

vice president for student affairs, faculty members may appeal to the provost, and staff members may appeal to the associate vice president for human resources.

Crime and Safety Information

The federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) requires institutions of higher education to annually provide information on campus crime, safety, and security policies. The Evanston/Chicago report includes fire safety information, which is required for academic institutions with residential facilities. For the Annual Security Reports for each of Northwestern's campuses, see www.northwestern.edu/up/safety/annual-report.

Crime alerts are issued in compliance with the Clery Act by Northwestern University Police. A Campus Crime Alert is posted when certain crimes are reported to the University Police or to a campus security authority and the crime is considered to be a serious or continuing threat to the campus community. This information is typically disseminated to campus community members via email and notification on the University homepage and the University Police website.

University Police also publishes the *Blotter*, which archives criminal and non-criminal incidents reported to University Police, every Monday–Friday. The information in the *Blotter* typically includes the nature, date, time, general location, and disposition of each incident, if known. Electronic copies of the *Blotter* are available online (www.northwestern.edu/up/safety/blotter/) and are accessible from a kiosk in the University Police stations in Chicago (211 East Superior Street) and Evanston (1819 Hinman Avenue).

Discrimination and Harassment

Northwestern University does not discriminate or permit discrimination by any

member of its community against any individual on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, parental status, marital status, age, disability, citizenship, veteran status, or genetic information in matters of admissions, employment, housing, or services or in the educational programs or activities it operates.

Harassment, whether verbal, physical, or visual, that is based on any of these characteristics is a form of discrimination. This includes harassing conduct affecting tangible job benefits, interfering unreasonably with an individual's academic or work performance, or creating what a reasonable person would perceive is an intimidating, hostile, or offensive environment. Prohibited sex discrimination includes sexual harassment and sexual violence. (For more information about sexual harassment, please see pages 51–52.)

Examples of discrimination and harassment may include

- Refusing to hire or promote someone because of the person's protected status
- Demoting or terminating someone because of the person's protected status
- Jokes or epithets about a person's protected status
- Teasing or practical jokes directed at a person based on his or her protected status
- Displaying or circulating written materials or pictures that degrade a person or group
- Verbal abuse or insults about, directed at, or made in the presence of an individual or group of individuals in a protected group

Title IX Statement

It is the policy of Northwestern University to comply with Title IX of the Education Amendments of 1972, which prohibits discrimination (including sexual harassment and sexual violence) based on sex in

the University's educational programs and activities. Title IX also prohibits retaliation for asserting claims of sex discrimination. Northwestern has designated Title IX coordinators, listed on pages 42–43 under “Where to Get Advice and Help,” to coordinate Northwestern's compliance with and response to inquiries concerning Title IX. A person may also file a complaint with the Department of Education's Office for Civil Rights regarding an alleged violation of Title IX by visiting www2.ed.gov/about/offices/list/ocr/complaintintro.html or calling 800-421-3481.

Investigation and Confidentiality

All reports describing conduct that is inconsistent with these policies will be promptly and thoroughly investigated. Complaints about violations of these policies will be handled discreetly, with facts made available only to those who need to know to investigate and resolve the matter.

Retaliation

The University prohibits retaliation against anyone for registering a complaint pursuant to these policies, assisting another in making a complaint, or participating in an investigation under the policies. Anyone experiencing any conduct that he or she believes to be retaliatory should immediately report it to one of the individuals listed under “Where to Get Advice and Help” on pages 42–43.

Resolution

If a complaint of discrimination, harassment, or sexual harassment is found to be substantiated, appropriate corrective action will follow, up to and including separation of the offending party from the University, consistent with University procedure.

Your Responsibilities

All members of the University community are responsible for creating a working,

learning, and living environment that is free of discrimination and harassment, including sexual harassment. It is important to contact one of the individuals listed under “Where to Get Advice and Help” if any of the following occurs:

- You believe you have been subjected to conduct or comments that may violate these policies;
- You believe you have been retaliated against in violation of these policies; or
- You hold a supervisory, management, or teaching position and have been told about or witnessed conduct that may violate these policies.

Vendors, Contractors, and Third Parties

The University's policies on discrimination, harassment, and sexual harassment apply to the conduct of vendors, contractors, and third parties. If a member of the University community believes that he or she has been subjected to conduct by a vendor, contractor, or third party that violates these policies, the community member should contact one of the individuals listed under “Where to Get Advice and Help.” The University will respond as appropriate, given the nature of its relationship to the vendor, contractor, or third party.

Academic Freedom

While Northwestern University is committed to the principles of free inquiry and free expression, discrimination and harassment identified in this policy are neither legally protected expression nor the proper exercise of academic freedom.

If You Believe You Have Been Discriminated Against or Harassed

- Contact one of the individuals listed under “Where to Get Advice and Help.”
- Know that discrimination, harassment, and sexual harassment violate University policies.
- Don't blame yourself.

- Don't delay reporting a problem.
- Consider keeping a written, dated record of events.

If You Witness or Become Aware of Possible Discriminatory or Harassing Conduct by Others

Contact one of the individuals listed under "Where to Get Advice and Help."

If You Think You May Have Offended or Harassed Someone

- Don't assume others will tell you when they feel offended or harassed by what you say and do.
- Don't make racial or ethnic jokes, sexually oriented remarks, or comments about the appearance of others.
- Examine how others respond to what you say and do.
- Apologize as soon as possible.
- Change your behavior.

Confidential Counselors

If you wish to speak with someone who is legally privileged to keep communications confidential, you may contact a confidential counselor. For the confidential-counselor privilege to apply, a complainant must have initiated the discussion for the purpose of seeking confidential counseling, and the discussion must be conducted confidentially. After consulting with a confidential counselor, a complainant may decide to take no further action; such a decision is completely at the complainant's discretion. Seeking advice from a confidential counselor does not constitute reporting an incident.

Women's Center (Counseling Services)
2000 Sheridan Road, Evanston campus
Abbott Hall, Suite 1400, Chicago campus
847-491-2733 (Evanston)
312-503-3400 (Chicago)
r-redd@northwestern.edu
www.northwestern.edu/womenscenter

Alice Millar Chapel and Religious Center (Chaplains)
1870 Sheridan Road, Evanston campus
847-491-7256
chaplain@northwestern.edu
www.northwestern.edu/religious-life

Counseling and Psychological Services (for students)
633 Emerson Street, Evanston campus
Abbott Hall, fifth floor, Chicago campus
847-491-2151
847-491-8100 (24 hours)
www.northwestern.edu/counseling

Perspectives Ltd.
(faculty and staff assistance program)
800-456-6327 (24 hours)
www.perspectivesltd.com

CARE (Center for Awareness, Response, and Education (sexual assault, sexual violence, stalking, and domestic/dating violence))
633 Emerson Street, Evanston campus
847-491-2054
care@u.northwestern.edu
www.northwestern.edu/care

Where to Get Advice and Help
Office of Equal Opportunity and Access
(discrimination and harassment complaints, including Title IX sex discrimination complaints)
720 University Place, Evanston campus
847-491-7458
eeo@northwestern.edu
www.northwestern.edu/hr/equalopp-access

University Sexual Harassment Prevention Office
(sexual harassment complaints)
Joan E. Slavin, director and interim Title IX coordinator
633 Clark Street, room 2-636, Evanston campus
847-491-3745
sexual-harassment@northwestern.edu
www.northwestern.edu/sexual-harassment

Division of Student Affairs
 (student-to-student complaints)
 Jim Neumeister, assistant dean of students,
 director of student conduct and conflict
 resolution, and Title IX coordinator
 for sex discrimination, sexual harass-
 ment, and sexual violence complaints
 involving students
 601 University Place, Suite 3
 Evanston campus
 847-491-4582
 neumeister@northwestern.edu
 www.northwestern.edu/student-conduct

*CARE (Center for Awareness, Response,
 and Education (sexual assault, sexual vio-
 lence, stalking, and domestic/dating violence))*
 633 Emerson Street, Evanston campus
 847-491-2054
 care@u.northwestern.edu
 www.northwestern.edu/care

Department of Athletics and Recreation
 (Title IX athletics compliance issues)
 Janna Blais, associate athletic director
 and Title IX coordinator for athletics
 compliance issues
 1501 Central Street, Evanston campus
 847-491-7893
 j-blais@northwestern.edu

***Discrimination and Harassment
 Prevention Advisers***
 In addition to the people listed above,
 each school or unit of the University has
 advisers on the faculty or staff who have
 been trained to answer questions about the
 University’s discrimination and harassment
 policies and to receive complaints. To find
 an adviser, consult www.northwestern.edu/sexual-harassment/advisors.

EthicsPoint
 EthicsPoint provides another means of
 reporting discrimination, harassment, and
 sexual harassment. You may file a report
 online at www.northwestern.edu/ethics

or by phone at 866-294-3545. Any com-
 plaints reported via EthicsPoint will be
 reviewed in accordance with current
 University procedures.

Disruption
 Northwestern University stands for
 freedom of speech, freedom of inquiry,
 freedom of dissent, and freedom to demon-
 strate in peaceful fashion. The University
 recognizes that freedom requires order,
 discipline, and responsibility, and stands
 for the right of all faculty and students to
 pursue their legitimate goals without inter-
 ference. This University, therefore, will
 not tolerate any attempt by any individual,
 group, or organization to disrupt the regu-
 larly scheduled activities of the University.
 Any such effort to impede the holding
 of classes, the carrying forward of the
 University’s business, or the arrangements
 for properly authorized and scheduled
 events would constitute an invasion of the
 rights of faculty and students and cannot
 be permitted. If any such attempt is made
 to interfere with any University activity,
 the leaders and participants engaged in
 disruptive tactics will be held responsible
 and will be subject to appropriate legal and
 disciplinary action, including expulsion.

Students who commit a disruption
 or attempt a disruption shall be subject to
 University disciplinary procedures, which
 may include fines, probation, suspension, or
 exclusion from the University. Disruption
 is any action that interferes with, interrupts,
 or impedes the holding of classes, the
 carrying out of University business, or the
 arrangements for properly authorized and
 scheduled University events. A person
 attempts to disrupt when, with intent to
 disrupt, that person does any act that consti-
 tutes a substantial step toward disruption.

Drugs
 Northwestern University policy prohibits
 the unlawful possession, use, or distribution