

**Sexual Violence, Dating Violence,
Domestic Violence and Stalking:
Resource and Notice
Complainants Rights Packet**

SOUTHERN ILLINOIS UNIVERSITY
EDWARDSVILLE

INTRODUCTION

RIGHTS FOR ALL

Southern Illinois University Edwardsville (SIUE) is committed to creating and maintaining a safe and supportive community, in which students, faculty and staff can work together in an atmosphere free of all forms of harassment, including sexual harassment, which encompasses sexual violence. All members of the University community share responsibility to achieve that goal. Individuals who have concerns about sexual violence should seek assistance or advice. Individuals are not required to reveal their identity in seeking advice. However, it may be necessary to reveal identity for the purpose of investigation. University community members, who have knowledge of such incidents, should encourage victims of sexual harassment or sexual violence to consult with the sexual harassment information advisors, if needed.

COMPLAINANT RIGHTS

Southern Illinois University Edwardsville does not discriminate on the basis of sex in its educational programs, and sexual harassment and sexual violence are types of sex discrimination. Other acts can also be forms of sex-based discrimination and are also prohibited by Southern Illinois University Edwardsville as well as State and Federal law, whether sexually based or not, and include dating violence, domestic violence and stalking. Because you are reporting a possible form of sex-based discrimination, Southern Illinois University Edwardsville wants to inform you of our policies and procedures that address sexual assault, domestic violence, dating violence and stalking, whether the incident occurs on or off campus, as well as your rights and the University's responsibilities.

As a complainant of sexual assault, dating violence, domestic violence or stalking, you will receive a full copy of SIUE's Sexual Harassment Policy as well as other University non-discrimination and non-harassment policies. These policies, and their related procedures, help to ensure sensitivity to those who report sexual assault, domestic violence, dating violence and stalking. These procedures include our obligation to inform you of your right to file criminal charges as well as the availability of medical, counseling and support services. We also offer additional remedies to prevent contact between a complainant and an accused party, such as a temporary or permanent change in housing, academic, transportation and working conditions, if reasonably available. The procedures also address possible sanctions and interim and/or long-term protective measures that SIUE may impose following a report through the final determination of our discipline process. If you would like more information than is contained in this handout regarding any process or procedure, or if you'd like to make a report, ask questions about the policies, or need to request an accommodation to your living or working arrangements regardless of whether or not you chose to report the crime to law enforcement or campus police, contact the Office of Equal Opportunity & Access in Room 3310, Rendleman Hall, SIUE, Edwardsville, IL 62026 or call 618-650-2333.

Sexual assault, dating violence, domestic violence and stalking can happen to **anyone**. This packet contains information about your rights as a survivor, available options, legal resources and other general resources.

STUDENT RIGHTS

Southern Illinois University Edwardsville is dedicated to the traditional academic pursuits of instruction, scholarship and public service. The University assigns first priority to excellence in education. Further, the University values a humane, safe and supportive environment to aid students in their pursuit of knowledge.

Therefore, the President, under the authority of the SIU Board of Trustees, has approved a code of behavior to govern student conduct while enrolled at SIUE. This code is known as the Student Conduct Code and assures that student rights to due process are respected and exercised.

EMPLOYEE RIGHTS

It is the policy of Southern Illinois University Edwardsville that faculty and staff should be able to experience a work environment free from discrimination, harassment and sexual violence.

The University will take whatever action is needed to prevent, stop, correct or discipline behavior that violates the University Sexual Harassment Policy, as well as other University non-discrimination and non-harassment policies.

It is SIUE policy that sexual violence in any form will not be tolerated. Management and supervisory personnel, at all levels, are responsible for taking reasonable and necessary action to prevent all forms of sexual harassment, including sexual violence.

The University procedures for handling allegations and/or complaints of sexual harassment, including sexual violence, are found in the University's Sexual Harassment Complaint Procedures at www.siue.edu/policies/2c5.shtml. Individuals believing they have experienced or witnessed any of these acts should promptly report the incident to the SIUE Police Department at 618-650-3324, the Office of Human Resources at 618-650-2190, or to their supervisor or department head, or to the Office of Institutional Compliance (OIC) at 618-650-2333.

WHAT IS SEXUAL ASSAULT?

Sexual Assault: An offense that meets the definition of rape, fondling, incest or statutory rape as used in the FBI's Uniformed Crime Reporting program. It is any type of unwanted sexual contact or behavior that occurs by force or without consent of the recipient of the unwanted sexual activity. Falling under the definition of sexual assault is sexual activity such as forced sexual intercourse, sodomy, child molestation, incest, fondling and attempted rape. It includes sexual acts against people who are unable to consent either due to age or lack of capacity.

Sexual assault can happen to anyone. It is about power, control and domination, **NOT** passion, desire or sexual arousal.

Consent is defined in Illinois as 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. 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.

This definition would also include the victim being unable to understand the nature of the act or being unable to give knowing consent.

ILLINOIS LAW

The State of Illinois recognizes that any type of sexual activity without consent is criminal (720 ILCS 5/11 et seq.).

According to Illinois law:

- Both men and women can be sexually assaulted.
- A sexual assault perpetrator can be male or female.
- It doesn't matter what clothing you were wearing during a sexual assault. Manner of dress has nothing to do with consent.
- You can change your mind about having sex at any time. If you want to stop whatever sexual activity is happening, it should stop immediately.

For additional information about sexual assault and related offenses in Illinois:
www.ilga.gov/legislation/ilcs/fulltext.asp?DocName=072000050K11-1.20 or
www.ageofconsent.com/Illinois

WHAT IS DOMESTIC VIOLENCE?

The term “domestic violence” includes felony or misdemeanor crimes of violence committed: (i) by a current or former spouse or intimate partner of the victim, (ii) by a person with whom the victim shares a child in common; (iii) by a person, who is cohabiting with or has cohabitated with the victim as a spouse or intimate partner; (iv) 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; or (v) 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.

ILLINOIS LAW

Under Illinois State law, “domestic violence” is defined as physical abuse, harassment, intimidation, interference with personal liberty or the willful deprivation of a dependent. This definition can be claimed by any of the following individuals under Illinois State law: spouses, former spouses, children, stepchildren (along with other family members joined by a common marriage, such as in-laws), people who share or used to share a common residence, people who have or allegedly have a child in common, or who have or already have a blood relation through a child, persons who have or have had a dating relationship or engagement, and disabled dependents or their caregivers. Additionally, under Illinois State law a person is harassing another person if she/he is conducting his/her self in a way likely to cause emotional distress to the other person. Such behavior may be constituted by creating a disturbance at the victim’s place of work or school, repeatedly calling a person’s place of work or home, repeatedly following a person around, repeated surveillance of a person, repeatedly concealing a child (17 years or younger) in the relationship, repeatedly threatening to take the child away, or repeated confinement or physical restraint.

WHAT IS DATING VIOLENCE?

The term “dating violence” means violence committed by a person (A) who is or has been in a social relationship of a romantic or intimate nature with the victim, and (B) where the existence of such relationship shall be determined based on the reporting party’s statement and with consideration of the following factors: (i) the length of the relationship; (ii) the type of the relationship; and (iii) the frequency of the interaction between the persons involved in the relationship. 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.

ILLINOIS LAW

It should be noted that the Illinois Domestic Violence Act (750 ILCS 60/103 (6)) includes both domestic violence and dating violence.

WHAT IS STALKING?

The term “stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to (A) fear for his or her safety, or the safety of others, or (B) suffer substantial emotional distress.

ILLINOIS LAW

Under Illinois State law (720 ILCS 5/12-7.3): 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 other emotional distress.

A person commits stalking when he or she, knowingly and without lawful justification, on at least two separate occasions, follows another person or places that person under surveillance or any combination thereof, 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; or
- (2) 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.

A person commits stalking when he or she has previously been convicted of stalking another person and knowingly and without lawful justification on one occasion:(1) follows that same person or places that same person under surveillance, and (2) transmits a threat of immediate or future bodily harm, sexual assault, confinement or restraint to, or of, that person or a family member of that person.

Definitions for the purpose of this section:

- (1) **“Course of Conduct”** means two 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 six months, regularly resided in the household.

- (5) **“Follows another person”** means (i) to move in relative proximity to a person who is stationary or whose movements are confined to a small area. “Follows another person” does not include 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.

BYSTANDER INTERVENTION:

A bystander is someone other than the survivor who is present when an act of dating violence, domestic violence, stalking or sexual assault is occurring, or when a situation is occurring in which a reasonable person feels as though some protective action is required to prevent sexual assault, dating violence, domestic violence or stalking.

Bystanders, if active, can prevent harm or intervene before a situation gets worse. Examples of active bystander intervention include: not leaving an overly intoxicated person in a bar/party alone; walking a classmate to his/her car after class; calling police when a potentially violent situation is unfolding; not leaving an unconscious person alone (alerting an RA, EMS, SIUE Police, etc.); or intervening when someone is being belittled, degraded or emotionally abused (walking victim away from abuser, contacting others for help, like a counseling center, RA, dean, other University administrator).

WHAT SHOULD I DO?

If you are a survivor of a sexual assault, a domestic violence situation, a dating violence situation or have been stalked:

- **Get to a safe place.**
- Call someone you trust to come stay with you.
- **Seek medical attention as soon as possible.** Anderson Hospital in Maryville, Ill., has trained Sexual Assault Nurse Practitioners. In circumstances where survivors do not opt for a forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease.
- **Although the University strongly encourages all members of its community to report violations to law enforcement, it is the survivor's choice whether or not to make such a report and survivors have the right to decline involvement with the police.**
- It is **important** to preserve all physical evidence as it may be necessary to the proof of a crime occurring, if you wish to file criminal charges. *Do not bathe, shower, douche, eat, drink, smoke or urinate, if possible. Save all of the clothing you were wearing at the time of the assault.*
- Do not disturb anything in the area where the attack occurred.
- Write down as much as you can remember about the circumstances of the assault.
- Preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keep pictures, logs or other copies of documents, if they would be useful to University investigations, hearing boards or police investigations.

REPORTING OPTIONS FOR STUDENTS

Survivors of Sexual Assault, Domestic Violence, Dating Violence and Stalking have several OPTIONS for Reporting.

CONFIDENTIAL REPORTING

1. If you are a victim of sexual violence and do not want to pursue action within the University system or criminal justice system, you can request a confidential report. SIUE Counseling Services provides confidential individual counseling for students. You may choose to make a confidential report with them by calling 618-650-2842. This does not preclude you from filing a formal complaint at a later date.
2. With your permission the SIUE Chief of Police, or a designee of the University Police Department, may file a report on the details of the incident without revealing your identity. The purpose of a confidential report is to attempt to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. The University must weigh the request against the obligation to provide a safe, non-discriminatory environment for the entire University community. If the University honors the request for confidentiality, you must understand that the University's ability to meaningfully investigate the incident and pursue disciplinary action against the alleged offender(s) may be limited. If the University determines that it cannot maintain a victim's confidentiality, the University will inform the victim prior to starting an investigation and will, to the extent possible, only share information with people responsible for handling the University's response.

*When an institution "knows or reasonably should know" about an incident of sexual harassment or sexual violence that creates a hostile environment, the institution is required "to take immediate action to eliminate the harassment, prevent its recurrence and address its effects."**

** Title IX of the Education Amendments of 1972*

UNIVERSITY POLICE RESPONSE

1. Assist survivors pursuing possible criminal charges. All officers are specially trained to handle sensitive crimes such as sexual assault.
2. In addition to the apprehension of the offender, priority is given to providing medical care and counseling for the survivor.
3. Assist the survivor with notifying the law enforcement agency of jurisdiction, if the incident did not occur on campus.
4. Advocates for the survivor upon request.
5. Transport the survivor to the nearest medical facility.
6. Trained medical personnel conduct a physical exam with the survivor's permission.
7. SIUE Police **DO NOT** collect evidence of a personal nature from a survivor's body.
8. Assist the survivor in obtaining an order of protection.

9. Assist the survivor with establishing a Safety Action Plan.
10. The SIUE Police Department does not publish the name of crime victims nor house identifiable information regarding victims in the campus police department's Daily Crime Log or online.

Dial 911 or 618-650-3324

STUDENT AFFAIRS RESPONSE

1. Inform the student of their option to notify law enforcement authorities.
2. Refer to Counseling Services and/or Health Services.
3. Accept a report, and if the alleged offender is also a University student, file disciplinary charges if warranted.
4. To the extent of the survivor's cooperation and consent, the Office of Vice Chancellor for Student Affairs will work cooperatively with other University offices to ensure that the complainant's health, physical safety, work and academic status are protected, pending the outcome of a formal University investigation of the complaint.
5. Personally identifiable information will be treated as confidential and only shared with persons with a specific need to know who are investigating/ adjudicating the complaint or delivering resources or support services to the victim.
6. Assist the survivor with establishing a Safety Action Plan, which if reasonably available could include, but not be limited to: a change in living, academic, transportation and working situations whether or not the survivor chooses to report the crime to law enforcement.

Contact the Dean of Students at 618-650-2020.

COUNSELING SERVICES RESPONSE

- Provide confidential individual counseling, consultation and group counseling.
- Provide crisis intervention services.
- Provide legal and medical advocacy to students.
- Assist a student in reporting a sexual assault/abuse to law enforcement, if desired by the student.
- Work with students to review their options and offer support.
- Work cooperatively to ensure the survivor's health, physical safety, and work status are protected.

Contact Counseling Services at 618-650-2842.

HEALTH SERVICE RESPONSE

- Provide immediate emergency care for injuries that are unsafe to postpone until transport.
- Notify EMS for transport to hospital for emergency care, if needed.
- Offer consultation/testing for STI and pregnancy exposure.
- Offer women's health consultation.
- Provide private compassionate information on options.
- Offer referral consultation with counseling services
- Notify campus police, if requested.
- Work cooperatively to ensure the survivor's health and physical safety.

Contact Health Services at 618-650-2842.

OFFICE OF EQUAL OPPORTUNITY & ACCESS (EOA)

Each member of the University community shares a common responsibility to maintain an environment free from all forms of sexual harassment, including sexual violence. Students who have concerns about sexual harassment should seek assistance or advice from the Office of Equal Opportunity & Access. Students are not required to reveal their identity in seeking advice. However, it may be necessary to reveal your identity for the purpose of investigation.

Formal complaints shall be made to the EOA in writing. However, all complaints, whether written or oral, will be investigated.

Formal Complaint Procedures (abbreviated)

1. Meet with complainant to obtain details of the allegations and make a written record of the complaint.
2. The EOA will interview witnesses and any other appropriate individuals to fully investigate the allegations of the complaint.
3. Meet with the respondent to notify him or her of the specific allegations, and provide an opportunity to respond. Discuss prohibition against retaliation.
4. The complainant and the respondent will have opportunities to present information, rebut evidence and present witnesses to the EOA.
5. The EOA will determine whether the Sexual Harassment Policy has been violated, make a written report of the findings and conclusions, with recommendations of appropriate discipline, and notify the complainant and the respondent of the results of the investigation.

Complete EOA policies and procedures, may be found at siue.edu/ea

Contact the Office of Equal Opportunity & Access at 618-650-2333.

REPORTING OPTIONS FOR EMPLOYEES

Survivors of Sexual Assault, Domestic Violence, Dating Violence and Stalking have several OPTIONS for Reporting.

CONFIDENTIAL REPORTING

1. If you are a victim of sexual violence and do not want to pursue action within the University system or criminal justice system, you can request a confidential report. SIUE Counseling Services provides confidential individual counseling for employees. You may choose to make a confidential report with them by calling 618-650-2842. This does not preclude you from filing a formal complaint at a later date.
2. With your permission the SIUE Chief of Police, or a designee of the University Police Department, may file a report on the details of the incident without revealing your identity. The purpose of a confidential report is to attempt to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. The University must weigh the request against the obligation to provide a safe, non-discriminatory environment for the entire University community. If the University honors the request for confidentiality, you must understand that the University's ability to meaningfully investigate the incident and pursue disciplinary action against the alleged offender(s) may be limited. If the University determines that it cannot maintain a victim's confidentiality, the University will inform the victim prior to starting an investigation and will, to the extent possible, only share information with people responsible for handling the University's response.

*When an institution "knows or reasonably should know" about an incident of sexual harassment or sexual violence that creates a hostile environment, they are required "to take immediate action to eliminate the harassment, prevent its recurrence and address its effects."**

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UNIVERSITY POLICE RESPONSE

1. Assist in pursuing possible criminal charges. All officers are specially trained to handle sensitive crimes such as sexual assault.
2. In addition to the apprehension of the offender, priority is given to providing medical care and counseling for the survivor.
3. Assist the survivor with notifying the law enforcement agency of jurisdiction, if the incident did not occur on campus.
4. Advocate for the survivor upon request.
5. Transport the survivor to the nearest medical facility.
6. Trained medical personnel conduct a physical exam, with the survivor's permission.
7. SIUE Police Officers **DO NOT** collect evidence of a personal nature from a survivor's body.
8. Assist the survivor in obtaining an order of protection.
9. Assist the survivor with establishing a Safety Action Plan.

10. The SIUE Police Department does not publish the name of crime victims nor house identifiable information regarding victims in the campus police department's Daily Crime Log or online.

Dial 911 or 618-650-3324

OFFICE OF HUMAN RESOURCES RESPONSE

(Appropriate if either the survivor and/or the alleged offender are University employees.)

- May refer survivor to the Office of Equal Opportunity & Access to launch an investigation.
- May refer survivor to the University Police Department to launch a criminal investigation.
- Will provide information about the Employee Assistance Program.
- Will work cooperatively to ensure the survivor's health, physical safety and work status are protected.
- Will treat identifiable information about the victim as confidential and only share with persons with a specific need to know.
- Will answer questions about benefit coverage for counseling services and/or medical assistance.

OFFICE OF EQUAL OPPORTUNITY & ACCESS RESPONSE

Each member of the SIUE University community shares a common responsibility to maintain an environment free from all forms of sexual harassment, including sexual violence. Employees who have concerns about sexual harassment should seek assistance or advice from the Office of Equal Opportunity & Access. Employees are not required to reveal their identity in seeking advice. However, it may be necessary to reveal identity for the purpose of investigation. Formal complaints shall be made to the EOA in writing. However, all complaints, whether written or oral, will be investigated.

Formal Complaint Procedures (abbreviated)

1. Meet with complainant to obtain details of the allegations and make a written record of the complaint.
2. Interview witnesses and any other appropriate individuals to fully investigate the allegations of the complaint.
3. Meet with the respondent to notify him or her of the specific allegations, and provide an opportunity to respond. Discuss prohibition against retaliation.
4. Offer the complainant and the respondent opportunities to present information, rebut evidence and present witnesses.
5. Determine whether the Sexual Harassment Policy has been violated, make a written report of the findings and conclusions with recommendations of appropriate discipline, and notify the complainant and the respondent of the results of the investigation.

To review the complete policies and procedures of the EOA Office, visit siue.edu/ea

Contact the Office of Equal Opportunity & Access at 618-650-2333.

DISCIPLINARY PROCEDURES FOLLOWING A COMPLAINT BY A STUDENT

For students, sexual assault, domestic violence, dating violence and stalking are violations of the Student Conduct Code.

Whether or not criminal charges are filed, a student may file a complaint under the Sexual Harassment Policy alleging a violation of the University's Sexual Harassment Policy and Student Conduct Code. Reports of all domestic violence, dating violence, sexual assault and stalking made to the SIUE Police Department will automatically be referred to the Title IX Coordinator, Office of Equal Opportunity & Access for investigation/review, regardless of whether the student chooses to pursue criminal charges.

The SIUE disciplinary process will include a prompt, fair and impartial investigation and resolution process. Investigators and hearing board members are trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking and are taught how to conduct an investigation and hearing process that protects the safety of the survivor and promotes accountability.

The Sexual Harassment Policy and Student Conduct Code provide that:

1. The accuser and the accused student have the opportunity to attend a hearing before a properly trained hearing board, if they so choose, or charges may be heard by the Dean of Students.
2. The accuser and the accused student each have the opportunity to be advised by a personal advisor of their choice at their expense at any stage of the process, and to be accompanied by that advisor at any meeting or hearing. An advisor may only consult and advise his or her advisee, but not speak for the advisee at any meeting or hearing.
3. A student conduct decision is based on the preponderance of evidence standard (i.e. "more likely than not to have occurred" standard). In other words, the conduct process asks, "Is it more likely than not that the accused student violated the University's Student Conduct Code?"
4. The accuser and the accused will be notified simultaneously in writing of the outcome of any disciplinary proceeding, as well as any changes to those results or disciplinary actions prior to the time that such results become final.
5. The accuser and the accused each have the right to appeal the outcome of the hearing decision to the Vice Chancellor for Student Affairs by filing a written appeal within five (5) days of receipt of the decision. The accuser and the accused will be notified simultaneously, in writing, of the final outcome after the appeal is resolved.

A student alleging sexual assault, domestic violence, dating violence or stalking may also utilize the complaint and investigatory procedures set forth in the University's Sexual Harassment Complaint Procedures (siue.edu/policies/2c5.shtml) in order to remedy any hostile environment. All conduct proceedings against students, however, will be resolved through the Office of the Vice Chancellor for Student Affairs.

In all cases, investigations that result in a finding of “more likely than not”, that a violation of the Sexual Harassment Policy/Student Conduct Code occurred, will lead to the initiation of disciplinary procedures against the accused individual.

University sanctions including reprimands, probation, restitution, restricted access, community service, counseling, diagnostic evaluation, restricted class enrollment, restricted access to University Housing, interim separation and/or permanent separation may be imposed upon those determined to have violated this policy.

The University will implement protective measures following the report of domestic violence, dating violence, sexual assault and/or stalking which may include changes to academic, living, or working situations in addition to counseling and health services.

DISCIPLINARY PROCEDURES FOLLOWING A COMPLAINT BY AN EMPLOYEE

Whether or not criminal charges are filed, an employee may file a complaint under the Sexual Harassment Complaint Procedures alleging a violation of the University's Sexual Harassment Policy. Employees who violate this policy will be subject to discipline, up to and including termination of employment. Sexual assault, domestic violence, dating violence and stalking are criminal acts, which may also subject the perpetrator to criminal and civil penalties under federal and state law.

Reports of all domestic violence, dating violence, sexual assault and stalking made to the SIUE Police Department will automatically be referred to the Office of Human Resources for investigation regardless of whether the complainant chooses to pursue criminal charges.

The University disciplinary process will include a prompt, fair and impartial investigation and resolution process. Investigators and hearing board members are trained annually on the issues related to domestic violence, dating violence, sexual assault and stalking, and taught how to conduct an investigation and hearing process that protects the safety of the survivor and promotes accountability.

The University process to address allegations involving violations of the Sexual Harassment Policy and Workplace Violence Policy is as follows:

- Subsequent to the Office of Human Resources receiving a written report from the Office of Equal Opportunity & Access or an official SIUE Police report, the implementation of the University's pre-disciplinary process will begin.
- A pre-disciplinary hearing will be scheduled with the accused once the information is received and reviewed by the Office of Human Resources.
- The accused has the opportunity to be represented by a personal advisor of his/her choice, at any stage of the process, and to be accompanied by that advisor at any meeting or hearing. In the event the accused intends to bring legal representation to any meeting or hearing, the Office of Human Resources must be notified in advance to make arrangements for University representation of legal counsel.
- The level of discipline to be imposed will be based upon the preponderance of evidence, the severity of the offense and the number of times the offense has occurred.
- A follow-up disciplinary hearing will be scheduled with the accused and his/her representative, to render a decision as to the level of discipline to be imposed.
- The accused has the right to appeal the outcome of the disciplinary hearing using his/her respective grievance process.

RISK REDUCTION AND WARNING SIGNS OF ABUSIVE BEHAVIOR

It is important to note that perpetrators of sexual or dating violence are the only ones responsible for their actions. No victim is ever to blame for experiencing assault or abuse. Unfortunately, re-victimization is common for survivors. While you can never completely protect yourself from assault or abuse, there are some things you can do to help reduce your risk. Below are some tips to help individuals recognize warning signs of potentially abusive behavior along with resources that can offer support and assistance.

WARNING SIGNS OF ABUSIVE BEHAVIOR

Domestic and dating abuse often escalates from threats and verbal abuse to physical violence. And, while physical injury may be the most obvious danger, the emotional and psychological consequences of domestic and dating violence are also severe.

Warning signs of dating and domestic violence include:

- Being afraid of your partner.
- Constantly watching what you say to avoid a “blow-up.”
- Feelings of low self-worth and helplessness about your relationship.
- Feeling isolated from family or friends because of your relationship.
- Hiding bruises or other injuries from family or friends.
- Being prevented from working, studying, going home and/or using technology (including your cell phone).
- Being monitored by your partner at home, work or school.
- Being forced to do things you don’t want to do.

RISK REDUCTION

If you are being abused, or suspect that someone you know is being abused, options are available.

- Get help by contacting the Counseling Center or Health Service for support services.
- Learn how to look for “red flags” in relationships, so you can learn to avoid some of those characteristics in future partners.
- Consider making a report with the SIUE Police Department and/or the Title IX Coordinator and ask for a “no-contact” directive from the University to prevent future interactions.
- Consider getting a protective, or “stay away”, order.
- Learn more about what behaviors constitute dating and domestic violence, understand it is not your fault, and talk with friends and family members about ways you can be supported.
- Trust your instincts - if something doesn’t feel right in a relationship, speak up or end it.

SEXUAL ASSAULT PREVENTION (FROM RAINN)

- Be aware that the majority of sexual assaults are committed by someone the survivor knows.
- In order to guard against drug-facilitated sexual assault, do not leave your drink unattended.
- Only drink from unopened containers or from drinks you have watched being made and poured.
- Avoid group drinks like punch bowls.
- Cover your drink. It is easy to slip in a small pill, even while you are holding your drink. Hold a cup with your hand over the top or choose drinks that are contained in a bottle, and keep your thumb over the nozzle.
- If you feel extremely tired or drunk for no apparent reason, you may have been drugged. Find your friends and ask them to leave with you as soon as possible.
- If you suspect you have been drugged, go to a hospital and ask to be tested.
- Keep track of how many drinks you have had.
- Try to arrive and leave with a group of people you trust.
- Avoid giving out personal information (phone number, address, etc.). If someone asks for your number, take his/her number instead of giving yours.

TRAVELING AROUND CAMPUS

- Make sure your cell phone is easily accessible and fully charged.
- Be familiar with where emergency phones are installed on campus.
- Be aware of open buildings where you can use a phone or seek refuge.
- Take major public paths rather than less populated shortcuts.
- Avoid dimly lit places and report lighting issues to Facilities Management.
- Avoid putting ear buds or headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
- Carry a noise maker on your keychain (like a whistle).
- Carry a small light on your keychain.
- If walking feels unsafe, call the SIUE Police for an escort.
- It is always better to travel in pairs or groups of individuals than alone.
- If it is late at night, it might be wise to let someone know you are leaving a location and the approximate time you will arrive at your destination. Call them once you have arrived safely.

RESOURCES

ON-CAMPUS:

SIUE Police Department
618-650-3324

Office of Equal Opportunity & Access
618-650-2333

SIUE Counseling Services
618-650-2842

SIUE Health Services
618-650-2842

Student Affairs Office/Dean of Students
618-650-2020

Office of Human Resources
618-650-2190

Student Code of Conduct
www.siue.edu/policies/3c1.shtml

**Illinois Department of
Central Management Services
Employee Assistance Program:**
[http://www2.illinois.gov/cms/employess/benefits/
pages/employeeassistanceprogram.aspx](http://www2.illinois.gov/cms/employess/benefits/pages/employeeassistanceprogram.aspx)
or <http://bot.siu.edu/leg/policies.html#7D>
or <http://bot.siu.edu/leg/policies.html#7E>
or <http://www.siue.edu/policies/2c5.shtml>
or <http://www.siue.edu/policies/2c7.shtml>

OFF-CAMPUS:

Call for Help, Inc.
618-797-1049

Madison County Call for Help, Inc.
618-452-2763

Call for Help Sexual Assault Victims Care Unit
618-397-0975
or 618-271-8990

Illinois Coalition Against Sexual Assault
www.icasa.org
217-753-4117

National Sexual Assault Hotline
800-656-HOPE

National Domestic Violence Help Line
877-TO END DV

**AARDVARC – An Abuse, Rape and Domestic
Violence Aid and Resource Collection**
www.aardvarc.org

The Illinois Coalition Against Domestic Violence
217-789-2830

Madison County State’s Attorney
618-692-6280

Domestic Violence Special Prosecution Unit
www.madco-sa.org/for-victims.html

Land of Lincoln Legal Assistance Foundation
618-462-0027
or 877-342-7891

Oasis Women’s Center
618-465-1978
or 800-244-1978

Phoenix Crisis Center
618-451-1008

Illinois Crime Victims Compensation Program
800-228-3368

Illinois Attorney General’s Office
www.ag.state.il.us/victims/

Illinois Crime Victims Bill of Rights
725 ILCS 120-1

**Anderson Hospital – Sexual Assault Nurse
Examiners (SANE) – are medical professionals
trained to collect forensic evidence from sexual
assault survivors**
618-288-5711
6800 Illinois 162
Maryville, IL 62062

**The United States Department of Education
Office of Civil Rights/ Chicago Office**
312-730-1560