

ANNUAL SECURITY REPORT

for calendar year 2020



ILLINOIS STATE
UNIVERSITY

Illinois' first public university

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PART ONE: INTRODUCTION



Illinois State University (“University”) is committed to providing a safe campus for students, faculty, staff, and visitors. Safety is a shared responsibility within our campus community, and we rely on every community member to contribute by reporting crimes and suspicious activities in a timely manner. The material that follows is designed to familiarize you with issues of safety and security at Illinois State University.

Illinois State University prepares this Annual Security Report (“Report”) in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”) which requires colleges and universities to disclose information about the University’s crime and security policies annually and to disclose statistics about crime activity occurring on or near campus. Illinois State University Police Department (“UPD”), in collaboration with a number of University departments and agencies, prepares, compiles, and distributes this information in an Annual Security Report & Crime Statistics (“Report”). The Report also includes information about the University’s policies on campus security, the reporting of crimes, the University’s crime and security prevention initiatives, and policies related to alcohol and drug use. In addition, the report includes statistics for the previous three years concerning reported crimes that occurred on-campus, in certain non-campus buildings and property, and on public property within, or immediately adjacent to and accessible from, the campus. ISUPD maintains all documentation associated with information contained in the report.

We hope the information included in this Report promotes your own awareness and helps support a safe campus for our community members. This report has been separated into three parts for organizational purposes. Part One includes policies and information for students and employees. Part Two is comprised of the OEOA Resource Guide regarding the reporting, University complaint procedures and processes, and University resources related to sexual harassment including but not limited to sexual assault/misconduct, dating violence, domestic violence, and stalking. Part Three contains the statistics and Clery definitions.

Data Collection of Crime Statistics /Publication

As required by the Clery Act, crime, arrest, and student disciplinary data is requested from various sources. E-mails and/or letters are sent to campus community members to obtain this information as well as surrounding law enforcement agencies that border our campus. Statistics from these sources are compiled and made available in this report and the U.S. Department of Education website <http://ope.ed.gov/campussafety/>. Campus community members are notified directly of the availability of this report via a campus wide e-mail. New and prospective students are also made aware of this report during Orientation and through other campus resources. Illinois State University publishes an announcement regarding the Annual Security Report on the student information portal My.illinoisstate.edu. A copy of the report is also available to all on the Campus Safety and Security website <http://security.illinoisstate.edu/> and paper copies can be requested by contacting the University Police at isupolice@illinoisstate.edu or by calling (309)438-8631. If you require the report to be provided in an alternative language format, please submit a request to the Office of Equal Opportunity and Access, Campus Box 1280, Normal, IL 61790, (309) 438-3383 or equalopportunity@illinoisstate.edu.

Crime, Emergency Reporting and Response

Illinois State University is committed to a safe and secure environment for all employees, students, and visitors. The entire campus community shares the responsibility for a safe and secure campus. All members of the campus community, staff, students, and visitors are expected to report any emergency, crime, threatening or violent situations, or knowledge of any criminal activity to UPD or local law enforcement as soon as possible. Campus personnel also receive training on crime reporting procedures and resources that may be of assistance, particularly in instances of sexual assault, domestic violence, dating violence, and stalking. See University Policy 5.2.1 Reporting Crimes: <http://policy.illinoisstate.edu/health-safety/5-2-1.shtml>.

Reporting a Crime or Emergency

Community members, students, faculty, staff, and visitors are encouraged to accurately and promptly report all crimes and public safety-related incidents to UPD. Emergency and Non-emergency UPD phone numbers are published in the online phone directory on the UPD website (<http://police.illinoisstate.edu>), the University Campus Security Website <http://security.illinoisstate.edu>), and in various online University and University Police publications distributed through the school year.

Call any of the following authorities to report a crime or emergency	
Dial 911	Report emergencies or non-emergency criminal violations by dialing 911 from a University phone, public phone or cell phone.
Dial 438-8631 or 8-8631.	Report non-emergency requests to UPD by dialing 438-8631 from a public phone or cell phone.
TTY Emergency Dial 438-8266 or 8-8266.	Dial 438-8266 or 8-8266 for TTY Emergency or Non-Emergency reporting to UPD.
Emergency Phones	There are over 75 emergency phones and blue-light kiosks located throughout campus. When used, they automatically identify the location of the caller for the UPD Emergency 911 Center.
Contact UPD in person or e-mail.	Contact an officer on patrol or go to the University Police Department, Nelson Smith Building, Room 105, 718 West College Avenue, Campus Box 9240, Normal, Illinois 61790. E-mail: isupolice@IllinoisState.edu with non-emergency information on any criminal activity.
Submit a Public Incident Report Form	Submit a Public Incident Report Form via the internet. The form is available at the Campus Security Website: https://ilstu-advocate.symplicity.com/public_report

Contact Title IX Coordinator	Please call the Title IX Coordinator at (309) 438-5411.
Safe Redbirds App	Click on 'Make a Report' within the app to be connected to various reporting methods to ISUPD, SCCR, Title IX and others.
Anonymous reports	For students to report sexual harassment, sexual assault/misconduct, dating/domestic violence and stalking on an anonymous basis, call (309) 438-0268.
Confidential Advisors	For students to report sexual harassment, sexual assault/misconduct, dating violence, domestic violence and stalking to a Confidential Advisor 24 hours a day, call (309)438-3655. Please note the Confidential Advisors are required to the extent provided by law to keep the report confidential. For more information, please go to titleix.illinoisstate.edu/report/

Reporting Suspected Child Abuse or Neglect

All University Personnel are mandated reporters under the Illinois Abused and Neglected Child Reporting Act. Illinois law requires all University personnel to report suspected child abuse or child neglect to the Illinois Department of Children and Family Services whenever the reporter has reasonable cause to believe a child known to the individual in an official capacity may be abused or neglected. The DCFS Hotline is 1-800-25ABUSE (22873). If you have questions regarding these requirements, you can contact UPD at 438-8631 for assistance. The University offers training regarding this and other crime reporting mandates to campus personnel. Additional information is available at the [Campus Safety & Security website](#).

Responsible Employees (federally mandated crime reporters)

Federal law requires certain non-law enforcement University personnel to report certain crimes that occur on or near the Illinois State University campus. These individuals are known as campus security authorities, called Responsible Employees at ISU. The intent of including non-law enforcement personnel as mandated reporters is to acknowledge that some community members and students in particular may be hesitant about reporting crimes to the police, but may be more inclined to report incidents to other campus-affiliated individuals. To further encourage the timely reporting of incidents affecting the campus community, the Clery Act requires that Responsible Employees (or those acting as Campus Security Authorities) include University faculty and staff members with "significant responsibility" for students and campus activities or University personnel with security responsibilities. Examples of Responsible Employees include but are not limited to:

- Deans, Directors, Department Heads, Supervisors
- Dean of Students Office Staff
- Faculty, Graduate Research and Teaching Assistants, Undergraduate Teaching Assistants & Academic Advisers
- RSO Advisers
- University Housing Staff (Including Resident Assistants and Community Assistants)
- Human Resource Staff
- Student Health Services Staff
- Health Promotion and Wellness Staff
- Lab School Staff
- Athletic staff including coaches, trainers, and staff.
- Campus Recreation Staff
- University Police, Contract Security Staff Security, and Student Night Patrols
- Facility Security Staff such as employees that monitor access into campus buildings or parking facilities.

Contact information for these resources is available at the Quick Reference Guide available at <https://wellness.illinoisstate.edu/living/redbirdrespect/quick-reference-guide/>.

Individuals seeking assistance or to report a crime on a confidential basis can complete the Public Incident Reporting form available at the Campus Safety & Security website. Additional confidential reporting mechanisms for victims of sexual harassment, sexual assault/misconduct, dating/domestic violence and stalking are listed above in the section on Reporting Crimes. Student Counseling Services staff, Sexual Assault Survivor and Prevention Services staff, Employee Assistance Program resources, or other licensed mental health professionals and professional counselors **are the only University offices that can discuss information on a confidential basis and are not required to complete reports as Responsible Employees.**

The University is required to follow up on all reported incidents of sexual assault/misconduct, dating violence, domestic violence, and/or stalking to support the University's efforts to provide a safe and non-discriminatory environment. University faculty and staff except Student Counseling Services (including SCS staff specifically trained as Confidential Advisors) are required to report incidents of sexual harassment, sexual assault/misconduct, dating/domestic violence, and/or stalking to the University. Student Counseling Services staff (including SCS staff specifically trained as Confidential Advisors) are required to keep all communications with you confidential unless required by law. These individuals encourage victims to report incidents on a voluntary, confidential basis for the inclusion in the annual disclosure of crime statistics. Additional information about this process is included in the OEOA Resource Guide for Students (see Section Two).

Illinois law mandates that Confidential Advisors by providing statistics on numbers of confidential reports of sexual violence, domestic violence, dating violence and stalking to the Title IX Coordinator. These monthly statistics will be provided on a monthly basis to the Title IX Coordinator but will never include any personal identifying information (name, date of incident, location of incident, circumstances relating to the incident).

Responsible Employee Crime Reporting

Responsible Employees must notify UPD if they witness or learn of a reportable crime. Again, in an emergency, dial 911 or contact UPD directly. Responsible Employees are encouraged to report all crimes reported to them to the University Police in a timely manner; although, under the Clery Act, they are only obligated to report Clery Act reportable crimes (see Appendix B) which occurred on campus, in public areas bordering campus and in certain non-campus buildings owned or controlled (leased) by the University or a recognized student organization.

Responsible Employees can also report the crime by contacting UPD or completing the University's online Public Incident Report Form available on the [Campus Safety & Security website](#). The reports will be collected and reviewed to determine if the crime or incident meets the requirements of the Clery Act for inclusion in the crime statistics presented in the Annual Security Report.

Responsible Employees have an important role in complying with the Clery Act, which was enacted to help create a safer University community. Timely reporting of crimes by Responsible Employees allows the University the opportunity to review whether a community Crime Advisory should be issued and assists in maintaining accurate crime data.

Reporting Off-Campus Criminal Activity

As members of the campus community, Illinois State University expects its students to act as responsible members and citizens within both the campus and local community. Student Conduct and Community Responsibilities, a unit of the Dean of Students Office, maintains close contact with UPD, the Bloomington Police Department, Normal Police Department, and McLean County Sheriff's Office to monitor criminal activity involving students and student organizations that occurs in off-campus locations including Registered Student Organizations and off-campus housing facilities.

Timely Warning

Pursuant to the University's Timely Warning Policy 5.2.3 (available at <http://policy.illinoisstate.edu/>), the University provides a Crime Advisory to the ISU community when certain crimes, defined by the Clery Act, occur on the Illinois State University campus or in close proximity to the campus and the crime represents a serious or continuing threat to members of the campus community. Crime Advisories are developed and issued by Illinois State University Police Department, Vice President of Student Affairs, or other designated office. ISU PD consults with local law enforcement, including the Town of Normal Police Department, regarding any incidents that may require a Crime Advisory or emergency response. Crime Advisories may also be issued for non-Clery Act crimes. Crime Advisory notifications are issued within a reasonable amount of time (generally within two working days) after the incident has been reported to the Illinois State University Police or a Responsible Employee. Such situations are evaluated on a case-by-case basis taking into account the frequency of offense, likelihood for additional occurrence, continuing danger to the campus community, and risk of compromising law enforcement efforts to resolve the case in a timely manner. Events are assessed considering a risk-assessment matrix and other relevant circumstances to determine if a crime advisory is issued. When appropriate, status updates as to the resolution and/or disposition of the crime or incident will be similarly disseminated and updated as soon as possible.

Crime Advisory notifications are issued using a variety of methods including but are not limited to electronic distribution through the Safe Redbirds mobile app, e-mail, and UPD's website: <http://police.illinoisstate.edu>. Each Crime Advisory notice contains a short description of the crime or incident, time and date, location, reported offense, weapon used (if any), suspect vehicle (if any), and method of operation used to facilitate the crime. The names of any victims are withheld as confidential. The notification also includes personal safety information and or crime prevention tips that will aid in the prevention of similar occurrences.



Campus Security Policies, University Services & Programs

University Police Authority, Jurisdiction, Mutual Aid

The Illinois State University Police Department derives its law enforcement authority from State of Illinois statute, 110 ILCS 675/20-45 (11), which empowers the Illinois State University Board of Trustees to appoint persons to be members of the Illinois State University Police Department. Sworn officers of the Illinois State University Police Department have all law enforcement powers granted to peace officers and/or sheriffs in any jurisdiction where Illinois State University and any of its branches or properties are located, such as the Town of Normal, the City of Bloomington, and the City of Lexington. These powers include the authority to arrest for violations of state statutes, university rules and regulations, and city or county ordinances. In addition, the University uses an unarmed security service to provide additional security for the campus community and for special events on campus. ISU's unarmed security staff does not have authority to arrest individuals and coordinates with University Police as necessary.

The Illinois State University Police Department also has working relationships with the Town of Normal Police Department, City of Bloomington Police Department, McLean County Sheriff's Department, Illinois State Police, McLean County Government, Illinois Wesleyan University Security, and other state and federal law enforcement agencies. These agencies share information on issues such as criminal activity, gang related issues, intelligence information, as well as coordinating efforts on special events. UPD is also a member of the Illinois Law Enforcement Alarm System (ILEAS), a statewide law enforcement mutual aid system which provides local law enforcement agencies with assistance for emergency response, terrorism prevention, and other matters.

In addition, Illinois State University Police Department participates in the McLean County State's Attorney's Sexual Assault Task Force and the Coordinated Community Response Team. The Sexual Assault Task Force is chaired by McLean County State's Attorney and its members include local law enforcement and advocates who share information and conduct case reviews of all local sexual assault reports. The Task Force also provides recommendations and best practices to further investigations and improve prosecutions. Similarly, the McLean County Coordinated Community Response Team is also comprised of local law enforcement, advocates, and prosecutors who work together to provide safety for domestic violence victims, and to assure the appropriate services are available to victims, abusers, and couples who are experiencing relationship difficulties.

The University also has intergovernmental agreements with the Town of Normal Police Department and the City of Bloomington Police Department that provide for sharing of police reports involving ISU students that may constitute a violation of the Illinois State University Code of Student Conduct. These reports may relate to incidents that occur on or off-campus, including non-campus locations of recognized student organizations. These reports are shared with the Office Student Conduct and Community Responsibilities ("SCCR") for student conduct purposes.

The University does not have an on-campus fire service; however, the University campus maintains an agreement with the Town of Normal Fire Department to protect the campus. Similarly, primary ambulance services are provided by the Town of Normal Fire Department, which is licensed by the state EMS Regulatory Board.

Dispatchers are available 24 hours a day to answer your calls. ISU Police procedures require an immediate response to emergency calls. Priority response is given to crimes against persons and personal injuries. In response to a nonemergency call, ISU Police will take the required action, either dispatching an officer or asking the victim to report to ISU Police to file an incident report. Special services include experienced investigators as well as the availability of local, state, and federal law enforcement agencies in providing support and assistance. ISU Police incident reports are forwarded to the McLean County State's Attorney's Office, the Office of Student Conduct and Community Responsibilities, and other internal departments for potential action, as appropriate.

Daily Crime Log

The University Police compiles a Daily Crime Log, available online at <http://police.illinoisstate.edu/blotter> that lists offenses for which a police report has been generated by the University Police. The Daily Crime Log includes but is not limited to: the date/time the offense occurred, the date/time the offense was recorded, nature of the crime, general location of the crime, and the disposition of the report.

The most recent sixty-day period from the Daily Crime Log is available to view in hard copy format at UPD during the hours 8am-4pm, Monday through Friday, excluding Holidays and/or University closure. To request copies of the Crime Log, contact UPD at 309-438-8631. Please allow 2 business days to complete the request, and all requests will be available for pick-up at UPD located at 718 W College Nelson Smith Building, Room 105, Normal, IL 61790.

University Violence Policy

Illinois State University is committed to a safe and secure environment for all employees, students, and visitors. Conduct that threatens the health or safety of any person, or creates a reasonable fear that such a result will occur, including but not limited to: acts of violence, threats of violence, threatening behavior, and/or reckless disregard for the health or safety of any person are not acceptable conduct at Illinois State University and will not be tolerated. Violation of this policy and/or the Code of Student Conduct will result in disciplinary action up to and including termination of employment and/or dismissal from the University <http://policy.illinoisstate.edu/health-safety/5-1-19.shtml>.

Concealed Carry and Prohibited Weapons Policy

In 2013 the university established a Concealed Carry and Prohibited Weapons Policy pursuant to the 2013 Illinois Firearm Concealed Carry Act (430 ILCS 66 et seq.) and its enabling regulations and other University policy. The purpose of the policy is to establish restrictions on possession, storage, and/or concealed carry of firearms and weapons on University property as defined in the policy: <http://policy.illinoisstate.edu/health-safety/general/5.1.1Concealed%20Carry.shtml>.

These policies cover all persons:

1. On University property;
2. At University sponsored events;
3. Fulfilling duties of a University student off-campus (such as student teaching, internship, conference, or international study abroad);
4. Conducting official University business or representing Illinois State University off-campus; or
5. Engaging in any action having direct impact on the University Community.

Weapons are prohibited on University controlled property unless otherwise i) specifically permitted by the University Concealed Carry Policy 5.1.1; ii) the weapon is used for a specially authorized purpose of instruction, research, and service approved in writing by the Chief of Police, or iii) the weapon is authorized for use by an employee in the ordinary course of employment (e.g. an on duty law enforcement officer).

Prohibited weapons include but are not limited to:

Firearm, Handgun, Firearm ammunition, BB gun, pellet gun, paintball gun (except with prior written approval from the Chief of Police), tear gas gun, stun, taser, or other dangerous or deadly device of similar type;

Knife with a blade of at least 3 inches in length (except an ordinary eating utensil), dagger, dirk, switchblade knife, stiletto, ax, hatchet, or other deadly or dangerous weapon or instrument of similar type;

Bludgeon, blackjack, slingshot, sandbag, sand club, metal knuckles, billy-club, throwing star, nunchaku, or other dangerous or deadly weapon of similar type;

Bomb, bombshell, grenade, firework, bottle, or other container containing an explosive, toxic, or noxious substance, unless under academic/classroom supervision, (other than an object containing a nonlethal noxious liquid, gas, or substance designed solely for personal defense possessed by a person 18 years of age or older);

Souvenir weapon or other weapon that has been rendered permanently inoperative; and any weapons outlined in the Illinois Compiled Statutes on Armed Violence (720 ILCS 5/33A-1, et seq.)

Concealed Carry EXCEPTIONS:

The carrying or use of a firearm is permitted only if:

1. Use of the firearm is included in the instruction and curriculum of officially recognized programs, including but not limited to military science; or
2. The firearm is carried by an on duty law enforcement officer required to carry a weapon or firearm as a condition of his or her employment; the firearm is carried by an enforcement officer from an external agency conducting official business on University property; or any other exception is deemed necessary as determined by the ISU Chief of Police; or
3. A concealed firearm may be stored within a personally owned vehicle only in certain [unrestricted parking areas](#) on campus and only if all of the following conditions are met:
 - The individual has a valid conceal and carry permit; and
 - There is not a posted sign at the entry to the parking lot that prohibits concealed firearms in the parking lot; and
 - The firearm and its ammunition is concealed in a case within the locked vehicle ("case" includes a glove compartment or console that completely encloses the firearm or ammunition, the trunk of the vehicle, or a firearm carrying box, shipping box, or other container) OR the firearm and/or its ammunition is concealed in a locked container out of plain view within the vehicle; and
 - If the person removes the concealed firearm from the vehicle, it must first be unloaded inside the vehicle, and it may only be removed for the limited purpose of storing or retrieving it from the trunk of the vehicle.

Unmanned Aircraft Systems (UAS/Drones)

This policy outlines the conditions under which individuals are authorized to use a UAS, including aircraft and supporting equipment that together weigh .55 lbs. or more. It authorizes the use of UAS by University students, University employees, and third parties sponsored by the University. Under this policy, flights can occur on campus, off campus for a valid University purpose, and by student hobbyists in designated areas on campus. All UAS flights must have University approval as specified in the procedures section of the policy. The Illinois State University Environmental Health and Safety Office is the point of contact for approvals of UAS operations. <https://policy.illinoisstate.edu/facilities/6-1-40.shtml>

Campus Violence Prevention Plan

As required by state law, the University has adopted a Campus Violence Prevention Plan which will be published annually, distributed to the campus and available via electronic means by visiting <http://Security.IllinoisState.edu>.

Student Conduct and Community Responsibilities Proceedings

The office of Student Conduct and Community Responsibilities provides services, solutions and support to aid students' understanding of responsibility and citizenship within the Illinois State University and Bloomington-Normal communities. SCCR administers the Code of Student Conduct as part of the Dean of Students Office. The University will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as the result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

Missing Persons Policy

The University has established a Missing Person Policy, University Policy 5.2.2 (available at <http://policy.illinoisstate.edu/health-safety/5-2-3.shtml>), for students who reside in on-campus housing which includes a process for students to register a confidential contact to be used under this policy. Any report of a missing student, or if any member of the campus community has reason to believe that a student may be missing, should be immediately referred to the University Police at 309-438-8631.

Confidential Contact

Enrolled students may identify a confidential contact person to be contacted no later than 24 hours in the event the student is determined to be missing. Each semester students are given the opportunity to update their contact information through my.illinoisstate.edu. This information is accessed only by authorized campus officials and is not otherwise disclosed, except to law enforcement personnel in furtherance of a missing person investigation or as required by law.

Investigation

The University Police Department will initiate an investigation upon receipt of a report that a student may be missing. If the UPD investigation determines that the student has been missing for more than 24 hours without any known reason, the notification procedures will be implemented. If circumstances warrant, the University may implement the notification procedures in less than 24 hours.

Notification Procedures

A student's confidential contact will be notified by the University Police no later than twenty-four (24) hours after the time that the student is determined to be missing. If the student is under the age of 18 and not emancipated, the student's custodial parent(s) or legal guardian, in addition to any other contact person designated by the student, will also be contacted within 24 hours. Regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated minor, University Police will notify the local law enforcement agency that has jurisdiction in the area that the student is missing within 24 hours.

Campus Sex Crimes Prevention Act (Sex Offender Registration)

Illinois law (730 ILCS 152/115) mandates that the Illinois State Police ("ISP") establish and maintain a statewide Sex Offender Database, accessible on the Internet, identifying persons who have been convicted of certain sex offenses and/or crimes against children and must register as a Sex Offender. For more information, please see

the Illinois Sex Offender Registration web site, <http://www.isp.state.il.us/sor/>. The Sex Offender Registration Act (Public Act 97-0155) mandates any sex offender or sexual predator employed at or attending an institution of higher education to register (within 3 days of beginning school or employment) with University Police. If you have question about Sex Offender Registration, please contact UPD at (309) 438-8631.

Campus Facilities Security

Illinois State University is committed to providing a safe and secure campus. Many university departments work collaboratively to ensure that the university's buildings and grounds are secure. UPD monitors and patrols campus buildings and uses video surveillance cameras, placed strategically across campus, to monitor and deter criminal activity. In addition, unarmed security officers assist the Illinois State University Police in making the campus safer. The main duties for the security officers include opening, closing, and checking doors to campus buildings, safe walk escorts, assisting faculty and staff who are locked out of buildings, assisting with special event security, and directed foot patrols of the campus. The security officers do not have law enforcement authority and are not permitted to take police action. Anyone needing the services of a security officer for a campus safe walk escort or assist with a lock out should call the University Police non-emergency number at 309-438-8631.

In addition, facilities and landscaping are maintained in a manner that minimizes hazardous conditions. Parking lots throughout campus are well lit and routinely patrolled by police officers. There are over 75 emergency phones and blue-light kiosks located throughout campus. When used, they automatically identify the location of the caller for the UPD Dispatch Center. UPD also routinely performs checks on lighting and unsafe conditions and reports them directly to Facilities Management for correction. Community members are also encouraged to report any lighting concerns or unsafe conditions to Facilities Management at 309-438-5656 or University Police at 309-438-8631.

The University's Building Security Policy ([University Policy 6.1.10](#)) is available at <http://policy.illinoisstate.edu/>. The University's campus is generally open to students, employees, and visitors. Except as restricted in individual cases, the academic and administrative buildings are open to the public, at a minimum, during normal business hours. The University secures buildings Monday through Friday one hour after the last class or other scheduled program of the day. During the COVID-19 pandemic, buildings and facilities access may be restricted as needed. Persons authorized access to a building may enter the building or remain in the building to carry out University business after the building has been secured. Any authorized person who enters or remains in the building after it has been secured has the responsibility to make sure that the door is secured after entering or leaving. Unauthorized persons are not permitted in a building after closing time. If an unauthorized person should be discovered within a building after-hours, UPD or another authorized University representative will escort the individual from the premises. Building closing times may also be extended upon special request of an academic or administrative unit.

Access to on-campus housing is intended for residents, their approved guests, and other approved members of the campus community. Residents must show proof of residence in the hall they are entering, and their guests must be registered with the staff. All individuals who do not reside in the hall in which entry is desired must follow the guidelines outlined in the Housing Guest Registration website, <http://housing.illinoisstate.edu/about/policies/guest/>. Housing staff conducts rounds inside the residence hall spaces regularly to check for safety issues, maintenance issues, and code of conduct enforcement. In residence halls, both a student staff member and a professional staff member are on-call at all times. This service is provided for students to receive assistance with any maintenance, behavioral, or emotional needs. Several on-campus academic buildings are equipped with electronic access, instead of keys, to grant access to authorized personnel during the day and/or after hours. In addition, the exterior doors to residence halls are always secured. All University-owned residence halls, with the exception of Fell and School Street Apartments, are electronic access controlled and residents must use their Redbird ID card with the appropriate card reader in order to gain access to their assigned building.

External vendors performing construction or maintenance of University facilities coordinate with Facilities Management regarding access to worksites and securing access to facilities. An extensive background check, including fingerprints for personnel working within the University Laboratory Schools (K-12), is conducted pursuant according to the University Minors' Policy and state law.

In Fell and School Street Apartment buildings, exterior doors are secured at all times. Residents will use their key in order to gain access to their assigned building. While residents in Cardinal Court, Fell and School Street Apartments do not need to register their guests, it is their responsibility to permit access only to their guests. To report any concerns, problems, or unsafe conditions in a residence hall, contact the appropriate professional hall staff.

University Emergency Preparedness & Fire Safety

The University's emergency preparedness policies and procedures are outlined in University Policy 5.1.15 (available at <http://policy.illinoisstate.edu>) and the University's Emergency Management Plan. The Emergency Management Plan is the framework for the University's emergency mitigation, preparedness, response, and recovery efforts. The plan supports a comprehensive all hazards approach to emergency management efforts that are compliant with National Incident Management Systems (NIMS) guidelines. An emergency is confirmation of a significant emergency or dangerous situation occurring on campus that involves an immediate threat to the health/safety of the University community. The plan identifies how the University will respond to a wide spectrum of emergencies (fire, extreme weather, natural disaster, criminal or terrorism event (active shooter, bomb threat), etc.) and, as warranted, interacts with external emergency response organizations. This plan is available for review on the web at: <https://emergencymanagement.illinoisstate.edu/preparation/employees-departments/>.

Emergency Notification - ISU Emergency Alert

How to report an emergency:

Call any of the following authorities to report a crime or emergency	
Dial 911	Report emergencies or non-emergency criminal violations by dialing 911 from a University phone, public phone or cell phone.
Dial 438-8631 or 8-8631.	Report non-emergency requests to UPD by dialing 438-8631 from a public phone or cell phone.
TTY Emergency Dial 438-8266 or 8-8266.	Dial 438-8266 or 8-8266 for TTY Emergency or Non-Emergency reporting to UPD.
Emergency Phones	There are over 75 emergency phones and blue-light kiosks located throughout campus. When used, they automatically identify the location of the caller for the UPD Emergency 911 Center.
Contact UPD in person or e-mail.	Contact an officer on patrol or go to the University Police Department, Nelson Smith Building, Room 105, 718 West College Avenue, Campus Box 9240, Normal, Illinois 61790. E-mail: isupolice@IllinoisState.edu with non-emergency information on any criminal activity.
Submit a Public Incident Report Form	Submit a Public Incident Report Form via the Internet. The form is available at the Campus Security Website: http://security.illinoisstate.edu/report/crime_reporting/
Safe Redbirds App	Click on 'Make a Report' within the app to be connected to various reporting methods to ISUPD, SCCR, Title IX and others.

Facilities emergency systems are in place as required by law such as fire alarm, security systems, outdoor warning sirens, etc. When an emergency warrants the issuance of an emergency notification, the senior UPD supervisor on duty or his/her designee will confirm that a significant emergency or dangerous situation exists, taking into account the safety of the community, and authorize activation of the ISU Emergency Alert. As necessary, the University would consult with other public safety personnel regarding any incidents that may require an ISU Emergency Alert. An ISU Emergency Alert will provide timely notification of members of the campus community, without delay, upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employees or guests occurring on the campus and provide brief instructions for action. Updates and information relative to an emergency are communicated to the campus community via the ISU website, e-mail, and/or other communication systems. The University will issue ISU Emergency Alerts, upon confirmation of an emergency unless issuing an Alert will, in the professional judgment of responsible authorities, one of the following reasons applies: issuing an Alert would compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate an emergency.

When an emergency warrants the issuance of an emergency notification, the Illinois State University emergency notification system, 'ISU Emergency Alert', sends emergency notification messages to the campus community. To receive some channels of ISU Emergency Alerts, members of the campus community provide their personal contact information through <http://IllinoisState.edu/EmergencyAlert>. The ISU Emergency Alert contacts the campus community through cell phone (text message), e-mail and a variety of other channels. The University has pre-scripted initial ISU Emergency Alerts messages for common emergencies. These messages provide for timely and accurate information being disseminated. If necessary, a customized message can be delivered if a pre-scripted message is considered inadequate.

Information about an emergency is also shared with the local community via local media as appropriate. The Media Relations Office at Illinois State University is responsible for communicating information with the media during all phases of an emergency. Emergency response agencies in the Town of Normal and the City of Bloomington are responsible for communicating to their respective residents concerning emergencies affecting residents' safety.

Evacuation

The University's evacuation procedures are incident dependent. Each University department has an emergency response plan that outlines evacuation procedures, including designated Evacuation Assembly Areas. Building personnel may evacuate on their own based on the incident severity, or first responders may call for an evacuation. All evacuations will be carried out according to applicable departmental emergency response plans, in order to affect a safe and efficient evacuation.

Preparedness

As required by law, the University conducts a full test of the ISU Emergency Alert system twice per year. In order for the University to maintain a state of readiness and test critical response components, including emergency response and evacuation, semi-annual exercises and/or drills are conducted. In addition, evacuation drills are conducted at least annually for each of the University's lab schools, Student Health Services, and Residence Halls. Each drill is documented with a description of the test, date, time, and whether it was announced or unannounced. The University publishes its emergency response and evacuation procedures at least once per year via a number of methods, including: (1) Emergency Flip Charts, that are located in many indoor spaces, (2) Safe Redbirds App, which is available for download on Smartphones, (3) the Safety & Security website, (4) via written Department Emergency Response Plans. Large-scale drills and exercises are further publicized to the campus community and announced through local media outlets. Results of each drill are evaluated by the appropriate offices and recommendations are made to improve the University's emergency preparedness, response, continuity and recovery procedures.

A complete list of roles responsible for carrying out coordinating the University's response to major emergencies is available in Appendix A of this Report.

Fire Safety

As required by the Higher Education Opportunity Act of 2008, a copy of the University's Annual Fire Safety and Statistics report is available at <http://security.illinoisstate.edu/> .



Campus Security Awareness & Prevention Programs

A description of prevention programs relating to dating violence, domestic violence, sexual assault and stalking are detailed in the OEOA Resource Guide for Students (see Part Two of the Annual Security Report). Illinois State University offers a number of programs designed to 1) inform students and employees about campus security procedures and practices and to encourage students and employees to be responsible for their own security and the security of others and 2) inform students and employees about programs designed to educate and create awareness around these complex issues.... Certain programs are required annually for students & employees. Others, as indicated below are available on a regular schedule or upon request of a Department or student organization.

Health Promotion and Wellness sponsored student groups, [Student Wellness Ambassador Team](#) (SWAT) and [Students Ending Rape Culture](#) (SERC), host campaigns around awareness of Denim Day, host the Consent Day event on Schroeder Plaza, Day of Silence and many more programs each year during Sexual Assault Awareness Month and beyond.

Bird Watch Program

Bird Watch is a campus wide crime prevention program based on the success of the national Neighborhood Watch Program. The Bird Watch hour long training sessions stress education and common sense as it teaches students, faculty, staff, and those in the surrounding community, how to help themselves by identifying and reporting suspicious activity when they see it. Training includes topics such as building/office security, personal safety, and dealing with suspicious behavior, and now includes emergency preparedness. More information about the birdwatch program, go to: <http://security.illinoisstate.edu/initiatives/birdwatch.php>

Safe Redbirds

Safe Redbirds is the University's official safety app. This free app is available to all members of the University community and can be found in the Apple App Store or Google Play. Safe Redbirds extends the existing Safe Walk (described below) program by adding digital versions; the app provides a medium for users to alert friends or ISUPD regarding their planned travel and safe arrival at their destination; it provides a single place to Make a Report to campus departments; it also includes emergency guides, maps and other safety-related resources. Users of the Safe Redbirds app will also receive ISU Emergency Alerts and Crime Advisories. A link to download this app is also on the Safety and Security website <https://security.illinoisstate.edu/>.

Prevention Courses Addressing Behaviors around College Drinking: [Alcohol Wise](#)

Alcohol Wise is an online training course that addresses issues associated with prevention of the misuse of alcohol. All new and incoming students are expected to complete the course at the beginning of the academic year just prior to coming to Illinois State University for the first time.

The purpose of requiring students to complete Alcohol Wise is:

- Increase alcohol education baseline knowledge among incoming students (new and transfer) and potentially their parents
- Increase knowledge and awareness of Illinois State University alcohol-related statistics
- Reduce numbers of alcohol-related violations and related negative consequences among incoming students
- Reduce binge drinking rates
- Convey care and concern for student's overall well-being

Alcohol Education Class

A two-hour class that is based on the research of Scott. T. Walters and John S. Baer in utilizing motivational strategies to reduce alcohol abuse and problems. The class is primarily designed for students who are mandated to attend due to an alcohol violation with the purpose being to:

- Provide research-based information about alcohol.
- Identify ways to reduce the risk for alcohol related problems.
- Discuss the desired role of alcohol in a person's life and the things they want to avoid.
- Encourage the sharing of opinions, beliefs and experiences related to alcohol use.
- Identify intervention strategies to use to help others in situations that cause concern.
- Share resources and information that are helpful in addressing alcohol issues.

Not Anymore - Online Prevention Course for Students

Health Promotion and Wellness offers the Not Anymore course annually in August for new and incoming students and September for returning students and all Graduate Students. Not Anymore addresses the crucial issues related to gender-based and sexual violence, relationship/domestic abuse, and stalking. The course also meets requirements for State and Federal compliance.

The Not Anymore program provides modules specific to International Students, and Graduate Students. <https://wellness.illinoisstate.edu/living/violence-prevention/training-and-education.php>.

Redbird Respect: Respect Yourself, Respect Others, Respect Boundaries

Bystander Empowerment Initiative

The primary goal of Redbird Respect Bystander Empowerment Programs are to equip the Redbird community with the tools and confidence to challenge and interrupt harmful behaviors, and to foster a culture of respect and care. The training sessions are interactive and include discussions that explore a variety of scenarios where students can apply the skills they are learning.

Redbird Respect Bystander Empowerment Programs teach strategies to safely intervene, either directly or indirectly, in both emergency and non-emergency situations. Specific outcomes of bystander empowerment programs are heightened awareness of helping behaviors and knowledge about campus and community resources, thereby increasing the motivation to act, which ultimately helps ensure the safety and well-being of self and others.

Redbird Respect Videos

Health Promotion and Wellness collaborated with of students and employees to create the Redbird Respect video series. This project was funded by a grant from the Avon Foundation. Videos address Community care, How to be an Ally, Bystander Intervention, Relationship Violence, Consent, and Stalking .

Campus Well Online Portal:

Campus Well is health and wellness resource aimed directly at college aged individuals, and the articles are written by other students from Institutions of Higher Learning across the US. The publication covers a broad range of health and wellness topics and dedicates one article each month that addresses topics related to sexual violence, domestic/dating violence and stalking. Students are made aware of Campus Well articles through social media platforms, and email notifications that are shared several times per the month from August – June of each academic year.

Crime and Incident Reporting Training

All employees are required to complete annual mandated crime reporting training that covers Title IX responsibilities, and Clery Crime reporting responsibilities. <https://equalopportunity.illinoisstate.edu/training/>

Department of Children and Family Services Mandatory Training for University Employees

All employees are required to complete annual mandated reporter responsibilities under the Illinois Abused and Neglected Child Reporting Act <https://equalopportunity.illinoisstate.edu/training/>

Harassment and Discrimination Prevention Training

All employees are required to complete annual training that covers the University's Anti-Harassment and Non-Discrimination policy and reporting obligations.

Campus Violence Prevention Program

The University has a Campus Violence Prevention Plan available at: <http://security.illinoisstate.edu/>. The Violence Prevention Plan details: the University Violence Policy, campus violence reporting requirements, the University's threat management systems, and establishes the University's Campus Violence Prevention Committee.

Redbird Cares and Faculty Staff Care Team

The Redbird Cares and the Faculty-Staff Care Team are administrative groups formed to promote awareness and responsiveness to situations that may involve violence, threat, or intimidation. These groups may assist UPD to assess situations and recommend interventions to de-escalate and prevent such situations where possible.

Incident Management Team

After a violent situation occurs, affected students, employees or families may face difficulties in resolving their feelings and concerns. As situations are assessed, the ISU Incident Management Team is available to assist individuals with the recovery process and can facilitate group discussions or debriefing sessions as needed.

Redbird Ride

The campus offers free transportation services for students, faculty, and staff of the University known as Redbird Ride. The buses run until 3am on regularly scheduled class days and on the weekend. For more detailed information, contact Office of Parking and Transportation: (309) 438-8391 or <http://parking.illinoisstate.edu/>.

Additional Programs and Prevention Education through UPD:

UPD encourages students and employees to be responsible for their security and others. The campus community is encouraged to attend and/or request programming through the University Police Department Website <http://police.illinoisstate.edu/safety/>. Below is a description of some of programs and services that are available.

- **Larceny (Theft) Prevention:** The techniques outlined in this program are designed to reduce the opportunity for theft and increase the risk for a would-be thief. In addition to this program, the UPD offers and encourages the use of an engraving tool to further reduce the risk of theft of valuable property.
- **Bicycle Safety:** During this program, officers' conduct a safety inspection of each child's bicycle and fit each child with donated helmet. Children are taught skills needed to maneuver a bike safely while riding through a course set-up to replicate city streets and sidewalks.
- **Campus Violence: Prevention and Preparation:** This program explores the definition, categories, and examples of workplace violence. Attendees learn the indicators of potential threat and what steps you can take toward prevention.
- **Identity Theft Prevention and Internet Safety:** This program explains identity theft, what is it, how it occurs, and what steps an individual can take to lower their risk of becoming a victim, as well as what steps to take if you do become a victim of identity theft.
- **Verbal Judo:** Verbal Judo teaches a philosophy of how to look creatively at conflict, offering specific, powerful, and usable strategies to resolve tense situations.
- **Self-defense Awareness & Familiarization Exchange (S.A.F.E.):** S.A.F.E. is a 2-hour women-only educational awareness, crime-victim prevention program that provides women with information that may reduce their risk of exposure to violence and introduces them to the physical aspects of self-defense. This course is an excellent precursor to R.A.D.

- **Rape Aggression Defense (R.A.D.):** The R.A.D. System is a comprehensive, 12-hour women-only course that begins with awareness, prevention, risk reduction and risk avoidance, while progressing on to the basics of hands-on defense training.
- **Redbird Safe Walk:** Redbird Safe Walk is a service open to students, faculty, and staff who would like an escort when walking to and from on-campus locations, bus stops, and apartments within close proximity to campus. This service is available 24 hours a day, seven days a week, and 365 days a year. To request a Redbird Safe Walk call (309) 438-WALK (9255). For more information, please visit <http://police.illinoisstate.edu/events/safe/>.
- **STOP Program:** The University provides an opportunity for students to participate actively in monitoring campus security through its “Students on Patrol” program. STOP members perform campus escort duties and report crimes or suspicious activities to UPD. For more information about the STOP Program and or the services, STOP members provide contact UPD at 309-438-8631 or <http://police.illinoisstate.edu/events/stop/>.
- **Community Engagement Unit (CEU):** This unit at the University Police Department is responsible for engaging the community in activities and conversations, participating in various events on campus, addressing questions and concerns, teaching crime prevention and awareness programs, and caring for UPD’s emotional support/therapy dog Sage. Some of these events include Behind the Badge, Festival ISU, Coffee with a Cop, Lunch with the Law, and Dinner with a Detective, amongst others. Sage specializes as an emotional support/therapy dog and also serves the police department by responding to various calls with officers to provide support to those in need. Sage assists the CEU with community engagement activities and events.
- **Additional services:** UPD takes all necessary precautions to protect individuals subject to a threat of violence, by enforcing orders of protection, imposing restrictions on contact with persons who may be subject to a threat of violence, and restricting University access.

Other crime prevention educational programs are also available upon request. In addition, UPD offers a free Crime Prevention & Safety Brochure to students, faculty, and members of the public at <http://police.illinoisstate.edu/safety/>. Physical copies of the brochures are also available at UPD.



University Alcohol and Drug Policies and Programs

Illinois State University is concerned about the health and safety of its students and employees. It seeks to maintain a campus environment free from the disruptive and destructive effects from the abuse or illegal use of alcohol and controlled substances. Abuse of alcohol or controlled substances can seriously impair a student's or employee's health and ability to work and study. It may also endanger the safety and well-being of the individual and others.

Illinois State University is committed to prevention and prohibition of illegal use and abuse of alcohol and controlled substances on the campus or within facilities owned, operated, or controlled by the University (including vehicles owned or leased by the University or personal vehicles used for University business). In an effort to maintain a drug and alcohol free work environment in compliance with the Drug-Free Workplace Act of 1988, the Drug Free Schools and Campus Act of 1989, and University policy, we provide the following information to students and employees: a description of health risks and legal sanctions associated with alcohol and other drugs, University standards of conduct and disciplinary sanctions for students, and employees who violate the standards and resources for education, prevention, and treatment.

University Alcohol & Drug Policies

All members of the campus community are expected to abide by University policies, state and federal laws pertaining to alcohol and controlled substances. The University's alcohol policy is available (University Policy 5.1.20) is available at the University policy website: <http://policy.illinoisstate.edu/health-safety/5-1-20.shtml>. The policy establishes rules regarding student alcohol use, possession, rules for Registered Student Organizations, and rules concerning the sale or servicing alcoholic at University events. Failure to abide by the provisions of the University Alcohol Policy may result in the denial of permission to use University property and/or funding for future events as well as other disciplinary and/or legal proceedings as appropriate. See <http://www.policy.ilstu.edu> for more information on the University alcohol policies.

Illinois State University Policy prohibits unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance upon any property owned, operated, or controlled by Illinois State University. The University Drug-Free Schools and Communities Act/Drug-Free Workplace Act Policy at 5.1.5 addresses these requirements <http://policy.illinoisstate.edu/health-safety/5-1-5.shtml>.

In addition, students must comply with the Code of Student Conduct policies relating to drugs and controlled substances. The Code of Student Conduct provisions relating to alcohol, drugs, and other controlled substances is available at the Student Conduct and Community Responsibilities website at: <https://deanofstudents.illinoisstate.edu/conduct/resources/>.

University Sanctions for Violation of Alcohol and Drug Policies:

In addition to possible criminal prosecution for illegal drug and/or alcohol use or possession, students who violate the Code of Student Conduct including alcohol and drug violations are subject to student conduct proceedings by the University. Students found in violation of these policies receive sanctions ranging from censure (or warning) to removal from the University community depending upon the nature of the offense and previous disciplinary history. Participation in an alcohol or a drug education and/or intervention program is required, as the process is designed to be educational. The University may contact the parents of students under the age of 21 who are noted as financially dependent when the student has been found in violation of University policies on alcohol or drugs and placed on disciplinary probation for two or more consecutive semesters. Students may also face civil or criminal charges from local law enforcement agencies for alcohol and/or drug violations on and off campus.

Federal legislation also requires, as a condition of employment, employees who violate University policies concerning alcohol and drugs are subject to University disciplinary action up to and including discharge and consistent with existing University policies, rules, regulations, and employment agreements. Any individual

employed in a security sensitive position or has security sensitive duties at the University who is convicted of any criminal offense must inform the Assistant Vice President of Human Resources of this information immediately.

Information on Health Risks and Legal Consequences

Illegal drugs and alcohol not only pose serious health risks to those who use them, but state and federal criminal penalties for possession, sale, trafficking, and illegal interstate transportation also are severe. University disciplinary sanctions for the possession and sale of illegal drugs and alcohol can result in disruption or termination of University education or employment. More detailed information, for a selected list of substances, follows.

Description of Health Effects of Alcohol & Drugs

Alcohol	Alcohol is the most commonly abused/misused drug today. It is a central nervous system depressant that can produce relaxed euphoric sensations. Large amounts of alcohol can cause respiratory and cardiac failure resulting in death. Many consequences associated with alcohol are often brought on by high-risk drinking. Alcohol abuse directly correlates with lower academic performance, sexual assault, driving under the influence, increased accidents, legal difficulties, financial difficulties and injuries.
Cannabis (Marijuana, Hashish)	Some immediate physical effects of marijuana, along with intoxication, include red, bloodshot eyes, confusion and anxiety, loss of coordination, increased appetite, hallucinations, and a dry mouth and throat. Studies of marijuana's mental effects show that the drug can impair or reduce short-term memory, alter sense of time, and reduce ability to do things which require concentration, swift reactions, and coordination. Users often have a lowered immune system and may be at higher risk for respiratory problems. The active ingredient in cannabis, THC, is stored in fatty tissues and in grey matter of the brain and can take a month or more to be cleared from the body.
Club Drugs (ecstasy, GHB, rohypnol, and methamphetamine)	Club drugs are used for their psychoactive properties and their euphoric effects. These drugs are often associated with use at raves, dance clubs and bars. Variations in purity and potency of these drugs make them especially dangerous and can cause serious injury or death. Mixing the drug with alcohol can have serious consequences. Club drugs are often used to facilitate sexual assault.
Hallucinogens (LSD, MDA, PCP, mescaline, and peyote)	Hallucinogens may cause the user to experience panic, confusion, suspicion, anxiety, and loss of control. Flashbacks may occur even after use has ceased. An overdose can cause heart failure, lung failure, coma, and death.
Narcotics (heroin, codeine, morphine, methadone, and prescription analgesics, e.g. hydrocodone, oxycodone)	Narcotics are very addictive physically and psychologically. Anxiety, mood swings, nausea, confusion, constipation, and respiratory depression are among the health effects of narcotics. An overdose may lead to convulsions, coma, and death. The risk of HIV infection and other diseases increases significantly when individuals inject drugs and share needles.
Stimulants (cocaine, crack, and amphetamines)	Use of cocaine and crack is physically and psychologically addictive and extremely dangerous. An overdose can result in seizures and death. Health effects of stimulants include agitation, loss of appetite, irregular heart rhythm, chronic sleeplessness, and hallucinations.

Local, State & Federal Legal Sanctions

It is a violation of Illinois state law:

- For any person under the age of 21 to possess alcohol in any public place. (235 ILCS 5/6-16).
- To sell or deliver alcohol to anyone under 21, or to an intoxicated person (235 ILCS 5/6-16).
- To possess alcohol in a motor vehicle with the seal broken (625 ILCS 5/11-502).
- For a person under 21 to represent that he/she is over 21 for the purpose of obtaining alcohol (235 ILCS 5/10-1).
- To sell or give a false ID to any person under the age of 21 (235 ILCS 5/6-16).
- For a person under 21 to use a false ID or an ID which is not actually one's own in attempting to purchase any alcoholic beverage (235 ILCS 5/6-16).

Violations of these laws can result in fines of up to \$2,500 and one year in jail.

The driver's license of a person under 21 may be suspended or revoked without a hearing when that person has purchased or attempted to purchase alcohol from a duly licensed establishment or who has consumed alcohol on licensed premises. Persons convicted of violating local ordinances prohibiting a person under 21 years of age from purchasing, accepting, possessing, or consuming alcohol and prohibiting the transfer or alteration of ID cards, the use of the ID card of another or a false or forged ID card, or the use of false information to obtain an ID card may have their driver's license suspended or revoked (235 ILCS 5/6-16).

Any amount of alcohol in the system of a driver under the age of 21 results in a suspension or revocation of one's license (625 ILCS 5/11-501). In addition, the operation of a motor vehicle by a driver with a blood or breath alcohol concentration of .08 or greater carries substantial penalties. The first offense can result in a \$2,500 fine, incarceration for up to one year, and suspension or revocation of the offender's driver's license.

Possession and delivery of illicit drugs are prohibited in Illinois under the Controlled Substances Act (720 ILCS 570). Penalties vary according to the type of drug, the amount of the drug, previous offenses of offender, and whether the offender intended to manufacture, deliver, sell, or use the drug. Please note: Public Act 101-0027, the Cannabis Regulation and Tax Act, effective January 1, 2020 changed the State Law on Cannabis under 720 ILCS 550 but will not have an impact on the University's policies and procedures as the University is still subject to federal law.

Town of Normal: It is a violation of Town Ordinances for a person under the age of 21 to possess alcohol anywhere within Normal (Section 17.3-1(B)). It is also a violation for any person to possess alcohol on any public street, sidewalk, or other public place with the seal broken (Section 17.3-1(A)).

Federal Laws on Illicit Drugs: Simple possession of controlled substances can result in a one-year prison term and a minimum of a \$1,000 fine for first offenders found guilty in a federal court. Subsequent convictions can result in significantly greater penalties (21 U.S. C. 844(a)). Federal penalties for illegal trafficking of a controlled substance can range from 1 year to life imprisonment with significant fines.

https://www.dea.gov/sites/default/files/drug_of_abuse.pdf#page=30. Students and employees are advised to check Federal laws <http://uscode.house.gov> State of Illinois Statutes <http://www.ilga.gov/> and Town of Normal Municipal Code <https://www.normal.org/101/Municipal-Code> for changes in laws and ordinances.

Alcohol and Drug Prevention Programs:

Health Promotion and Wellness is committed to providing factual, non-judgmental information and resources. For more information on the following Drug or Alcohol related programs see the Health Promotion and Wellness website, <http://wellness.illinoisstate.edu/>.

Some of these programs include:

- *Alcohol, Tobacco, and Other Drug Prevention Program:* Provides resources to students, faculty, and staff, holds presentations to student groups, residence halls, and employee groups, offers educational videos, and coordinates awareness campaigns.
- *Alcohol Wise:* The University requires all entering first year and transfer students to complete the Alcohol-Wise online alcohol education course before attending classes.
- *Alcohol Education Program:* An instructional program for students found in violation of University alcohol policies, Town of Normal alcohol ordinances, and state law regarding alcohol within McLean County. The program addresses low and drinking behaviors utilizing a lifestyle harm reduction model.

Dean of Students: Student Conduct and Community Responsibilities offers programs and services for the university community related to alcohol including Sober Monitor Training and Social Host Resource Guide.

Self-Help Programs: Alcoholics Anonymous, Alanon/Alateen, Narcotics Anonymous, and other treatment programs are available in the local community. Information regarding these programs is available through Path by visiting <http://pathcrisis.org/> or 1-800-570-PATH (7284).

PATH - 211 (direct line for any referral) or (800) 570-PATH (7284) <http://pathcrisis.org/> . The Path program is a 24 hour information, referral, and crisis response telephone service. Trained paraprofessionals listen and clarify the caller's situations then help the caller evaluate alternatives, including referral options.

Illinois State University Student Health Services (309) 438-8655. Student Health Services provides examinations, treatment, and acute care to ISU students. All of our physicians, physician assistants, and advanced practice nurses are board certified in their specialties. Lab, x-ray, and pharmacy services are available onsite. Student Health Services is located in the Student Services Building.

Illinois State University Student Counseling Services (309) 438-3655 If you suspect that you or someone that you know are experiencing difficulties due to alcohol or drug use, talking with a qualified individual is the first step. Counselors assist students in an unbiased, nonjudgmental manner. Services are free for current students. All interactions with staff in Student Counseling are handled in a confidential manner. Student Counseling Services are located on the third floor of the Student Services Building.

Faculty and Staff

Additional programs are also available to University faculty and staff. The State of Illinois offers its employees' health benefits through the State Employees Group Insurance Program. These programs include behavioral health and substance abuse. Please contact your plan provider for a full description of the benefits available. The Plan Provider directory can be found on the Human Resources website at <http://hr.illinoisstate.edu/>.

The Employee Assistance Program (EAP) provides resources through Magellan Behavioral Health to eligible faculty and staff who are experiencing personal problems and need support and information during difficult times. The EAP is a free, voluntary, and confidential program that provides problem identification, counseling, and referral services. The EAP also extends its resources to dependents covered by the group insurance plan. For information regarding eligibility and accessing EAP services please visit the [Employee Assistance Program](#) information (CMS website), <https://magellanassist.com/>, or contact Human Resources at (309) 438-8311.

The Human Resources Department also handles all employee discipline. Illinois State University has fifteen collective bargaining units covering approximately 1200 employees. Human Resources is responsible for managing all aspects of these bargaining units as well as the following:

- Interpret University policies and applicable employment law
- Serve as hearing officers for grievance processes
- Serve as hearing officers for civil service discipline
- Create and cultivate positive Labor/Management Relations

- Coach and counsel Supervisors of represented and non-represented employees on grievances, discipline, performance improvement, etc.

Violation of University policy and/or the Code of Student Conduct may result in disciplinary action up to and including termination of employment and/or dismissal from the University.

Bystander Intervention and Risk Reduction Strategies

Primary prevention and awareness programming for students are coordinated by Illinois State University's Sexual Assault Prevention and Survivor Services and Health Promotion and Wellness (HPW). Training regarding bystander intervention and the below risk reduction strategies are coordinated and promoted by Health Promotion and Wellness. Please contact HPW at (309) 438-WELL or Wellness@IllinoisState.edu for more information about training opportunities. Definitions and procedures mentioned in this appendix may be outside of the scope of University policy and procedures but are intended to be educational. The following information is included in compliance with federal and state law.

Bystander Intervention Strategies

Making a Difference: Introducing the Bystander

- A bystander is an individual who is present when an event takes place but is not directly involved, this could be you. On average there are over 293,000 victims (age 12 or older) of rape and sexual assault each year in the United States. Most of these crimes are committed by someone the victim knows. Given these circumstances, it's important to recognize the role bystanders can have in helping and how your actions can have a huge impact. In some cases, you may disrupt a harmful situation from happening.
- **The only person responsible for committing sexual assault is a perpetrator.** All of us can look out for each other's safety by stepping into a situation that appears harmful. Whether it's giving someone a safe ride home from a party or directly confronting a person who is engaging in threatening behavior, everyone plays a role in creating a caring and safe community.
- The key to keeping others safe is learning how to intervene in a way that fits the situation and your comfort level. Having this knowledge on hand can give you the confidence to disrupt a potentially harmful situation and can make all the difference.
- Bystander intervention often describes a situation where someone who isn't directly involved steps in to change the outcome of a situation. Stepping in may give the person you're concerned about a chance to get to a safe place or leave the situation. You don't have to be a hero or even stand out from the crowd to make a big difference in someone's life. Take steps to protect someone who may be at risk in a way that fits your comfort level, like asking them if they're ok, or contacting 911 and law enforcement.
- Whether you're taking home a friend who has had too much to drink, explaining that a rape joke isn't funny, or getting security involved when someone is behaving aggressively, choosing to intervene can impact the way those around you think about and respond to acts of interpersonal violence.

Why don't people help more often? Great question.

It's not always easy to step in, even if you know it's the right thing to do. Some common reasons individuals remain on the sidelines include:

- "I don't know what to do or what to say."
- "What if I'm not right about what I'm seeing?"
- "I'm afraid for my own safety."
- "I don't want my friend to be mad at me."
- "Surely someone else will help."

It's okay if you have also had these thoughts. The difference is you now know that your actions do matter and if not you, then who will act? Your act of stepping into a potentially risky situation will help change the way others think about their role in disrupting sexual assault and other acts of sexual violence. If you suspect that someone could be sexually assaulted, there are steps you can take to support them.

Here are a few ways to Speak Up [C.A.R.E]

1. Create a distraction
2. Ask directly
3. Refer to an authority
4. Enlist others to help you

1. Create a distraction -- Do what you can to interrupt the situation. A distraction can give the person at risk a chance to get to a safe place.

- Cut off the conversation with a diversion like, "Let's get pizza, I'm starving," or "This party is lame. Let's try somewhere else."
- Bring out fresh food or drinks and offer them to everyone at the party, including the people you are concerned about.
- Start an activity that draws other people in, like a game, a debate, or a dance party.

2. Ask directly.

- Talk directly to the person who might be in trouble.
- Ask questions like, "Who did you come here with?", "Would you like me to stay with you?" or "Do you need help?"

3. Refer to an authority -- Sometimes the safest way to intervene is to refer to a neutral party with the authority to change the situation, like an RA, University Police, local law enforcement, or the management staff of your local hangout.

- Talk to a security guard, bartender, or another employee about your concerns. It's in their best interest to ensure that their patrons are safe, and they will usually be willing to step in.
- Don't hesitate to call 911 if you are concerned for someone else's safety.

4. Enlist others -- It can be intimidating to approach a situation alone. Enlist another person to come with you.

- Ask someone to come with you to approach the person at risk. When it comes to expressing concern, sometimes there is power in numbers.
- Ask someone to intervene in your place. For example, you could ask someone who knows the person at risk to escort them to the bathroom.

- Enlist the friend of the person you're concerned about, "Your friend looks like they've had a lot to drink. Can you check on them?"
 - o Source: Rape Abuse & Incest National Network (RAINN)

Sexual Misconduct/Sexual Violence: Red Flags

Sexual Misconduct/Sexual Violence

Sexual Misconduct/Sexual Violence is any act that is sexual in nature and which is committed without the full and informed consent of all persons involved. Examples of such behaviors include, but are not limited to: any penetration of the mouth, vagina, or anus with any body part of other object; contact with a person's breasts, buttocks, groin, or genitals; touching another person with one's own breasts, buttocks, groin, or genitals; any other intentional bodily contact of a sexual nature, or; exposing ones' intimate body parts to another person or persons. Source: [Illinois State University Anti-Harassment and Non-Discrimination Policy 1.2](#)

Tips can often take a victim-blaming tone, even unintentionally. With no intention to victim-blame, and with recognition that only those who commit sexual violence are responsible for those actions, these suggestions may nevertheless provide you with options for increasing safety in areas over which you have some control.

Be aware of people who:

- **Do not listen to you, ignore what you say, talk over you or pretend not to hear you.** Such individuals may have little respect for others and would be more likely to hear "no" as meaning "convince me."
- **Ignore your personal space boundaries,** such as standing or walking too close or touching you without permission.
- **Push you to drink beyond your tolerance level** or wait to make a sexual advance until you are extremely intoxicated. Alcohol is the #1 drug used to perpetrate acts of sexual violence.
- **Express anger or aggression frequently.** Hostile feelings can easily be translated into hostile acts.
- **Use hostile or possessive language about others,** such as "bitch", "whore", or "stupid" or other derogatory language. They may refer to their partner as their possession. This shows that the individual may not see others as human-beings, but as objects that they own and can do with as they wish.
- **Do what they want regardless of what you want.** A person may do this in little ways--for example, by making all the decisions about what you both will do.
- **Decide where to go without asking your opinion;** later they may be likely to make the decision about whether you are ready to have sex with them.
- **Try to make you feel guilty** or accuse you of being "uptight" if you resist their sexual overtures.
- Act excessively jealous or possessive.
- **Prevent you from seeing or talking to friends or family members,** by keeping you isolated and separated from your support network.
- **Have stereotypical or unrealistic ideas about gender roles.** Such perpetrators are not likely to take objections to sexual activity seriously.
- **Drink heavily.** A "mean drunk" can often get sexually aggressive, angry, or violent if they are rejected.
 - o Adapted from: Friends Raping Friends: Could it Happen to You? The Project on the Status and Education of Women, Association of American Colleges, 1997

How to Respond if Someone Is Pressuring You

Perpetrators of interpersonal violence often use tactics, such as guilt or intimidation, to pressure a person into something they do not want to do. It can be upsetting, frightening, or uncomfortable if you find yourself in this situation. Remember that it's not your fault that they're acting this way - they are responsible for their own actions. The following items may help you exit the situation safely.

- **Remind yourself this isn't your fault.** You didn't do anything wrong. The person pressuring you is responsible.
- **Trust your gut.** Don't feel obligated to do anything you don't want to do. It doesn't matter why you don't want to do something. Simply not being interested is reason enough. Do only what you are comfortable with.
- **Have a code word.** Develop a code with friends or family that means "I'm uncomfortable" or "I need help." It could be a series of numbers you can text, like "311." It might be a phrase you say out loud such as, "I wish we took more vacations." This way you can communicate your concern and get help without alerting the person who is pressuring you.
- **It's okay to lie.** If you are concerned about angering or upsetting this person, you can lie or make an excuse to create an exit. It may feel wrong to lie, but you are never obligated to remain in a situation that makes you feel uncomfortable, scared, or threatened. Some excuses:: need to take care of a friend or family member, not feeling well, and **needing** to be somewhere by a certain time. Even excusing yourself to use the bathroom can create an opportunity to get away or to get help. Whatever you need to say to stay safe is okay.
- **Think of an escape route.** If you had to leave quickly, how would you do it? Locate the windows, doors, and any others means of exiting the situation. Are there people around who might be able to help you? How can you get their attention? Where can you go when you leave?
- If you have to find a way out of a situation where someone is pressuring you, or if something happens that you didn't consent to, it is not your fault. **Take care of yourself**, and know you're not alone.
 - Source: Rape Abuse & Incest National Network (RAINN)

Relationship and/or Dating/Domestic Violence: Red Flags

What is Relationship and/or Dating Violence?

Relationship and/or dating violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim, and the existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of the relationship, and the frequency of the interaction between the persons involved in the relationship. Source: [Illinois State University Anti-Harassment and Non-Discrimination Policy 1.2](#).

What is Domestic Violence?

Domestic violence is violence committed by:

- a) a current or former spouse or intimate partner of the alleged victim;
- b) a person with whom the alleged victim shares a child in common;
- c) a person who is cohabitating with, or has cohabitated with, the alleged victim as a spouse or intimate partner;
- d) a person similarly situated to a spouse of the alleged victim under the domestic of family violence laws of the State of Illinois;
- e) any other person against an adult or youth alleged victim who is protected from that person's acts under the domestic or family violence laws of the State of Illinois. Source: [Illinois State University Anti-Harassment and Non-Discrimination Policy 1.2](#).

- Relationship and/or Dating/Domestic violence can happen to anyone regardless of race, sexual orientation, social economics, education, age, religion, etc. Relationship and/or Dating/Domestic violence can also affect family, friends, co-workers and members in the community, in addition to the victim and perpetrator. Domestic violence can occur regardless of the relationship status, including individuals who are dating, cohabitating, or married.
- It's not always easy to tell at the beginning of a relationship if it will become abusive.
- In fact, many abusive partners may seem perfect in the early stages of a relationship. Possessive and controlling behaviors don't always appear overnight, but rather emerge and intensify as the relationship grows.
- Domestic violence doesn't look the same in every relationship because every relationship is different. But one thing most abusive relationships have in common is that the abusive partner commits many acts to gain more power and control over their partners.
 - o Resource: Sources: National Domestic Violence Hotline - <https://www.thehotline.org/identify-abuse/understand-relationship-abuse/>, National Resource Center on Domestic Violence - <https://www.nrcdv.org/>, National Center for Victims of Crime, WomensLaw.org

General Pattern of Behavior

- Tension Building: Relationship begins to get strained or tense between partners.
- Explosion: Outburst that includes verbal, emotional, or physical abuse.
- Honeymoon: Apologies where the perpetrator (abuser) tries to re-connect with their partner by shifting the blame onto someone or something else.

Safety Planning When Leaving the Person Hurting You

- **Make an escape bag.** Pack a bag that includes all important papers and documents, such as your birth certificate, license, passport, social security card, bills, prescription drugs, and medical records. Include cash, keys, and credit cards. Hide the bag well. If it's discovered, call it a "hurricane bag" or "fire bag." If you are escaping with children, include their identifying information as well. **Keep these documents out of your home if possible.**
- **Prepare your support network.** Keep your support network in the loop. Let them know how to respond if the perpetrator contacts them.
- **Plan a destination.** If you're not going to stay with someone you know, locate the nearest domestic violence shelter or homeless shelter.
- **Plan a route.** Then plan a backup route. If you are driving, always have a tank of gas filled. If you rely on public transportation, know the routes departure times. Many public transportation systems have mobile apps that update their schedules and arrival times.

Stalking: Red Flags

Stalking

Stalking is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to (i) fear for the persons' safety or the safety of others; or (ii) suffer substantial emotional distress. For the purposes of this definition (i) course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property; (ii) substantial emotional distress means significant mental suffering or anguish that may, but may not

necessarily, require medical or other professional treatment or counseling. Source: [Illinois State University Anti-Harassment and Non-Discrimination Policy 1.2](#).

Stalking can include:

- Following you and showing up wherever you are.
- Sending unwanted gifts, letters, cards, or e-mails.
- Damaging your home, car, or other property.
- Monitoring your phone calls or computer use.
- Using technology, like hidden cameras or global positioning systems (GPS), to track where you go.
- Driving by or hanging out at your home, school, or work.
- Threatening to hurt you, your family, friends, or pets.
- Using public records or online search services, hiring investigators, going through your garbage, or contacting friends, family, neighbors, or co-workers to track and find out about your whereabouts.
- Posting information or spreading rumors about you on the Internet, in a public place, or by word of mouth.
- Other actions that control, track, or frighten you.
 - Resource: National Center for Victims of Crime: Stalking Resource Center

Underlying Motives

One widely accepted typology of stalkers is based on the stalker's underlying motives. These types of stalkers are essentially general classifications. Therefore, individual stalkers may not exactly fit in one single category, but instead may exhibit characteristics associated with more than one category. The categories are as follows:

- **Simple Obsessional:** This is the most common type of stalker. The stalker is usually a male and the focus of the stalking is an ex-wife, ex-lover, or former boss. In intimate relationships, the stalking frequently starts before the break-up. The stalking can sometimes result from the stalker feeling that he or she has been mistreated by the victim.
- **Love Obsessional:** In this type of stalking, the stalker is a stranger or a casual acquaintance to the victim. Nonetheless, the stalker becomes obsessed and begins a pattern of behavior as a means of making the victim aware of his or her existence. High profile examples of this type of stalking include when celebrities or public figures become the target. However, this type of stalking can be focused on an "average" citizen as well.
- **Erotomania:** In this type of stalking, the stalker incorrectly believes that the victim is in love with him or her, and that, but for some external barrier or interference, the two of them would be together. Given that perceived "love" between the stalker and the victim, the stalker can also pose a risk to those persons close to the victim since they may be viewed as "being in the way."
- **False Victimization Syndrome:** This involves an individual who either consciously or subconsciously seeks to play the role of the "victim." As such, the individual may invent a detailed tale in which he or she claims to be a stalking victim. The would-be victim is the actual stalker, and the alleged stalker is the real victim. This is an extremely rare form of stalking.

Relationship to Victim

Another method used to classify stalkers defines them according to their relationship to the victim. This typology divides stalkers into two basic categories:

- **Intimate:** In this type of stalking, the stalker and victim had a former relationship with each other. Oftentimes, the stalker seeks to reestablish a relationship with the victim which has either ended or

which the victim has tried to end. It is likely that there is a history of abuse, including domestic violence, by the stalker.

- **Nonintimate:** Here, the stalker and victim have absolutely no interpersonal relationship with each other. Rather, the stalker may select and focus on the victim following a brief encounter with each other, or merely after observing the victim. The victim is often at a loss to readily identify the stalker once he or she becomes aware of the conduct. Nonintimate stalking is further divided into the two following categories:
 - **Organized:** The "relationship" between the stalker and victim is characterized by one-way, anonymous communications from the stalker to victim. The stalker is methodical and calculating such that the victim usually does not know the identity of the stalker.
 - **Delusional:** The "relationship" between the stalker and victim is based exclusively on the stalker's psychological fixation on the victim. The stalker's delusion is falsely believing that he or she in fact has a relationship or some other connection with the victim.
 - **Resources:**
 - Meloy, J. (1998). *The Psychology of Stalking: Clinical and Forensic Perspectives*. New York: Academic Press.
 - Wright, J., Burgess, A., Burgess, A., Laszlo, A., McCrary, G., and Douglas, J. (1996). "A Typology of Interpersonal Stalking." *Journal of Interpersonal Violence* 11 (4): 487-502.

The Use of Technology to Stalk

Stalkers often use technology to assist them in stalking their victims. This section provides information about how different technologies can be used to stalk, measures victims can take to keep safe, and additional information and resources.

- **Computers and the Internet**
 - **Computer Monitoring Software:** Stalkers are increasingly using computer monitoring software, or "spyware," to track their victims' computer activity, including all emails or instant messages, websites visited, programs launched, and keystrokes typed (which gives abusers access to passwords). Spyware can be installed on a computer either directly or remotely, through an attachment in an email or instant message. All of this occurs without notification to victims or victims' awareness.
 - **Keystroke Logging Software:** Stalkers can use hardware devices called "keystroke loggers" which are inserted between keyboard cables and the backs of computers. These tiny devices contain small hard drives that record every key typed, including all passwords, personal identification numbers, and website and email addresses.
 - **Email:** Anonymous email services are marketed for users to "confess your love to someone," "contact someone who has blocked your email address," and "email people without leaving a trace." These services appear on websites, often advertised as "revenge" sites, and allow perpetrators to harass victims and to anonymously publicize personal information (accurate or not) about them, ultimately making it more difficult, although not impossible, to identify the perpetrators and hold them accountable for their actions.
- **Telephone Technology**
 - **Cell Phones:** Stalkers can use cell phone monitoring software, such as Mobile Spy, to track individuals' cell phone activity and to identify their locations through the cell phone's GPS. Some software even offers the ability to control monitored phones, allowing stalkers to block certain numbers on their victims' phones or turn off the phone completely.
 - **Text Messaging:** Various websites allow perpetrators to falsify their phone numbers when they send multiple harassing and/or threatening text messages. Many cell phone providers also allow text

messages to be sent over the Internet via a website where senders' numbers can be faked. In addition, some stalkers send text messages using free web-based email services that allow them to create multiple email addresses. This enables them to send texts from accounts that victims don't recognize.

- o **Voice Messages:** Stalkers may use several methods to make repeated and harassing telephone calls to victims while on probation or parole. Purchasing prepaid phone cards or "pay-as-you-go" cell phones with cash makes it easier for them to call their victims without identifying themselves through caller ID or another method.
- o **Caller ID:** Various services exist that allow stalkers to "spoof" the phone numbers that are displayed on caller ID.
 - One example, **SpoofCard**, gives callers the ability to fake the numbers from which they are calling, allowing them to enter any number they want to be displayed on the caller ID. SpoofCard even gives callers the option to record their calls and fake their voices, for example, changing a man's voice to sound like a woman's and vice versa.
 - **VoIP** (Voice over Internet Protocol) phone systems, which include Vonage and other digital phone services, can be manipulated to allow stalkers to call their victims without displaying their caller ID. Using three-way calling, a stalker can call a friend, put the friend on hold, and then call the victim, who will see the friend's number on the caller ID and not the stalker's number.
 - A subscription service called **TrapCall** makes it easy for perpetrators to unmask blocked calls and expose the callers' blocked numbers, and sometimes their names and addresses. Subscribers push a button on their phones when they receive a call from a blocked number, and TrapCall unblocks the number within seconds, without any notice to the caller.
- **Global Positioning Devices (GPS)**
 - o **GPS devices** are now cheaper, smaller, and more accessible than ever. Many GPS packages that can be installed on vehicles come with companion software that abusers can use on their own computers to track every movement of their victims' cars.
 - o **Geofencing**, part of many of these packages, allows users to assign a physical parameter around a town or city, designating where a person's vehicle can and cannot go. If a vehicle goes beyond this parameter or to a location designated "off limits," the service will notify the user via email or text message.
 - o **Hidden Cameras:** Small, wireless, high-resolution cameras can be hidden or purchased already installed in a wide array of items, including smoke detectors, lamps, clocks, and teddy bears. Many cameras can be activated remotely, providing offenders with real-time surveillance of their victims.
 - o **Resources:**
 - o Domestic Violence & Stalking in a Digital Age: Information for Community Corrections Agencies & Professionals. By Erica Oldsen and the Safety Net Team at the National Network to End Domestic Violence <https://nnedv.org/mdocs-posts/domestic-violence-stalking-in-a-digital-age-information-for-community-corrections-agencies-professionals/>
 - o Baum, K., Catalano, S., Rand, M., & Rose, K. (2009, January). Stalking victimization in the United States (NCJ 224527). Retrieved from U.S. Department of Justice website: <https://www.justice.gov/sites/default/files/ovw/legacy/2012/08/15/bjs-stalking-rpt.pdf>

What can you do if you or a friend are being stalked?

- **Tell Someone.** Let friends, family, campus authorities, employers, and the local law enforcement know about the situation.
- **Keep a record.** Document each incident to demonstrate that it fits into a pattern of behaviors for safety planning, police reports, and to obtain a protective order.

- **Set clear boundaries.** What you tell a stalker not to contact you, be short and firm, leaving no room for misunderstanding.
- **Change your routine.** Be aware of your daily routine and begin to alter it over time. Switch up the way you commute more often, taking different routes or different modes of transportation.
- **Be prepared to reach out.** If possible, keep your cell phone charged and have emergency contact numbers programmed ahead of time. You may want to save these contacts under a different name. Memorize a few numbers in case you don't have cell phone access in the future.
- **Develop a safety plan.** A safety plan analyzes risk factors and develops ways to reduce the risk of harm. Victim advocates and law enforcement officers can help victims create plans that fit their situation.

How common a problem is stalking?

- The National Center for Victims of Crimes fact sheet states that “one in six women and one in 19 men have experienced stalking victimization at some point during their lifetime.”
- And according to a report on the prevalence and characteristics of sexual violence from the Centers for Disease Control (CDC), 60.8 percent of female stalking victims and 43.5 percent male victims reported being stalked by a current or former intimate partner.
- College students aren't immune from stalking. In fact, Patrick Brady, M.A. and Leana Bouffard, Ph.D. from The Crime Victims' Institute at Sam Houston State University found that college students are actually more likely than the general public to be stalked and less likely to report it to the authorities.
- But that doesn't mean stalking isn't just something for students to be aware of. Faculty, administrators and staff need to understand what to do if they witness or experience stalking.

What **SHOULDN'T** stalking victims do?

Stalking is extremely serious. And if someone is stalking you, remember **NOT** to do any of the following:

- Don't assume it will stop on its own.
- Don't ignore a potential problem.
- Don't try to handle it yourself.
- Don't engage or confront the stalker.

What can you do if you're being stalked?

There are things you should do if you're being stalked. This includes:

- Keep evidence of the behavior to show to the authorities
- Get a new phone number to help restrict contact and immediately add it to any applicable “do not call” lists (to prevent it from being shared publicly)
- Take down your personal information from any public places or websites, such as whitepages.com, etc. (It's surprising how easy it can be to find a home address or phone number with only a few key pieces of information about a person)
- Seek help from the police, your school and/or victims' rights groups

What can you do if a friend or someone you know is being stalked?

One of the ways to make your campus a safe place is to encourage bystander intervention. So, if a friend or someone you know is being stalked here are some ways you can step in to help:

- Watch out for the stalker when you are with the person
- Help the person leave a place if they spot their stalker
- Offer to provide transportation or walk with the individual being stalked so they're not alone
- Encourage and go with the person to report the stalking to law enforcement and/or other authorities

What should you do if you are the one stalking?

If you start to notice these negative behaviors in yourself:

- Stop the unwanted contact immediately
- Find help to help manage your feelings and impulses
- Put yourself in the other person's shoes when making decisions you aren't sure would be perceived as stalking

How can schools help to prevent stalking?

- Title IX, VAWA and the Clery Act require schools that receive federal funding to offer sexual violence prevention programs and training. And the training offered should be comprehensive.
- From their research on stalking, Brady and Bouffard make the point that sexual violence prevention training should emphasize stalking awareness and give learners the skills they need to navigate potentially dangerous situations.

Training and Programs

Below is a short description of the required training and other training resources available to students.

Not Anymore

This is an online sexual violence education course that all Illinois State University students are asked to complete on an annual basis. The Not Anymore module addresses unwanted sexual experiences including sexual assault and sexual harassment, sexual consent, relationship and dating violence, and stalking behaviors.

Redbird Respect Bystander Empowerment Trainings – By Request

These programs are interactive and build skills and knowledge that empower participants to help in a variety of potentially harmful situations. Bystander Empowerment programs can be tailored to organization-specific situations, and are available to student and employee groups, as well as departments. Contact (309) 438-9355.

Healthy Relationships from Roommates to Romance - By Request

Participants will explore the characteristics and foundations shared by all healthy relationships. Discover the impact unhealthy relationships have on our health and well-being and recognize the importance of maintaining healthy relationships at all levels of our social network. Participants will identify campus resources that will help students cultivate healthy relationships with others as well as themselves.

Dismantling Rape Culture Facilitated by Students Ending Rape Culture (SERC) – By Request

This session explores the role consent plays in sexual activities and everyday life. Examine different types of sexual violence (i.e., sexual assault, intimate partner violence, voyeurism, etc.), learn about common tactics of power and control used in abusive relationships, and recognize the signs of stalking and what steps to take when you, or someone you know, need help. Participants will spend time on ways they can challenge rape culture and victim blaming, recognize how to best support and empower survivors of sexual violence and identify campus and community resources.

Under the Covers Facilitated by Student Wellness Ambassador Team (SWAT) – By Request

The workshop discusses the characteristics of healthy and unhealthy relationships and understand what "consent within the context of sexual activity" means, and why it's so important to have ongoing conversations with your partner about each other's needs. With a sex positive lens learn how to reduce risk for sexually transmitted infections (STIs), participate in a condom demonstration, and identify campus and community resources.

For more information on ongoing awareness campaigns and other training initiatives, please visit the following websites to access information regarding:

- University Education and Prevention Programs: <http://wellness.illinoisstate.edu/students/workshop/>
- Redbird Cares (Student Care Team): <http://studentaffairs.illinoisstate.edu/who/safety/sbit.php>
- Security Force: https://security.illinoisstate.edu/initiatives/unarmed_staff.php
- Crime Advisories (Timely Warning): https://security.illinoisstate.edu/initiatives/crime_advisories.php
- Bird Watch: <https://security.illinoisstate.edu/initiatives/birdwatch.php>
- STOP: <http://police.illinoisstate.edu/events/stop/>
- Personal Safety Courses for Women (RAD): <http://police.illinoisstate.edu/events/rad/>
- Redbird Safe Walk: <http://police.illinoisstate.edu/events/safe/>
- Crime Prevention and Personal Safety Guide: <http://police.illinoisstate.edu/safety/>
- Sexual Assault Survivor Services: <http://www.counseling.illinoisstate.edu/sexual-assault/>

Current activities and resources can be accessed on the following websites:

- Student Counseling Services website: www.counseling.illinoisstate.edu
- Campus Safety and Security: www.security.illinoisstate.edu
- University Personnel Mandatory Reporting Training: <https://equalopportunity.illinoisstate.edu/training/>

Request Training, Programs, and Information

Training, education, and prevention programs are a collaborative effort among several offices on-campus. The offices listed below provide programs for faculty, staff, and students. In addition to planned programs, trainings, and campaigns, these units are also available to collaborate in the development of ad hoc programs or provide talks/lectures on related topics upon request. Students, faculty, and staff can contact the offices below to request assistance as needed.

Primary Prevention Programs	Survivor Support	University Resources, Response, and Policies	Safety and Self-Defense
Health Promotion and Wellness (309) 438-9355	Confidential Advisors (309) 438-7948	Office of Equal Opportunity and Access (309) 438-3383	Illinois State University Police (309) 438-8631

Additional Resources

University Education and Prevention Programs: <http://wellness.illinoisstate.edu/students/workshop/>

Employee Mandatory Reporting Training: <https://equalopportunity.illinoisstate.edu/training/>

Student Not Anymore Sexual Violence Training: <https://wellness.illinoisstate.edu/living/redbirdrespect/>

Safety Programs and Resources: https://security.illinoisstate.edu/report/crime_reporting/resources.php

PART TWO: SEXUAL AND GENDER-BASED MISCONDUCT REPORTING AND RESOURCE GUIDE FOR STUDENTS



About Title IX and the Illinois Preventing Sexual Violence in Higher Education Act

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in education programs and activities in federally funded schools at all levels. Title IX protects students, employees, and applicants for admission and employment from all forms of sex discrimination, including discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity. Recent updates to the federal regulations are intended to substantiate Title IX's prohibition against sex discrimination by requiring federally funded schools to address sexual harassment as a form of sex discrimination in education programs or activities. Within these regulations, sexual harassment also includes sexual assault/misconduct, dating violence, domestic violence, and stalking. These updated regulations require institutions to respond promptly and supportively to persons alleged to be victimized by sexual harassment, to resolve allegations of sexual harassment promptly and equitably under a consistent complaint process that provides fair and impartial due process for all parties, and to effectively implement supportive measures.

Illinois's Preventing Sexual Violence in Higher Education Act calls for all higher education institutions in the state to adopt a comprehensive policy to address sexual violence, dating violence, domestic violence, and stalking that includes a clear definition of consent, information on how to report concerns both confidentially and to University officials, and the institutions' procedures for responding to alleged violations of this policy in a trauma informed and culturally sensitive manner. The Act also directs higher education institutions to provide clear information about primary prevention and awareness programming, including bystander intervention and risk reduction strategies for students, faculty, and staff. Yearly training is also required to provide information about University policy, reporting options, complaint process procedures, supportive measures, and resources available both on campus and within the community.

This Sexual and Gender-Based Misconduct Reporting and Resource Guide for Students (hereinafter OEOA Resource Guide for Students), provides an overview of these requirements and a detailed outline of the University's [Anti-Harassment and Non-Discrimination Policy 1.2](#) and [Procedure 1.2.2](#) as it relates to the student complaint process facilitated by the Office of Equal Opportunity and Access (OEOA).

University Policy

Illinois State University fosters a campus environment that recognizes individual and cultural differences and is strongly committed to the ethical and legal principle that each member of the University community enjoys the constitutional right to free speech. The right of free expression and the open exchange of ideas stimulates debate, promotes creativity, and is essential to a rich learning environment.

As members of the University community, students, faculty, administrators, and staff have a responsibility to respect others and show tolerance for opinions that differ from their own. The value of free expression, however, may be undermined by certain acts of harassment and discrimination that may result in the deterioration of a quality learning, work, or campus community environment and therefore will not be tolerated.

It is the policy of the University to maintain an educational environment free of sexual harassment for students. Sexual harassment is contrary to the standards of the University community and a barrier to fulfilling the University's scholarly, research, educational, and service missions.

The University will not tolerate retaliation against students, employees, or faculty members who exercise their rights by filing a complaint with or by participating in a protected investigation. Any action, or attempted action, directly or indirectly, against any person(s), who, in good faith, reports or discloses a violation of this policy, files a complaint, and/or otherwise participates under this policy may be considered retaliation. Any person or group within the scope of this policy who engages in retaliation is subject to a separate charge of retaliation.

The University's Title IX Coordinator, as part of the Office of Equal Opportunity and Access, is responsible for the University's Title IX compliance program, which includes oversight and implementation of the University's Title IX policies and complaint procedures. The Title IX Coordinator coordinates related education, training, and prevention programming and monitors the campus climate.

Getting Help

If you need immediate help, please call 9-1-1. Important information on 24-hour resources for individuals who have experienced sexual assault, dating violence, domestic violence, or stalking is listed below, and additional resources can be found in both **Appendix 2** and the **Quick Reference Guide** located at the end of this document. This OEOA Resource Guide for Students includes information on how to get help, reporting information, support resources, and what to expect next. Individuals who have experienced sexual violence are encouraged to:

- Seek medical attention.
- Consider reporting to police and/or University officials.

Medical Support

You are encouraged to seek medical and follow-up care even if you choose not to report the incident to law enforcement or the University. Seek medical attention from a hospital, Student Health Services, or another health care provider. Student Health Services cannot complete a sexual assault evidence collection kit (rape kit). The sexual

assault evidence collection process can be completed, at no charge, by visiting any hospital emergency room. Individuals can also contact **Stepping Stones** (309-556-7000), a community provider of free, confidential sexual assault services to request support from a sexual assault crisis advocate during the medical treatment and evidence collection process at the hospital. **Countering Domestic Violence** (309-827-7070) can offer medical support and advocacy in response to incidents of dating/domestic violence and/or stalking.

LOCAL HOSPITALS AND EMERGENCY ROOMS	
Carle BroMenn Medical Center (309) 454-1400 1304 Franklin Ave, Normal, IL Available 24-Hours	OSF St. Joseph Medical Center (309) 662-3311 2200 E. Washington Street, Bloomington, IL Available 24-Hours
CAMPUS HEALTHCARE AND MENTAL HEALTH RESOURCES	
Student Health Services (309) 438-2778 Student Services Building www.HealthServices.IllinoisState.edu	Student Counseling Services Confidential Advisors (309) 438-3655 Student Services Building, Room 320 www.Counseling.IllinoisState.edu

Evidence Preservation

Even if you choose not to file a criminal report or report the incident to the University, you are encouraged to take steps to preserve evidence. This will ensure that evidence is available if you later decide to proceed with a criminal or University investigation.

- Avoid showering, bathing, douching, using the bathroom, changing clothing and/or brushing your teeth or hair. Note that if you have done any of these activities, you can still have an exam performed.
- If you changed clothes, save all the clothing you were wearing at the time of the assault in a **paper bag**.
- Seek treatment at a local hospital emergency room as soon as possible.
- Immediately notify medical staff if you believe drugs or alcohol were involved. Medical staff are specially trained to collect evidence and perform tests, including tests that can provide important evidence to determine if drugs or alcohol were involved.
- Make every effort to save anything that might contain DNA. Do not clean up the crime scene or move anything the assailant may have touched.
- Write down as much as you can remember about the circumstances, including a description of the assailant. If you have a picture of the assailant, prepare to give it to the police.
- Save any electronic communications with the assailant (voicemail, email, text messages, or social media messages)

Whether an incident occurred recently or in the past, help is still available. The University Supportive Measures section and Appendix 2 of this OEOA Resource Guide for Students contains many important resources for free and confidential support, medical treatment, and campus supportive measures. The Quick Reference Guide located at the end of this document also includes a list of campus and community resources. All of the resources are available even if an individual chooses not to report an incident to law enforcement or the University.

The Who/What/How of Reporting

Methods of Reporting

Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator.

Students, employees, and third parties can report instances of gender-based harassment including, sexual harassment, sexual assault/misconduct, domestic violence, dating violence, and stalking in the following ways.

Title IX Coordinator

As noted above, the University's Title IX Coordinator is responsible for the University's Title IX compliance program, which includes oversight and implementation of the University's Title IX policies and grievance procedures. The Title IX Coordinator coordinates related education and training and monitors the campus climate.

The Title IX Coordinator and Deputy Title IX Coordinator can be contacted by telephone, e-mail, or in person during regular office hours:

Title IX Coordinator, Jeff Lange
Office of Equal Opportunity and Access
EqualOpportunity@IllinoisState.edu
TitleIX@IllinoisState.edu

Hovey Hall, Room 310

Campus Box 1280

Normal, IL 61790-1280

(309) 438-3383

Office Hours: Monday-Friday, 8:00 a.m. to 4:30 p.m.

Campus or Local Law Enforcement

For emergencies dial 9-1-1, and your call will be answered by a 9-1-1 dispatcher at the Illinois State University Police Department or other local emergency agency. In a non-emergency situation, please dial 309-438-8631 to be connected to the Illinois State University Police Department. For more information on reporting please go to <http://policy.illinoisstate.edu/health-safety/5-2-1.shtml>.

CAMPUS LAW ENFORCEMENT	
Illinois State University Police Department 309-438-8631 Nelson Smith Building, Room 105 www.Police.IllinoisState.edu	
COMMUNITY LAW ENFORCEMENT	
Normal Police Department (309) 454-9535 100 E. Phoenix Ave., Normal 61761	Bloomington Police Department (309) 820-8888 305 S. East Street, Bloomington 61701
McLean County Sheriff (309) 888-5034 104 W Front Street, Bloomington, IL 61701	

You are **not** required to speak to law enforcement or to file a criminal complaint. If an incident is reported to OEOA, staff can also assist you with notifying law enforcement authorities at your request. If you are contacted by law enforcement authorities, it is not required, but is highly recommended that you speak to them so you can communicate your desired outcome, even if that is to request no involvement from law enforcement.

Electronically

In non-emergency situations, the University’s online Public Incident Report form is available for anyone to submit a report by accessing the following link: https://ilstu-advocate.symplicity.com/public_report. Public Incident Reports are routed to the correct University department for response.

Anonymously

If a reporting party wishes to remain anonymous, please call (309) 438-0268 and leave a detailed message.

Confidentially

To access a Confidential Advisor 24-hours a day, please dial (309) 438-3655. Please note the Confidential Advisors are required to the extent provided by law to keep the report confidential.

For more information, please go to titleix.illinoisstate.edu/report/.

Responsible Employees

ISU personnel have a responsibility to help maintain the safety and security of the campus. It is not only the right thing to do, it is the law.

Federal law mandates select ISU personnel must:

Report acts of sexual violence, sexual misconduct, sexual assault, domestic violence, dating violence, stalking, and sexual harassment so the University can respond and investigate.

Report certain crimes so that the University can publish crime statistics in the University’s Annual Security Report.

Responsible Employees are mandated by law to act on a reportable crime or incident that is made known to them in their professional capacity, even if the information is shared in confidence. It is important to know that the University takes any reports or complaints of crimes/incidents very seriously. The University is required to follow up on all reported incidents of sexual harassment including sexual misconduct, sexual assault, domestic violence, dating violence, and stalking to support the University's efforts to provide a safe and non-discriminatory educational and living environment. Any reported crimes or sexual harassment will be reviewed and may be investigated according to the University complaint procedures. Please note that University processes are separate from any criminal processes related to an incident, and Responsible Employees are required by law to report certain crimes and allegations to University officials. Student Health Services medical staff are required to report certain crimes to Police, and OEOA will receive this report.

Most ISU faculty and staff are considered Responsible Employees, including:

Academic Affairs & Colleges

- Deans
- Directors
- Department Heads
- Faculty
- Academic Advisors
- Lab School Personnel
- Supervisors
- Graduate Teaching and Research Assistants
- Undergraduate Teaching Assistants
- Tutors and Academic Coaches

Student Affairs

- University Police and Additional Security
- Dean of Students Office Staff
- RSO Advisors
- University Housing Staff (including Resident Assistants/Community Assistants)
- Campus Recreation Staff
- Health Promotion & Wellness Staff
- Student Access and Accommodations Services Staff
- Supervisors
- Student Health Services Staff, for reporting of the initial incident only to police

Finance & Planning, University Advancement

- Human Resources Staff
- Facility Security Staff, including individuals who monitor access into campus buildings or parking facilities
- Supervisors

Other University Personnel

- Athletic staff including coaches, trainers, and Study Center personnel
- OEOA Personnel
- Supervisors

Reportable crimes/incidents include:

- Murder and/or manslaughter
- Sex offenses including rape, sexual assault, sexual violence, sexual battery, sexual abuse, sexual coercion, fondling, incest, and statutory offenses
- Robbery
- Aggravated assault
- Burglary
- Motor vehicle theft
- Arson
- All liquor, drug, and weapons violations resulting in an arrest
- Sexual harassment
- Domestic violence
- Dating violence
- Stalking
- Hate crimes based on any of the above offenses, larceny-theft, assault, intimidation, vandalism, and other destruction of property

For more detailed definitions for federal criminal statistic reporting purposes, see [Security.IllinoisState.edu](https://www.is.edu/security).

Sexual harassment is a required reportable incident and must be reported by Responsible Employees. Sexual harassment is uninvited and unwelcome physical, verbal, or nonverbal behavior of a sexual nature so *severe, pervasive, and objectively offensive* that it creates an intimidating or hostile educational or work environment.

In addition to being a form of sexual harassment, sexual misconduct/assault/rape, fondling, incest, statutory rape, domestic violence, dating violence, and stalking are all criminal acts. It is important to note that the University complaint process is separate and different from processes involving law enforcement agencies.

Responsible Employees must report the information disclosed to them by contacting University Police, the University's Title IX Coordinator, or by completing the University's online [Public Incident Report Form](#).

Confidentiality of Information in Public Reports

As noted above, University Responsible Employees are required to make appropriate University officials aware of information they receive regarding crimes/incidents.

In addition, the Clery Act requires the University to include information about reported crimes in the Annual Security Report and the daily crime log. When an incident of alleged dating violence, domestic violence, sexual assault, or stalking is reported, personally identifying information **will not be included in these public records**. Personally identifying information includes information likely to disclose the identity or location of the victim of domestic violence, dating violence, sexual assault or stalking such as:

- First/Last Name
- Home physical address and/or contact information (e-mail, IP address, telephone, or other contact number)

- Social security number, driver’s license number, passport number, or University identification number
- Any other information including date of birth, or other information that could serve to identify the individual (e.g. information regarding race, color, ancestry, national origin, religion, pregnancy, sexual orientation, order of protection, gender identity and expression, age, marital status, disability, genetic information, unfavorable military discharge, status as a veteran, or sex)

Further, Illinois law mandates Student Health Services medical staff to report certain crimes to police. Illinois law also mandates that confidential advisors in Student Counseling Services provide statistics on numbers of confidential reports of sexual violence, domestic violence, dating violence, and stalking to the Title IX Coordinator. These statistics will be provided to the Title IX Coordinator or designee but will never include any personally identifying information. Individuals providing counseling services also provide information to persons they counsel on how to report crimes and/or allegations of University policy violations on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

Accessing University and Community Support

The following support resources are available on-campus and within the Bloomington-Normal community. Most of the resources listed are available at no-cost, and all resources are available even if an individual chooses not to file a criminal or University complaint. To view additional information including University information providing support resources, please visit TitleIX.IllinoisState.edu. When an incident is reported (regardless of where the incident occurred), the University will provide written notification to students about the supportive measures and community resources described below.

Confidential Counseling and Confidential Advisors

Student Counseling Services consists of licensed mental health professionals. Some of these mental health professionals have received an extra 40-hours of targeted training on counseling and assisting students that may have experienced sexual assault, dating violence, domestic violence and stalking, and are considered Confidential Advisors as required by Illinois law. Student Counseling Services and the Student Health Services psychiatrist are the only University officials that can discuss information on a confidential basis and are not required to complete reports as Responsible Employees. Services listed below are free and confidential.

STUDENT COUNSELING SERVICES
(309) 438-3655*
<i>*24-Hour Assistance is available by calling this number after business hours</i>
Student Services Building, Room 320
www.Counseling.IllinoisState.edu

As noted above, Confidential Advisors have completed an additional 40-hours of targeted training and can provide free and confidential services to students including:

- Counseling
- Support referrals
- Information/assistance on reporting an incident
- Advocate for survivors
- Empower individuals in their own recovery and continued academic success

Students are encouraged to contact the Office of Equal Opportunity and Access (OEOA) to request any supportive measures (described below) as needed.

University Supportive Measures

Supportive measures are designed to restore or preserve access to the University's education program or activity, without unreasonably burdening the other party, while also protecting the safety of all parties and the University's educational environment and deterring further sexual harassment.

The Title IX Coordinator is charged with coordinating the effective implementation of supportive measures. For the purposes of the OEOA Policy, supportive measures are defined as measures that are non-disciplinary and non-punitive individualized services offered as appropriate and when reasonably available. Supportive measures are implemented without a fee or charge, to either party involved in the OEOA complaint process, and can be implemented before or after the filing of a formal complaint. When appropriate, supportive measures may be implemented in instances where no formal complaint has been filed.

Please note that if a Complainant desires supportive measures without a formal complaint, the University will keep their identity confidential, unless disclosing their identity is necessary to provide supportive measures (e.g., where a no-contact order is appropriate and the other party would need to know your identity in order to comply with a University Contact Restriction, or campus security is informed about the no-contact order in order to enforce its terms) or there is another legally required reason to disclose.

The Title IX Coordinator will consider what reasonable measures to provide to individual students to ensure continued equal access to educational programs, activities, opportunities, and benefits. The Title IX Coordinator will serve as the primary point of contact and is responsible for communicating with other offices within the school or department as needed to ensure the supportive measures are applied accordingly. At the conclusion of the University process, any supportive measures will be reviewed and removed if necessary.

Supportive measures may include, but are not limited to:

- On-campus counseling and/or assistance in connecting to community-based counseling services
- Extensions of deadlines or other course-related adjustments
- Modifications of work or class schedules
- Campus safety services e.g. Redbird Safe Walk, Redbird Express, etc.
- Mutual restrictions on contact between the parties
- Changes in work or housing locations
- Leaves of absence
- Increased security and monitoring of certain areas of the campus

In an emergency, always call 9-1-1. In addition to contacting police, individuals have the right to request an order of protection, no contact order, restraining order, or other similar lawful orders issued by a criminal or civil court. Confidential Advisors in Student Counseling Services (309-438-3655) can aid in any of these processes.

ISU's Redbird Safe Walk program is available at no-charge to escort students on campus. To request an escort call (309) 438-9255 or visit <https://police.illinoisstate.edu/safety/safe/> for more information.

COMPLAINT PROCEDURE AND SUPPORTIVE MEASURES

Office of Equal Opportunity and Access

TitleIX.IllinoisState.edu

TitleIX@IllinoisState.edu

Hovey Hall, Room 310

Campus Box 1280

Normal, IL 61790-1280

(309) 438-5411

Visa/Immigration Assistance

The Office of International Studies and the Students' Attorney can provide referrals for assistance with visa and immigration issues.

International Student and Scholar Services

InternationalStudents@ilstu.edu

(309) 438-1931

Fell Hall, Room 221

<https://internationalstudies.illinoisstate.edu/students-scholars/>

Students' Attorney

(309) 438-2008

Student Services Building, Room 387

<http://deanofstudents.illinoisstate.edu/services/legal/>

Financial Assistance

The Student Financial Aid Office has funds available to help students in an emergency. Students are encouraged to contact the Student Financial Aid Office directly for more information or to request emergency funds.

Student Financial Aid Office

(309) 438-2231

Hovey Hall, Room 101

www.FinancialAid.IllinoisState.edu

Community Resources

In addition to the available University protective and support services, there are a number of resources available in the local community including information on legal assistance, assistance with obtaining orders of protection, visa and immigration assistance, financial assistance and other services. For a complete list, review the Quick Reference Guide included at the end of this OEOA Resource Guide for Students or download the document at www.TitleIX.IllinoisState.edu.

Prairie State Legal Services can provide legal services, referrals for legal services, and assist with the process of requesting an order of protection, civil no contact order, restraining order, or other similar lawful orders issued by a criminal, civil, or tribal court. For more information on their services, contact them directly at:

Prairie State Legal Services

(309) 827-5021 or (800) 874-2536

www.pslegal.org

Both the **YWCA's Stepping Stones** program and **Countering Domestic Violence** can provide referrals for legal services and assist with the process of requesting an order of protection, civil no contact order, restraining order, or other similar lawful orders issued by a criminal or civil court. Additionally, individuals can contact the YWCA's Stepping Stones program and Countering Domestic Violence for information on the availability of financial assistance within the community.

YWCA's Stepping Stones program is a community-based non-profit program offering a number of free and confidential services including:

- Counseling
- Crisis intervention
- Medical advocacy
- Legal advocacy
- Orders of protection/civil no contact orders
- Support for family, partners, and friends
- Referrals for other services

YWCA Stepping Stones - Sexual Assault Services

Available 24-Hours by calling the hotline at (309) 556-7000

<https://www.ywcamclean.org/what-we-do/prevention-and-empowerment-services/stepping-stones>

Countering Domestic Violence, a program of Mid Central Community Action, Inc., offers a number of free and confidential services including:

- Emergency shelter services
- Free and confidential individual counseling
- Support groups
- Children's services
- Criminal justice advocacy
- Legal/Court Advocacy
- Training
- Referrals for other services

Countering Domestic Violence

Available 24-Hours by calling (309) 827-7070

http://www.mccainc.org/clarion_rocket/programs/countering-domestic-violence/

University Policy and Procedures

Anti-Harassment & Non-Discrimination Policy 1.2

In keeping with the University's commitment to fostering a safe and inclusive campus community, the University has established the Anti-Harassment and Non-Discrimination Policy. Among the forms of prohibited harassment and discrimination are sexual harassment and gender-based harassment including sexual assault/misconduct, dating violence, domestic violence, and stalking. This policy is administered by the Office of Equal Opportunity and Access. The complete policy follows and can also be found at: <https://policy.illinoisstate.edu/conduct/1-1-2.shtml>.

For reporting and complaint procedures related to filing a complaint against an employee or student based on any protected class that is not sexual harassment, sexual assault/misconduct, dating/domestic violence or stalking, please see [Procedure 1.2.1](#).

For reporting and complaint procedures related to filing a complaint against a student based on sexual harassment, sexual assault/misconduct, dating/domestic violence, or stalking, please see [Procedure 1.2.2](#).

For reporting and complaint procedures related to filing a complaint against an employee based on sexual harassment, sexual assault/misconduct, dating/domestic violence, or stalking, please see [Procedure 1.2.3](#).

For reporting and complaint procedures related to filing a complaint against a University Laboratory School student based on sexual harassment, sexual assault/misconduct, dating/domestic violence, or stalking, please see [Procedure 1.2.4](#).

Policy 1.2(O). Sexual Harassment-Student

Hostile Educational Environment Sexual Harassment

It is the policy of the University to maintain an educational environment free of sexual harassment for students under Title IX. Sexual harassment is contrary to the standards of the University community and a barrier to fulfilling the University's scholarly, research, educational, and service missions.

Sexual harassment is defined by federal law as the following:

1. An employee¹ of the University Laboratory School or Illinois State University conditions the provision of aid, benefit, or service of the school on an individual's participation in unwelcome sexual conduct; or
2. Any unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it effectively denies a person equal educational access; or

¹ Complaints under this definition will be reviewed pursuant to University Procedure [1.2.1](#) or [1.2.3](#).

3. Any instance of sexual assault as defined in the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), and dating violence, domestic violence or stalking as defined in the Violence Against Women Act (VAWA)².

For the purposes of this policy, equal educational access applies to all persons admitted for enrollment at or through the University or University Laboratory Schools, both full-time and part-time, pursuing undergraduate or graduate degrees as well as certificate and other educational programs. Individuals are still considered students for the purpose of this Policy between academic sessions, until such time that a student's degree has been awarded.

The University has jurisdiction over a Respondent when the Respondent is enrolled as a student of the University and whenever the conduct that could constitute sexual harassment occurs in connection with a University-related program or activity.

Federal law defines "program or activity" as locations, events, or circumstances over which the University exercises substantial control over both the Respondent and the context of the harassment. This also includes any building owned or controlled by a recognized student organization, such as fraternities and sororities.

Any student or their parents/guardians who feels they have experienced harassment and/or discrimination on the basis of sex (including sexual harassment, sexual assault, domestic violence, dating violence, or stalking) can report the alleged conduct to the University, or if enrolled as a student at the University Laboratory Schools, to any school official who will fulfill necessary reporting obligations. Third parties that have knowledge of possible sexual harassment of others and are not mandated to report, are still encouraged to report to the same sources. Once the University has received information related to a potential policy violation, written notice will be sent promptly to the Complainant outlining the availability of supportive measures along with information on how to file a formal complaint in order to prompt an OEOA investigation.

Dismissal of a Formal Complaint

Mandatory Dismissal

If the conduct alleged in the formal complaint would not constitute sexual harassment, as defined above, even if proven, did not occur in the recipient's education program or activity, or did not occur against a person in the United States, then the University must dismiss the formal complaint with regard to that conduct for the purposes of sexual harassment as defined under Federal law.

Discretionary Dismissal

The University may dismiss the formal complaint or any allegations therein, if at any time during the investigation or hearing: a Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the formal complaint or any allegations therein; the Respondent is no longer enrolled or employed by the

² For the purposes of this Policy, alleged instances of sexual assault, dating violence, domestic violence, and stalking are not evaluated for severity, offensiveness or denial of equal education or activity access as a one-time occurrence can be sufficiently serious to deprive a person of equal educational access.

University; or specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Upon a dismissal required or permitted under this section, the University will promptly send written notice of the dismissal and reason(s) therefore simultaneously to the parties. In the event a formal complaint is dismissed on a discretionary basis, both parties may appeal the decision. Such a dismissal does not preclude the University from proceeding with action under Policy 1.2(P) Sexual Misconduct/Violence, Domestic Violence, Dating Violence, and Stalking, and/or additional provisions from the Code of Student Conduct.

Policy 1.2(P). Sexual Misconduct/Violence, Domestic Violence, Dating Violence, and Stalking

a. Sexual Misconduct/Violence

Engaging in any act that is sexual in nature and which is committed without the full and informed consent of all persons involved. Examples of sexual assault/misconduct include, but are not limited to: any penetration of the mouth, vagina, or anus with any body part or other object; contact with a person's breasts, buttocks, groin, or genitals; touching another person with one's own breasts, buttocks, groin, or genitals; any other intentional bodily contact of a sexual nature, or; exposing one's intimate body parts to another person or persons.

For the purposes of this section, informed consent must be freely and actively given through mutually understandable terms or actions. A person is deemed incapable of giving consent when that person is not of an age to legally give consent (i.e. juvenile, minor), mentally disabled, mentally incapacitated, physically helpless, incapacitated through the use of alcohol and/or drugs to the point of being unable to make an informed and rational decision, unconscious, or asleep. Informed consent cannot be obtained through physical force, compelling threats, intimidating behavior, or coercion. Consent cannot be derived based on: a lack of verbal or physical resistance, previous sexual relations between the same parties, consent provided to another party, previous or current sexual relations with other parties, or through the manner in which someone chooses to dress. A person always retains the right to revoke consent at any time during a sexual act. Attending an artistic or educational event or a class in which nudity occurs and for which advanced notice of nudity has been provided qualifies as informed consent.

b. Sexual Exploitation

Engaging in any action that results in one or more persons taking nonconsensual or abusive sexual advantage of another person or persons. Examples of such behavior include, but are not limited to: invasion of sexual privacy; recording or broadcasting sexual activity, including redistribution of pictures, video, or audio; engaging in voyeurism; facilitating or allowing voyeurism without the consent of all parties; knowingly exposing another to a sexually transmitted disease; inducing another person or persons to commit an inappropriate sexual act, or; inducing incapacitation in another person with the intent to engage in sexual conduct, regardless of whether prohibited sexual conduct actually occurs.

c. Dating Violence

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

d. Domestic Violence

Violence committed by:

- i. a current or former spouse or intimate partner of the alleged victim;
- ii. a person with whom the alleged victim shares a child in common;
- iii. a person who is cohabitating with, or has cohabitated with, the alleged victim as a spouse or intimate partner;
- iv. a person similarly situated to a spouse of the alleged victim under the domestic or family violence laws of the State of Illinois; or
- v. any other person against an adult or youth alleged victim who is protected from that person's acts under the domestic or family violence laws of the State of Illinois.

e. Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (i) fear for the person's safety or the safety of others; or (ii) suffer substantial emotional distress.

For the purposes of this definition (i) course of conduct means two or more acts, including, but not limited to, acts where the stalker directly, indirectly, or through third parties, by any action, method, device or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property. (ii) Substantial emotional distress means significant mental suffering or anguish that may, but may not necessarily, require medical or other professional treatment or counseling.

University Procedure 1.2.2

Any student³ who feels they have experienced harassment and/or discrimination on the basis of sex (including sexual harassment, sexual assault, domestic violence, dating violence, or stalking) can report the alleged behavior to the University and file a formal complaint.

Once the University has received information related to a potential policy violation, written notice will be sent promptly to the Complainant outlining the availability of supportive measures along with information on how to file a formal complaint. Supportive measures are available to the Complainant with or without the filing of a formal complaint.

The University reserves the right to have the Title IX Coordinator sign a formal complaint in the absence of a participating Complainant. A determination by the Title IX Coordinator to file a formal complaint will be made

³ Individuals not affiliated with the University may file a formal complaint under the University's Anti-Harassment and Non-Discrimination Policy 1.2 (P) Sexual Misconduct/Violence, Domestic Violence, Dating Violence, and Stalking.

on a case by case basis. For the purposes of this Policy, if the Title IX Coordinator signs a formal complaint, the Title IX Coordinator is not considered a party to the case.

For the purposes of this Policy, a formal complaint is defined as a document filed by a Complainant or signed by the Title IX Coordinator alleging sexual harassment, as defined in the University's Policy 1.2, against a Respondent and requesting that the University investigate the allegation of sexual harassment. At the time of filing a formal complaint, a Complainant must be participating in or attempting to participate in a University education program or activity. A formal complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail. For the purposes of this Policy, a "document filed by a Complainant" means a document or electronic submission (such as by electronic mail or through an electronic incident report (see Reporting section) that contains the Complainant's physical or digital signature, or otherwise indicates that the Complainant is the person filing the formal complaint. Additionally, there is no time limit on a Complainant's decision to file a formal complaint.

The Complainant always has the option to pursue a criminal complaint with the appropriate law enforcement agency or pursue both the OEOA and criminal complaint processes simultaneously.

The University will strive to complete the investigation, meaning the period from commencement of an investigation through to completion of an investigative report, within a reasonably prompt timeframe. The commencement of an investigation begins with the receipt of a formal complaint from the Complainant or when the Title IX Coordinator signs a formal complaint on behalf of the University. The University will strive to gather evidence and conduct interviews within sixty (60) University business days, with the understanding that additional time beyond sixty (60) University business days may be necessary. OEOA reserves the right to extend this time frame by a reasonable period according to the scope of the investigation, the availability of witnesses, any concurrent police investigations, and the cooperation of the parties. If additional time is necessary, both the Complainant and Respondent will be notified of the OEOA's need to extend the investigation beyond the allotted sixty (60) University business days limit.

Emergency Removal

The Vice President for Student Affairs (VPSA) or designee shall be responsible for the determination of emergency removals. During an emergency removal, the removed student shall be denied access to all campus facilities, including residence halls and classes, and to all University-related activities or privileges for which the student might otherwise be eligible, as the Vice President or designee may determine to be appropriate. All emergency removals will include an opportunity to submit information to challenge the final interim removal decision.

Whenever an interim action is taken, a proceeding to resolve alleged violations of the Policy shall be convened at the earliest possible time. The interim actions may remain in effect until a final decision has been reached, including any appropriate appeals process, at the discretion of the VPSA or designee. In cases where a student is allowed to return to campus if removal or a suspension is not a sanction following the student conduct process, effort will be made to restore the student formerly on interim suspension to academic wholeness. Steps can include, but not be limited to, communicating with professors, assisting in obtaining course materials, and assisting in identifying academic assistance resources.

Investigation of Formal Complaint

When OEOA investigates allegations of sexual harassment, it reviews the information collected using the preponderance of the evidence standard. "Preponderance of the evidence" means there is more credible

information supporting the position of one party, in comparison to the other, so that the facts in question were more likely than not to have occurred. It is the responsibility of the University to gather relevant evidence to the extent reasonably available and not the responsibility of the parties. The University's review will be thorough, reliable, and impartial.

Advisors

The parties can have others present during the complaint procedure, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice.

OEOA Investigator

Whenever a formal complaint is received and reviewed, the Title IX Coordinator will assign an Investigator. The Investigator will be an OEOA staff member that must be impartial, free of any actual conflict of interest, and have specific and relevant training and experience. A Complainant or a Respondent who has concerns that the assigned OEOA Investigator cannot conduct an impartial and fair review (e.g., has personal connections to any involved parties) may report those concerns directly to the Title IX Coordinator. Any concerns of perceived bias reported to the Title IX Coordinator will be assessed to determine whether a different Investigator should be assigned to the investigation.

Any requests for supportive measures expressed to the OEOA Investigator will be sent to the Title IX Coordinator for decision and implementation.

Retaliation

The University will not tolerate retaliation against students, employees, or faculty members who exercise their rights by filing a complaint with or participating in a protected investigation. Any action, or attempted action, directly or indirectly, against any person(s), who, in good faith, reports or discloses a violation of this Policy, files a complaint, and/or otherwise participates under this Policy may be considered retaliation. Retaliation includes but is not limited to harassment, discrimination, threats, or negative impact on employment and/or academic progress. Actions are considered retaliatory if they have a materially adverse effect on the working, academic, or living environment of a person; or if they hinder or prevent the person from effectively engaging in University activities and programs. Any person or group within the scope of this policy who engages in retaliation is subject to a separate charge of retaliation. The full reference to retaliation found within University Policy 1.2(Q). can be found at <https://policy.illinoisstate.edu/conduct/1-1-2.shtml>.

1. Notice to the Complainant and Respondent

Once a formal complaint has been filed, the Complainant and the Respondent will be informed in writing of the initiation of the OEOA investigation into alleged violations of the Policy, and when applicable, alleged violations of the Code of Student Conduct. The notice of the investigation will include the identities of the parties, a summary of the conduct at issue (including when and where it allegedly occurred, if known), and the potential specific violations. In this initial notification to the parties, they will be informed that they may have an advisor of their choice, at their own cost, attend all meetings and hearings. Further, both parties will be notified of the process to request supportive measures and the prohibition against knowingly making false statements or knowingly submitting false information during the investigation process. The Complainant and Respondent will be notified prior to the meeting of their right to review and inspect all evidence during the investigation.

The Respondent, in specific, will be informed that they are presumed not responsible for the alleged conduct and that a determination regarding responsibility is not made until the conclusion of the complaint process. Through the course of the investigation, if any evidence is obtained or disclosed that may establish additional potential violations, the Respondent will be informed in writing at that time.

2. Investigative Interview

During an investigation, the Investigator will meet separately with the Complainant, the Respondent, and pertinent witnesses. At the time of the meeting, the Complainant, the Respondent and pertinent witnesses will be given the opportunity to participate in an interview with the Investigator.

As noted above, the Complainant and the Respondent may bring an advisor of their choice to an interview, with the understanding that the advisor's role is to provide guidance, advice, and assistance at this point in the OEOA complaint process.

Following the interview, each individual will be provided with a draft summary of their statement for their review and feedback to ensure its accuracy and completeness.

3. Evidence

- An investigation will allow both the Complainant and the Respondent an equal opportunity to submit information, additional evidence (including inculpatory and exculpatory evidence), and to identify witnesses, including fact and expert witnesses, with relevant and appropriate information. The Investigator will also gather other relevant information or evidence reasonably available to the Investigator and University. Evidence that that may be reasonably available to the University includes but is not limited to, documents, photographs, social media, communications between the parties, and other electronic records as appropriate.
- Attorney-client privileged material is not accessible to the Investigator. Additionally, in general, a person's medical and counseling records are confidential and not accessible to the Investigator unless the person voluntarily chooses to share those records with the Investigator. Should the parties involved submit medical records as evidence, any information that is deemed confidential and/or irrelevant to the investigation must be redacted by that party. In those instances, if relevant and appropriate, the relevant portions of the medical records will be summarized in the preliminary report, which will be made available for the other party's review.
- The University cannot restrict the ability of either party to discuss the allegations under investigation or to gather and present evidence during the grievance process.

All evidence (inculpatory and exculpatory) obtained as part of the investigation will be shared with the parties, and their advisors, if any, for their review and comment. The parties will have ten (10) University business days to review all evidence and submit any feedback to the evidence.

The Investigator will objectively review all information identified or provided by the parties as well as any additional evidence obtained and will determine the appropriate relevance, and probative value of the information developed or received during the investigation.

4. Draft Investigation Report

After each party has had the opportunity to comment on their own statement and evidence, the Investigator will prepare a draft investigation report. The draft investigation report will include a description of the procedural steps taken, the evidence gathered, including statements obtained during the investigation, any feedback to

statements and any other information and evidence gathered. The Investigator will provide the Complainant and the Respondent, and their advisors, if any, with the draft investigation report in an electronic or hard copy format.

The Complainant and the Respondent will have one opportunity to concurrently review the draft investigation report and provide feedback. The Complainant and the Respondent must submit any comments, feedback, additional documents, evidence, requests for additional investigation, names of additional witnesses, or any other information they deem relevant to the Investigator, within ten (10) University business days. The ten-day period begins on the date of delivery of the draft investigation report via email. The parties' feedback may be attached to the final investigation report, if it is determined to be relevant and appropriate.

5. Final Investigation Report

After receiving any feedback submitted by either party, or after the ten (10) University business days review period has lapsed without response, the Investigator will address any relevant and appropriate issues identified by the Complainant and/or the Respondent, and as appropriate, pursue any additional investigative steps as needed and will issue a final investigation report for the purposes of a hearing referral.

The OEOA Investigator will provide a copy of the final investigation report simultaneously to the Complainant and the Respondent, and their advisors, if any, in an electronic or hard copy format. In addition to the investigation report, the OEOA Investigator will also provide written information about next steps in the complaint procedure.

Informal Resolution Conference

At the request of the parties, and when deemed appropriate, an investigation may be referred to an informal resolution conference in lieu of a University hearing to resolve the complaint. The Complainant and Respondent must give voluntary, informed, written consent to attempt an informal resolution. The OEOA Investigator and a member of Student Conduct and Community Responsibilities (SCCR) will meet with the Respondent to review the final investigation report and determine the University policies that may have been violated, as well as any sanctions that would be imposed as a result of the behavior. The OEOA Investigator will meet with the Complainant to notify them of the outcome of the meeting with the Respondent. At any time prior to agreeing to a resolution, either party has the right to withdraw from the informal resolution process and proceed to a University hearing.

The following outcomes may result from an informal resolution conference:

- a) The Respondent and the OEOA Investigator may agree on the University violations for which the student is responsible and the sanctions to be imposed. In this case, a decision letter is generated within five (5) University business days, and the case is resolved. There is no right to appeal, unless the student has agreed to a disciplinary suspension or disciplinary dismissal, in which case the student maintains limited appeal rights.
- b) The Respondent and the OEOA Investigator/SCCR may not agree on the University violations and/or sanctions to be imposed. The case will then be forwarded to a formal hearing.
- c) If after receiving written consent from both parties to enter into an informal resolution, either the Respondent and/or the Complainant fail to attend an informal resolution conference, the case may be referred to a formal hearing.
- d) In cases where an informal resolution can be reached between the Respondent, the OEOA Investigator, and a representative from SCCR, the OEOA Investigator will consult with the Complainant to review the proposed outcome. If the outcome is satisfactory to all involved parties, a decision letter will be generated,

and the case will be resolved. If the Complainant does not support the proposed outcome, the case will be referred to a live hearing.

6. Referral to Hearing

The OEOA Investigator will provide the final investigation report to the parties simultaneously, along with information regarding the hearing process. The hearing will be scheduled no earlier than ten (10) University business days of receiving the investigation report.

A member of the panel of decision-makers will conduct a pre-hearing meeting within five (5) University business days of the notice of hearing. The purpose of this meeting is not to discuss the substance of the investigation, but rather to provide information related to the hearing procedures.

If the Complainant and/or the Respondent do not intend to have an advisor present during the hearing, the University must provide an advisor of the University's choice to the parties.

Prior to the hearing, if OEOA or the panel of decision-makers learns that the Complainant, the Respondent, or a material witness will not attend the hearing, any statements provided by that individual during the course of the investigation must not be considered at the hearing, nor while determining the outcome of the matter.

Hearing Procedures

At the conclusion of the OEOA investigation, the information contained in the investigation report will be forwarded to a panel of decision-makers for a determination, by a preponderance of the evidence, of whether a violation of Policy 1.2 has occurred. The following rules apply to this proceeding:

1. Hearings will be closed to the public and are audio recorded.
2. The panel shall consist of three members. One member will be a staff member from OEOA other than the Title IX Coordinator and Investigator. Another member will be from Student Conduct and Community Responsibilities, and that person will chair the hearing. The final member will be from a pool of faculty and staff volunteers who are specifically trained as panel members for Title IX hearings. A fourth panel member shall be assigned from the trained hearing panel volunteers as an alternate in each case.
3. The Complainant and Respondent have the right to have an advisor of their choosing present at the hearing.
4. If a party does not have an advisor present at the hearing, the University will provide that party an advisor, without fee or charge, to conduct cross-examination. Such cross-examination must be conducted directly, orally, and in real time by the party's advisor and never by a party personally. All questions, including those that challenge credibility, must be relevant and appropriate.
5. Hearings may be conducted with all parties physically present in the same geographic location or, at the University's discretion, any or all parties, witnesses, and other participants may appear at the hearing virtually, with technology enabling participants simultaneously to see and hear each other.
6. All cross-examination must exclude evidence of the Complainant's sexual behavior or predisposition, unless such evidence about the Complainant's sexual behavior is offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the evidence concerns specific incidents of the Complainant's sexual behavior with respect to the Respondent and is offered to prove consent.

7. The panel of decision-makers will hear information and witnesses presented on behalf of both parties. All people appearing at a hearing are subject to questioning by the advisors and decision-makers. Only witnesses who can speak to the substance of the allegations will be considered by the panel.
8. If either party or a witness does not submit to cross-examination at the hearing, the decision-maker must not rely on any statement of that party or witness in reaching a determination regarding responsibility.
9. Before a Complainant, Respondent, or witness answers a cross-examination or other question, the decision-makers must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. In the event that a question is deemed irrelevant, the party's advisor may challenge the decision to exclude the questions based on relevance.
10. At the request of either party, an audio recording of the hearing will be made available to them for their inspection and review.

At the conclusion of the hearing, the panel of decision-makers will deliberate to reach a decision, by majority, for the alleged violations. The decision will be on the basis of whether there is a preponderance of information that the Respondent violated each cited University regulation. A member of the panel of decision-makers must issue a written determination regarding responsibility with findings of fact, conclusions about whether the alleged conduct occurred, rationale for the result as to each allegation, any disciplinary sanctions imposed on the Respondent, and whether remedies will be provided to the Complainant.

The written determination will be emailed simultaneously to the parties no later than seven (7) University business days after the hearing. This may be delayed if the panel needs additional time to review the information provided at the hearing. Notifications of any delay will be sent to the parties by email to their Illinois State University email account.

Sanctions as described in the Code of Student Conduct

When students are found in violation of University regulations, sanctions shall be imposed. The purpose of sanctioning is to educate a student as to why their behavior is inappropriate, as well as to make the student aware of and sensitive to all the possible consequences of the behavior in question. Sanctions for misconduct will be determined on a case by case basis, utilizing four main criteria: a) the nature of the offense; b) the precedent established at the University for similar conduct; c) the previous conduct record of the student; and, d) the student's attitude and behavior throughout the conduct process.⁴

Sanctions shall generally be comprised of two components: a) an "inactive sanction" or written sanction (Censure, Disciplinary Probation, Restrictive Disciplinary Probation, Disciplinary Suspension, or Disciplinary Dismissal), as well as; b) an "active sanction" or educational sanction, requiring the student to complete some form of assignment requiring the student's active participation and reflection. The following sanctions may be imposed by a case manager, administrative hearing officer, University Hearing Panel, University Appeals Board, Assistant Vice President/Dean of Students or through a restorative conference upon any student found to have violated the Code:

⁴ The [Illinois State University Code of Student Conduct](#) outlines possible sanctions in Section IX.A-E.

A. Inactive Sanctions

Inactive sanctions include those sanctions that determine a student's standing at the University. These sanctions include:

1. **Censure:** A censure is an official statement that the student or student organization has violated a University regulation, and it serves as a formal reprimand. A censure also indicates that future violations will likely result in a more serious level of sanctioning.
2. **Disciplinary Probation:** Disciplinary Probation is a serious encumbrance on the student or student organization's good standing in the University community, and it serves as a recognition that the student (or organization) is no longer in good disciplinary standing with the University. Disciplinary Probation will last at least one semester (eighteen academic calendar weeks) and any subsequent violations during the probationary period will be viewed as both a violation of University regulations and a violation of the probation. No more than three Disciplinary Probation sanctions may be imposed on a student prior to that student being removed from the University community, though the student may be removed prior to this condition. Student organizations are limited to three probationary sanctions in a four-year period prior to that student organization being removed from the University community, though the student organization may be removed prior to this condition. A student on disciplinary probation may not hold any elected or appointed office at the University and is ineligible for a sophomore housing exemption to move to a fraternity or sorority house. At the end of the disciplinary probation period, all lost privileges shall be restored.
3. **Restrictive Disciplinary Probation:** Restrictive Disciplinary Probation is a serious encumbrance on the student or student organization's good standing in the University community, and it indicates that a student or student organization is at a "near removal status" from the University. Any additional incidents in which the student or student organization is found in violation of the Code of Student Conduct would result in immediate removal from the University for a period of time and the possibility of additional sanctions. No more than one restrictive disciplinary probation sanction shall be imposed on a student prior to removal from the University community. Student organizations are limited to one restrictive disciplinary probation sanction in a three-year period. Restrictive disciplinary probations may not be extended as a result of separate incidents. A student on restrictive disciplinary probation may not hold elected office, is ineligible for a sophomore housing exemption to live in a fraternity or sorority house, and may not represent the University in any official capacity, including intercollegiate athletics, major extracurricular activities (including forensics, debate, plays and musicals) or student exchange programs. At the end of the restrictive disciplinary probation period, all lost privileges and eligibility shall be restored. Student organizations on restrictive disciplinary probation may not seek sophomore housing exemptions and may not host any events with alcohol.
4. **Disciplinary Suspension:** Disciplinary Suspension establishes a fixed period of time during which the student or student organization may not participate in any academic or other activities of the University. At the end of the suspension period, the student or student organization may apply for reinstatement and be readmitted only upon the approval of the Assistant Vice President/Dean of Students or designee.
5. **Disciplinary Dismissal:** Disciplinary Dismissal denies the student or student organization the right to participate in any academic or other activities of the University. This is a permanent exclusion from the University community. Students subject to disciplinary dismissal shall be restricted from University property and University-related events for a minimum of five calendar years.
6. **Restrictions:** A restriction takes away a privilege that the student may have, as well as restricting contact with people and/or access to property.

B.Active/Educational Sanctions

Case managers, administrative hearing officers, and the University Hearing Panel are strongly encouraged to impose “active” and educational sanctions that promote learning, understanding, and reflection. These sanctions may be developed as necessary and as deemed relevant to specific conduct and specific individuals. Among the previously established educational sanctions are:

- i. Alcohol Education Program
- ii. Attendance at Educational Programs
- iii. Conflict Management Training
- iv. Educational Service Hours
- v. Ethics Workshop
- vi. Reflective Exercises
- vii. Restitution

C. Conduct Fines and Fees

Fines are utilized as a deterrent to further student misconduct, and they are most often employed in cases involving the use of alcohol and other drugs. Conduct fines are, however, also utilized for frequent offenders of University regulations. Conduct fine rates are approved by the Vice President for Student Affairs. Conduct fees are associated with costs for providing educational sanctions, and they are set by the service provider.

D. More than one sanction may be imposed for any violation.

E. Decision-makers, and sanctioning case managers, may impose other restrictions, such as restriction from class registration and other academic activities as is deemed necessary.

Appeal Procedures

The Respondent and the Complainant can both appeal outcomes of cases, except in cases where the appeal right has been waived as a result of a voluntary agreement. Only one appeal is collectively afforded to all parties involved in a student conduct case.

1. Appeal Board: The Assistant Vice President/Dean of Students shall convene a Dean’s Appeal Board, which shall hear appeals of cases involving allegations of Policy 1.2 violations. The following rules apply to the Dean’s Appeal Board:
 - a. The members of the Assistant Vice President/Dean of Students’ Appeal Board (Board) shall be faculty and staff members recruited and selected by the Assistant Vice President/Dean of Students. Members of the University Appeals Board are eligible to serve. Board members are subject to annual review and renewal at the discretion of the Assistant Vice President/Dean of Students.

- b. The Assistant Vice President/Dean of Students will identify at least four faculty and staff members to serve on the Board. All members of the Board are required to complete training specific to the subject matter of the appeals over which the Board holds jurisdiction.
- c. Three members of the Board shall serve on each appeal hearing. The Assistant Vice President/Dean of Students shall chair the hearing unless this role is designated to another Board member by the Assistant Vice President/Dean of Students. The Assistant Vice President/Dean of Students is a voting member of the Board.
- d. All members of the Board may be removed from membership at the discretion of the Assistant Vice President/Dean of Students for any of the following reasons: failure to participate in training activities, failure to attend scheduled hearings, poor performance appraisals, termination or expiration of employment, violation of University regulations, failure to uphold confidentiality requirements, or other issues as specified by the Assistant Vice President/Dean of Students.
- e. The Dean's Appeal Board makes a recommendation to the President or designee who makes the final decision on all appeals of this policy.

2. The following conditions apply to the appeals process:

Appeals are not re-hearings of student conduct cases, but only serve to review the conditions within which a case was resolved. Because this is not a new hearing of the case, the burden rests with the appealing party to establish that the original hearing and/or the decision reached are improper. The Dean's Appeals Board shall give deference to the original decision unless it is established by a preponderance of information that the appellant was deprived of a fair process; they shall not supplant their judgment over the decision of the original hearing body without cause.

3. The criteria for filing an appeal are:

- a. Procedural Irregularity– the appellant is contending that a substantive error was committed as a part of the student conduct process that affected the outcome of the case.
- b. Newly Discovered Information – the appellant is contending that there is newly discovered information that was unavailable to the appellant at the time of the original proceeding, and that this information could affect the outcome of the proceeding. The student must include the new information with the appeal. Note that these criteria may not be utilized by students who choose or fail to attend or participate in the original proceeding they are appealing.
- c. Disproportionate Sanction – the appellant is contending that the sanction is not appropriate to the finding of the case.
- d. Conflict of Interest or Bias – the appellant is contending Title IX personnel and/or decision makers had a conflict of interest or bias that affected the outcome of the proceedings.

4. The process for the review of appeals is as follows:
 - a. Students have ten (10) calendar days to request an appeal to a determination made by the Hearing Panel under this Procedure. The ten-day calendar period begins on the date of delivery of the decision letter via email.
 - b. The Dean or designee will review the request for appeal submitted by the appellant, as well as all case information, to ensure that the appeal meets the criteria for appeal. In some cases, the Dean may invite the appellant to provide additional information in person or by telephone. The Dean will respond to all requests for appeals within ten (10) University business days of receipt.
 - c. If the Dean of Students or designee determines that the appeal does not meet any of the criteria the appeal hearing is denied, the case is closed, subject to no further route of appeal.
 - d. If the Dean grants the appeal hearing, the hearing will be convened based on the appeal criteria within ten (10) University business days of this decision to grant the hearing to review the case.
 - e. The Dean will allow the Investigator and/or hearing panel members the opportunity to respond to the appeal criteria in writing, and this response is provided to both the Respondent the Complainant five (5) University business days prior to the appeal hearing.
 - f. Both the Respondent and the Complainant shall be given the opportunity to appeal at the same appeals hearing. Whether or not both the Respondent and the Complainant appeal, both shall be provided the opportunity to attend a hearing. Information not presented by the appellant in the written appeal will not be considered in the appeal hearing.

5. Proceedings of all appeal hearings shall abide by the following protocol:
 - a. All hearings are closed to the public.
 - b. The appellant offers a summary of their cause for appeal, providing any relevant information based on the appeal criteria.
 - c. The Dean's Appeal Board and all parties have the opportunity to ask questions and share additional information as appropriate.
 - d. Optional final statements can be made by both parties, beginning with the appellant.
 - e. Upon conclusion of the appeal hearing, deliberations will take place in closed session to reach a recommendation, by majority.
 - f. At the conclusion of the appeal board deliberations, the Dean's Appeal Board will submit a recommendation on the appeal to the President or designee for final decision. The recommendation to the President shall be one of the following:
 1. Affirm the original finding and sanction.
 2. Affirm the finding but modify the sanction. In cases where the Respondent is the appealing party, the sanction may not be increased. The cases where the Complainant is the appellant, the sanction may be increased or reduced as deemed appropriate.
 3. Modify the finding and/or sanctions.

Written findings of the appeal proceeding decision shall be communicated to all parties within ten (10) business days of the decision.

Complainant Rights in the OEOA Complaint Process

Student Complainants are entitled to the following rights in the OEOA complaint process:

1. A Complainant has the right to be treated equitably by all representatives of the OEOA complaint process.
2. A Complainant has the right to be notified of the availability of supportive measures.
3. A Complainant has the right to an OEOA complaint procedure that is free from conflict of interest or bias. This includes a fair and impartial review by all investigators and decision-makers.
4. A Complainant has the right to written notification of any potential University Policy charges under review. Any meeting notice shall indicate the purpose of the meeting, along with the time and place of any meeting or hearing. Proper written notification shall be defined as delivery of email to a student's University account (ilstu).
5. A Complainant has the right to have a support person of their choice present at all meetings and/or hearings in the OEOA complaint procedure. During the investigation phase of the complaint process, the support person's role is non-participatory, limited only to supporting the Complainant, and the support person may not actively participate in the meetings, nor serve as a witness. If the Complainant chooses to bring an advisor of their choice to the live hearing, this person is responsible for conducting cross-examination.
6. A Complainant has the right to request to participate in the OEOA complaint process via electronic means.
7. A Complainant has the right to expect to be free from intimidation and harassment throughout the OEOA complaint process.
8. A Complainant in cases of alleged violations of the Anti-Harassment and Non-Discrimination policy will not receive a disciplinary sanction by the University for a Code violation (such as underage drinking), that is revealed in the course of such a report, unless the University determines that the violation was egregious, including without limitation an action that places the health or safety of any other person at risk.
9. A Complainant has the right, upon request, to have reasonable steps taken by OEOA to prevent any unnecessary or unwanted contact with the responding student(s).
10. A Complainant has the right to present information and/or witnesses, including fact or expert witnesses, on their behalf.
11. A Complainant has the right to inspect and review evidence, including exculpatory and inculpatory evidence, directly related to the allegations.
12. A Complainant has the right to question all involved parties during a live hearing through an advisor of their choice, or through a University appointed advisor. Direct questioning of any participants is not permitted. A live hearing may be conducted with all parties physically present in the same geographic location or, at the recipient's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other.
13. A Complainant has the right to written notification of the outcome of a hearing as it pertains specifically to the Complainant no later than seven University business days after the hearing. This may be delayed if the

panel of decision-makers needs additional time to review the information provided at the hearing. Notifications of any delay will be sent to a Complainant by email.

14. A Complainant has the right to appeal in two circumstances, when a discretionary dismissal of a formal complaint has been issued, and when a decision from a hearing has been issued.

Complainant Responsibilities in the OEOA Complaint Process

Student Complainants are expected to adhere to the following responsibilities in the OEOA complaint process:

1. A Complainant has the responsibility to take the OEOA complaint process seriously, to act in good faith, and to treat everyone involved in the process with respect and dignity.
2. A Complainant giving testimony or evidence is expected to tell the full and complete truth throughout the OEOA complaint process. The Code of Student Conduct prohibits knowingly making false statements and/or submitting false, inaccurate, and/or misleading information during the grievance process.
3. A Complainant is responsible for regularly checking their University email account (ilstu) and is responsible for the contents of any notices sent to their account, whether or not the Complainant chooses to open them.
4. A Complainant is responsible for ensuring that the support person of their choice attend meetings, understanding that meetings will not be rescheduled to accommodate the support person.
5. Complainants are not obligated to provide information in OEOA complaint process proceedings but may not later utilize this as a basis for appeal on the grounds of new information.

Respondent Rights in the OEOA Complaint Process

Student Respondents are entitled to the following rights in the OEOA complaint process:

1. A Respondent has the right to be treated equitably by all representatives of the OEOA complaint process.
2. A Respondent has the right to be notified of the availability of supportive measures.
3. A Respondent has the right to an OEOA complaint process that is free from conflict of interest or bias. This includes a fair and impartial review by all investigators and decision-makers.
4. A Respondent has the right to written notification of any potential University Policy charges under review. This notice shall indicate the purpose of the meeting, along with the time and place of any meeting or hearing. Proper written notification shall be defined as delivery of email to a student's University account (ilstu). Both parties will also be notified of any additional allegations under review that were disclosed during the course of the OEOA investigation.
5. A Respondent has the right to have a support person of their choice present at all meetings and/or hearings in the OEOA complaint procedure. During the investigation phase of the complaint process, the support person's role is non-participatory, limited only to supporting the Respondent, and the support person may

not actively participate in the meetings, nor serve as a witness. If the Respondent chooses to bring an advisor of their choice to the live hearing, this person is responsible for conducting cross-examination.

6. A Respondent has the right to request to participate in the complaint procedure via electronic means.
7. A Respondent has the right to be free from intimidation and harassment throughout the OEOA complaint process.
8. A Respondent has the right to an OEOA complaint process that presumes that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint procedure.
9. A Respondent has the right to request actions that would aim to prevent any unnecessary or unwanted contact with the reporting student(s).
10. A Respondent has the right not to present information against themselves.
11. A Respondent has the right to hear and respond to all information presented against the student.
12. A Respondent has the right to present information and/or witnesses, including fact or expert witnesses, on their behalf.
13. A Respondent has the right to inspect and review evidence, including exculpatory and inculpatory evidence, directly related to the allegations.
14. A Respondent has the right to question all involved parties during a live hearing through an advisor of their choice, or through a University appointed advisor. Direct questioning of any participants is not permitted. A live hearing may be conducted with all parties physically present in the same geographic location or, at the recipient's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other.
15. A Respondent has the right to written notification of the outcome of a hearing no later than seven (7) University business days after the hearing decision. This may be delayed if the panel of decision-makers needs additional time to review the information provided at the hearing. Notifications of any delay will be sent to the Respondent by email.
16. A Respondent has the right to appeal in two circumstances, when a discretionary dismissal of formal complaint has been issued, and when a decision from a hearing has been issued.

Respondent Responsibilities in the OEOA Complaint Process

Student Respondents are expected to adhere to the following responsibilities in the OEOA complaint process:

1. A Respondent has the responsibility to take the OEOA complaint procedure seriously, to act in good faith, and to treat everyone involved in the process with respect and dignity.
2. A Respondent giving testimony or evidence is expected to tell the full and complete truth throughout the OEOA complaint process. The OEOA complaint procedure prohibits knowingly making false statements and/or submitting false, inaccurate, and/or misleading information during the complaint procedure.

3. A Respondent is responsible for regularly checking their University email account (ilstu) and is responsible for the contents of any notices sent to their account, whether or not the student chooses to open them.
4. A Respondent is responsible for ensuring that the support person of their choice attend meetings, understanding that meetings will not be rescheduled to accommodate the support person
5. Respondents are not obligated to provide information against themselves in OEOA complaint process proceedings but may not later utilize this as a basis for appeal on the grounds of new information.

Frequently Asked Questions

Whether you are reporting an incident, or you are responding to an allegation, you likely have many questions. Most of those questions will be answered when each party meets with the OEOA Investigator. However, you can find many answers in the following Frequently Asked Questions section.

Who can I contact with questions about my case or for more information about the complaint process?

Office of Equal Opportunity and Access

Hovey Hall, Room 310
Campus Box 1280
Normal, IL 61790-1280
(309) 438-5411

TitleIX@ilstu.edu

www.TitleIX.IllinoisState.edu

Student Conduct and Community Responsibilities and/or Conduct Consultants

Student Services Building, Room 120
Campus Box 2440
Normal, IL 61790-2440
(309) 438-8621

SCCRHelp@ilstu.edu

<http://deanofstudents.illinoisstate.edu/conflict/>

What should I do if I am an individual with a disability and I need an accommodation to participate in the complaint and/or investigation process?

If you are an individual with a disability and need a reasonable accommodation in order to participate in this process, please contact Student Access and Accommodation Services, 350 Fell Hall, Campus Box 1290 Normal, IL 61790-1290, (309) 438-5853, or visit the website at www.studentaccess.illinoisstate.edu/ to make arrangements. OEOA will work with you and Student Access and Accommodation Services to provide the necessary services for your participation.

How does Illinois State University receive reports about incidents like sexual assault?

Local police jurisdictions, Illinois State University Police, and University Responsible Employees are required to inform OEOA of disclosures or reported incidents involving Illinois State University students where sexual harassment including sexual assault/misconduct, dating violence, domestic violence, and/or stalking are indicated. While most reports are received from third parties, students may also directly report their experiences to OEOA to learn more about supportive measures and how to file a formal complaint

Why is Illinois State University involved in this matter?

Illinois State University is committed to both supporting your well-being and safety and acting to ensure equal education access for all of our students. For that reason, Illinois State University follows its review and investigation procedures when it receives information or reports regarding incidents that may involve sexual harassment, sexual assault/misconduct, dating/domestic violence, and/or stalking. Local law enforcement agencies also have agreements with the University to share information reported to them involving ISU students, and this helps to ensure the safety of the entire campus community. While some students may only want to file a report with a local police jurisdiction, students should be aware that reports involving sexual assault/misconduct, dating/domestic violence, and/or stalking will be shared with OEOA in order for staff to follow up with the involved students to discuss supportive measures and how to file a formal complaint through the University process.

Who will information about this incident be shared with? Will OEOA tell my parents?

The University is required to complete certain publicly available reports and disclosures, including the Annual Security Report required by the Clery Act and to the State of Illinois; however, such reports are prepared without the inclusion of personally identifying information about you. More information about Clery reportable crimes can be found at https://security.illinoisstate.edu/report/crime_reporting/.

All information involved in the OEOA complaint process is maintained in a secure manner, and information is only shared with people who are directly involved in administering the University's response, when legally required, or if an individual submits a waiver under the Family Educational Rights and Privacy Act (FERPA) that permits the University to share information and documents related to the complaint. Parents of students are not contacted about an OEOA complaint unless such a FERPA waiver is filed, the complaint involves minors, or if parental notification is deemed necessary in the sanctioning process (as determined by Student Conduct and Community Responsibilities). The University will also maintain as confidential any assistance or supportive measures provided to you to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the assistance or protective/interim measures.

I disclosed a recent incident to my advisor/professor/supervisor, and now the Office of Equal Opportunity and Access is contacting me to schedule a meeting. Am I under investigation or in trouble?

No. Our priority is your well-being, safety, educational access, and the safety of our campus. Thus, our focus is on gathering information about the report we received and providing you with information about your rights, available supportive measures, and information on filing a formal complaint. An individual who reports sexual harassment, sexual assault, or sexual misconduct will not be subject to the disciplinary action by the University for his/her own personal consumption of alcohol or drugs at or near the time of the incident, provided that any such violations did not and do not place the health or safety of any other person at risk. The University has an obligation to reach out to you about the report received, but our ultimate goal is to ensure your continued equal educational access.

Who should I contact to request assistance with University supportive measures like changing classes, moving residence hall rooms, or obtaining a contact restriction due to alleged sexual harassment, sexual assault, dating/domestic violence, and/or stalking?

Office of Equal Opportunity and Access
Hovey Hall, Room 310, Campus Box 1280
Normal, IL 61790-1280
(309) 438-5411
TitleIX@ilstu.edu
www.TitleIX.IllinoisState.edu

As a possible Complainant in an OEOA investigation, is the meeting I am being asked to attend mandatory?

No, this meeting is not mandatory, but is highly encouraged. The purpose of the meeting is to provide you with information about supportive measures available to you both on and off campus and to share information with you about the University processes that are available to address this incident. Sometimes, OEOA needs more information about an alleged incident before we can determine how to proceed. If you choose to attend this meeting, the OEOA Investigator will ask you a few more questions about the report we received, discuss the OEOA complaint process with you, and provide you with information on how to file a formal complaint in order to prompt an OEOA review of the allegations and appropriate next steps.

Can I bring a support person with me to meetings with the OEOA Investigator?

Yes, you are welcome to have someone present with you at the initial meeting and during your interview to offer advice and support, provided the individual is not a potential witness to the incident or would otherwise be providing information during OEOA's investigation. This person may be a family member, a friend, a significant other, an attorney, a counselor, or anyone else that will help you feel as comfortable as possible. Please note that this person's role is limited to advising and supporting you; this individual may not participate directly in the meeting or interview, and you must provide a FERPA waiver for the support person.

As a Complainant or Respondent, am I required to provide information to the OEOA Investigator?

No, you are not required to provide information. Your participation with the University investigation, hearing, or other proceedings associated with this report is completely voluntary. There are a variety of ways in which you can participate in the University process and those will be reviewed during the meeting we have requested. You are welcome and encouraged to participate in the University process to your desired level of comfort. However, should a Complainant choose not to file a complaint, the University may not be able to move forward with an investigation under Policy 1.2, but this does not limit the Office of Student Conduct and Community Responsibilities' ability to address the behavior through the Code of Student Conduct. In some circumstances, the Title IX Coordinator can file a formal complaint on behalf of the University. Should a Respondent choose not to provide information, the investigation may proceed based on the information that is available at that time. There will be additional opportunities throughout the investigation and hearing process for individuals to provide information. It is important to know that if you choose to file a formal complaint but do not participate in the investigation, the University may be limited in addressing the alleged behavior. In addition, if you choose to participate in the investigation but do not attend the hearing, the decision makers cannot rely on any statements you previously provided, including to the OEOA Investigator and/or police.

What if I change my mind and wish to withdraw my participation?

If you have filed a formal complaint regarding an alleged incident of misconduct with OEOA, you may withdraw it at any time, with the understanding that the University may be limited in addressing the alleged behavior.

As a Complainant, can I request confidentiality or ask the University not to investigate further?

Yes, in most instances prior to filing a formal complaint, the University can work with you to keep your concerns confidential while providing supportive measures, to the extent that the supportive measures allow for confidentiality. For example, if you do not wish to file a formal complaint but are requesting a contact restriction, OEOA would need to disclose your identity to the other party in order to convey the contact restriction guidelines.

If you have already filed a formal complaint, you may withdraw it at any time. However, should the Title IX Coordinator perceive there to be grounds for the University to continue investigating the allegations, the Title IX Coordinator reserves the right to file a formal complaint on behalf of the University.

What if I do not file a formal complaint and then change my mind and want more information about the University processes or wish to participate?

You may contact OEOA at (309) 438-5411 at any time to request more information about your case in particular and/or the OEOA complaint process. Please note, a formal complaint must be received by the Office of Equal Opportunity and Access in order to proceed with an investigation. If you do not file a formal complaint, you will be notified of the status of the case, which could result in the matter being dismissed under Policy 1.2 and addressed through the Code of Student Conduct disciplinary process.

Can I talk to my friends about the investigation I am involved in?

The University cannot restrict or deny your ability to share or discuss information related to the alleged incident. The OEOA Investigator working with you on your case will ask you about any information you may be able to provide as evidence for their review and for a list of possible witnesses to interview. For example, you may want to reach out to friends who can provide you with screenshots or video that you would like to be used as part of the investigation, with the understanding that the OEOA Investigator may ask to speak to your friends. However, you are not precluded from gathering evidence.

Do I have the right to file a criminal complaint as well?

Yes. Illinois State University's response to this report is independent of any criminal processes. You also have a right to file a criminal complaint with the appropriate law enforcement authorities. You can contact the Illinois State University Police at (309) 438-8631, the Normal Police Department at (309) 454-9535, or the Bloomington Police Department at (309) 820-8888.

You also have the right to request assistance in notifying law enforcement authorities and the right to request an order of protection, no contact order, restraining order, or other similar lawful orders issued by a criminal or civil court. ISU's Student Counseling Services (309-438-3655) and YWCA's Stepping Stones Program (309-556-7000) both offer advocates who can accompany you through the process of filing a criminal complaint and/or requesting an order of protection, no contact order, restraining order, or other similar lawful order.

What if I don't want to file a criminal complaint or involve law enforcement?

You are not required to speak to law enforcement or to file a criminal complaint. If you are contacted by law enforcement authorities, it is not required, but is highly recommended that you speak to them so you can communicate your desired outcome, even if that is to request no involvement from law enforcement.

A formal complaint has been filed against me by another student. Am I already considered in violation of University Policy?

No, the University assumes the Respondent in an OEOA investigation is not responsible for the behavior until a preponderance of the evidence shows that it is more likely than not that a violation of University Policy 1.2 occurred. A Respondent is presumed not responsible until a final determination is made on the case.

As a Respondent, is the meeting I am being asked to attend mandatory?

No, this meeting is not mandatory, but is highly encouraged. The purpose of the meeting is to provide you with information about the formal complaint received by OEOA, to discuss the OEOA complaint process, and to inform you of your rights and responsibilities during this process. During this meeting, the OEOA Investigator will also discuss supportive measures available to you both on and off campus.

The police never contacted me. Why is the University even involved?

It is important to remember that the University and criminal processes are separate and different, but they may proceed concurrently. For the safety of our campus community, local law enforcement agencies have agreements with Illinois State University to share information about reports received involving ISU students.

Should I hire a lawyer?

You are not required to hire a lawyer in order to proceed with the OEOA complaint process as outlined in [Procedure 1.2.2](#). If you choose to hire a lawyer at your own expense, they may attend the initial meeting with OEOA and interview with you as your support person with the understanding that the support person's role is to provide guidance, advice, and assistance. Should the formal complaint result in a hearing before a panel of decision makers, an advisor is required to conduct cross-examination of the participating parties. This advisor does not have to be a lawyer and you can provide your own advisor of your choosing. If you do not have an advisor at the time of the hearing, the University will provide one for you at no fee or cost. The University appointed advisor will not be an attorney.

Will I ever have to sit in the same room as the other party? Will I have to see them? Will they be asking me questions?

All meetings prior to the hearing with the panel of decision-makers will involve only the OEOA Investigator, the individual party, and a support person of their choosing should they bring one. At the hearing, all participating parties will either be in the same room or visible to each other using video conferencing technology. Federal regulations require students involved in a hearing to be present and available for questioning by the other party's advisor, and that will take place either in person or through available technology. Parties will not be questioning each other directly during hearings before a panel of decision-makers.

What if I am retaliated against for participating in this investigation?

Illinois State University Policy 1.2(Q) prohibits retaliation against individuals who provide information to the University, bring forth a complaint, or who are asked to cooperate in an investigation. As part of this Policy, Illinois State University, students, its officers, employees, or agents, may not retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual for exercising their rights or responsibilities. Any allegation of retaliation initiated by someone participating in an investigation will be deemed a separate and distinct violation of the Illinois State University Policy and will be investigated independently. Additionally, you may contact OEOA at any time to discuss supportive measures such as class changes or a University Contact Restriction related to this report.

Also, remember to not engage in retaliatory behavior yourself (e.g. intimidation, threats, harassment, etc.) directed toward anyone who you believe may be involved with or cooperating in an OEOA investigation. If you are experiencing retaliation, please contact our office at (309) 438-5411 immediately so that we may address it promptly.

How long will this investigation take?

The University will strive to complete the investigation, meaning the period from commencement of an investigation through to completion of an investigative report, within a reasonably prompt timeframe. The commencement of an investigation begins with the receipt of a formal complaint from the Complainant or when the Title IX Coordinator signs a formal complaint on behalf of the University. The University will strive to gather evidence and conduct interviews within sixty (60) University business days, with the understanding that additional time beyond sixty (60) University business days may be necessary. OEOA reserves the right to extend this time frame by a reasonable period according to the scope of the investigation, the availability of witnesses, any concurrent police investigations, and the cooperation of the parties. If additional time is necessary, both the

Complainant and Respondent will be notified of the OEOA's need to extend the investigation beyond the allotted sixty (60) University business days limit.

Prevention and Training Policies

The University is committed to:

1. Providing educational programs which promote awareness of anti-harassment and non-discrimination, sexual assault, dating/domestic violence, and/or stalking and target prevention of such acts.
2. Informing students and employees of available services both within the University and surrounding community and facilitating their decision-making regarding recovery needs.
3. Encouraging and assisting in the reporting of discrimination, harassment, sexual assault, dating/domestic violence, and/or stalking to the appropriate law enforcement authority and filing a complaint with the Office of Equal Opportunity and Access (OEOA).
4. Timely investigations of allegations of policy violations and misconduct including violations of the Code of Student Conduct and/or the Equal Opportunity/Anti-Harassment and Non-Discrimination Policy.
5. Reviewing, upon request, available options for supportive measures designed to protect students (e.g. no contact order, modifying academic and/or living environments and implementing modifications if such modifications are reasonably available).
6. Ensuring that individuals conducting investigations or making any decisions regarding violations of this policy shall receive annual training on related issues including but not limited to sexual harassment, domestic violence, dating violence, sexual assault, and stalking.
7. For sexual harassment allegations reported pursuant to Title IX, individuals tasked with investigating and making determinations in those matters will be specifically trained on the following:
 - The definition of sexual harassment
 - The scope of the University's education programs or activities
 - How to conduct an investigation and grievance process including hearings, appeals, and informal resolutions
 - How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias
 - Technology to be used at a live hearing
 - Issues related to relevance of questions and evidence and how to respond to questions about a Complainant's sexual predisposition or prior sexual behavior
 - Investigators will be trained on issues of relevance to create an investigative report that fairly summarizes relevant evidence
8. Annual training for employees regarding mandatory reporting, crime reporting, and complaint procedures. For more information, please go to the website at <https://equalopportunity.illinoisstate.edu/training/>.
9. Annual training and education for students regarding anti-harassment and non-discrimination, sexual assault, dating/domestic violence, and/or stalking and the relevant policies, procedures, support and resources. For more information, please go to the website at <http://titleix.illinoisstate.edu/>

Training and Programs

Training, education, and prevention programs are a collaborative effort among several offices on-campus. Primary prevention and awareness programming for students are coordinated by Student Counseling Services and Health Promotion and Wellness (HPW). Please contact HPW at (309) 438-WELL or Wellness@IllinoisState.edu for more information about training opportunities. HPW is also responsible for training and educating students on bystander

intervention and risk reduction strategies. To learn more, please visit <https://wellness.illinoisstate.edu/living/redbirdrespect/>

Below is a short description of the required training and other training resources available to students.

Healthy Relationships from Roommates to Romance - By Request

Participants will Explore the characteristics and foundations shared by all healthy relationships. Discover the impact unhealthy relationships have on our health and well-being and recognize the importance of maintaining healthy relationships at all levels of our social network. Participants will identify campus resources that will help students cultivate healthy relationships with others as well as themselves.

Dismantling Rape Culture Facilitated by Students Ending Rape Culture (SERC) – By Request

This session explores the role consent plays in sexual activities and everyday life. Examine different types of sexual violence (i.e., sexual assault, intimate partner violence, voyeurism, etc.), learn about common tactics of power and control used in abusive relationships, and recognize the signs of stalking and what steps to take when you, or someone you know, needs help. Participants will spend time on ways they can challenge rape culture and victim blaming, recognize how to best support and empower survivors of sexual violence and identify campus and community resources.

Under the Covers Facilitated by Student Wellness Ambassador Team (SWAT) – By Request

The workshop discusses the characteristics of healthy and unhealthy relationships and understand what "consent within the context of sexual activity" means, and why it's so important to have ongoing conversations with your partner about each other's needs. With a sex positive lens learn how to reduce risk for sexually transmitted infections (STIs), participate in a condom demonstration, and identify campus and community resources.

Get Involved

Illinois State University and the surrounding community offer many opportunities to get involved.

- Consider volunteering for a community organization, like Stepping Stones Rape Crisis Center and become an Advocate for survivors of sexual assault.
- Participate in one of the many campus events including education and awareness campaigns and training programs like Consent Day, the Clothesline Project, or Day of Silence. For more information on available awareness campaigns and training programs, visit: www.wellness.illinoisstate.edu
- Host a guest speaker for your campus/student organization or class. For more information on requesting a guest speaker visit: www.titleix.illinoisstate.edu or www.wellness.illinoisstate.edu

Campus Organizations and Groups

- Health Promotion and Wellness: www.wellness.illinoisstate.edu
- Students Ending Rape Culture (SERC): <https://wellness.illinoisstate.edu/students/serc/>
- ISU Flame: <https://wgs.illinoisstate.edu/resources/isu-flame.php>

Community Organizations and Groups

- YWCA Stepping Stones Program: <https://www.ywcamclean.org/what-we-do/prevention-and-empowerment-services/stepping-stones>

- Countering Domestic Violence: http://www.mccainc.org/clarion_rocket/programs/countering-domestic-violence/

How can I help someone?

Respond with Care: When someone tells you that they were sexually assaulted, the best way to respond is simply to [Start by Believing](#). Survivors are often afraid that others won't believe them, or that others will blame them for what happened, so it is important to **simply listen** and **offer support** and whatever types of assistance they want. Let them take the lead on what they need from you.

- [Identifying a Disclosure](#)
- [Pause and Listen](#)
- [Knowing What to Say](#)
- [Learn about Sexual Assault](#)
- [Be Patient with Intimate Partners](#)
- [Help them Move Forward](#)

Start By Believing is the global campaign to transform the way we respond to sexual assault. Start By Believing was created by End Violence Against Women International (EVAWI), America's leading nonprofit organization dedicated to improving criminal justice responses to sexual assault.

Appendix 1

University, State, and Federal Gender-Based Harassment and Misconduct Definitions

Federal law requires that students, employees, and others receive training regarding applicable definitions for consent, sexual assault/misconduct, dating/domestic violence, and stalking. The University Policy, Illinois law, and Federal law each use slightly different definitions for various legal purposes. A complete list of related Policy definitions, as well as Federal and State Criminal Code definitions, is included below.

Consent

- *University Policy 1.2:* For purposes of this section informed consent must be freely and actively given through mutually understandable terms or actions. A person is deemed incapable of giving consent when that person is not of an age to legally given consent (i.e. juvenile, minor), mentally disabled, mentally incapacitated, physically helpless, incapacitated through the use of alcohol and/or drugs to the point of being unable to make an informed and rational decision, unconscious, or asleep. Informed consent cannot be obtained through physical force, compelling threats, intimidating behavior, or coercion. Consent cannot be derived based on: a lack of verbal or physical resistance, previous sexual relations between the same parties, consent provided to another party, previous or current sexual relations with other parties, or through the manner in which someone chooses to dress. A person always retains the right to revoke consent at any time during a sexual act. Attending an artistic or educational event or a class in which nudity occurs and for which advanced notice of nudity has been provided qualifies as informed consent.
- *State:* A freely given agreement to the act of sexual penetration or sexual conduct in question. Lack of verbal or physical resistance or submission by the victim resulting from the use of force or threat of force by the accused shall not constitute consent. The manner of dress of the victim at the time of the offense shall not constitute consent.
- *Federal:* Uses state definition.

Sexual Assault/Misconduct

- *University Policy 1.2:* The University Code of Student Conduct does not have a definition of Sexual Assault. Policy 1.2(P) defines Sexual Misconduct and Sexual Exploitation to include:
 - Engaging in any act that is sexual in nature and which is committed without the full and informed consent of all persons involved. Examples of sexual behaviors include, but are not limited to: any penetration of the mouth, vagina, or anus with any body part or other object; contact with a person's breasts, buttocks, groin, or genitals; touching another person with one's own breasts, buttocks, groin, or genitals; any other intentional bodily contact of a sexual nature, or; exposing one's intimate body parts to another person or persons.
 - Engaging in any action that results in one or more persons taking nonconsensual or abusive sexual advantage of another person or persons. Examples of such behavior include, but are not limited to: invasion of sexual privacy; recording or broadcasting sexual activity, including redistribution of pictures, video, or audio; engaging in voyeurism; facilitating or allowing voyeurism without the consent of all parties; knowingly exposing another to a sexually transmitted disease; inducing another person or persons to commit an inappropriate sexual act, or; inducing incapacitation in another person with the intent to engage in sexual conduct, regardless of whether prohibited sexual conduct actually occurs.
- *State:* Sexual Violence (state law Preventing Sexual Violence in Higher Education Act): Any physical sexual acts attempted or perpetrated against a person's will or when a person is incapable of giving consent, including without limitations rape, sexual assault, sexual battery, sexual abuse, and sexual coercion. See IL Criminal Code offenses of state criminal sexual assault, criminal sexual abuse

described below.

- *Federal:* An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting system. A sex offense is any act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

Rape

- *University Policy 1.2:* See definition of Sexual Misconduct and Sexual Exploitation
- *State:* A person commits criminal sexual assault if that person commits an act of sexual penetration and (1) uses force or threat of force; (2) knows that the victim is unable to understand the nature of the act or is unable to give knowing consent; (3) is a family member of the victim, and the victim is under 18 years of age; or (4) is 17 years of age or over and holds a position of trust, authority, or supervision in relation to the victim, and the victim is at least 13 years of age but under 18 years of age.
- *Federal:* 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 consent of the victim.

Fondling

- *University Policy 1.2:* See definition of Sexual Misconduct and Sexual Exploitation
- *State:* A person commits criminal sexual abuse if that person: (1) commits an act of sexual conduct by the use of force or threat of force; or (2) commits an act of sexual conduct and knows that the victim is unable to understand the nature of the act or is unable to give knowing consent. For the purpose of this definition sexual conduct means any knowing touching or fondling by the victim or the accused, either directly or through clothing, of the sex organs, anus, or breast of the victim or the accused, or any part of the body of a child under 13 years of age, or any transfer or transmission of semen by the accused upon any part of the clothed or unclothed body of the victim, for the purpose of sexual gratification or arousal of the victim or the accused. The accused commits criminal sexual abuse if the accused was under 17 years of age and commits an act of sexual penetration or sexual conduct with a victim who was at least 9 years of age but under 17 years of age when the act was committed. The accused commits criminal sexual abuse if the accused commits an act of sexual penetration or sexual conduct with a victim who was at least 13 years of age but under 17 years of age and the accused was less than 5 years older than the victim.
- *Federal:* The touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest

- *University Policy 1.2:* See definition of Sexual Misconduct and Sexual Exploitation
- *State:* A person commits sexual relations within families if he or she: (1) Commits an act of sexual penetration; and (2) The person knows that he or she is related to the other person as follows: (i) Brother or sister, either of whole blood or the half-blood; or (ii) father or mother, when the child, regardless of legitimacy and regardless of whether the child was of the whole blood or half-blood or was adopted, was 18 years of age or over when the act was committed; or (iii) stepfather or stepmother, when the stepchild was 18 years of age or over when the act was committed; (iv) aunt or uncle, when the niece or nephew was 18 years of age or older when the act was committed; (v) great-aunt or great-uncle, when the grand-niece or grand-nephew was 18 years of age or older when the act was committed; (vi) grandparent or step-grandparent, when the grandchild or step-grandchild was 18 years of age or older when the act was committed.
- *Federal:* Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law

Statutory Rape

- *University Policy 1.2:* See definition of Sexual Misconduct and Sexual Exploitation
- *State:* In Illinois there is not a crime called “Statutory Rape”. The elements of this offense are contained within the criminal sexual abuse laws. Specifically, the accused commits criminal sexual abuse if the accused was under 17 years of age and commits an act of sexual penetration or sexual conduct with a victim who was at least 9 years of age but under 17 years of age when the act was committed. The accused commits criminal sexual abuse if the accused commits an act of sexual penetration or sexual conduct with a victim who was at least 13 years of age but under 17 years of age and the accused was less than 5 years older than the victim; and within the Aggravated Criminal Sexual Abuse the accused commits aggravated criminal sexual abuse if he or she commits an act of sexual penetration or sexual conduct with a victim who was at least 13 years of age but under 17 years of age and the accused was at least 5 years older than the victim.
- *Federal:* Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Domestic Violence

- *University Policy 1.2:* Violence committed by:
 - a) a current or former spouse or intimate partner of the alleged victim;
 - b) a person with whom the alleged victim shares a child in common;
 - c) a person who is cohabitating with, or has cohabitated with, the alleged victim as a spouse or intimate partner;
 - d) a person similarly situated to a spouse of the alleged victim under the domestic or family violence laws of the State of Illinois;
 - e) any other person against an adult or youth alleged victim who is protected from that person’s acts under the domestic or family violence laws of the State of Illinois.
- *State:* Physical abuse, harassment, intimidation of a dependent, interference with personal liberty or willful deprivation but does not include reasonable direction of a minor child by a parent or person in loco parentis.
- *Federal:* Felony or misdemeanor crimes of violence committed: (i) by a current or former spouse or intimate partner of the victim; (ii) by a person with whom the victim shares a child in common; (iii) by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; (iv) by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or (v) by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Dating Violence

- *University Policy 1.2:* Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim, and the existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of relationship, the type of the relationship, and the frequency of the interaction between the persons involved in the relationship.
- *State:* The Illinois criminal code includes an offense of “Teen Dating Violence” that is defined as a pattern of 1) behavior in which a person uses or threatens to use physical, mental, or emotional abuse to control another person who is in a dating relationship with the person, where one or both persons are 13 to 19 years of age; or 2) Behavior by which a person uses or threatens to use sexual violence against another person who is in a dating relationship with the person, where one or both persons are 13 to 19 years of age.
- *Federal:* Violence committed by a person (1) who is or has been in a social relationship of a romantic or intimate nature with the victim and (2) 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 the relationship, and the frequency of interaction between the persons involved in the relationship. For the

purposes of this definition dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating Violence does not include acts covered under the definition of domestic violence.

Stalking

- *University Policy 1.2:* Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (i) fear for the person's safety or the safety of others; or (ii) suffer substantial emotional distress. For the purposes of this definition (i) course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property. (ii) Substantial emotional distress means significant mental suffering or anguish that may, but may not necessarily, require medical or other professional treatment or counseling.
- *State:* A person commits stalking when knowingly engaging in a course of conduct directed at a specific person, that knows or should know would cause a reasonable person to: i) fear for his/her safety or the safety of a third person; or ii) suffer other emotional distress. A person commits stalking when he or she, knowingly and without lawful justification, on at least two separate occasions follows another person or places the person under surveillance or any combination thereof and: i) at any time transmits a threat of immediate or future bodily harm, sexual assault, confinement or restraint to an individual or their family member; or ii) places that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement or restraint to an individual or their family member. A person also commits stalking when he or she has previously been convicted of stalking another person and knowingly does either of the above activities.
- *Federal:* Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (i) fear for the person's safety or the safety of others; or (ii) suffer substantial emotional distress.
 - For the purposes of this definition: (i) course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property. (ii) Substantial emotional distress means significant mental suffering or anguish that may, but may not necessarily, require medical or other professional treatment or counseling. (iii) Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

Appendix 2

Local, State, and National Resources

Local Resources:

- Stepping Stones Rape Crisis Center (YWCA of McLean County) - (309) 556-7000
<https://www.ywcamclean.org/what-we-do/prevention-and-empowerment-services/stepping-stones>
- PATH - 1-888-865-9903 - TDD 309-829-9027 Crisis, Information, and Referral Workers can be reached 24 hours a day, 7 days a week, 365 days per year by calling United Way 2-1-1.
info@pathcrisis.org
<https://www.pathcrisis.org/>
- Mid-Central Community Action (MCCA) Countering Domestic Violence Services - (309) 829-0691. Contact Neville House: 24 HOUR HOTLINE: 309-827-7070 <https://mccainc.org/>

Legislation Resources:

- Legislation: The Clery Act - <https://www.gpo.gov/fdsys/pkg/FR-2014-10-20/pdf/2014-24284.pdf>
- Legislation: Violence Against Women Act (VAWA) -
<https://www.federalregister.gov/articles/2014/10/20/2014-24284/violence-against-women-act>
- Legislation: Title IX - <https://www2.ed.gov/policy/rights/guid/ocr/sex.html>
- Legislation: Title VII - <https://www.justice.gov/crt/overview-employment-litigation>
- What You Need to Know About Title IX – Resources and Information on Title IX provided by the Department of Education
https://sites.ed.gov/titleix/?utm_content&utm_medium=email&utm_name&utm_source=govdelivery&utm_term

Sexual Assault Resources:

- National Institute of Justice - <http://www.nij.gov/topics/crime/rape-sexual-violence/pages/welcome.aspx>
- Centers for Disease Control and Prevention -
<http://www.cdc.gov/Violenceprevention/sexualviolence/index.html>
- Aequitas - <http://www.aequitasresource.org/>
- End Violence Against Women International - <http://www.evawintl.org/>
- International Association of Chiefs of Police - <http://www.theiacp.org/>
- Mending the Sacred Hoop - <http://mshoop.org/>
- National Alliance to End Sexual Violence - <http://endsexualviolence.org/>
- National Sexual Violence Resource Center - <http://www.nsvrc.org/saam>
- National Center for Victims of Crime - <https://victimsofcrime.org/>
- National Sexual Assault Hotline - The Rape, Abuse, and Incest National Network (RAINN) operates the National Sexual Assault Hotline at 1-800-656-HOPE (4673) in partnership with 1,100 rape crisis centers

across the nation, providing free, confidential advice 24/7. This page also includes helpful information for supporting friends or finding local counseling and advocacy organizations. - <https://rainn.org/get-help>

- The Center for Changing Our Campus Culture – <http://changingourcampus.org/>
- Resource Sharing Project - <http://resourcesharingproject.org/>
- Responding to Campus Sexual Assault - <https://www.justice.gov/ovw/responding-campus-sexual-assault>
- Sisters of Color Ending Sexual Assault - <http://sisterslead.org/>
- Vision of Hope - <http://www.pcar.org/vision-of-hope-fund>

Dating Violence Resources:

- Asian Task Force Against Domestic Violence - ATASK primarily serves Asian families and individuals in Massachusetts and New England who suffer from or are at risk of suffering from domestic violence. - <http://www.atask.org/site/>
- Battered Women’s Justice Project - BWJP offers training, technical assistance and consultation on the most promising practices of the criminal and civil justice systems in addressing domestic violence. - <http://www.bwjp.org/>
- Break the Cycle - Break the Cycle provides tools and resources to prevent and end dating abuse. - <http://www.breakthecycle.org/>
- Casa de Esperanza - Casa de Esperanza’s mission is to mobilize Latinas and Latino communities to end domestic violence. Casa de Esperanza offers a 24-hr bilingual domestic violence helpline at (651) 772-1611. - <http://www.casadeesperanza.org/>
- ChildHelp - ChildHelp runs the National Child Abuse Helpline and they can be reached 24/7 at 1-800-422-4453. They talk to people of all ages who have experienced parental abuse. - <http://www.childhelp.org/>
- FaithTrust Institute - FaithTrust is a national, multi-faith, multicultural training and education organization with global reach working to end sexual and domestic violence. They provide communities and advocates with the tools and knowledge they need to address the religious and cultural issues related to abuse. - <https://www.faithtrustinstitute.org/>
- Futures Without Violence - Futures Without Violence has led the way and set the pace for ground-breaking education programs, national policy development, professional training programs, and public actions designed to end violence against women, children and families around the world. - <http://www.futureswithoutviolence.org/>
- Health Cares About IPV - This site created by Futures Without Violence is an online toolkit with resources for resources for all health providers (not just physicians), as well as advocates. - <https://www.healthystartepic.org/resources/evidence-based-practices/health-cares-about-ipv/>
- HopeLine from Verizon Wireless - HopeLine is a collection of no-longer-used wireless phones and accessories turned into support for domestic violence organizations nationwide. - <http://www.verizon.com/about/responsibility/domestic-violence-prevention>
- Illinois Coalition Against Domestic Violence - Illinois Domestic Violence Hotline: (877) 863-6338, Office: (217) 789-2830
- National Domestic Violence Hotline - (800) 799-7233 - www.ilcadv.org
- Institute for Law and Justice - ILJ is a private, nonprofit corporation dedicated to consulting, research, evaluation and training in criminal justice. - <http://www.ilj.org/>
- Jane Doe Inc. - Offering unparalleled leadership in Massachusetts, JDI is changing the way society views and reacts to sexual and domestic violence in ways that make communities safer. - <http://www.janedoe.org/>
- Joyful Heart Foundation - JHF was founded by Law & Order SVU’s Mariska Hargitay with the intention of helping sexual assault survivors heal and reclaim a sense of joy in their lives. - <http://www.joyfulheartfoundation.org/>

- Legal Momentum - Legal Momentum advances and protects the rights of women and girls through education, litigation and public policy. Started in 1970, they are the oldest organization of their kind. - <http://www.legalmomentum.org/>
- Legal Resource Center on Violence Against Women - The LRC works specifically to obtain legal representation for domestic violence survivors in interstate custody cases and to provide technical assistance to domestic violence victim advocates and attorneys in such cases. - <http://www.lrcvaw.org/>
- Legal Services Corporation - Legal Services Corporation (LSC) is an independent nonprofit established by Congress in 1974 to provide financial support for civil legal aid to low-income Americans. - <http://www.lsc.gov/>
- Loveisrespect - A project of the National Domestic Violence Hotline and Break the Cycle, loveisrespect is the ultimate resource fostering healthy dating attitudes and relationships and educating about teen dating violence. - <http://www.loveisrespect.org/>
- Men Can Stop Rape - Creating cultures free from violence; men preventing sexism and sexual assault. Resources and trainings, Healthy Masculinity Resource Project. - <https://mcsr.org/home>
- MINCAVA - Considered a leader in innovative violence-related education, research and Internet publishing and now coordinates four nationally and internationally renowned projects. - <https://www.cehd.umn.edu/ssw/centers/mincava/>
- National Clearinghouse for the Defense of Battered Women - NCDBW works with battered women who have been arrested and are facing trial, as well as those who are serving prison sentences. - <http://www.ncdbw.org/>
- National Center on Domestic and Sexual Violence - NCDSV helps people who work with victims and perpetrators: law enforcement, criminal justice professionals, health care professionals, advocates and service providers, counselors, and social workers. They also work with local, state and federal agencies, educators, media, policymakers and more. - <http://www.ncdsv.org/>
- The National Center for Victims of Crime - They advocate for victims' rights, train professionals who work with victims, and serve as a trusted source of information on victims' issues. They are the most comprehensive national resource committed to advancing victims' rights and helping victims of crime rebuild their lives. - <https://victimsofcrime.org>
- National Immigration Project of the National Lawyers Guild - NIPNLG provides legal and technical support to immigrant communities, legal practitioners and all advocates seeking to advance the rights of noncitizens. - <https://nipnlg.org/Rvictims.html>
- National Online Resource Center on Violence Against Women - <http://www.vawnet.org/special-collections/TDV.php>
- National Runaway Safeline - The mission of NRS is to help keep America's runaway, homeless and at-risk youth safe and off the streets. - <http://www.1800runaway.org/>
- The National Coalition Against Domestic Violence - The National Coalition Against Domestic Violence (NCADV) has worked since 1978 to make every home a safe home. NCADV works to raise awareness about domestic violence; to educate and create programming and technical assistance; to assist the public in addressing the issue; and to support those impacted by domestic violence. - <http://www.ncadv.org/>
- National Domestic Violence Hotline - The National Domestic Violence Hotline is a non-profit organization established in 1996 as a component of the Violence Against Women Act (VAWA). They provide confidential, one-on-one support to each caller, offering crisis intervention, options for next steps and direct connection to sources for immediate safety. Call the National Domestic Violence Hotline at 1-800-799-SAFE (7233). - <http://www.thehotline.org/>
- National Network to End Domestic Violence - NNEDV offers a range of programs and initiatives to address the complex causes and far-reaching consequences of domestic violence. Through cross-sector collaborations and corporate partnerships, they give support to victims of domestic violence who are escaping abusive relationships. - <http://www.nnedv.org/>

- National Resource Center on Domestic Violence - NRCDV engages, informs and supports systems, organizations, communities and individuals to build their capacity to effectively address domestic violence and intersecting issues. - <http://www.nrcdv.org/>
- National Sexual Violence Resource Center - NSVRC's mission is to provide leadership in preventing and responding to sexual violence through collaboration, sharing and creating resources, and promoting research. - <http://nsvrc.org/>
- National Suicide Prevention Lifeline - If you're having thoughts of suicide or know someone who is, contact the National Suicide Prevention Lifeline 24/7 by phone at 1-800-273-8255 and by chat. - <http://www.suicidepreventionlifeline.org/>
- NO MORE - NO MORE is a new unifying symbol designed to galvanize greater awareness and action to end domestic violence and sexual assault. NO MORE is supported by major organizations working to address these urgent issues. - <http://nomore.org/>
- National Violence Against Women Prevention Research Center - Sponsored by the CDC, NVAWPRC does research to help increase the understanding of violence against women. - <http://www.musc.edu/vawprevention/>
- Peace Over Violence - Peace Over Violence is a sexual and domestic violence, stalking, child abuse and youth violence prevention center headquartered in LA and dedicated to building healthy relationships, families and communities free from sexual, domestic and interpersonal violence. - <http://peaceoverviolence.org/>
- Polaris Project - The Polaris Project is the leader in the global movement to eradicate modern slavery. They run the National Human Trafficking Resource Center Hotline at 1-888-373-7888. - <http://www.polarisproject.org/>
- Prevent Connect - Prevent Connect is a national project of the California Coalition Against Sexual Assault with funding from the CDC. Their goal is to advance the primary prevention of sexual assault and relationship violence by building a community of practice among people who are engaged in such efforts. - <http://www.preventconnect.org/>
- Sojourner Center - As one of the nation's largest domestic violence shelters since 1977, the Sojourner Center is a tireless advocate for domestic violence victims and survivors. - <http://www.sojournercenter.org>
- Soroptimist Women's Opportunity Awards - The Women's Opportunity Awards program assists women who provide the primary source of financial support for their families by giving them the resources they need to improve their education, skills and employment prospects. Each year, over \$1.5 million in education grants are awarded to over 1,000 women, many of whom have overcome enormous obstacles, including domestic violence. - <http://www.soroptimist.org/awards/awards.html>
- US Department of Housing and Urban Development - HUD can assist in locating housing for low-income tenants, including senior citizens and people with disabilities. - <http://www.hud.gov/apps/section8/index.cfm>
- US Department of Justice: Office on Violence Against Women | Domestic Violence State Coalitions - A component of the U.S. Department of Justice, they provide federal leadership in developing the nation's capacity to reduce violence against women and administer justice for and strengthen services to victims of domestic violence, dating violence, sexual assault, and stalking. - https://www.justice.gov/ovw_or
<https://www.justice.gov/ovw/domestic-violence>
- VAWnet - The goal of VAWnet, the National Online Resource Center on Violence Against Women, is to use electronic communication technology to enhance efforts to prevent violence against women and intervene more effectively when it occurs. - <http://www.vawnet.org/>
- Victim's Economic Safety and Security Act (VESSA) - <https://www2.illinois.gov/idol/Laws-Rules/CONMED/Pages/vessa.aspx>

- WomensLaw - A project of NNEDV, WomensLaw was launched to provide state-specific legal information and resources for survivors of domestic violence. They also provide referrals, detailed protective/restraining order information, and more, state by state. - <http://www.womenslaw.org/>
- YWCA - The YWCA is one of oldest and largest women's organizations in the nation, serving over 2 million women, girls and their families. They can assist the homeless in finding safe places to sleep and some facilities provide domestic violence, job training and financial literacy services. - <http://www.ywca.org/>

Teen Dating Violence Resources:

- Loveisrespect - A project of the National Domestic Violence Hotline and Break the Cycle, loveisrespect is the ultimate resource for advice and info on healthy dating. Its mission is to empower youth and young adults to prevent and end abusive relationships. Peer advocates can be reached 24/7 via phone, online chat, or text ("loveis" to 22522). - <http://www.loveisrespect.org/>
- That's Not Cool - "Where do you draw your digital line?" Teens can learn about dating abuse and online safety through videos, games, and downloads they can share with friends. - <https://thatsnotcool.com/>
- Boys Town - Boys Town works to reunite children with their families when possible or give them the skills and foundation needed to build a life on their own. They strive to help every child, "from those who may simply be struggling or in doubt to those who are in need of the most severe behavioral care." - <http://www.boystown.org/>
- National Runaway Safeline - If you're thinking about leaving home, or you have and are seeking information and help, the Safeline is one of the top resources for runaway, homeless, and at-risk youth and their families. - <http://www.1800runaway.org/>
- National Teen Dating Abuse Helpline - <http://www.loveisrespect.org/>
- Trevor Project - Trevor Project is the national crisis lifeline for LGBTQ teens and adults. They have suicide prevention services for youth in digital spaces, counseling via IM, and a large online social network for LGBTQ people. - <http://www.thetrevorproject.org/>
- 1 is 2 many - Launched by Vice President Joe Biden, this initiative uses technology and outreach to spread knowledge about dating violence and sexual assault among teens and young adults. - <https://obamawhitehouse.archives.gov/1is2many>
- Northwest Network - NW Network was founded by and for LGBTQ survivors and is focused on safety, support and empowerment. - <http://nwnetwork.org/>
- A Thin Line - A Thin Line is an MTV campaign created to empower teens to identify, respond to, and stop the spread of digital abuse. - <http://www.athinline.org/>
- Break the Silence - Stop the Violence: In "Break the Silence: Stop the Violence," parents talk with teens about developing healthy, respectful relationships before they start dating. - <https://www.cdc.gov/grand-rounds/pp/2012/20120619-partner-violence.html>
- Dating Matters - Understanding Teen Dating Violence Prevention: This 60-minute, interactive training is designed to help educators, youth-serving organizations and others working with teens understand the risk factors and warning signs associated with teen dating violence. - <http://www.cdc.gov/violenceprevention/datingmatters/index.html>

LGBTQ+ Resources:

- The National Coalition of Anti-Violence Programs - AVP provides free and confidential assistance to thousands of lesbian, gay, bisexual, transgender, queer, and HIV-affected (LGBTQH) people each year from all five boroughs of New York City through direct client services and community organizing and public advocacy. - <http://www.avp.org/>

- GLBTQ Domestic Violence Project - The Gay Men's Domestic Violence Project is a grassroots, non-profit organization founded by a gay male survivor of domestic violence and developed through the strength, contributions and participation of the community. - <http://gmdvp.org/gmdvp/>
- GLBT National Help Center - The GLBT National Help Center runs the GLBT National Hotline (1-888-843-4564) and the GLBT National Youth Talkline for youth up to age 25 (1-800-246-7743). - <http://www.glbthotline.org/>
- Northwest Network of Bi, Trans, Lesbian, and Gay Survivors of Abuse - Northwest Network works to end violence and abuse by building loving and equitable relationships in communities and across the country. - <http://www.nwnetwork.org/>
- CUAU (Community United Against Violence) - CUAU works to build the power of LGBTQ (lesbian, gay, bisexual, transgender, queer) communities to transform violence and oppression. - <http://www.cuav.org/resources/>
- The Network la Red - The Network/La Red is a survivor-led, social justice organization that works to end partner abuse in lesbian, gay, bisexual, transgender, BDSM, polyamorous and queer communities. - <http://tnlr.org/en/>
- The Trans Lifeline - The Trans Lifeline is dedicated to the wellbeing of transgender people. In the US call 877-565-8860. In Canada call 877-330-6366. - <http://www.translifeline.org/>
- Trevor Project - The Trevor Project is the national crisis lifeline for LGBTQ teens and adults. They have suicide prevention services for youth in digital spaces, counseling via IM, and a large online social network for LGBTQ people. - <http://www.thetrevorproject.org/>

Stalking Resources:

- Stalking Resource Center - The mission of the Stalking Resource Center is to enhance the ability of professionals, organizations, and systems to effectively respond to stalking. This website provides information and resources for victims of stalking, including a stalking incident and behavior log. - <http://www.victimsofcrime.org/our-programs/stalking-resource-center>
- VictimLaw - VictimLaw is a searchable database of victims' rights legal provisions including federal, state, and territorial statutes, tribal laws, state constitutional amendments, court rules, administrative code provisions, and summaries of related court decisions and attorney general opinions. - <https://www.victimlaw.org/>

PART THREE: CRIME STATISTICS



As required by federal law, the University's yearly crime statistics are compiled on a calendar-year basis using the definitions of crimes provided by the FBI for use in the Uniform Crime Reporting (UCR) system. The Clery Crime definitions are listed in Appendix B. The Report includes statistics for the previous three years concerning crimes reported to UPD, Responsible Employees, and other local police agencies. The crime statistics indicate whether the offense occurred on campus, in on-campus student housing facilities, in non-campus property owned or controlled by the University, or in public property immediately adjacent to and accessible from campus. For this reason, reported crimes may involve individuals not associated with the University. The definitions of "on-campus", "non-campus locations or property", and "public property" are listed in Appendix C.

The Clery Act also requires institutions to separately report all Hate Crimes statistics for any of the Clery offenses listed in Appendix B or any other crime involving bodily injury reported to local police agencies or a Responsible Employee. These crimes manifest evidence that the victim was intentionally selected because of the perpetrator's bias or the perpetrator perceived the person to be in one of the protected group categories (Race, Gender, Religion, Sexual Orientation, Ethnicity, and Disability, National Origin, or Gender Identity).

Statistical information for certain non-campus locations or property owned or controlled by the university, as well as public property within or immediately adjacent to and accessible from campus, are requested from Town of Normal, City of Bloomington, Town of Lexington, and other local police agencies. In some circumstances, as described in this section, the crime statistics were not available. All documentation related to the crime statistics are maintained at the ISUPD main office.

Part I: Crimes Reported by UPD, local police agencies, Student Conduct and Community Responsibilities (SCCR), and other university officials.*

Crime Categories	Year	On Campus Property	On Campus Residential**	Non Campus Property	Public Property	Unknown***
Murder/non-negligent manslaughter	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
Negligent Manslaughter	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
Rape	2018	12	12	1	0	0
	2019	15	15	1	0	0
	2020	8	8	0	0	0
Fondling	2018	2	2	2	0	0
	2019	4	3	3	0	0
	2020	4	4	0	0	0
Statutory Rape	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
Incest	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
Robbery	2018	0	0	0	1	0
	2019	2	2	0	0	0
	2020	0	0	0	0	0
Aggravated Assault	2018	2	0	1	1	0
	2019	3	2	0	1	0
	2020	1	0	0	0	0
Burglary	2018	11	11	0	0	0
	2019	7	4	3	0	0
	2020	5	3	0	0	0
Motor Vehicle Theft	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
Arson	2018	0	0	0	0	0
	2019	1	1	0	0	0
	2020	0	0	0	0	0
Liquor Law Arrests	2018	29	19	0	7	0
	2019	15	11	0	5	0
	2020	6	6	1	2	0
Liquor Law Referral	2018	802	758	0	114	0
	2019	1074	1038	8	87	0
	2020	408	356	12	36	0
Drug Law Arrests	2018	30	24	1	13	0
	2019	29	22	0	8	0
	2020	16	8	0	7	0
Drug Law Referrals	2018	388	300	0	59	0
	2019	336	307	0	25	0
	2020	113	93	1	10	0
Illegal Weapons Possession Arrests	2018	1	0	0	0	0
	2019	1	0	0	1	0
	2020	0	0	0	0	0
Illegal Weapons Possession Referrals	2018	2	2	0	0	0
	2019	3	3	0	0	0
	2020	3	3	0	0	0
Domestic Violence	2018	0	0	0	0	0
	2019	0	0	0	0	0
	2020	0	0	0	0	0
Dating Violence	2018	13	12	0	1	0
	2019	10	7	1	0	0
	2020	10	8	0	0	0
Stalking	2018	10	9	0	0	0
	2019	9	4	0	0	0
	2020	1	0	0	0	0

*This table includes statistics reported by UPD, the McLean County Task Force Six, and statistics from other agencies for "non-campus locations".

**Crimes reported in the On-Campus Student Housing Facilities column are also included in the statistics reported in the On-Campus column.

*** Column included incidents where the reporting party did not specify a location.

Preventing Sexual Violence in Higher Education Act

ISU takes the issue of campus sexual violence very seriously and continues to take steps to raise awareness of the issue in the campus community, by improving training, and making resources available. The University has increased education, outreach and awareness efforts for students, faculty and staff which in turn, leads to increased reporting.

Despite increased efforts, as recognized by numerous studies, campus sexual assault nationwide is chronically underreported. When the University receives a report of a sex offense that impacts the University community, the University responds, makes resources available to parties, and follows up appropriately.

In August of 2016, Illinois enacted the Preventing Sexual Violence in Higher Education Act. The Act requires universities to provide a report to Illinois Department of Human Rights and the Illinois Attorney General documenting incidents of sexual violence, domestic violence, dating violence and stalking reported to the University and the outcomes of those reports under Title IX complaint resolution and student conduct processes. Since both the Clery Act and the Preventing Sexual Violence in Higher Education Act require the University to compile and present statistics regarding sexual violence, domestic violence, dating violence and stalking reports, the University has included both reports in the Annual Security Report for the sake of completeness. Please note the reporting criteria differ between the Clery Act statistics and the statistics required under the Preventing Sexual Violence in Higher Education Act.





Preventing Sexual Violence in Higher Education Act Annual Report Template

Instructions

As a higher education institution in Illinois, your school must provide an annual report with data and information related to the implementation of the Preventing Sexual Violence in Higher Education Act (Act). Your report is due to the Illinois Department of Human Rights and the Illinois Attorney General's Office by November 1st of each year. *See* 110 ILCS 205/9.21(b). The annual report covers data and information concerning the preceding calendar year (e.g. the 2020 annual report covers data from January 1 – December 31, 2019).

This form provides guidance for reporting to the Illinois Attorney General's Office. Schools may, but are not required to, use this form for their report. A complete report must include the documents identified in Part A and the data requested in Part B. Part C provides space, if desired, for your school to include information to explain, contextualize or clarify data or information provided in Parts A and B. Your school may submit its Annual Security & Fire Safety Report (i.e., Clery Act Report) and, if necessary, supplement it with additional data and information to fulfill the Preventing Sexual Violence in Higher Education Act's reporting requirements.

If your institution fails to submit a report, or submits an incomplete report, it will be listed on the Illinois Attorney General's website as an institution that is not in compliance with the Act.

For more information regarding the reporting requirements, please read the Frequently Asked Questions Regarding the Act's Reporting Requirements, which you can find on the Illinois Attorney General's website at <http://www.illinoisattorneygeneral.gov/rights/civilrights.html>.

Preventing Sexual Violence in Higher Education Act Annual Report

Form

Name of Higher Education Institution: Illinois State University

Campus (if applicable): N/A

Completed By/Primary Contact: Jeff Lange, Director and Title IX Coordinator

Address: Office of Equal Opportunity and Access, Campus Box 1280, Normal, IL 61790

Phone Number: 309-438-3383

Email Address: jwlange@ilstu.edu

PART A

Provide one copy of the most recent version of each of the following documents:

- ✓ The higher education institution's comprehensive policy (*see* 110 ILCS 155/10); and
- ✓ The higher education institution's concise, written notification of a survivor's rights and options under its comprehensive policy (*see* 110 ILCS 155/15).

PART B

I. Campus Training, Education and Awareness

A. Student Primary Prevention Programming

Identify any and all institutional actions and strategies intended to prevent sexual violence before it occurs by means of changing social norms and other approaches, including, without limitation, training programs, poster and flyer campaigns, electronic communications, films, guest speakers, symposia, conferences, seminars or panel discussions that occurred during the preceding calendar year. *See* 110 ILCS 155/30(b). If necessary, append additional pages.

<u>Program name</u>	Type/description	Date(s)	Location(s)	Target audience	<u>Number of attendees</u>
See attached.					

B. Employee Training (*optional*)

Identify any and all training provided to higher education institution employees who, with respect to reports of sexual violence, domestic violence, dating violence or stalking: (1) receive student reports, (2) refer or provide services to survivors or (3) participate in the complaint resolution procedure. *See* 110 ILCS 155/30(c). If necessary, append additional pages.

<u>Program name</u>	Type/description	Date(s)	Location(s)	Target audience	<u>Number of attendees</u>
Crime and Incident Reporting Training	Training on reporting incidents as a Responsible Employee	Annually in October	Online	All employees	All employees

Harassment and Discrimination Prevention Training	Training on reporting and responding to incidents of harassment and discrimination	Annually in October	Online	All employees	All employees
Training for Confidential Advisors	Training on the Title IX complaint procedures	9/1/2020	Online	Student Counseling Services – Confidential Advisors	25

II. Reports

Identify the total number of reports made to the following groups of individuals in the preceding calendar year. If a higher education institution is aware that a student reported an incident more than once, it may provide an explanation for this or any other additional information regarding its reports in Part C below. *See* 110 ILCS 155/25 and 110 ILCS 205/9.21(b).

	Reports to the Title IX coordinator/responsible employees*	Reports to confidential and anonymous resources
Sexual violence	22	7
Domestic violence	1	0
Dating violence	10	0
Stalking	0	0

A. Responses to Reports to the Title IX Coordinator or Responsible Employees

Of the total number of reports or disclosures made to the Title IX coordinator or responsible employees at the higher education institution (identified in Part B, Section II), please report the number of times the following occurred:

	<u>Survivor requested not to proceed with the complaint resolution procedure</u>	HEI investigated allegation	<u>HEI referred allegation to local or State law enforcement</u>	<u>HEI resolved allegation through complaint resolution procedure</u>
Sexual violence	7	3	22*	3
Domestic violence	0	0	1*	0
Dating violence	5	0	10*	0
Stalking	0	0	0*	0

B. Complaint Resolution Procedure Outcomes

Of the total number of reports reviewed through the complaint resolution procedure, identify the number of students who received the following outcomes. Please provide a description of the other types of discipline students received for violating the comprehensive policy in Part C of this report.

	<u>Found not responsible for violation of comprehensive policy</u>	<u>Dismissed/expelled</u>	Suspended	<u>Otherwise disciplined</u>
Sexual violence	2	0	1	0
Domestic violence	0	0	0	0
Dating violence	0	0	0	0
Stalking	0	0	0	0

As of 10/14/20

PART C

Use this space to provide any explanations or clarifications for information and data provided as part of the report. (Append additional pages as necessary.)

Reporting numbers are by allegation – for example, if there was an allegation of both sexual violence and stalking, they are two separate reports. However, they would be considered one investigation and only have one set of outcomes.

*For the purposes of this report, ISU considers informing a student of their right to contact law enforcement through interactions with the Title IX staff and in the Title IX materials as a referral

to law enforcement.

*For the purposes of this report, the number of reported incidents reflects those that occurred on-campus, pursuant to the definition of Clery geography, and incidents where the location is unknown, during the relevant reporting period (1/1/20-12/31/20). However, the total number of reported incidents that were reviewed by the Office of Equal Opportunity and Access across all categories, including reports of sexual harassment and incidents that occurred off-campus, totaled 159 reports.

Response to II(B). ISU has inactive and active sanctions, including but not limited to, restrictive disciplinary probation, censure, online trainings, and additional writing assignments.

Submit completed reports via mail or email to the addresses below by **November 1st**:

- Office of the Illinois Attorney General Civil Rights Bureau
100 W. Randolph Street, 11th Floor
Chicago, IL 60601
civilrights@atg.state.il.us
- Illinois Department of Human Rights
100 W. Randolph Street, 10th Floor
Chicago, IL 60601
IDHR.LiaisonUnit@illinois.gov

Primary Prevention Data

January 2020

Type	Group	Date/Time	Attendees	Location	Audience
Bystander	Sanctions	1/24/2020	15	MCH 260	students
primary prevention training	Alcoholwise Prevention Module			online	new incoming students
primary prevention training	Not Anymore Title IX Training			online	new incoming students

February 2020

Type	Group	Date/Time	Attendees	Location	Audience
Bystander	Sanctions	2/2/2020	7	MCH 260	students
Bystander	Sanctions	2/7/2020	5	MCH 260	students
Bystander	Sanctions	2/21/2020	5	MCH 260	students
Certified Peer Educator Training	Students Ending Rape Culture	2/15/2020	10	MCH 183	
Certified Peer Educator Training	Student Wellness Ambassador Team	2/15/2020	33	MCH 183	
Certified Peer Educator Training	Students Ending Rape Culture	2/16/2020	10	MCH 183	
Certified Peer Educator Training	Student Wellness Ambassador Team	2/16/2020	33	MCH 183	

March 2020

Type	Group	Date/Time	Attendees	Location	Audience	COVID
Bystander	Sanctions	3/20/2020		MCH 260	students	not held
Bystander	Sanctions	3/22/2020		MCH 260	students	
Bystander	Sanctions	3/27/2020		MCH 260	students	
Bystander	Sanctions	3/29/2020		MCH 260	students	

April 2020

Type	Group	Date/Time	Attendees	Location	Audience	COVID
Bystander	Sanction and Greek	4/5/2020		MCH 260	students	not held
SERC Primary Prevention Education	Students Ending Rape Culture	4/3/2020	8	virtual	students	
Supporting Survivors Event	Students Ending Rape Culture	4/9/2020	7	virtual	students	
Supporting Survivors Event	Students Ending Rape Culture	4/16/2020	9	virtual	students	

May 2020

Type	Group	Date/Time	Attendees	Location	Audience	COVID
-	-	-	-	-	-	

June 2020

Type	Group	Date/Time	Attendees	Location	Audience	COVID
-	-	-	-	-	-	

July 2020

Type	Group	Date/Time	Attendees	Location	Audience	COVID
-	-	-	-	-	-	

August 2020

Type	Group	Date/Time	Attendees	Location	Audience	COVID
primary prevention training	Alcoholwise			online	new incoming students	
primary prevention training	Not Anymore			online	new incoming students	

September 2020

Type	Group	Date/Time	Attendees	Location	Audience	COVID
primary prevention training	Not Anymore			online	Returning undergrads	
primary prevention training	Not Anymore for International Students				International Students	
primary prevention training	Not Anymore for Graduate Students				Graduate Students	
Primary Prevention Education workshop	Students Ending Rape Culture	9/3/2020-5:00pm	9	Zoom	students	
Supporting Survivors Event	Students Ending Rape Culture	9/10/2020-5:00pm	10	Zoom	students	
Supporting Survivors Event	Students Ending Rape Culture	9/24/2020-5:00pm	6	Zoom	students	
primary prevention training	Not Anymore			online	Returning undergrads	

October 2020

Type	Group	Date/Time	Attendees	Location	Audience	COVID
Restroom Message	Emotional Abuse			campus	campus community	
Restroom Message	Physical Abuse			campus	campus community	
Supporting Survivors	SERC Self Care		15	Virtual	students	
Supporting Survivors Education Workshop	Students Ending Rape Culture	10/8/20-5:00pm	19	zoom	students	
Primary Prevention Education workshop	Students Ending Rape Culture	10/22/20-5:00pm	5	zoom	students	
Supporting Survivors DV Education workshop	Students Ending Rape Culture	10/29/20-5:00pm	8	Zoom	Students	

November 2020

Type	Group	Date/Time	Attendees	Location	Audience	COVID
Supporting Survivors Event	Students Ending Rape Culture	11/5/2020-5:00pm	6	Zoom	Students	
Primary Prevention Education Workshop	Students Ending Rape Culture	11/19/2020- 5:00pm	5	Zoom	Students	

December 2020

Type	Group	Date/Time	Attendees	Location	Audience	COVID
Primary Prevention Education Training	Students Ending Rape Culture	12/3/2020-5:00pm	10	zoom	Students	

Part II. Hate Crimes for UPD*		Race				Religion				Ethnicity				National Origin				Gender				Disability				Sexual Orientation				Gender Identity			
		OC	OCR	NC	PP	OC	OCR	NC	PP	OC	OCR	NC	PP	OC	OCR	NC	PP	OC	OCR	NC	PP	OC	OCR	NC	PP	OC	OCR	NC	PP	OC	OCR	NC	PP
Murder/Non-negligent Manslaughter	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Larceny/Theft	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism of Property	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

*This chart classifies hate crime by the bias of the offender, the crime classification (see appendix B), the year, and location (see Appendix C). Any hate crime reported by law enforcement occurring in our Clery Geography is included in this chart.

Location codes are as follows:

OC= On-Campus OCR= On-Campus Residential NC= Non-Campus PP= Public Property

Appendix A: Emergency Management Plan Contacts:

The Emergency Management Plan (available at <https://emergencymanagement.illinoisstate.edu/preparation/employees-departments/>) revised as of November 2014, outlines the roles and responsibilities for the Incident Management Team. The key roles of that team are listed below.

Policy Group

POSITION	OFFICE PH.
University President	438-5677
Vice President and Provost	438-7018
Vice President, Student Affairs	438-5451
Vice President, University Advancement	438-7681
Vice President, Finance & Planning	438-2143
General Counsel	438-8999
Assistant to the President	438-5727

Incident Management Team Roles

Level I Roles
Emergency Manager
ISU Police Chief
Director, Media Relations
Deputy Emergency Manager
Level II Roles
VP Finance & Planning Liaison
Campus Communications Group
VP Student Affairs Liaison
Environmental Health & Safety
VP Academic Affairs Liaison
Level III Roles
Social Media Analysis & Response Team
Athletics
Campus Dining Service
Energy Management
Facilities Management
Finance
Human Resources
Information Technology
International Studies
Laboratory Schools
Parking Services
Risk Management
Student Health Services
University Registrar
University Housing Service

Appendix B: Clery Crime Definitions

Murder/Non-Negligent Manslaughter: the willful (non-negligent) killing of one human being by another.

NOTE: Deaths caused by negligence, attempts to kill, assaults to kill, suicides, accidental deaths, and justifiable homicides are excluded.

Negligent Manslaughter: the killing of another person through gross negligence.

Robbery: the taking or attempting to take anything from value of the care, custody or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Aggravated Assault: an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.

Burglary: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or a felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned - including joy riding)

Arson: The willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, or personal property of another kind.

Weapon Law Violations: The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.

Drug Abuse Violations: Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Liquor Law Violations: The violation of laws or ordinance prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. (Drunkness and driving under the influence are not included in this definition.)

HATE CRIMES

A hate crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim, including bias based on race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability. In addition to the above crime classifications, hate crimes include the offenses of larceny, vandalism, intimidation, and simple assault (see definitions below).

Larceny: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

Vandalism: To willfully or maliciously destroy, injure, disfigure, or deface any public or private property, real or personal, without the consent of the owner or person having custody or control by cutting, tearing, breaking, marking, painting, drawing, covering with filth, or any other such means as may be specified by local law.

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness.

Appendix C: Clery Geography

On-Campus – means all property, including on-campus housing facilities, owned or controlled by an institution within the same reasonably contiguous geographical area and used by the institution in direct support of, or in a manner related to, institutional educational purposes, including residence halls; and any building or property within the same reasonably contiguous geographic area of the institution that is owned by the institution but controlled by another person, is used by students, and supports institutional purposes (such as a food or other retail vendor).

On Campus Residential – means property owned or controlled by the institution used to provide housing for the institutions students.

Non-Campus – means any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is being used in direct support of, or in relation to, the institution’ educational purposes, is frequented by students and is not within the same reasonably contiguous geographic area of the institution.

Note: Greek Houses are considered non-campus however for reporting purposes they are reported in the statistics provided by the Town of Normal.

Public Property – means all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus. The Clery Act does not require disclosure of crime statistics for public property that surrounds non-campus buildings or property.

Abbreviations –

Hate Crime chart abbreviations include location codes as follows:

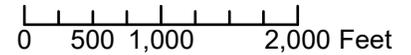
OC= On-Campus OCR= On-Campus Residential NC= Non-Campus PP= Public Property NPD= Town of Normal (Normal Police Department)

Illinois State University Clery Map- FALL 2021

Data Sources:
 ESRI, ISU Facilities Management, ISU GEO-MAP, U.S. Census Bureau, Town of Normal, City of Bloomington

ISU On-Campus

On-campus property includes buildings owned/controlled by ISU and used by ISU for educational purposes.



Public Property

Consists of all streets and roads located within the on-campus border as well as streets and sidewalks that immediately border the campus and are accessible to campus.

Non-Campus Buildings

Other Non-Campus buildings include:

- Alumni Center & Parking Lot- 1101 N. Main St, Normal
- Horticulture Sheds - 1003, 1007 Raab Rd, Normal
- Art Studio - 208, 210, 212 Douglas St, Bloomington
- Circus Barn - 401 N Grove Street, Normal
- Ewing Manor Complex - 48, 50 Sunset Road, Bloomington
- Shelbourne Property - 300 E Shelbourne Drive, Normal
- Trader's Circle Parking Lot - 11 & 12 Traders Circle, Normal
- University Farm - 25578 ISU Farm Lane, Lexington
- Warehouse Road Complex - 2016-22 Warehouse Road, Normal
- Gallery at CIRA - 3201 CIRA Dr, Bloomington
- Speech and Hearing Clinic - 600 E Willow St, Normal
- Pet Central Helps Shelter - 360 Wylie Drive, Suite 720, Bloomington
- Redbird Adventure Center - 1700 Gregory St, Normal
- The Autism Place - 716 E Empire St, Ste E, Bloomington
- Tri-County Special Ed. Association. - 105 E Hamilton Road, Bloomington

Additional property or spaces used for off-campus classes or by RSO's are not specifically listed here but available upon request.

