

YOUR RIGHTS & OPTIONS

If you have experienced a crime of sexual violence (including domestic violence, dating violence, and stalking), you have several rights and a variety of opportunities available to you. These include:

1. To seek medical attention
2. To utilize confidential resources
3. To report or not report what happened to the police, and to receive assistance from Harper College in doing so
4. To report or not report what happened to Harper College
5. To request interim measures from Harper College, regardless of whether you file a formal complaint
6. To pursue a formal investigation and complaint process at Harper College
7. To seek civil and campus protective orders
8. To be accompanied to campus meetings by a person of your choosing

What if it isn't a crime?

Harper College also prohibits sexual harassment and other forms of misconduct which may not be crimes, but which may affect your ability to go to class, study, work on campus, feel safe, or otherwise impact your ability to participate in a program or activity at Harper College. You can still contact the Title IX Coordinator(s) to discuss your rights and options in these situations.

What about retaliation?

Any form of retaliation, including intimidation, threats, harassment, or other adverse action is prohibited. Talk with the Title IX Coordinator(s) about how to protect your privacy and also how to report retaliation to law enforcement and/or to the College.

RESOURCES

Harper College Title IX Coordinators

Travaris Harris (M 219)
Phone: 847-925-6846
Email: tharris@harpercollege.edu

Beverly Riley (A 319)
Phone: 847-925-6218
Email: briley@harpercollege.edu

Website & Online Reporting Form:
<http://harpercollege.edu/titleIX>

Medical Resources

To obtain an exam by a Sexual Assault Nurse Examiner, visit the emergency room of any hospital. One close to Harper College is St. Alexius Medical Center, at 1555 Barrington Rd in Hoffman Estates.

Health Services at Harper College (A 364)
Phone: 847-925-6268

Confidential Resources

Northwest Center Against Sexual Assault (CASA)
24-Hour Hotline: 888-802-8890
Website: www.nwcasa.org

Psychological Services at Harper College (A 364)
Phone: 847-925-6268

Workplace Solutions (for employees only)
Phone: 1-800-327-5071
Website: www.wseap.com

Law Enforcement

Emergency: Call 911

Visit your local municipal police or contact:

Harper College Police Department (B 101)
Phone: 847-925-6330



Your Rights & Resources if you are a Victim of a Sex Crime

William Rainey Harper College is committed to maintaining a safe and healthy educational and employment environment that is free from discrimination, harassment, and misconduct on the basis of sex, which includes sexual orientation and gender-related identity and expression. This applies to students, employees, and others when the behavior occurs on campus; or off-campus at College activities or has the effect of creating a hostile environment for a member of the College community. Prohibited behaviors include:

- Sexual harassment, including hostile environment and discrimination
- Non-consensual sexual contact
- Non-consensual sexual intercourse
- Intimate relationship violence, including dating and domestic violence
- Stalking
- Other gender-based misconduct such as exploitation, bullying, or hazing.

For definitions and examples, please visit
<http://harpercollege.edu/titleIX>

AFTER AN INCIDENT

Preservation of Evidence

If you have been a victim of a sex crime, it is important to consider preserving evidence through a Sexual Assault Nurse Examiner (SANE) exam that may help prove the crime, or obtain a protective order so that you maximize your options, even if you are not sure whether you want to pursue legal action. If you are able to avoid showering, washing, brushing your teeth or hair, or changing clothes, that may help preserve evidence. It is natural to want to do these things, so you can still have an exam performed even if you have done any or all of these. It is ideal to have evidence collected within 72 hours, but evidence can still be collected afterwards that may be useful if you decide to report the incident. If you remove any clothing or other items, place them in a **paper** bag to preserve them. You can learn more about what is involved in a SANE exam at <https://rainn.org/get-information/sexual-assault-recovery/rape-kit>.

Reporting the Incident

You have three different reporting options available to you, and you may choose to report to any, some, or none, of these:

- If what occurred may be a crime, you are encouraged to report to municipal law enforcement or to Harper Police. They can assist you with the process to obtain civil orders of protection.
- You can report violations of College policy (including crimes) to the Title IX Coordinator(s) online at <http://harpercollege.edu/titleIX> if you would like Harper College to investigate the incident, provide you with remedies, and/or pursue formal action. Please be aware that the Title IX Coordinator(s) are required to report crimes to Harper Police, but it is up to you how much you participate in any criminal investigation.
- Finally, you can report the incident confidentially at <http://harpercollege.edu/titleIX>, leaving your contact blank. This ensures that the incident is reflected in the College's aggregate crime statistics, and also helps the College understand areas of concern. The College will investigate and respond as best it can with the limited information available in these cases.

Seeking Medical Attention

Regardless of whether you report the incident to anyone, you are encouraged to seek medical care for your physical health. This can include tests for sexually transmitted infections and pregnancy, as well as general physical health care. You can receive basic health care on campus through Health Services or you can contact NW CASA to learn more about community health resources.

Confidential Counseling

Confidential counseling can support your emotional well-being. You can contact NW CASA at any time if you have experienced sexual violence. Students can also make an appointment to see Psychological Services on campus, and employees can contact Workplace Solutions.

Interim Measures/Remedies

Harper College can arrange for a variety of interim or long-term measures, regardless of whether you pursue any formal action. These measures include: changes to your academic or work schedule, campus no-contact orders, escort service, assistance obtaining or enforcing a civil order of protection, and potentially other actions that help you feel safe on campus. In all situations, only the information needed to enforce or implement these will be shared with those who need to know. Any burden on you will be minimized as much as is practical.

Your Privacy & the College's Obligations

Your privacy will be maintained as much as possible and practical during the investigation and resolution processes. Most faculty and staff are considered responsible employees and must report incidents of sexual misconduct to the Title IX Coordinator(s), and crimes to Harper Police. If you want to ensure your confidentiality, seek out confidential resources. If the Title IX Coordinator(s) perceive a threat to a person or the campus community, they are required to take action. Otherwise, the Title IX Coordinator(s) will try to follow your preferences for privacy when possible and reasonable. If there is a campus investigation and a law enforcement investigation of the same behavior, the campus investigation may be temporarily delayed in order to not jeopardize the criminal investigation.

COLLEGE ACCOUNTABILITY PROCESSES

What to Expect

Once you report an incident to the College or the College becomes aware of it, you will be contacted by a Title IX Coordinator and offered resources and information. These procedures are conducted by trained College officials and use the preponderance or "more likely than not" standard of evidence. It is up to you how much you participate in the process. You have the right to be accompanied by an advisor of your choosing during any meeting or proceeding related to the resolution process (including investigation meetings), and to review and respond to the relevant case information.

What Happens?

During an investigation, you and the person reported to have committed the act are interviewed separately. Any witnesses are interviewed, and then an investigation summary is compiled. You and the other person have the right to review and respond to the findings of the investigation before it is provided to an adjudicator. The Dean of Student Affairs (or designee) serves as the adjudicator for allegations of student misconduct, and more information is available in the Student Code of Conduct at <http://harpercollege.edu/conduct>.

Possible Outcomes

Outcomes correlate to the nature of the violation. These range from education and warnings against future violations to expulsion (for students) and termination (for employees). Additional details about outcomes are available on the Title IX website. In addition, interim remedies may be extended or become permanent.

Questions? Contact the Title IX

Coordinators at

titleIX@harpercollege.edu

