

Reporting

There are various reporting options and resources available to the University community for individuals who wish to make a complaint or report of an alleged or suspected violation of this Policy. The University encourages those who have experienced sex discrimination, sexual misconduct, or interpersonal violence to talk to one or more of the individuals or agencies identified below.

Reporting to the University

The University encourages individuals, including third party bystanders, to report incidents of sex discrimination, sexual misconduct or interpersonal violence to the Title IX Coordinator, a Title IX Committee member, or another University employee. All University employees, except those identified in the Confidential Reporting section below, are identified as "Responsible Employees." Responsible employees are available to speak with any member of the University community regarding an alleged or suspected violation of the University's Policy. Responsible Employees are also obligated to share with the Title IX Coordinator or a Title IX Committee member any alleged violation of this Policy of which they become aware (including the identity of the parties) unless they are expressly prohibited by law from disclosing such information. Resident Directors and Assistant Resident Directors are also considered University representatives with a duty to report.

The University encourages individuals to report such incidents as soon as practically possible, but there is no time limit on reporting incidents of sex discrimination, sexual misconduct, or interpersonal violence. The University will undertake an investigation of past events, but it cannot typically impose disciplinary sanctions on an individual who is no longer a member of the Olivet community (e.g., a student who has graduated or an individual who is no longer in the employ of the University).

In addition to notifying a non-Confidential University employee, incidents of sex discrimination, sexual misconduct, and interpersonal violence may be reported to the Title IX Coordinator, a member of the Title IX Committee, the Department of Public Safety, or the Office of Student Development.

Title IX Coordinator

Tom Ascher
Director of Benefits and Compensation/ Title IX Coordinator
Olivet Nazarene University
One University Avenue
Bourbonnais, IL 60914
Phone 815-928-5473
Fax 815-928-5781
tascher@olivet.edu

The Title IX Coordinator is responsible for implementing and monitoring Title IX compliance on behalf of Olivet Nazarene University. This includes coordination of training, education, communications and administration of the complaint and grievance procedures for the handling of suspected or alleged violations of this policy. The Title IX Coordinator is responsible for the prompt and impartial review, investigation and adjudication of all reports of violations of the Policy, along with the provision of interim measures and remedies to support all individuals involved and to treat them with dignity and

care, as well as to protect the safety of the campus community. These responsibilities include addressing off-campus conduct that affects members of the Olivet community as well as on-campus conduct.

Title IX Committee Members:

Tom Ascher (Title IX Coordinator) – Director of Benefits and Compensation 815-928-5473
David Pickering – Executive Vice President for Administration and Human Resources 815-939-5161
Alyssa Bass – Director of Student Employment 815-928-5508
Dale Newsome – Director of Public Safety 815-928-5622
Gary Newsome – Athletic Director 815-939-5120
Stacey Hutton – Director of SGCS Student Success 815-928-5527
Phil Steward – Dean of Residential Life 815-939-5060
Freddy Tung – Staff Psychologist and Training Director 815-928-5786
Lisa Vander Veer – Director of Wellness and Career Services 815-939-5143

Olivet Nazarene University Department of Public Safety

One University Avenue
Bourbonnais, IL 60914

Phone: [815-939-5265](tel:815-939-5265)

Webpage: <http://www.olivet.edu/public-safety-and-parking/>

Email: publicsafety@olivet.edu

Olivet Nazarene University Office of Student Development

One University Avenue
Bourbonnais, IL 60914

Phone: [815-939-5333](tel:815-939-5333)

Webpage: <http://www.olivet.edu/campus-life/>

Email: studentdevelopment@olivet.edu

The ONU Department of Public Safety and Office of Student Development, in collaboration with the University Title IX Coordinator, offers provision of the following services:

- Assistance in identifying reporting options and resources, and in making reports and accessing or navigating resources, if requested.
- Assistance with contacting appropriate law enforcement authorities, if the reporting party chooses to do so
- Assistance and/or referral in arranging for medical services
- Referral to local counselor and resource services
- Assistance in contacting the Title IX Coordinator or a member of the Title IX Committee in order to obtain reasonably available and appropriate interim measures.

Reports may be submitted in person, in writing, or electronically, and may be submitted by Reporting Parties, third parties, or bystanders.

Anonymous Witness Report

Individuals, including third parties and bystanders, can submit an anonymous report of sex discrimination, sexual misconduct or interpersonal violence by visiting the Olivet website: www.olivet.edu/silent-witness/. These reports will be sent to the Title IX Coordinator who will make every effort to respond or take other corrective action, but the University's ability to respond or take corrective action following an anonymous report may be limited. This reporting mechanism is not a substitute for the obligation of all University employees, except for the Confidential Reporting resources identified, to make a report as described above.

Privacy of Reports.

The privacy of all parties involved in complaints or reports of sex discrimination, sexual misconduct or interpersonal violence prohibited by this Policy will be respected to the extent permitted under relevant law. Information related to a complaint or report of a violation of this Policy will be treated with sensitivity and shared only with those University employees who need to know to assist in the investigation and/or resolution of the matter pursuant to the University's Investigation & Resolution Procedures. The University will not disclose the identity of either party except as necessary to resolve the complaint or to implement interim protective measures and accommodations or when provided by State or federal law.

All University employees who are involved in the review, investigation or resolution of sex discrimination, sexual misconduct and interpersonal violence complaints will receive specific training regarding the safeguarding of private information. The University will complete publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the victim, to the extent permissible by law.

Information Regarding the Rights of Reporting Parties.

Upon receiving a report of an incident of sexual misconduct or interpersonal violence prohibited under this Policy, the University is obligated to provide the Reporting Party with a written document (separate from this Policy) listing, in plain, concise language, the Reporting Party's available rights, options and resources, as well as a description of the University's Investigation & Resolution Procedures.

Reporting to Law Enforcement

Individuals who believe they are the victims of a crime as defined by federal and state laws are encouraged to report to law enforcement authorities as the legal system of the State of Illinois offers recourse through law enforcement officials and the courts.

Although it is not required and is left entirely to the discretion of the Reporting Party, the University encourages individuals to report incidents of sexual misconduct or interpersonal violence to the police. Reporting an incident of sexual misconduct or interpersonal violence to the police may seem intimidating, but there is no need to be afraid. Police officers are specially trained to handle such situations with sensitivity and compassion, and individuals can feel free to bring a friend or advocate

accompanying a police interview . Reporting to the police can assist the Reporting Party in regaining a sense of personal power and control over the situation.

For more information regarding the option to pursue a criminal complaint, contact:

- The Bourbonnais Police Department
 - 700 Main St NW, Bourbonnais, IL 60914
 - 911 (for emergencies) or the non-emergency number at 815-937-3577
 - Email: police@villageofbourbonnais.com
 - Website: <http://www.villageofbourbonnais.com/village-services/police>
- The Illinois State's Attorney's Office: 309-734-8476

For more information regarding the option to pursue a criminal complaint regarding an incident that took place off-campus and outside Bourbonnais, contact the ONU Department of Public Safety for assistance in contacting the appropriate law enforcement authorities.

The University's Title IX Coordinator and Department of Public Safety are available to assist students with making contact with appropriate law enforcement authorities.

For more information on the extent of a particular law enforcement agency's reporting obligations to other entities or its ability to protect an individual's privacy or have confidential communications during the criminal complaint process, contact the appropriate law enforcement agency.

In addition to having the option of pursuing a criminal complaint, individuals also have the right to request that law enforcement issue emergency protective restraining orders or to pursue such orders through the court process. The University can assist parties who wish to do so. Reporting parties who receive emergency or permanent protective or restraining orders through a criminal or civil process should notify the Title IX Coordinator so that the University can work with the individual and the subject of the restraining order to manage compliance with the order on campus. For more information about such orders see:

<http://www.illinoisattorneygeneral.gov/women/victims.html>

<https://www.illinoislegalaid.org/legal-information/getting-civil-no-contact-order-sexual-assault#>

<https://www.illinoislegalaid.org/legal-information/getting-stalking-no-contact-order#>

The Title IX Coordinator and the Olivet Nazarene University Department of Public Safety will assist individuals with transportation to a hospital if they so request, with making contact with appropriate law enforcement authorities upon request, and with accessing and navigating all appropriate resources and support, including on and off- campus health and mental health services, counseling, advocacy services, and confidential victim services and sexual violence crisis support.

Whether or not criminal charges are filed, the University will initiate an investigation as provided in this Policy where appropriate. Section 3 below, includes additional information regarding requests for confidentiality or requests that no investigation be conducted. Any pending criminal investigation or criminal proceeding may have some impact on the timing of the University's investigation, but the University will commence or resume its own investigation as soon as is practicable under the circumstances. The University reserves the right to commence and/or complete its own investigation

prior to the completion of any criminal investigation or criminal proceeding. The University also may, in some circumstances, be required by law enforcement to defer the fact-finding portion of its investigation for a limited time while law enforcement gathers evidence. In such cases, the Title IX Coordinator shall inform the parties of the need to defer the University's fact-finding, provide regular updates on the status of the investigation and notify the parties when the University's fact-finding resumes. During this time period, the University will take any additional measures necessary to protect the complainant and the University community. The University's authority to sanction members of the University community applies only to the violation of University rules, policies and procedures.

Because the standards for finding a violation of criminal law are different from the standards for finding a violation of this Policy, criminal investigations or reports are not determinative of whether sexual misconduct or interpersonal violence, for purposes of this Policy, has occurred. In other words, conduct may constitute sexual misconduct or interpersonal violence under this Policy even if law enforcement agencies lack sufficient evidence of a crime and therefore decline to investigate or prosecute.

University personnel will not pressure an individual to report incidents to law enforcement authorities, and will not attempt to influence an individual's decision whether or not to report an incident. In addition, University personnel will inform individuals of any right that may be provided by applicable law to compel and disclose the testing of alleged perpetrators for communicable diseases.

Confidential Reporting

The University recognizes that individuals who feel they have been victims of sexual misconduct or interpersonal violence may require time and support in considering whether or how to participate in any University or law enforcement process. There are confidential resources on campus and in the community available to individuals as they make these decisions. These resources generally only report to the University the fact that an incident occurred without revealing any personally identifying information. Disclosures to these entities will not trigger a University investigation into an incident. These resources include:

On-Campus Confidential Resources

Individuals wishing to obtain confidential assistance without making a report to the University may do so by speaking with one of the University's confidential counselors. Staff counselors and medical personnel at the ONU Center for Counseling and Health Services are available to discuss incidents of sexual misconduct or interpersonal violence in confidence, and provide emotional and medical support in a safe and confidential space. They can also help parties think through their options for filing a formal report, or provide support and information about the University's Policy and Procedures in a confidential setting. These individuals generally report to the University only that an incident occurred without revealing any personally identifying information. Disclosures to confidential advisors *will not* trigger the University's investigation into an incident. The counseling services are voluntary, and individuals will not be charged for these services. All counselors and personnel at the ONU Center for Counseling and Health Services observe a professional code of ethics.

Confidential Counselor Contact Information:

ONU Center for Counseling and Health Services: 815-939-5256

Confidential Resources in the Community

The following off-campus agencies also employ individuals available to discuss incidents of sexual misconduct or interpersonal violence in confidence. Disclosures to these entities *will not* trigger the University's investigation into an incident. Please note that limitations of confidentiality may exist for individuals under the age of 18.

Harbor House – Kankakee County

Harbor House offers free and confidential comprehensive services to victims of domestic violence and their children: 24 Hour Crisis Hotline, Crisis Intervention, Emergency Shelter, Individual & Group Counseling, Support Groups,

Court Advocacy, Information & Referrals, System Advocacy (law enforcement, judicial, human services, etc.), Transitional Housing

Harbor House offers Community Education on issues relevant to Domestic Violence. Harbor House's primary goal is to provide a safe environment in which to educate victims and enable them to break their personal cycle of violence safely.

Address: PO Box 1824, Kankakee IL, 60901

24-Hour Local Crisis Line: 815-932-5800

Office: 815-935-5814

Email: harbor@harborhousedv.org

www.harborhousedv.org/index.html

Kankakee County Center Against Sexual Assault (KC-CASA)

KCCASA provides free and confidential support to survivors of sexual violence. Services include a 24-hour hotline and in-person response to local emergency rooms and police stations, assistance throughout the medical and criminal justice process, as well as psychological support through counseling. KCCASA also works to educate and partner with the community to improve response to survivors while working toward the prevention of sexual assault.

In addition to these services, KC-CASA also provides Confidential Advisors.

All of the confidential advisors shall receive forty hours (40) of initial training regarding sexual violence and participate in six (6) hours of annual continuing education thereafter. In addition to providing confidential counseling, confidential advisors also provide emergency and ongoing support to individuals who have experienced sexual misconduct or interpersonal violence, including:

- The provision of information regarding the individual's reporting options and possible outcomes, including without limitation, reporting to the University's Title IX Coordinator pursuant to this Policy and notifying local law enforcement;

- The provision of resources and services, including, but not limited to, services available on campus and through community-based resources, such as, sexual assault crisis centers, medical treatment facilities, counseling services, legal resources, medical forensic services and mental health services;
- The provision of information regarding orders of protection, no contact orders or similar lawful orders issued by the University or a criminal or civil court;
- An explanation of the individual's right to have privileged, confidential communications with the confidential advisor consistent with state and federal law;
- Assistance in contacting campus officials, community-based sexual assault crisis centers and/or local law enforcement upon requested; and/or
- Assistance with contacting University officials about securing interim protective measures and accommodations upon request.

24-Hour Crisis Line: 815-932-3322

Office: 815-932-7273

<http://www.kc-casa.org/>

1440 West Court Street

Kankakee, IL 60901

State of Illinois and National Sexual Assault Crisis Resources

ICASA – Illinois Coalition Against Sexual Assault

100 North 16th Street

Springfield, IL 62703

217-753-4117

<http://www.icasa.org/home.aspx?PageID=500&>

RAINN – Rape, Abuse, & Incest National Network

1-800-656-HOPE (4673)

<https://www.rainn.org/>

The National Domestic Violence Hotline

1-800-799-7233

<http://www.thehotline.org/>

Medical Assistance

The University also encourages all individuals who feel they have been victims of sexual misconduct or interpersonal violence to seek immediate assistance from a medical provider for emergency services, including treatment of any injury, and to collect and preserve physical and other forms of evidence. Hospital personnel will treat the physical consequences of assault (injury, infection, disease and pregnancy). Hospitals can also collect evidence that may be needed in the event the individual decides to report an alleged crime to law enforcement. Hospitals are required to inform local law enforcement agencies of sexual assault cases; however, an individual may choose whether or not to speak with police personnel, University Counseling Services or to Department of Public Safety personnel. In the event a victim of sexual assault does not have the financial means (healthcare insurance, self-pay, etc.) to pay for medical treatment resulting from the assault, upon request, local hospitals do have resources that can grant funding to pay for expenses related to sexual assault, including medical procedures, exams, prescriptions and other medications.

Local medical assistance can be obtained at:

Riverside Medical Center

350 N. Wall St., Kankakee, IL 60901
815-933-1671
Website: <https://www.riversidehealthcare.org/>

Presence St. Mary's Hospital, Kankakee

500 W. Court St., Kankakee, IL 60901
815-937-2400
Website: <http://www.presencehealth.org/presence-st-marys-hospital-kankakee>

Preserving Evidence

Even if an individual has not been physically hurt, a timely medical examination is recommended so that forensic evidence can be collected and preserved. An individual may choose to allow the collection of evidence by medical personnel even if he or she chooses not to make a report to the police. In order to best preserve forensic evidence, it is suggested that an individual not shower, bathe, douche, smoke, or change clothes or bedding before seeking medical attention, and that medical attention be sought as soon as possible. If the individual decides to change clothes, he she can bring them unwashed to the hospital or medical facility in a paper bag.

Under Illinois law, forensic medical examinations (i.e., evidence collection) sought subsequent to instances of sexual violence are free of charge to the patient. Victims can obtain a free forensic medical examination at:

Presence St. Mary's Hospital, Kankakee

500 W. Court St., Kankakee, IL 60901
815-937-2400
Website: <http://www.presencehealth.org/presence-st-marys-hospital-kankakee>

Presence St. Mary's Sexual Assault Nurse Examiner (SANE) Program:

Presence St. Mary's Hospital is the only facility in Kankakee and Iroquois County that has a Sexual Assault Nurse Examiner (SANE) Program. They staff 3 certified SANEs that work in the Emergency Department. A SANE practitioner has received extensive specialized training in forensic evidence collection, sexual assault trauma response, forensic techniques using specialized equipment, expert witness testimony, assessment of injuries, STD treatment and pregnancy evaluation and treatment. They are trained to meticulously document injuries and physical evidence and provide crisis intervention and emotional support for the victims of sexual assault.

SANE Informational Website: <http://www.kc-casa.org/get-info-2/sane/>

Riverside Medical Center

350 N. Wall St., Kankakee, IL 60901

815-933-1671

Website: <https://www.riversidehealthcare.org/>

Individuals who have experienced sexual misconduct or interpersonal violence are also encouraged to preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs, or other copies of documents.