



## Resources for Identifying, Reporting & Preventing Sexual Misconduct



# Who Can Help?

North Park University is committed to creating a safe and vibrant learning, living and working environment. All community members are required to adhere to the Title IX Sexual Harassment & Sexual Misconduct Policy which prohibits the four main categories of gender-based violence: sexual assault, dating violence, domestic violence, and stalking.

Individuals who choose to report sexual misconduct, sexual harassment, domestic or dating violence, or stalking can do so by phone, in person, or by email at [titleix@northpark.edu](mailto:titleix@northpark.edu). Of note, employees are required to report misconduct.

The following individuals are designated to the Title IX Team and are charged with responding to, ending, and remedying sexual misconduct.



**Elizabeth Fedec**  
**Title IX Coordinator**  
**Assistant Vice President and**  
**Dean of Students**  
Room 151, Center for Student  
Engagement, 1<sup>st</sup> floor of the  
Johnson Center  
(773) 244-5664



Jessica Nagle  
Deputy Title IX Coordinator,  
Student Engagement, Room  
151, Center for Student  
Engagement, 1<sup>st</sup> floor of the  
Johnson Center  
(650) 383-4753



Bisrat Kidane  
Deputy Title IX  
Coordinator,  
Head Track & Field Coach,  
and Assistant Cross  
Country Coach, Gym,  
BSMT (773)244-5678



Emily Wagner  
Deputy Title IX  
Coordinator, Director of  
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floor of Nyvall Hall  
(773) 244-621



# Sexual Assault Defined

## Sexual Assault

Sexual assault is an offense that meets one of the definitions below:

- Rape—The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the victim's consent.
- Fondling - The touching of the private body parts of another person for sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.
- Incest - Sexual intercourse between people who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory Rape - Sexual intercourse with a person under the statutory age of consent. (\*\*Illinois state law requires individuals to be age 17 to consent to sexual activity.)

**\*\*This brochure complies with federal law, the "Violence Against Women Act," which protects people of all genders, and the Illinois Preventing Sexual Violence in Higher Education Act. The law, not the University, uses the term "victim." The University refers to individuals as "complainant" and "respondent" because a) it aligns with best practice, and b) the respondent is presumed not responsible for violating University Policy until the conclusion of the formal process. The Complainant is the person impacted or harmed by misconduct. The respondent is the person alleged to have caused the harm.**

Sources: VAWA Final Regulations, Federal Register, 10/20/14; The Handbook for Campus Safety and Security Reporting, 2016



# *Dating Violence & Domestic Violence Defined*

## *Dating Violence*

Dating Violence is committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant. The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Examples of dating violence may include:

- Physical violence (slaps, kicks, or pushing)
- Isolating a person from friends and family
- Psychological and emotional abuse, like coercion to engage in sexual activity
- Preventing a person from studying or accessing their working environment

**Domestic Violence Hotline: 800.799.SAFE (7233)**

## *Domestic Violence*

Domestic violence is a pattern of abusive behavior in a relationship that is used by one partner to gain or maintain power and control over another intimate partner. Domestic violence can be physical, sexual, emotional, economic, psychological, or technological actions or threats of actions, or other patterns of coercive behavior that influence another person within an intimate partner relationship. This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure, or wound someone.

The behavior must be committed by a:

- ✓ A current or former spouse or intimate partner
- ✓ A person with whom you share a child
- ✓ A person against an adult or youth victim who is protected from that person's acts. In most abusive relationships, possessive and controlling behaviors are present.

# Stalking & Consent Defined

## Stalking

Stalking is when someone engages in the course of conduct directed at a specific person that causes that person to fear for their safety or the safety of others. It also causes the stalked person substantial emotional distress. Over 85 percent of people who experience stalking are stalked by someone they know, according to the Stalking Resource Center, with behaviors that control, track or frighten them.

Gender-Based violence can happen to any individual regardless of gender



## Consent

Sexual and relationship violence takes place without someone's consent. Consent is the affirmative, unambiguous and voluntary agreement to engage in a specific sexual activity. Community members are strongly encouraged to obtain explicit consent before engaging in any sexual activity. Consent must be completely voluntary, without coercion, intimidation, force, or threats. Consent can be withdrawn at any time. Consent given earlier for a particular act doesn't mean you can automatically proceed with other acts. Individuals have the right to change their minds at any time. Consent cannot be given if someone is unconscious, asleep, incapacitated (due to alcohol/other drugs), a minor, or physically/mentally impaired. Additionally, prior sexual acts do not constitute consent. **Individuals need to obtain consent every time.**

# *What to Expect From the University*

If you or someone you know experiences sexual assault, dating violence, domestic violence or stalking, we will take every reasonable measure to ensure that all involved are safe and supported while we resolve the matter.

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## *Support*

Our institution offers several measures for safety and support, depending on the circumstances. These include helping you receive counseling and medical assistance, while also offering protective measures to help you feel safer on campus. These accommodations may be related to your academic, living, transportation, and working environment. The University will make every attempt to identify and grant reasonably available and appropriate protective measures.

In very rare circumstances, the University may need to act quickly to protect your safety as well as others. In this event, we may not be able to obtain your written consent ahead of time. We will provide status updates and communicate with you throughout the process, to keep you in control of the situation and feeling as safe as possible.

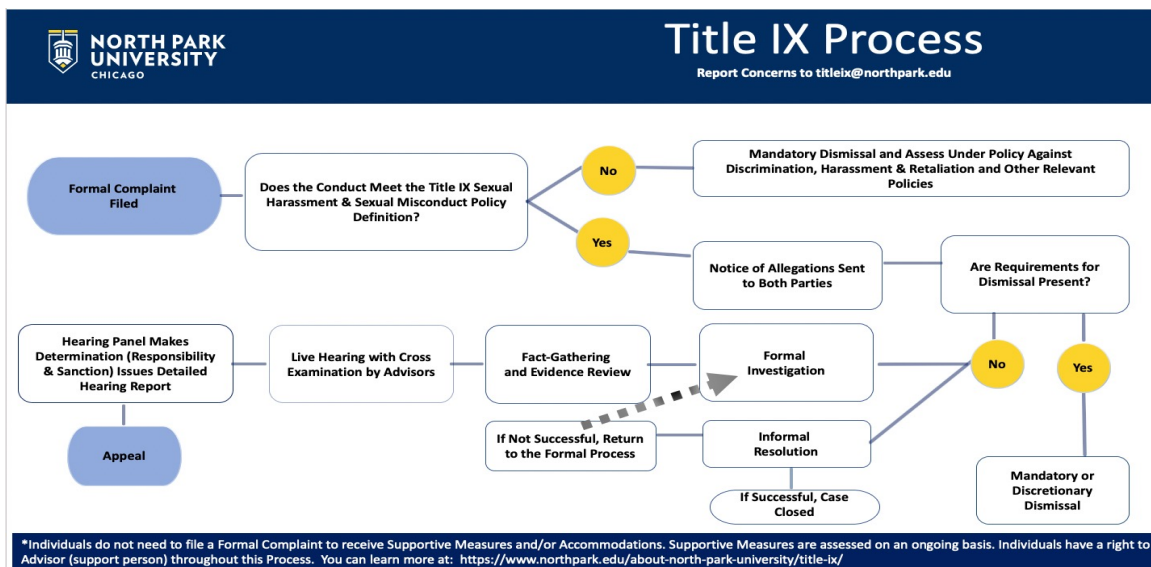
## *Reporting*

The Title IX Coordinator, Title IX Deputies and Campus Safety Officers to name a few are trained to listen, take your report and guide you to appropriate resources. You'll receive information about support options and the disciplinary process. Additionally, you will be informed of your right to pursue a criminal complaint. You get to choose what works best for you.

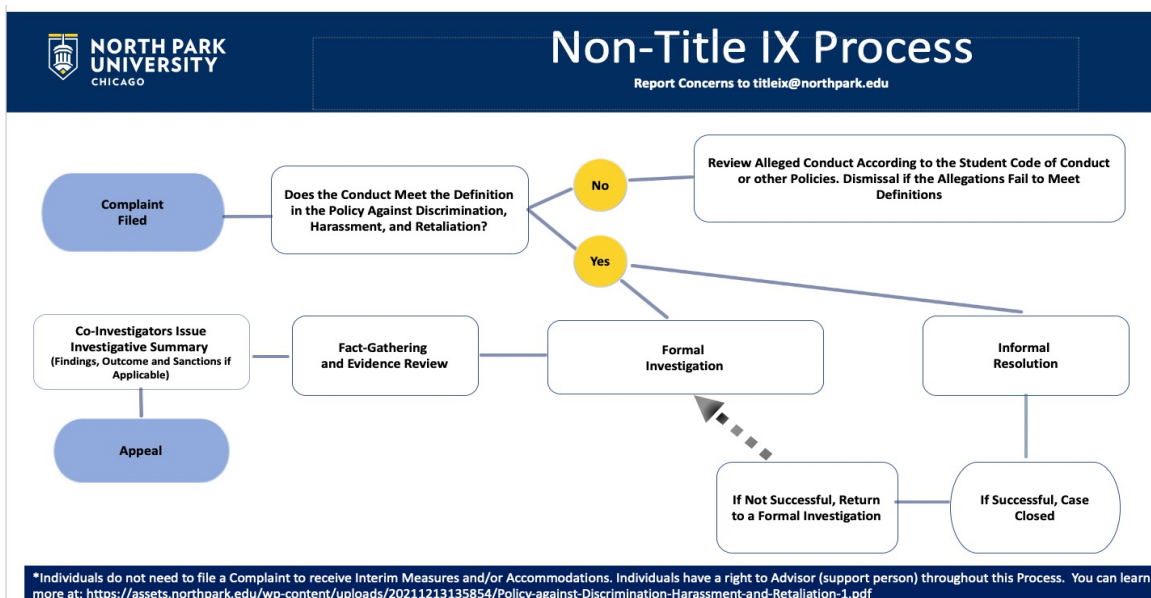
Under the federal Clery Act, the Title IX Coordinator, Title IX Deputies and Campus Safety Officers are also Campus Security Authority (CSAs) and must report where and when a crime occurred, but not necessarily who was involved. When it comes to confidentiality, our institution will balance the need to keep the campus community safe with protecting your request for confidentiality to the maximum extent possible.

# University Resolution Options

Resolving cases of sexual assault, dating violence, domestic violence, and stalking involves a fair, impartial, and equitable process. As part of this process, both the complainant and the respondent will have equal opportunities to have an advisor of their choice present. Both parties will be given timely notice of meetings and equal access to information that will be used during meetings and hearings. Once the formal resolution concludes, the complainant and respondent will be alerted simultaneously regarding the outcome and any appeal options.



The Title IX Coordinator will determine the appropriate process based on the allegations.





# Risk Reduction

While gender-based violence is never the complainant's fault, there are preventive measures you and your friends can take to reduce the risk of sexual assault, dating violence, domestic violence, and stalking. The following examples of safety planning can help minimize risk.

## General Safety Tips

- Trust your intuition and instincts
- Pay attention to your surroundings and be aware of people around you
- Walk with others
- Plan your transportation method and route before you go out
- Don't worry about offending someone
- Remove yourself from a questionable situation right away
- Say "NO" clearly and firmly, if you are able
- Notice when your boundaries aren't being respected
- Assert your right to have those boundaries respected
- Don't be afraid to ask for help in situations where you don't feel safe
- Be firm about controlling your alcohol or drug use
- Be aware that alcohol or substance use may impact your inhibitions and situational awareness
- Lock doors and windows in your car and living space
- Do not share your keys
- Respect a friend who challenges you if you're about to make a poor decision

## Ride Share Safety Tips

- Request your ride and wait inside
- Check Your Ride
- Confirm your name with the driver
- Be a back-seat rider
- Always wear your seat belt
- Share your trip details with loved ones
- Protect your personal information

### *Reduce the Risk of Becoming an Aggressor:*

- Listen to your partner and be mindful of nonverbal cues
- Only engage in sexual activity with clear consent
- Engage in clear communication, do not assume
- Do not abuse power advantage, coerce or intimidate
- Do not take advantage of someone who might be impaired
- Watch substance intake

Sources: Uber Tips; VAWA



# Bystander Prevention

Everyone can help end and prevent sexual misconduct, sexual harassment, dating violence, domestic violence, and stalking. If you see something, say something. Some examples on how to intervene include:

## *Become a Proactive Bystander*

- Believe that sexual and relationship violence is unacceptable and say it out loud
  - Treat people with respect
  - Speak up when you hear victim-blaming statements
  - Talk with friends about confronting sexual and relationship violence
  - Encourage friends to trust their instincts to stay safe
  - Be a knowledgeable resource for survivors
  - Don't laugh at sexist jokes or comments
  - Look out for friends at parties and gatherings
  - Educate yourself and your friends
  - Use campus resources
  - Attend awareness events
  - Empower survivors to tell their stories
- Provide a distraction to interrupt an interaction
  - Directly engage one or more of the involved parties
  - Get police or other authorities involved
  - Tell someone else and get help
  - Ask people in potentially dangerous situations if they are okay and/or want to leave
  - Make sure they get home safely
  - Remind friends that incapacitated persons can't give consent

## **Prevention Awareness Events:**

The University offers ongoing crime and rape awareness programs to employees, students, residence life and other populations.

### **Interrupt an escalating situation:**



- *"Hey, do you know what time it is?"*
- *"Does anyone know what time the café closes?"*
- *"Is everything ok?"*

# Rights & Reporting Options

- **Right to report to law enforcement:** You can file a Security Report by calling the Office of Campus Safety (non-emergency) at 773-244-5600. If this is an emergency and you are on campus, please call 9-1-1 first and then emergency at 773-244-5600. If you are not on campus, please call 9-1-1 in an emergency. You may also request our assistance in reporting an incident to your local law enforcement.
- **Right to submit a report or formal complaint to the University:** You have the right to file a report and/or submit a formal complaint to the Title IX Coordinator: Elizabeth Fedec, 773-244-5664 or [titleix@northpark.edu](mailto:titleix@northpark.edu).
- **Right to privacy:** The Title IX Coordinator is a private resource meaning they will keep any information you share as private as possible, only sharing with those who need to know to respond to the report, end the conduct alleged, or remedy its effects.
- **Right to seek medical care:** You can seek medical care from Health Services or any area hospital emergency room. At the hospital, you can be treated by a Sexual Assault Nurse who is skilled in performing Sexual Assault Nurse Exams (SANE) and collecting forensic evidence from patients who may have experienced a sexual assault. A SANE can address sexually transmitted infections, diseases, and pregnancy exposure. SANEs are free and performed at no cost in Illinois.
  - A SANE must be given **within five days or 120 hours** of the assault.
  - If you suspect you were given any type of drug, you should seek medical care **within hours or days** to be able to obtain laboratory diagnostics.
  - Emergency contraception to prevent pregnancy must be given **within 72 hours**.
  - HIV emergency post-exposure prophylaxis (PEP) should be started as soon as possible for maximum effectiveness and must be started **within 72 hours** of the potential exposure.
- **Right to assistance accessing and navigating resources:** Whether you want to report or not, you can obtain confidential medical, counseling, spiritual, and advocacy services on or off campus to help cope with an incident or to explore options.



Source: The Illinois Preventing Sexual Violence in Higher Education Act



# Support & Resources On or Off Campus

- **Right to Confidential Advisors:** Confidential Advisors are not required to report disclosures to the Title IX Coordinator. Confidential Advisors can explain your reporting options and the effects of those options; how to obtain resources and support on and off campus; supportive measures, protective orders, and no-contact orders. Upon request, they can connect you with campus authorities who can secure measures and accommodations.
- **Right to feel safe on campus:** The Title IX Office can coordinate available supportive measures and accommodations. For example, measures might include changes to your academic, living, dining, or working situations.

**Respondents can find support through counseling support services. Please ask if you're unsure where to find the help you need.**

Source: The Illinois Preventing Sexual Violence in Higher Education Act



#### MEDICAL CARE | CONFIDENTIAL

University Health Services: 3317 W. Foster Ave,  
773-244-4897

Swedish Hospital: 773- 878-8200



#### LAW ENFORCEMENT | PRIVATE

##### Campus Safety:

- 773-244-5600 (non-emergency)
- 773-244-5600 (emergency)
- Off Campus Emergency: 9-1-1



#### COUNSELING | CONFIDENTIAL

Confidential Advisors can be accessed through  
Counseling Support Services: 773-244-4897

YWCA Sexual Assault Support Services: 888-  
293-2080

Greenlight Counseling Services: 773-728-7800

Community Counseling Center of Chicago: 24-  
Hour Crisis Line 773-769-0205



#### SPIRITUAL COUNSELING | CONFIDENTIAL

University Ministries | Terence Gadsen,  
Campus Pastor and Athletic Chaplain, 773-244-  
4983

[tzgadsden@Northpark.edu](mailto:tzgadsden@Northpark.edu)



#### ADVOCACY SERVICES | CONFIDENTIAL

Resilience: 312-443-9603

RAINN: 800-656-4673

Domestic Violence Legal Clinic: 312-325-9155

## TITLE IX COORDINATOR | PRIVATE RESOURCE

**Elizabeth Fedec**

Assistant Vice President  
and Dean of Students

773-244-5664

[titleix@northpark.edu](mailto:titleix@northpark.edu)