

# What Faculty and Staff Need to Know

- **Title IX and the Policy on Harassment, Discrimination, and Sexual Misconduct**
- **Responsible Employees**
- **Disciplinary Processes**
- **Interim Protective Measures and Accommodations**

## Title IX and the College Policy on Harassment, Discrimination, and Sexual Misconduct

- Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in education programs and activities operated by recipients of federal financial assistance. This includes all forms of sex discrimination against program participants, including sexual assault, sexual abuse, sexual harassment, dating violence, domestic violence, and stalking (referred to here as "sexual misconduct").
- The College is committed to taking necessary action to stop, prevent, and remedy instances of sexual misconduct.
- Individuals who have experienced any form of sexual misconduct are not obligated to engage with administration regarding the matter. In some instances the College may need to move forward based on information already received. If this occurs, the individuals involved will be notified.
- Reporting an incident to a Title IX Coordinator is private and does not mean the person who experienced the incident somehow loses control of the process. Individuals may choose not to move forward with the disciplinary process and may still request support services and/or accommodations.
- The College prohibits retaliation against any person who exercises any rights or responsibilities under the policy.
- In certain situations, the College may have an institutional obligation to respond to a report of sexual misconduct. If a complainant asks that the College refrain from investigating, the investigator, in consultation with the Title IX Coordinator will consider how to proceed, taking into account the complainant's wishes, the College's obligation to provide a safe and non-discriminatory environment, and the respondent's right to have specific notice of the allegations and an opportunity to be heard if the College were to take action that affects them. If the Title IX Coordinator determines that the institution has an obligation to move forward, the complainant will be notified.

## Responsible Employees

College employees not designated as Confidential Resources are considered Responsible Employees. Responsible Employees must report all incidents of sexual misconduct to a Title IX Coordinator. Responsible Employees include faculty and staff in student facing roles. Responsible Employees are required to report all incidents of sexual misconduct to a Title IX Coordinator even if the person making the report asks them to keep the information confidential.

## School Disciplinary Processes

When sexual misconduct occurs, the college has disciplinary processes in place to investigate and, when warranted, adjudicate complaints. If the state determines there is enough evidence to charge the accused, the college will honor that standard of evidence and the individual will be terminated from the program. In the event that no formal charges are brought against the accused, the college will conduct its own investigation. This investigation will take into account statements from the victim, the accused, and any relevant witnesses should any of the preceding choose to give statements. The determination of guilt will be made by representatives from the college who have received training on issues related to dating violence, domestic violence, sexual assault and stalking, as well as how to protect the safety and anonymity of the victim and alleged perpetrator. The results of any investigation and/or disciplinary proceeding will be delivered in writing simultaneously to both the victim and the alleged perpetrator. Initial decisions can be appealed by contacting the committee for appeals and student grievances. Should one party appeal the college's initial decision, the other party will be notified immediately. Each party will be notified simultaneously of the appeal committee's decision, whether the initial decision is upheld or changed.

## Interim Protective Measures and Accommodations

Individuals who have reported sexual misconduct have the right to request interim protective measures and/or reasonable accommodations, including but not limited to:

- Referrals for assistance in obtaining an order of protection or no contact order in State court
- Medical assistance (including information on preserving evidence)
- Legal/law enforcement options
- On- and off-campus referrals and resources
- Referrals for accessing health and mental health services, counseling, and advocacy

**A person does not need to participate in the disciplinary processes to request support services and/or accommodations.**

### File a Report

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### 24-Hour Resources

**City of Chicago Police  
Emergency: 911**

**Community Crisis Center 24-hour  
hotline: 847-697-2380**

### Additional Resources

**City of Chicago Police  
Non-Emergency:  
311 or 312.744.5000**

**Chicago Rape Crisis Hotline:  
888.293.2080**

**Illinois Domestic Violence Hotline:  
877.863.6338**

**YWCA: 866.525.9922**