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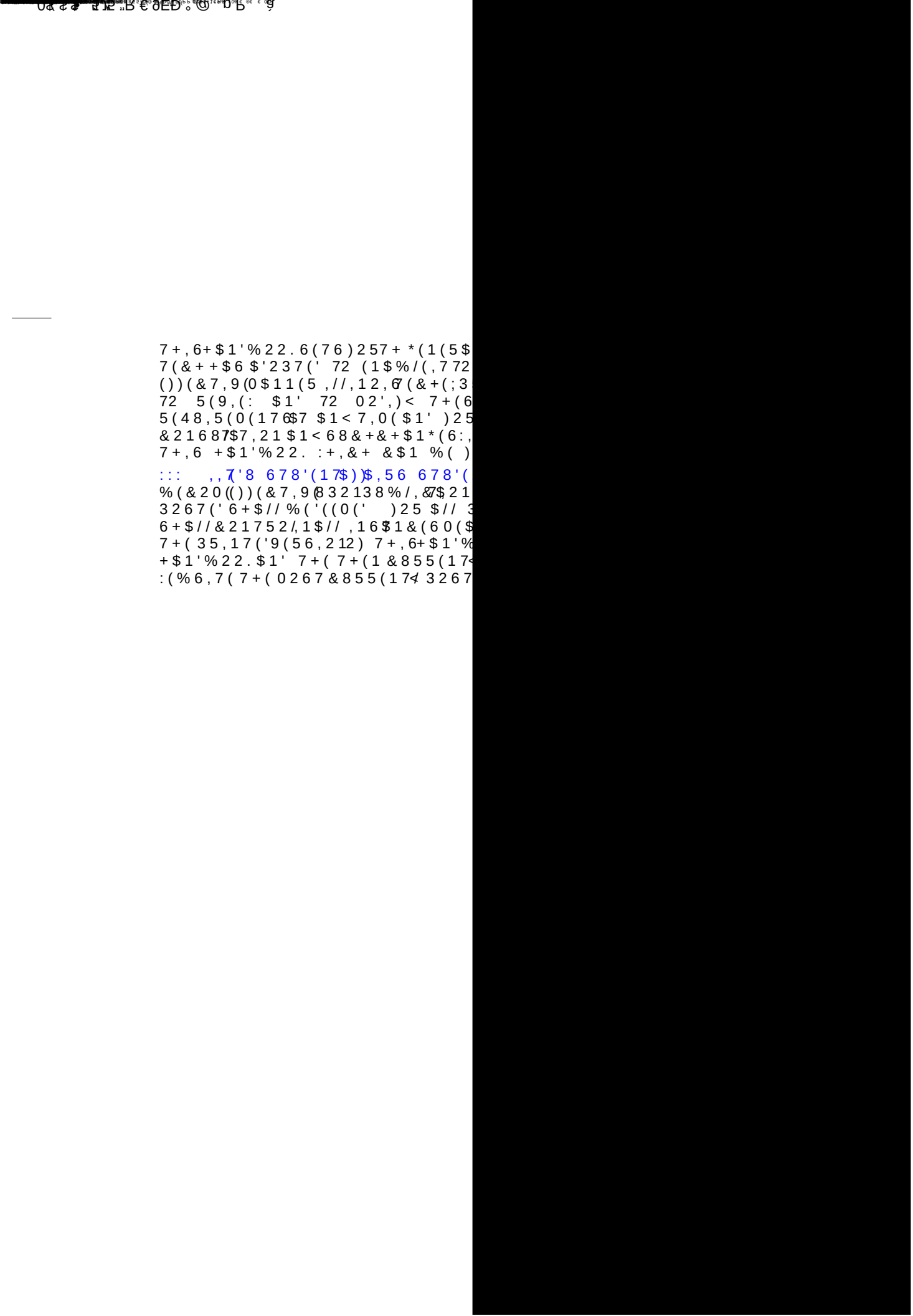

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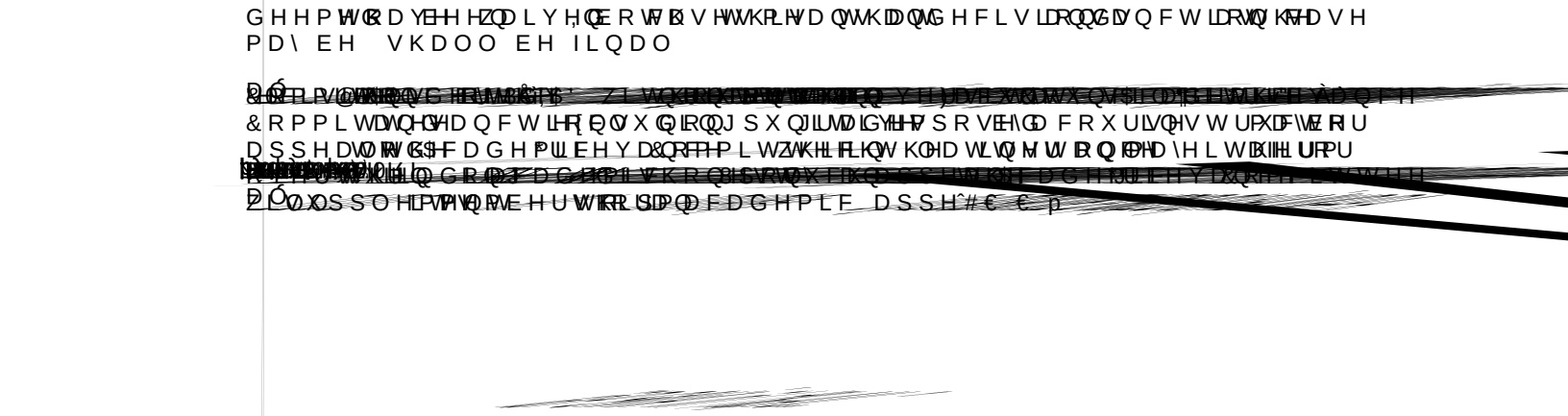

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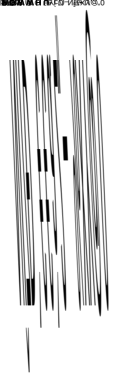

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U H V L GKHDQBFDE\EHL P P H G L DDWQFHOHDQGQX FFKL U F X P VWKVQFXHGPHKQYRWR YRHXRWW K H
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W KDHG G GGUBRWSH V X FLQ I RU P DW KEQ L WW WHGK G WW WHK\HW X GZHLQEWO L DERWK H
V H P H WWKHUD OQ K X U F Q H U H J D U GRO W K M D FW K DWK HP\D \ L Q D FKD YHR P S D U D E O H
F R Y H U D J H

,O O LQHR KSW K W P DWQ UBRQQWHU QWGRHQDWL WHGRVWHGRQWHU HGRXUP RULQ WR
, O O LQHFKW K D OQ K X U SQ RSRU Y LWGHUGRSXHJW QWX GHQDO WBL Y HRWR P S D U D E O H
K H D OLQK X U SQDHQ D \ D S S O\O H DWH Y LRXZ D L Y SRO L3FO H DGWLHU HFXW V WLRQ V
V W X G H Q W K H D O W K # L L W H G X

, 0 HGLD 3 RQF\

$ OHQ J D J H P ZLQWK G LUH S U H V H QEW,DWOLYQHRKW X G RQFWDP S XQ G RQE H K DRO I
, O O LQHFKW K R XEQHG R R U G LZQLDWK H L FRI0 D U N H DWQLQ PP XQ L F DWLRQ WKU H O
E X V L QGHDY\WQ D G Y D QLFRU G WHSU R P RWQSU R WHKSHW E OLFX WRIWOLRQQHFKEX L G
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. 3RVWQJ 3RQF\ 8VH RI %XOOHWLQ %RDUGV DQG 3RVWQJ RI &DP SXV : LGH ,QIRUP DWLRQ

,OOLQRLV SURYLGHUV SRXWLQH XVH RI EXOOHWLQ ERDUGV WR SURPRWH D YDULHW\ RI
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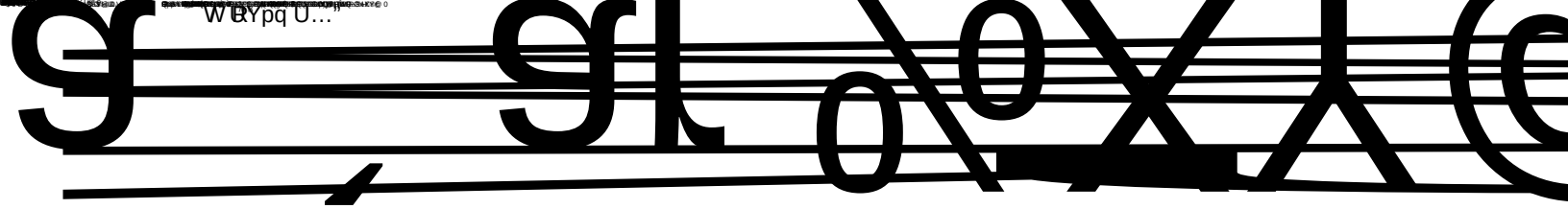

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7L W, ; HH ['L V F U L P LQDFWLXGQ[Q D V D G D V V P UHRFWLRVD YH R P P L W XWHKGRII H Q V H
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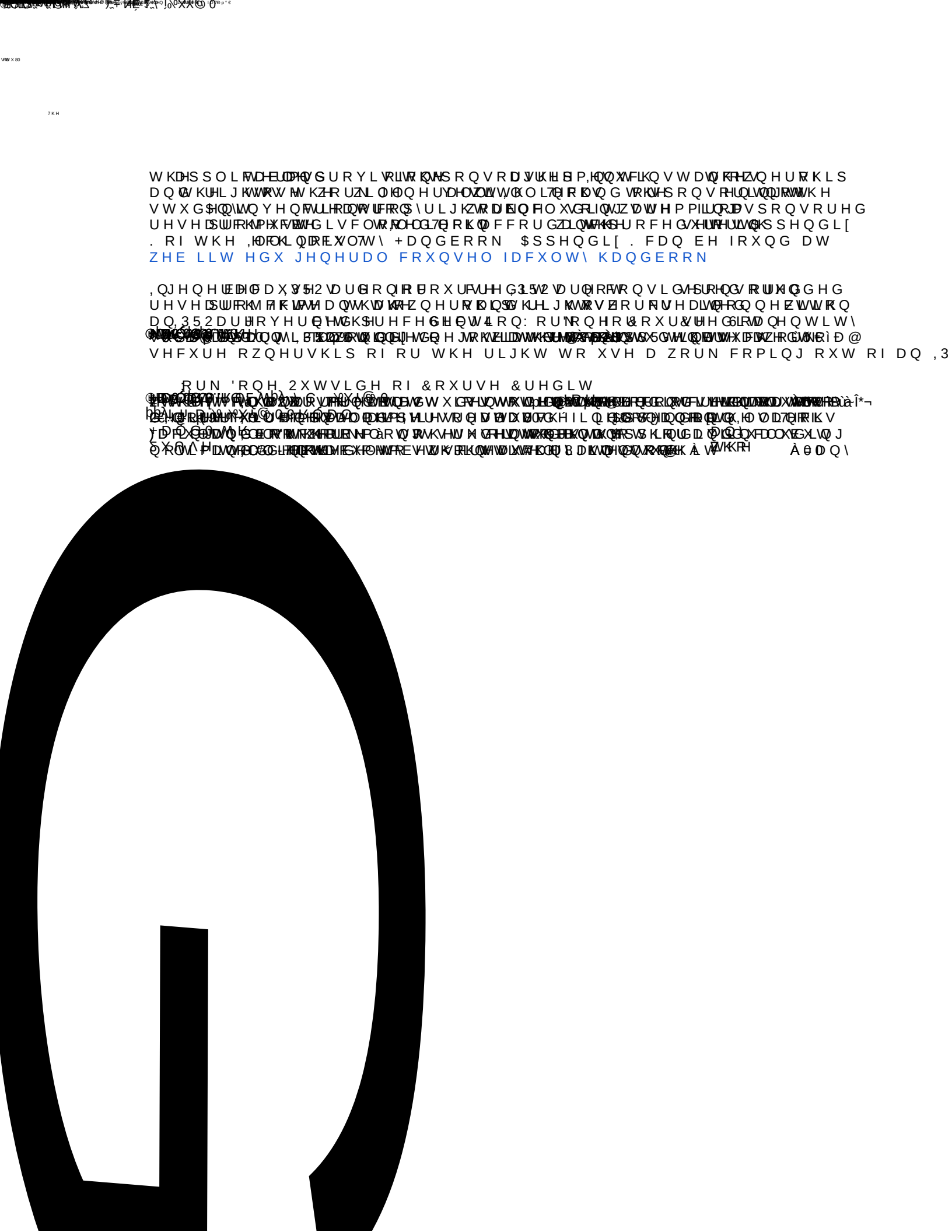

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K D YW K HRLZ S R O L E D G V U R F H G ZK U L H F K Y L R O D P W H G D W R U E D R W E R Q P L V U R K H
D S S O L F D E O H D F D G H P L F S U R J U D P

8 Q G H U J U D G W D W H S W W X G H Z (W D V U H G H J U F D Q G L G D U H [V H F W H R D L Q W D L Q
V D W L V I D F W R U L R J U 7 K V L Q F O X G H Q W L V I U D F W R R U Q W H U D J H V D L Q W D L Q L Q J
V D W L V I D E W R U R J U W R Z Z D U K G R P O H W K R Q H U J U S H R J U D P W X G Z Q R W R R D U Q V
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, O O L T H R P V \ D I H F W K Z L W K G R P Z Q Y W X G H K Q W K U R X J H U V K L D K W H Q O O R Z U H G J L V W H U
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OLMHWRHFKDRUQVWHULQHFLWKFDPSXVKHDSWXVEHLQDFWRLDYHDUQWKH
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pregnancy or related conditions, sexual orientation, sex characteristics, sex identity, unfavorable discharge from the military or status as a protected v any other legally protected status, and will comply with all applica nondiscrimination, equal opportunity and affirmative action laws, orders nondiscrimination policy applies to admissions, employment, access t programs and activities of Illinois Tech.

2. DEFINITIONS

A. COMPLAINANT

i. A person who has the right to make an oral or written complaint including complaints of sex

Resilience

180 N Michigan Avenue, Suite 600

Chicago, Illinois 60601

24-hour Confidential Advisor Phone Number: 312-907-1062

H. STUDENT EMPLOYEE

i. A student whose primary relationship with the University is to receive an education, and the student works for the University, and while performing work-related services learns of conduct that may constitute sex discrimination under Illinois Tech's Title IX Title I policy has a duty to report the alleged conduct to the Office of Title IX Compliance.

ii. All University employees (including student employees) and graduate students with teaching or supervisory authority are obligated to promptly report discrimination, hattlhoch (t)6.3 rda22MggPatethi7os0.9 ( ) D 1.6 bt (nd gn(e)9l)6.3 (e)-gn(e)9leleeeniSt3 nx J

individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Title IX Sex Discrimination including Sex-Based Harassment process. Charging an individual with a Code of Conduct violation for knowingly making a materially false statement or knowingly providing false information in the course of an investigation under this Title IX Sex Discrimination incu.6 (s)-2.39 (n. S)(c)-1T6 (Sm [(i)-4.6 (nd144 682.0(S)

activity is occurring. To be clear, a person may appear to be giving consent but may not have the capacity to do so; in which case, the apparent consent is not effective. If there is any doubt as to another person's capacity to give consent, one should assume that the other person does not have the capacity to give consent. Being intoxicated or impaired by drugs or alcohol does not excuse one from the responsibility to obtain consent.

iii. With the foregoing, consent means the existence of clearly understandable words or actions that manifest a knowing, active, voluntary, and present and ongoing agreement to engage in specific sexual behavior or intimate conduct by one not suffering from incapacitation (as defined below). Consent must be of all the following:

a. Knowing: Consent must demonstrate that all individuals are in a state of mind to understand, to be aware of, and to agree to the "who" (same partners), "what" (same acts), "where" (same location), "when" (same time), and "how" (the same way and under the same conditions) of sexual or intimate activity.

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

c. Voluntary: Consent must be freely given and cannot be the result of force (violence, physical restraint, or the presence of a weapon); threat; coercion (defined below); or fraud (misrepresentation or material omission about oneself or the present situation in order to gain permission for sexual or intimate activity).

d. Present and ongoing: Consent must exist at the time of the sexual or intimate activity. Consent to previous sexual or intimate activity does not imply consent to later sexual or intimate acts; similarly, consent to one type of sexual or intimate activity does not imply consent to other sexual or intimate acts. Consent may also be withdrawn at any time by the person making known, by articulated word or concrete action, his or her intention to withdraw it, and thereupon, the sexual or intimate activity should immediately cease.

e. Threat or Coercion: The direct or implied threat of force, violence, danger, hardship, or retribution sufficient to persuade a reasonable person one would have to submit. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get consent from another person. A person's words or conduct cannot amount to coercion unless they wrongfully impair the other's freedom of will or ability to choose whether or not to engage in sexual activity. When someone makes it clear that they do not want to engage in sexual activity, that they want to stop, or they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be threatening or coercive.

f. Incapacitation: The inability to understand the nature of the activity or to give knowing consent. Incapacitation is also the inability to understand the "who, what, when, where, & how" of the intimate conduct that took place. When a person is sufficiently intoxicated, high, intellectually disabled, or the like

such that the person is not capable of appreciating what is happening

or because of their temporary or permanent mental or physical incapacity.

iii. Sexual Assault with An Object: To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of said person, including instances where the person is incapable of giving consent because of their age or because of their temporary or permanent mental pr physical incapacity.

iv. Fondling: The touching of the private body parts of another person for the purpose of sexual gratification without the consent of said person, including instances where the person is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.

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i. Treating complainants and respondents equitably;

ii. Requiring that the Title IX Coordinator, investigator, or decision-maker not have a conflict of interest and are free from bias;

iii. Presuming that the respondent is not responsible for the alleged conduct until a determination is made regarding responsibility;

iv. Setting reasonable timeframes, under the circumstances of the case, for processing the allegation through each step of the grievance process;

v. Providing for the gathering and the objective evaluation of relevant evidence and the exclusion of impermissible evidence, as determined by Illinois Tech;

vi. Providing notice of allegations to the parties;

vii. Reserving the right for Illinois Tech to consolidate complaints in certain circumstances;

viii. Giving the parties an equal opportunity to present fact witnesses and other evidence;

ix. Giving the parties an equal opportunity to access relevant and not otherwise impermissible evidence or an accurate description of such evidence; as well as a reasonable opportunity to respond. Illinois Tech will take reasonable steps to prevent and address proscribed disclosures of confidential or other protected information;

x. Accessing credibility when credibility is in dispute and relevant;

xi. Using the preponderance of the evidence standard of proof to determine whether sex discrimination occurred;

xii. If it is determined sex discrimination occurred, remedies for the complainant or others; determining disciplinary sanctions for those found responsible; and other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur;

xiii. Any additional provision of this policy applicable to the parties;

xiv. Giving parties the option to participate in the informal resolution processes;

xv. Providing written notice to the parties of allegations, dismissal, delays of timelines set under this policy, meetings, and proceedings;

xvi. Permitting each party to have an advisor of the party's choice;

xvii. Assessing credibility when credibility is in dispute, including questioning a party or witness during meetings or in a live hearing;

xviii. If a live hearing will be held, review with each party the procedures for the hearing;

xix. Written determination provided simultaneously to the parties; and

xx.

the date and location of the alleged incident, if known, and any other details necessary to prepare a response before any interview, which in no case shall be less than 48 hours;

iii. A statement that the respondent is presumed not responsible for the alleged conduct;

iv. A statement that a determination regarding responsibility is made at the conclusion of the process;

v. Notice to the parties that they may have an advisor of their choice who may be, but is not required to be, an attorney and can attend investigatory meetings or live hearing proceedings;

vi. Notice to the parties that they may inspect and review evidence obtained during the investigation;

vii. Notice that the Illinois Tech Code of Conduct prohibits knowingly making false allegations and statements or knowingly submitting false information during the process;

viii. Notice of the option to pursue an Informal Resolution process;

ix. Notice that retaliation is prohibited; and

x. The parties are entitled to an equal opportunity to access the relevant and not otherwise determined impermissible evidence or an accurate description of this evidence.

B. If, during an investigation, Illinois Tech decides to investigate additional allegations of sex discrimination or sex-based harassment by the respondent to the complainant that is not included in the original notice provided pursuant to paragraph (A)(2) of this section, Illinois Tech will provide notice of the additional allegations to the parties whose identities are known.

equal opportunity to access the relevant and not otherwise impermissible evidence.

ii. Illinois Tech will provide a reasonable opportunity to respond to the evidence and a preliminary investigative report. Prior to completion of the summary investigative report, the Title IX Investigator(s) must allow each party, and the party's advisor, if any, to review evidence. The parties shall have 10 calendar days to submit a written response, which the Title IX Investigator(s) will consider prior to completing the summary investigative report.

iii. Illinois Tech will take reasonable steps to prevent and address the parties' unauthorized disclosure of information and evidence obtained solely through the grievance procedures. Disclosures of such information and evidence for purposes of administrative proceedings or litigation related to the complaint of sex discrimination are authorized.

7. TITLE IX HEARING PROCEDURES

A. Adjudication With Hearing. Illinois Tech will use this model when the allegations involve Illinois Tech students. A live hearing will be provided as part of the grievance process. The live hearing will comply with the following requirements:

i. The live hearing will be held with both parties located in the same room or virtually, if either party request to be in a separate room. Illinois Tech will use technology enabling equipment for the parties to simultaneously see and hear each other and witnesses answering questions. Unless the live hearing is conducted virtually, all parties must be physically present in the same geographic location.

ii.

hearing, the university will provide an advisor of its choice, without charge to the party, who may be, but likely will not be, an attorney to conduct cross-examination on behalf of the party.

v. If a party or witness does not submit to cross-examination at the live hearing, the Title IX decision-maker cannot rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the Title IX decision-maker cannot draw an inference about the determination regarding responsibility based solely on the party or witnesses' absence or refusal to answer cross-examination or other questions.

B. Live Hearing Procedures. The Title IX decision-maker may establish rules for the live hearing, which may include, but are not limited to, governing decorum, setting time limits for opening and closing remarks, empowering the Title IX decision-maker to take a temporary recess, and any such other rules deemed prudent for the effective and efficient conduct of the live hearing; provided, however, any such rules must be consistent with this policy and must apply equally to the Title IX complainant and respondent. Any rules applicable to the hearing will be included in the notice of hearing.[3]

C. Adjudication No Hearing. Illinois Tech will use this model when a complaint involves Illinois Tech employees exclusively and no Illinois Tech 11.3e7c3.4 (c)15.9 (imh3[12.9 (r)8.9c3.4n(is)2

discrimination occurred. However, Illinois Tech may discipline students using the Code of Conduct for making false statements.

B. If there is a determination that sex discrimination occurred, the Title IX Coordinator or designee will, as appropriate:

   i. Coordinate the provision and implementation of remedies to a complainant and other people Illinois Tech identifies as having had equal access to Illinois Tech's education program or activity limited or denied by sex discrimination;

   ii. Coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions; and

   iii. Take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur within Illinois Tech's education program or activity.

9. INFORMAL RESOLUTION

Illinois Tech offers community members a voluntary, [illegible]

Though the facts and circumstances surrounding each complaint are unique, in general, the facilitator will seek to facilitate its resolution, and this may be accomplished by one or more of the following options: (a) participation in educational programming; (b) changes in academic, work, and living arrangements; (c) assistance with requesting academic allowances and extensions; (d) writing an impact statement; (e) writing a statement acknowledging harm caused; or (g) restrictions of contact between the parties.

Additionally, the facilitator will facilitate all communication between the parties during the process with the ultimate goal of helping them reach a resolution. The facilitator does not have the power to make a decision for either party, but will attempt to help them find a mutually

A. Offer supportive measures to the complainant as appropriate;

B. If the respondent has been notified of the allegations, offer supportive measures to the respondent as appropriate; and

C. Take other prompt and effective steps as appropriate, through the Title IX Coordinator to ensure that sex discrimination does not continue or recur within Illinois Tech's education program or activity.

C. Grounds For Dismissal. The Title IX Coordinator, investigator(s), or decision-maker(s) generally had a conflict of interest or bias for or against a complainant or a respondent that would change the outcome of the determination.

D. If the dismissal is appealed, Illinois Tech will:

A. Notify the parties of any appeal, including the basis of the appeal, if Notice was not previously provided to the Respondent;

B. Either party may appeal the parties;

C. Ensure that the decision-maker for the appeal has been trained consistent with the Title IX regulations;

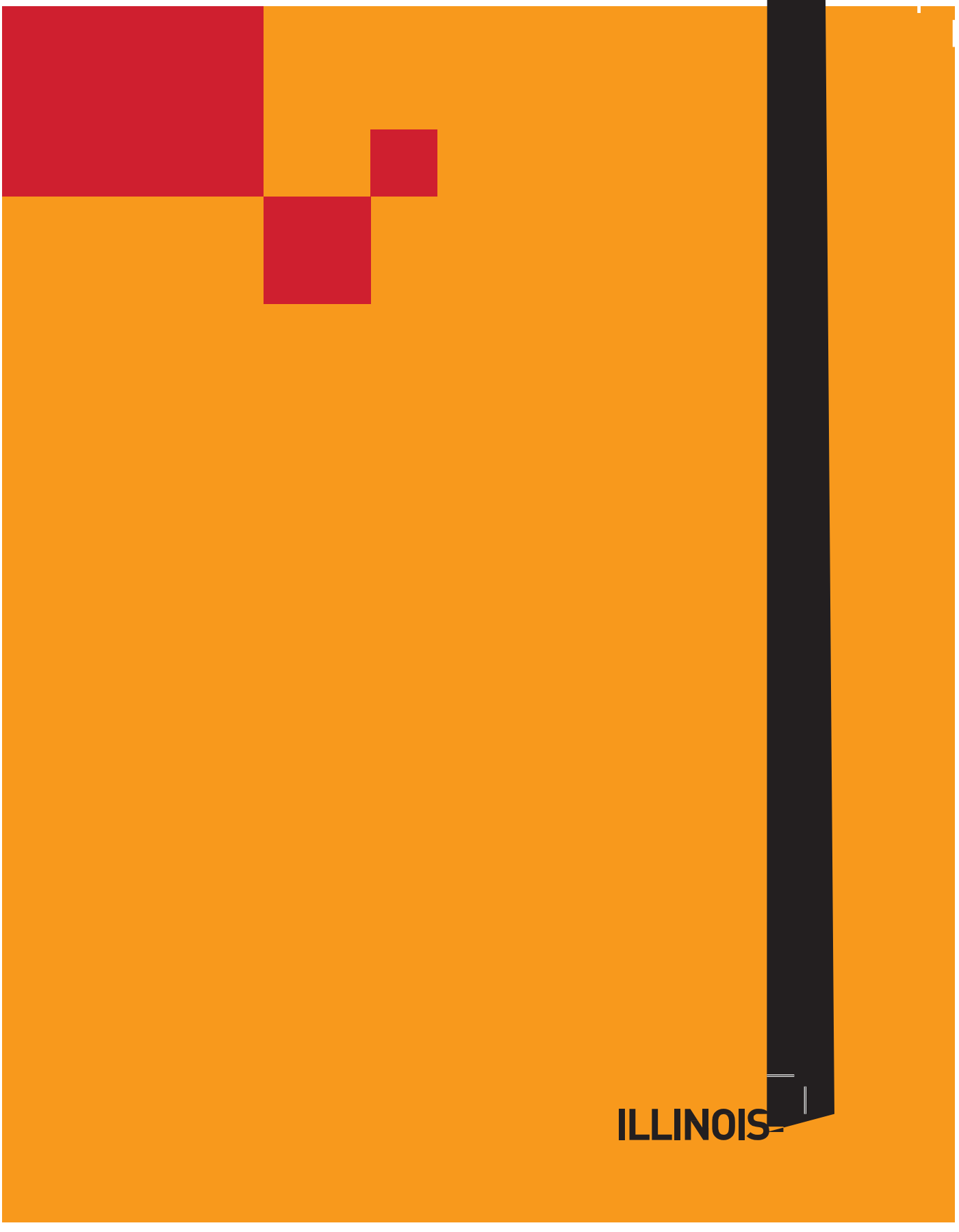
D.

accommodations.[6] Illinois Tech does provide lactation spaces across the university. For a list of locations, click here.

15. RECORD-KEEPING

The Title IX Coordinator or designee will maintain, for a period of at least seven years, records of:

A. Each complaint of sex discrimination, records documenting the Informal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