be observed. Accordingly, for example, the parties may elect to rely upon the statements of witnesses contained within the investigative report if such witnesses are unavailable to attend the hearing. The chair will determine the order of the witnesses and resolve any questions of procedure arising during the hearing. The parties are responsible for ensuring that their proposed witnesses are present. Members of the committee will review, in advance of the hearing, all written materials provided to them by the chair. The parties will be expected not to repeat undisputed details or non-material circumstances that would merely duplicate information contained in the investigative report or in other written materials.

The parties are expected to cooperate in the scheduling of the hearing. If either party fails to appear at the scheduled hearing, the chair may postpone the proceedings or direct that the committee proceed and determine the complaint on the basis of the investigative report and any other available information, provided the absent party was duly notified of the scheduled hearing date. A party requesting to challenge the participation of any committee member must notify the chair of the appropriate committee, in writing, within ten (10) business days of receipt of the notice of hearing document, stating the specific reason(s) of the objection. Failure to do so will constitute a waiver of any objection of the composition of the committee. A committee member requesting to recuse him/herself from participating on the committee must notify the chair of the appropriate committee, in writing, within ten (10) business days of receipt of the notice of hearing document, stating the specific reason(s) of the request. The chair will determine, in his/her sole discretion, whether requests will be granted.

Advisors:
Both the complainant and the respondent may have an advisor present to support and assist him/her during the pre-hearing, hearing, and appeal stages of the formal resolution process. The advisor may be another student, NUHS confidential advisor or fellow employee. The chair of the appropriate committee may disallow a particular advisor in cases where such advisor might be a witness or where such advisor's presence, in the sole discretion of the chair, would be obstructive to the process or for other good cause. An advisor may not direct questions to the committee, witnesses, complainant or respondent, but may consult with the person he/she is assisting. The chair will not allow an advisor's presence to inhibit the parties sharing of information or the conduct of the hearing.

Legal Counsel:
Legal counsel may be present at the hearing on behalf of either party. Such counsel may privately consult with and advise its client during the proceeding, but may not examine witnesses or otherwise directly participate on behalf of his/her client.

Pre-hearing submissions:
The parties will provide the chair of the appropriate committee with a list of witnesses he/she proposes to call, and copies of documents and a description of any other information he/she proposes to present at the

hearing on or before the date set by the chair. Evidence of the complainants past sexual history will not be permitted at the hearing. The chair will provide each party with a copy of the list of witnesses, and copies of documents or other information submitted by each party. In the absence of good cause, as determined in the sole discretion of the chair, the parties may not introduce witnesses, documents, or other information at the hearing that was not provided to the chair by the set date. The parties are responsible to ensure their witnesses are able to participate in the hearing.

Pre-hearing process:
The chair of the appropriate committee will schedule a pre-hearing meeting. At that meeting, the chair will review hearing procedures with the parties, separately or jointly, at the discretion of the chair. The chair will review the complaint (and related misconduct, if applicable) and review the parties' respective lists of proposed witnesses to assist in eliminating redundant information. NUHS reserves the right, through the chair of the committee, to add to or modify the alleged violations identified in the investigation report and to add witnesses to the witness lists at the pre-hearing meeting and/or at the hearing. The chair will provide the committee with a copy of the notice of hearing, the investigative report and the list of witnesses submitted by the parties with instruction to avoid any public or private discussion of the merits of the complaint. No committee member will be allowed to publicly or privately discuss the merits of the complaint with anyone not involved in the proceedings, with the parties themselves, or with anyone acting on the behalf of the parties.

Hearing process:
The chair will arrange for the hearing to be recorded and may arrange for the preparation of any transcript of the recording that he/she deems appropriate or which a party requests (upon prompt payment by the requester of the transcription fee). Such recording will be arranged through the Title IX deputy coordinator.

The respondent has the option not to testify; however, the exercise of that option will not preclude the appropriate committee from proceeding and determining the complaint on the basis of the investigative report and other available information. In addition, if the respondent fails to appear at the hearing, after being duly notified of its place and time, the chair of the committee may postpone the proceedings or direct that the committee proceed and determine the complaint on the basis of the investigative report and other available information.

Upon timely request by a party or witness, NUHS may be able to provide for testimony by closed-circuit technology, Skype or other form of video-conferencing, in appropriate circumstances, including where parties or witnesses are otherwise unable to participate in the hearing. The availability of testimony by some form of technology will be at the sole discretion of the chair of the committee.

The chair may seek advice from NUHS' counsel or the Title IX deputy coordinator throughout the hearing process on questions of law and procedure; however, factual determinations are the domain of the committee. Only the chair and the committee may question the individual parties or witnesses, unless permission is granted by the chair to modify the questioning process. At no time will the complainant or the respondent be allowed to question each other directly. Either party, or their advisors, may ask the chair to pose additional questions or inquire further into specific matters by submitting these requests in writing or orally, at the discretion of the chair. If necessary, a brief break may be granted to allow both parties an opportunity to prepare and submit such requests during the hearing process. The chair is empowered to disallow or reframe any questions that are irrelevant or redundant. After all witnesses have been questioned, each party may make a closing statement and request a short recess to prepare it. If the committee determines that unresolved issues exist that would be clarified by the presentation of additional information, the chair may suspend the hearing and reconvene it in a timely manner to receive such additional information. A delay may not be based on the failure of witnesses to appear without good cause or on the proposed introduction of documents or other information that should have been presented at the pre-hearing meeting.

Once closing statements are made, should either party elect to make a closing statement, the committee

will recess for a short period of time to make their final determination whether the alleged sexual misconduct violated the policy based on the evidence provided. If the committee determines that the respondent is responsible for violating the policy, the complainant may present the committee with a statement recommending a sanction. This statement will serve as an impact statement. The complainant may read the impact statement or request that the chair read the impact statement. The respondent will be provided an opportunity to respond to the impact statement. In their final deliberations to assign a sanction, the committee shall not be bound by either statement. Witnesses, other than the parties, are not permitted to be present while the statement and response is read; however, the chair, in his/her sole discretion, may permit the presence of others during that time.

In order to comply with the Family Educational Rights and Privacy Act (FERPA), Title IX and to provide an orderly process for the presentation of consideration of relevant information without undue intimidation or pressure, the hearing process is not open to the general public. Accordingly, documents prepared in anticipation of the hearing (including the investigative report, notice of hearing, and pre-hearing submissions), testimony, or other information introduced at the hearing, and any transcript of the hearing itself, may not be disclosed outside of the hearing proceedings, except as may be required or authorized by law.

In addition to complying with FERPA and Title IX, NUHS is required to comply with the federal Clery Act. Under the Clery Act, both the complainant and the respondent must be informed of the hearing outcome, and NUHS may not impose any limitations on the re-disclosure of this information. Accordingly, following the hearing, the committee will issue a written final outcome letter with its decision concurrently to both the complainant and the respondent. The final outcome letter will set forth, as required by the Clery Act, the name of the respondent, the violation(s) of this policy for which the respondent was found responsible, if any, essential findings supporting the committee's decision on the issue of responsibility, and the sanction(s) imposed. NUHS' policy neither encourages nor discourages the further disclosure of the final outcome letter by either the complainant or the respondent. NUHS acknowledges that sharing the final outcome letter with others, including family, friends, legal counsel, mental health professionals, and sexual assault advocates, may be a critically important part of the healing process.

Sanctions, decision and appeal process:

The committee will consider suspension or expulsion for any student or termination for any employee found responsible for violating the policy; however, the committee may impose any sanction it finds to be fair and proportionate to the violation. In determining an appropriate sanction, the committee may consider any record of past violation(s) of the NUHS Student Code of Conduct or NUHS Employee Handbook, as well as the nature and severity of such past violation(s). The committee will also consider, as part of its deliberations, the sanction recommendation(s) provided by the complainant in his/her impact statement, if any, and whether the sanction will (a) bring an end to the violation in question, (b) reasonably prevent a recurrence of a similar violation, (c) remedy the effects of the violation on the complainant and the NUHS community. The committee will make the sanction decision by majority vote. Any sanction imposed will be explained or supported in the written decision of the committee. The decision may be announced to both parties, concurrently, at the conclusion of the hearing, if available. The chair will provide a copy of the final written outcome letter to both parties, concurrently, and to the Title IX deputy coordinator, within ten (10) business days following the conclusion of the hearing (or such longer time as the chair may for good cause determine). Sanction(s) imposed by the committee are effective the same date the final outcome letter is issued to both parties.

If the committee imposes a sanction of suspension or expulsion to a respondent student, the chair of the Committee on University Discipline will notify the NUHS registrar to place a notation on the student's transcript reading "disciplinary suspension" or "disciplinary expulsion". If the committee imposes a sanction of termination to a respondent employee, the chair of the Title IX Employee Hearing Committee will notify the NUHS director of human resources to place a notation in that employee's personnel file and to issue a letter of termination for cause of policy violation.

Formal Resolution Appeal Process:

If either the complainant or the respondent object to the proposed sanction, either party will have the opportunity to appeal the sanction. The sanction may be appealed within five (5) business days of the decision to the Title IX Coordinator. However, the right of appeal does not guarantee that an appeal will be granted, nor does it entitle the party to a full rehearing of the case. The Title IX coordinator may request that the chair of the appropriate committee clarify some aspects of the original decision, remand the case back to the committee with instruction, grant the appeal, or hold the decision of the committee. Prior to determining whether an appeal will be granted, the Title IX coordinator may nevertheless impose a no-contact order or interim measures agreed upon by the parties, or (with or without such agreement) based on information delivered in the formal resolution process, taken together with any other relevant information known to NUHS at the time of the formal resolution.

An appeal, if granted, shall be limited to the following issues:

1) To determine whether the hearing was conducted fairly in light of the charges and evidence presented, and in conformity with prescribed procedures giving the complainant reasonable opportunity to prepare and present evidence that this policy was violated, and giving the respondent reasonable opportunity to prepare and present a rebuttal of those allegations.
2) To determine whether the decision reached regarding the respondent was based on the standard of proof known as a "preponderance of the evidence" and in weighing the evidence, the committee concluded it was "more likely than not" that the facts in the case were sufficient to conclude that a violation of this policy occurred.
3) To determine whether the sanction(s) imposed were appropriate for the violation the respondent was found to have committed.
4) To consider new evidence, sufficient to alter a decision or other relevant facts not brought out in the original investigation, because such evidence and/or facts were not known to the committee at the time of the original hearing.

In any appeal granted by the Title IX coordinator, review of the case may not result in more severe sanction(s). The imposition of sanction(s) may be deferred while an appeal is pending, unless, in the discretion of the Title IX coordinator, the continued presence of the respondent on campus poses a substantial threat to him/herself or to others, or to the stability and continuance of normal NUHS functions. Adjudication by the Title IX coordinator shall be binding and final with no further appeal processes. The Title IX coordinator's decision shall be transmitted in writing to the complainant and respondent simultaneously within 5 (five) business days. Notice of the decision and the resulting status shall also be transmitted to the appropriate NUHS authorities (Dean of Students, Dean of Clinics, Director of Human Resources, etc.). All parties will be directed to share the information only on a need to know basis.

A typical investigation will be completed within sixty days (60) of receipt of the complaint, or sooner if possible.

VII. Resources

The needs of someone who has been sexually assaulted vary from person to person and may vary over time. NUHS has gathered and listed a diverse array of services and external resources, many of which may be accessed 24 hours a day, so that a person may choose what he/she may find most helpful and healing.

NUHS urges anyone who has been sexually assaulted to seek support as soon as possible to minimize and treat physical harm, assist with processing the unique and complex emotional aftermath, assist in preserving evidence, and to understand options for pressing charges. Even for someone who does not wish to report the event to the police or pursue disciplinary action, seeking medical attention as soon as possible is important. A person that has been sexually assaulted has the right to seek a medical forensic examination free of charge.

SURVIVOR'S RIGHTS

- To receive concise information regarding crime victim's rights.
  - Illinois Victim's Rights can be found at: http://ilga.gov/legislation/ilcs/ilcs3.asp?ActID=1970&ChapterID=54
  - Florida Survivor's Rights can be found at: http://www.police.ufl.edu/victim-services/florida-state-statute-960crime-victim-bill-of-rights/
- To report or not report the alleged incident to NUHS or law enforcement.
- To request NUHS to assist you in contacting local law enforcement.
- To make a confidential report to the NUHS confidential advisor and/or Title IX coordinator.
- To make a confidential report to a mental health counselor or clergy.
- To request NUHS provide you with interim protective measures.
- To receive a resolution complaint summary from NUHS through the NUHS Title Policy found at: http://www.nuhs.edu/extras/policies/Policy_Against_Sex_Discrimination.pdf.
- To request NUHS assist you in seeking assistance through community-based, state and national sexual assault crisis centers referenced below in the resource section and receive that information with 12 hours of filing a complaint.
- To receive free medical forensic exams at the hospitals located below:
  - Good Samaritan Hospital, 3815 Highland Ave, Downers Grove, IL 60515 (630) 275-5900
  - St. Petersburg Hospital, 6500 28th Ave N, St. Petersburg, FL 33710 (727) 384-1414

CAMPUS SECURITY

Illinois	Florida
Security Cell Phone – (630) 927-9957 Security Office – (630) 889-6683 Security from on campus phone – ext. 311	Security Office – (727) 791-2560 Security from on campus phone – ext. 2560

POLICE (NON-EMERGENCY)

Illinois	Florida
Lombard Police – (630) 620-5955	St. Petersburg Police – (727) 893-7780 Pinellas Park Police – (727) 541-0758

RAPE CRISIS/SEXUAL ASSAULT/SEXUAL ABUSE

National Sexual Assault Hotline – (800) 656-4673 www.rainn.org
Centers for Sexually Transmitted Disease National Hotline – (800) 232-4636 www.cdc.gov/std
CDC National AIDS Hotline – (800) 232-4636 www.aidshotline.org

Preserving Evidence: (Information taken from https://ohl.rainn.org/online/resources/should-i-report.cfm)

- Preserve evidence of the attack; don't bathe or brush your teeth.
- Write down all the details you can recall about the attack and the attacker.
- Do not change or destroy clothing – your clothes are also evidence.
- If the assault took place in your home, do not rearrange and/or clean up anything
- Seek medical attention. Ask the hospital to conduct a rape exam, text for STD's and pregnancy, and, if you think you were drugged, collect a urine same for analysis.

Illinois	Florida
Lombard Police – (630) 620-5955 Coalition Against Sexual Assault (217) 753-4117 www.icasa.org Rape Victim Advocates (312) 443-9603 www.rapevictimadvocates.org	Suncoast Center – (727) 530-7273 www.suncoast.center.org Council Against Sexual Violence – (850) 297-2000 www.fcasv.org

SEXUAL AND DOMESTIC ABUSE OUTREACH & ADVOCACY

National Sexual Violence Resource Center – (877) 739-3895 www.nsvrc.org
National Domestic Violence Helpline – (800) 799-7223 www.thehotline.org

Illinois	Florida
Family Shelter Services – (630) 221-8290 www.familyshelterservice.org Prairie Center Against Sexual Assault – (217) 753-8081 www.prairiecasa.org	Suncoast Center Abuse Hotline – (800) 962-2873 www.suncoastcenter.org Council Against Sexual Violence – (850) 297-2000 www.fcasv.org Florida Domestic Violence Hotline – (800) 500-1119 www.fcadv.org

STALKING RESOURCES

National Stalking Resource Center – (202) 467-8700 www.ncvc.org

Illinois	Florida
Illinois stalking laws: http://www.victimsofcrime.org/our-programs/stalking-resource-center/stalking-laws/criminal-stalking-laws-by-state/illinois#3	Florida stalking laws: http://www.victimsofcrime.org/our-programs/stalking-resource-center/stalking-laws/criminal-stalking-laws-by-state/florida#48

COUNSELING/MENTAL HEALTH SERVICES

National Stalking Resource Center – (202) 467-8700 www.ncvc.org

Illinois	Florida
DuPage County Crisis Intervention Unit (630) 627-1700 www.dupagehealth.org NAMI of DuPage County – (630) 752-0066 www.namidupage.org IL Health and Human Services Helpline – (800) 843-6154 www.dhs.state.il.us YWCA Metropolitan Chicago – (630) 971-9327 www.ywcachicago.org	Suncoast Center – (727) 388-1220 www.suncoastcenter.org University of Southern Florida Psychological Services Center – (813) 974-2496 www.psc.usf.edu

VICTIMS RIGHTS & RESOURCES

Directory of Crime Victim Services: http://ovc.ncjrs.gov/findvictimservices/

CONFIDENTIALITY VS. PRIVACY

Can provide confidentiality	Can provide privacy
• NUHS Title IX Coordinator • NUHS Confidential Advisor • Mental Health Counselor • Clergy	• NUHS Title IX Deputy Coordinator • NUHS Responsible Employee • NUHS Security Officers • Mandatory Reports