Welcome. Education - the business of Harper College - can take place only in an environment in which each student and employee feels safe and secure. The Harper College Police Department is working to help our students, faculty, and staff to maintain their personal safety and to protect their property by providing a full range of law enforcement services. We would also like to share some information with you that you can use to reduce your chances of becoming a crime or accident victim.

Each year, Harper College publishes this Annual Campus Security Report, which includes crime statistics and outlines campus security procedures. Please take the time to become familiar with this publication so that you will become an informed member of our campus community and contribute to the college’s efforts to create and maintain a safe environment in which to study and work.
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Harper College Police Department

Public Safety Building, B101
Non-emergency 847.925.6330
Emergency Number 911


Law Enforcement Services
Law enforcement services at Harper are provided by the Harper College Police Department (HCPD) located in Public Safety Building-B, 24 hours a day, 7 days a week. Harper College police officers are certified by the Illinois Law Enforcement Training and Standards Board with the same police authority, including arrest powers, as police officers in cities and sheriff's in counties. The Harper College Police Department is the primary authority for reporting traffic accidents and criminal activity that occurs on campus. The department also provides a variety of services, such as vehicle lock-outs, classroom and other facility door openings, and jump starts.

Reporting Crime on Campus
Crimes in-progress or other emergencies on campus should be reported immediately to the Harper College Police by dialing 911 (for emergencies only). The department will make every effort to resolve the conflict and identify the offender or hazard. Multiple requests for services will be prioritized according to the seriousness of the circumstances. Non-emergency reports may be made in person at HCPD, Public Safety Building, (B) or by calling 6330.

Confidential Reporting Procedures
If you are the victim of a crime and do not want to pursue action within the College system or the criminal justice system, you may still want to consider making a confidential report. With your permission, the Chief of Police or a designee of the Harper College Police Department can file a report on the details of the incident without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, the College can keep accurate records of the number of incidents involving students, determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the college.

As Harper College employees are considered mandated reporters under the definitions set forth by the State of Illinois, persons seeking that their identity and the details of an incident be kept confidential in incidents of Sexual Assault, Domestic Violence, Dating Violence and Stalking may wish to report to an off-campus rape crisis resource which can maintain this level of confidentiality. Since Fall of 2015, Harper College has utilized a formal relationship with the Northwest Center Against Sexual Assault, who has agreed to provide 24/7 crisis support to victims/survivors, including the option for confidential reporting. The only exceptions to this are 1) concern for imminent danger or 2) sexual abuse of a minor or 3) if it is perceived that there are patterns of harassment or violence occurring in certain locations or groups within the campus. In those cases, your personal identity will not be shared.

Northwest Center Against Sexual Assault (CASA) 888-802-8890  www.nwcasas.org

Emergency Response Procedures
Harper College has developed a comprehensive Emergency Operations Plan (EOP) that outlines procedures that will be followed when a state of emergency is declared. For the purposes of the EOP, an emergency is when a situation at the college could result in any of the following events:

- The safety of the college community is at stake
College property or infrastructure is threatened
There is a major breakdown of communication apparatus at the college

Components of the plan include identification of mission critical systems and services, infrastructure requirements and emergency operation center procedures. Other components include an emergency communication plan and specific plans for responding to a variety of emergency situations, which might occur on campus.

The EOP is tested and updated annually to reflect the lessons learned and address changes in the internal or external environment that may affect the safety and security of the college.

Testing Emergency Response and Evacuation
One announced fire drill, including building evacuations, is conducted annually on all three campuses. One announced tornado drill, which does not include building evacuations, is also conducted each year on all three campuses. Thus the emergency response and evacuation procedure is tested twice annually.

During these drills, students learn the location of the emergency exits within the buildings and are provided guidance about the direction they should travel when exiting each facility for a short term building evacuation, or locations within building to take shelter from severe weather. Harper Police does not inform students in advance about the designated locations for long term evacuations because those decisions are impacted by the time of day, location of the building being evacuated, the availability of the designated gathering locations on campus, and other factors, such as the location and nature of the threat. In both cases, the Harper Police will communicate information to students regarding the developing situation or any evacuation status changes.

The Harper Police and the Environmental Health and Safety Manager coordinate these drills, as described above, to test the emergency response and evacuation procedures, and to assess and evaluate the emergency evacuation plans and capabilities.

Emergency Procedures
Preparing for any type of emergency, which may affect the college, is a proactive goal of Harper College. This is accomplished in the following ways:

- The Harper Alert System is an emergency notification tool used to electronically contact all registered students and staff by text, e-mail, and phone when a threat to health or safety is imminent.
- The campus Emergency Procedures brochure is used as a resource for students and employees. These are found in classrooms, offices and online at: https://www.harpercollege.edu/about/police/pdf/emergency-procedures.pdf
- Annual fire and tornado drills

An emergency situation is defined as any event or threat of event at any Harper College campus, which poses a significant risk to the life or safety of individuals, or the security of property, infrastructure, or operating systems.

Building Evacuation
In the event that a building evacuation is necessary, remain calm, but leave quickly. Use stairs and not elevators, paying close attention to your surroundings as you exit. Incidents, such as fire or hazardous materials releases may require that alternate exit paths be selected. Assist individuals with special needs in the evacuation process, if it is possible to do so safely and they wish help. If it is not possible to evacuate these individuals from the building, move them to a safe stairwell (farthest from the hazard) to a designated Area of Rescue Assistance and inform responding emergency personnel of their location. Do not use an elevator for evacuation needs.

Once outside, stay clear of the building and entryways to facilitate first responder access to the emergency. To assist emergency personnel, and for your own safety, go to the designated gathering place for your department, or stay a minimum of 50 feet away from the building.

Do not attempt to re-enter the building until you are instructed to do so by the Harper Police or emergency responders. Do not take it upon yourself to instruct others to re-enter. This will be done by designated
emergency personnel only. Safety Coordinators and Administrators should assist others within their work areas in evacuating the building via the nearest accessible exit. They should also assist any disabled individuals in exiting the building or getting to an area of safety. Once outside, they should assist in keeping individuals away from the building and clear from fire lanes, in order to not impede emergency response vehicles. Depending on the severity of the impact on the campus, the Harper Emergency Management Team could meet. In the event that a campus emergency occurs after normal operating hours, the Incident Commander will contact the Chief of Police, or designee, and determine if the Harper Emergency Management Team should be contacted.

**Campus Evacuation**

In most emergencies, complete evacuation of the entire campus is not necessary. If, however, there is a major incident, such as a major hazardous materials release, or threat of explosion, it may be necessary to relocate all college individuals to a safer location. Areas nearest to the threat should be evacuated first, and subsequent evacuations should take place in order of proximity to the threat from nearest to farthest. If you are instructed by authorities to evacuate from the campus entirely, do so immediately, following any specific directions given to the campus community. Once the campus is evacuated, it will be secured and no one will be allowed to enter without proper authorization. The campus will remain closed until the decision to re-open is made by the Harper Emergency Management Team. Safety coordinators and administrators should assist others within their work areas in evacuating the building or getting to areas of safety and notify emergency responders. Once outside, they should assist in keeping individuals away from the building and fire lanes clear for emergency responders.

**Emergency Notification**

**Immediate Notification**

Upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff, the Harper Police will direct that an immediate notification be made via the Harper Alert system. The confirmation of an emergency warranting an immediate notification, the content of the notification, and the segments of the community designated to receive such notification will be determined by the senior law enforcement authority present at the affected campus and the Harper Emergency Management Team. The immediate notification will be issued to the community with the goal of notifying as many people as possible, as rapidly as possible. These immediate notifications will also inform the campus community of any recommended action to be taken or avoided. Harper Police will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. The immediate notifications are sent via text, voice, and email messages to individuals who are registered in the Harper Alert system. All students are automatically registered in the system each semester upon registration, unless they choose to remove their contact information. All staff and faculty members are registered, upon hiring, and can update their contact information at any time, in order to receive these notifications. To register for this program, please go to [https://www.getrave.com/login/harpercollege](https://www.getrave.com/login/harpercollege)

Follow-up information will be provided by SMS text message (for emergency notifications), postings on the Harper College website, [www.harpercollege.edu](http://www.harpercollege.edu), emails to the campus community, and press releases issued from the college to media outlets.

**Emergency Call Boxes**

There are 53 police call boxes located on campus, in the parking lots and near the football/track stadium. Their locations are marked with a blue light. The call box is activated with a push-to-talk and release-to-listen button. Students, faculty, and staff are encouraged to utilize these call boxes anytime police services are needed. A Harper College Police Officer will promptly respond to any call box activation.
Clery Act
Harper College is committed to informing the campus community of the obligations concerning crime and safety as required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, otherwise known as the Jeanne Clery Act. Further information concerning the requirements of this act may be found at [www.ed.gov](http://www.ed.gov).

Reporting Crime that Occurs at Extension Sites of Harper College
All incidents of a criminal nature that occur at a satellite facility should be reported promptly to the appropriate law enforcement agency and the Harper College Police Department. It will be the responsibility of the respective department to report the crime in compliance with the Crime Awareness and Campus Security Act of 1990.
For crimes that occur at the Harper Professional Center (HPC), 650 E. Higgins Road, Schaumburg, Illinois, should be reported to the Schaumburg Police Department at 847-348-7020.
Crimes that occur at the Learning and Career Center (LCC), 1375 Wolf Road, Prospect Heights, Illinois, should be reported to the Prospect Heights Police Department at 847-348-7020.

Timely Crime Warnings
If a situation were to occur, either on or off campus, that, in the judgment of the Chief of Police at Harper College, is a potential ongoing or continuing threat, a campus wide “timely warning” will be issued. The warning will be issued through the most effective and efficient means available and may include closed circuit television and faculty notifications. Depending on the circumstances of the crime, especially in all situations that could pose an immediate threat to the community and individuals, the Harper College Police Department may also post a notice on the Harper College web site at: [http://www.harpercollege.edu/](http://www.harpercollege.edu/). In such instances a copy of the notice will be posted in common areas throughout the campus. Anyone with information warranting a timely warning should report the circumstances to the Harper College Police Department, by phone 6330 or in person at the dispatch center within the Harper College Police Department, in Public Safety Building, (B).

Daily Crime Logs
The Harper College Police Department maintains a “Daily Crime Log”, which is available for public inspection by visiting the Harper College Police Department, Public Safety Building, (B). The electronic version, available on the college web page, is available 24 hours a day, however, the hard copy is available only during normal college business hours. Information in the Daily Crime Log is generally updated within 24 hours of the report of the incident.

Annual Disclosure of Crime Statistics
The Harper College Police Department prepares an annual report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The full text of this report can be located by visiting the Harper College Police Department in Public Safety, Building B. This report is prepared in cooperation with the local law enforcement agency, which includes the main Harper Campus, as well as those agencies where our extension site campuses are located.
Each year, notification is made to all enrolled students, faculty, and staff that provide the web site to access this report. Copies of the report may also be obtained at the HCPD, Public Safety Building, (B).

Access to Campus Facilities
Harper College is open from 6 am-11 pm Monday through Friday and from 8 am-6 pm on Saturday and Sunday. Hours vary during the summer, and the campus is closed on declared holidays. When the College is open, exteriors are kept well lighted. In addition, pedestrian and vehicle safety are the primary considerations in landscaping decisions. When the campus is closed, exterior doors remain locked. Authorized persons may gain access to buildings by registering, in person, with the HCPD, Public Safety Building, (B). HCPD personnel patrol the campus 24 hours a day and staff an emergency communications center. There are no Harper College residence halls on or off campus.
Law Enforcement Authority of Security Personnel
HCPD officers are appointed by the Harper College Board of Trustees as “conservators of the peace” within the intent of the Illinois Community College Act. Under Chapter 110, Illinois Compiled Statutes, Section 805/3-42.1, "Members of the security department shall be conservators of the peace and as such shall have all powers possessed by policemen in cities, and sheriffs in counties, including the power to make arrests on view or warrants of violations of state statutes and city or county ordinances of the counties in which the community college is located when such is required for the protection of community college properties and interests, and its students and personnel and within such counties when specifically requested by appropriate state or local law enforcement officials. Such officers have no power to serve and execute civil process. They cooperate with all law enforcement agencies and investigate crime reports from members of the College community. Reports not relating to Harper College are referred to the appropriate agency.

Campus Sex Crimes Prevention Act
In compliance with the Campus Sex Crimes Prevention Act, Public Law 106-386 Section 1601 it is noted that the identity of “Registered Sex Offenders” known to Harper College and registered as students or employed by Harper College is available to interested persons at the HCPD, Public Safety Building, (B), 1200 W. Algonquin Road, Palatine, Illinois 60067 upon request. Information is also available online at the Illinois Sex Offender Information website at http://www.isp.state.il.us/sor. Harper College also recommends students, faculty and staff members to review the Information Related to Sex Offenses (1/1/13-12/31/13) in Appendix A of this report.

Crime Prevention Programs
The Harper College Police Department has adopted a proactive approach to crime prevention that involves all constituencies of the College community. Crime prevention programs on personal safety and other security related topics are sponsored by various campus organizations throughout the year. Programs include the distribution of literature, public information displays, guest lecturers and other crime prevention presentations to campus groups each school year. For information about these and other events visit the Harper College website at www.harpercollege.edu.

Alcohol and Substance Abuse
It is the policy of Harper College to provide a drug and alcohol free environment and work place as defined by the Drug Free Workplace Act of 1988 and the Safe and Drug Free Schools and Communities Act of 1994.

Harper College prohibits the unlawful possession, use, distribution, dispensing and manufacture of illicit drugs and alcohol by students and employees on its property or as part of any College activity.

Students who violate this policy will be governed by the College's Student Conduct Code and subject to disciplinary action up to and including suspension, expulsion and referral for prosecution. Employees who violate this policy will be subject to disciplinary action in accordance with their appropriate employee group regulations up to and including suspension, termination of employment and referral for prosecution.

Students, employees and visitors are subject to local, state and federal laws. Criminal penalties for such violations may include assigned community service, fines and imprisonment. In addition, property used in connection with illegal drugs may be confiscated, federal student loans, grants and contracts may be denied, and driving privileges may be revoked. Penalties for violations may be found at https://www.harpercollege.edu/catalog/current/policies/alabuse.php

Statistics on Reported Crimes
Crime statistics gathered at Harper College have been reported to the U.S. Justice Department’s Uniform Crime Reporting System since 1979. The previous three years worth of statistics are available in Appendix B or by visiting the Harper College Police Department in Public Safety, Building B during normal business hours.

Factors that affect the volume and types of crime at Harper include:
Population density and degree of urbanization and number of youth
Stability, mobility, commuting patterns and transient factors
Modes of transportation and highway systems
Economic conditions
Educational, recreational and religious characteristics
Family cohesiveness
Climate
Emphasis on and strength of law enforcement
Attitudes of the population toward crime and crime reporting
Other components of the criminal justice system
Appendix A

INFORMATION RELATED TO SEX OFFENSES (1/1/18-12/31/18)
NOTE: This information is revised to promote a good faith effort to comply with the anticipated final regulations due after the submission of this report.

INFORMATION RELATED TO CRIMES OF SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE AND STALKING

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Harper College is committed to addressing incidents of sexual misconduct which may be crimes, as well as incidents which do not rise to the level of criminal activity. To that end, an extensive online resource is available to the campus community and those who visit the campus or wish to learn more about the campus. The information contained in this section is required by the Clery Act as part of the Annual Security Report, but more information is available online at http://harpercollege.edu/titleIX regarding the College’s prevention and response to incidents of sexual misconduct (including criminal behavior) affecting the campus.

TITLE IX COORDINATION

Title IX is a federal law that prohibits discrimination and harassment based on sex or gender. This includes acts of sexual misconduct that may violate the law (sexual assault, stalking, dating violence, domestic violence) as well as other forms of sexual violence and sexual harassment. Harper College has designated two Title IX Coordinators who coordinate Harper College’s compliance with Title IX. This includes providing leadership for Title IX activities, education, and training; providing consultation to the campus; and oversight to ensure the College responds appropriately, effectively, and equitably to Title IX issues. For more information visit http://harpercollege.edu/titleIX, or contact:

Mary Kay Harton – mharton@harpercollege.edu
Dean of Students
Harper College
1200 West Algonquin Road, A367
Palatine, Illinois 60067
847.925.6846

Beverly Riley - briley@harpercollege.edu
Manager, Employee Relations / Title IX Coordinator
Harper College
1200 West Algonquin Road, A321
Palatine, Illinois 60067
847.925.6218

You can also reach the Title IX Coordinator by emailing titleIX@harpercollege.edu.
STATEMENT OF POLICY REGARDING PREVENTION OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, AND STALKING

Prevention begins with defining the behaviors that are not tolerated at Harper College. Members of the Harper College community, guests, and visitors have the right to be free from gender-based or sexual misconduct (including sexual violence). Harper College prohibits all forms of sexual misconduct, including the criminal offenses of rape, acquaintance rape, sexual assault, domestic violence, dating violence, and stalking.

The comprehensive policies are available online at:
- Prohibited behaviors exhibited by students: https://www.harpercollege.edu/about/consumerinfo/title-ix/campus-policy/prohibited-behavior.php
- Prohibited behaviors exhibited by non-students: https://www.harpercollege.edu/leadership/board/pdf/Board%20Policy%20Manual%20FINAL%200091819.pdf Section 9.01.00 (p. 86-87)

CONSENT
Harper College defines consent as defined as permission to act. It may be given by words or actions, so long as those words or actions create clear, mutually understood permission to engage in (and the conditions of) sexual activity. Consent must meet all of the following standards:

- **Active, not passive.** Silence, in and of itself, cannot be interpreted as consent. There is no requirement that an individual resist a sexual act or advance, but resistance is a clear demonstration of non-consent.
- **Given freely.** A person cannot give consent under force, threats, or unreasonable pressure (coercion). Coercion includes continued pressure after an individual has made it clear that he/she does not want to engage in the behavior.
- **Provided knowingly.** Legally valid consent to sexual activity cannot be given by:
  - A person under the legal age to consent (17 years old in Illinois), or
  - An individual who is known to be (or based on the circumstances should reasonably be known to be) mentally or physically incapacitated. An incapacitated individual is someone who cannot make rational, reasonable decisions because he or she lacks the capacity to understand the “who, what, when, where, why, or how” of a sexual interaction. This includes a person whose incapacity results from mental disability, sleep, involuntary physical restraint, unconsciousness, use of alcohol or other drugs.
- **Specific.** Permission to engage in one form of sexual activity does not imply permission for another activity. In addition, previous relationships or prior consent do not imply consent to future sexual acts. It is the responsibility of the initiator of the act to receive permission for the specific act. As a result, consent may be requested and given several times by multiple parties during a sexual encounter involving multiple acts.

(This information is adapted from the ATIXA Gender-Based and Sexual Misconduct Policy by the National Center for Higher Education Risk Management (NCHERM) and the Association of Title IX Administrators (ATIXA), 2011).
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Prohibited Behaviors

As part of its comprehensive policy, Harper College prohibits the following, as defined by state and federal law:

- **Sex Offenses**, defined by the FBI as any sexual act directed against another person without the consent of the victim, including instances where the victim is incapable of giving consent. This includes:
  - **Rape**: 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**: the touching of the private parts of another person for the purpose 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**: Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
  - **Statutory Rape**: Nonforcible sexual intercourse with a person who is under the statutory age of consent.

- **Domestic Violence**: As defined in section 40002(a) of the Violence Against Women Act of 1994 (42 U.S.C. 13925(a)), domestic violence means a felony or misdemeanor crime of violence committed by
  - A current or former spouse or intimate partner of the victim,
  - A person with whom the victim shares a child in common,
  - A person who is co-habitating with or has cohabitated with the victim as a spouse or intimate partner,
  - A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies [under VAWA], or
  - 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.

- **Dating Violence**: As defined in section 40002(a) of the Violence Against Women Act of 1994 (42 U.S.C. 13925(a)), dating violence means violence committed by a person
  - Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
  - Where the existence of such a relationship shall be determined based on a consideration of the following factors:
    - The length of the relationship;
    - The type of relationship; and
    - The frequency of interaction between the persons involved in the relationship.

- In addition, Illinois prohibits **Sexual Assault**, defined as “Sexual penetration by force or threat of force or an act of sexual penetration when the victim was unable to understand the nature of
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the act or was unable to give knowing consent.” (720 ILCS 5 Criminal Code of 1961 § 12-13) Illinois State Law defines sexual penetration as: “Any contact, however slight, between the sex organ or anus of one person by an object, the sex organ, mouth or anus of another person, or any intrusion, however slight, of any part of the body of one person or of any object into the sex organ or anus of another person, including but not limited to cunnilingus, fellatio, or anal penetration. Evidence of emission of semen is not required to prove sexual penetration.” (720 ILCS 5 Criminal Code of 1961 §12-12(f))

- **Stalking:** Section 40002(a) of the Violence Against Women Act of 1994 (42 U.S.C. 13925(a)) defines stalking as:
  - Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
    - Fear for the person’s safety or the safety of others; or
    - Suffer substantial emotional distress.
  - For the purpose of this definition,
    - “Course of conduct” means two or more acts, including, but not limited to, acts in 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.
    - “Substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

“Reasonable person” means a reasonable person under similar circumstances and with a similar identity to the victim.

**Notification of Policy and Procedures**
Harper College publishes its policies and procedures related to sexual harassment and misconduct in the following locations:
- The Board of Trustees’ Policy Manual (available online)
- The Student Handbook (found in the printed and online copies of the Catalog)
- The Guide to Gender-Based and Sexual Misconduct (found in the printed and online copies of the Catalog)
- Human Resources’ Employee Manuals (specific to each classification of employee)
- Human Resources’ Procedures Manual

The most up to date information is available through the College’s website at [http://harpercollege.edu/titleIX](http://harpercollege.edu/titleIX).
**Policy on Prevention Programs**

Harper College is working to provide comprehensive and intentional prevention efforts that are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, informed by research, and assessed for effectiveness. Qualifying programs include the following:

- statement that the institution prohibits the crimes of rape, acquaintance rape, domestic violence, sexual assault, dating violence, and stalking
- definitions of criminal acts
- definition of consent
- safe and positive options for bystander intervention
- information on risk reduction to recognize warning signs and void potential attacks

In 2018, Harper provided multiple programs for specialized student populations such as athletic teams, FYE experience classes, student government, and student organizations, which are identified as being at the greatest risk for severe incidents due to the overnight travel and high amount of student-to-student conduct in extracurricular activities. Harper also offered online prevention and awareness programs for all new employees, and provided additional programs for special employee populations such as department chairs and coordinators, administrators, athletic coaches, and counselors. Education about sexual misconduct, consent, and the College’s policy and resources was infused into existing presentations (orientations, trainings by Student Conduct Officer, etc). In addition, highlighted educational prevention programming in 2018 included:

- Presentations to Campus Leadership Team all administrators and supervisory employees on Title IX
- SAFE Space training that was open to administrators, faculty, and staff
- Presentation to students on Bystander Intervention strategies led by nationally recognized facilitators.

**Prevention & Risk Reduction Strategies**

The responsibility of preventing crimes of sexual violence lies with the person initiating sexual behavior, as that is the person who has the power to stop what he or she is doing. With this in mind, these are things to consider when initiating sexual activities:

- Sexual assault, rape, domestic violence, and dating violence are crimes and violations of Harper College policy. As such, being found responsible for such a violation can result in a maximum sanction of expulsion from Harper College (for students) and termination of employment (for employees). Additionally, criminal charges could be brought forward as well as civil litigation within the court system.
- Because crimes of sexual violence are crimes of power and control, the most important thing to consider when engaging in sexual behavior is the CONSENT of the other person involved. Only a person’s consent gives one the right to engage in sexual contact.

Although the responsibility of prevention truly lies with the offender, there are things that all individuals can be aware of and do, that may help reduce their risk of being a victim of a crime. These are not guarantees of safety, nor does failure to do one of these things mean that someone is at fault for being sexually assaulted, stalked, or otherwise victimized:

- You have the right to your own values, attitudes and beliefs about sexual behavior and relationships in general. Therefore, you have the right to determine the type of interactions and activities you feel comfortable with and to end those activities at any time.
While there is no perfect profile of someone who will be sexually violent, there are some common warning signs. These include:
- Domineering, overly controlling actions
- A tendency to disregard your feelings and desires
- The expression of hostility or dominance toward potential partners
- The belief that certain actions entitle one to sex with another person
- Intrusion into your personal physical space
- Touching you in a way that makes you feel uncomfortable

No one is ever entitled to sex. You are not obligated to perform sexual acts as payment, as a favor, or in order to be a “real man” or a “good woman.”

Alcohol is a frequently used and highly effective rape facilitating drug. It affects each person’s ability to make decisions, set boundaries, and engage in sexual activities differently. Keep track of how much you drink, and consider some of these tips in relation to alcohol consumption:
- You have the right not to drink alcohol at any time.
- If you feel pressure to drink, you can keep a beer can in your hand without drinking from it frequently.
- Alternate water with each alcoholic beverage and eat prior to and while drinking.

You have the right to say no to any sexual activity at any time for any reason. When you feel that your personal rights are being threatened, you have every right to take a stand and let the offending party know that what he/she is doing is unwelcome. This includes if you have started activities and you no longer wish to pursue them.

If you go to larger parties, bring friends with you and check in regularly. Make plans ahead of time for how to get home, and who will remain sober throughout the night in case any emergency arises.

Having your own transportation gives you a degree of power to leave a situation, if you see the need to.

While using social media, such as Facebook or Twitter, be mindful of the type of information you provide, including your address or phone number, and whether you are at home or away. Review and update your privacy settings regularly.

If you wish to pursue sexual activity with someone, consider discussing your boundaries prior to engaging in physical activity together so you have a clearer understanding of each other’s preferences. If you decide to engage in sexual activity shortly after meeting someone, you may not have as great of an understanding of each other yet, which means you both may need to seek further clarification as you communicate.

(Source: Adapted from Bowling Green State University's 2014-2015 Student Handbook)

**Bystander Intervention**

Every person has a role in stopping sexual violence from occurring on our campus and in society. If you observe a concerning situation, you may have the ability to intervene in a safe and positive way to change the outcome of a situation. A key goal of bystander intervention is to step in early – before the situation escalates to violence. These are the basic steps of bystander intervention in the form of taking action:

**Notice what is happening.**

The first step in bystander intervention is being attentive to what is happening around you. This is especially important in high-risk situations, such as large parties, where alcohol is present, at concerts/bars with loud noise or in other environments that might otherwise perpetuate high-risk
behaviors. If you are in a larger group or with friends, it is often easy to assume that if no one else thinks there is a problem, then maybe there isn’t. Instead, be willing to be the one to pay attention and to think for yourself as to whether or not an intervention can be helpful.

**Consider whether the situation warrants your action**

Even situations that don’t seem serious may benefit from your action. The goal is to intervene well before there is a problem, not once a violent act has started. For example, if you notice a friend who is drinking a lot of alcohol, raising his voice, and saying he wants to “get laid, no matter what”, this could be an indication of high risk behaviors. If you hear someone yell or you see someone who is intoxicated and being hit on by someone else, you might be able to step in.

**Decide if you have a responsibility to act**

You might have formal responsibility to act (such as if you are a team captain or if you are a student leader), or you might have informal responsibility to act (such as if others look to you as a role model, or if you are often the leading voice in your friend group). As an individual and member of our campus community, you also have a responsibility to act with integrity and to look out for fellow people, regardless of how good of friends you are.

**Choose what form of action/assistance to use**

Forms of assistance can vary depending on the situation. Examples include:

- Stepping in directly and engaging both parties
- Separating the individuals
- Calling an authority
- Getting help from other friends
- Diverting someone from the situation
- Creating a distraction
- Changing the subject

**Implement the intervention safely**

Ultimately you have to intervene in a safe way so that further threats do not occur, and so that any safety concerns are minimized. You might have an initial intervention followed by a follow-up conversation later after any feelings have calmed down. This is also why it is important to step in through conversations early, rather than having to look to more intrusive action if a situation escalates.

*(Source: Adopted from Darley and Latane, 1968)*

**PROCEDURES TO FOLLOW IF A SEX OFFENSE HAS OCCURRED**

If you have experienced any act of sexual misconduct, our first concern is for your safety and well-being. Please consider the following:

- Get to a safe place where you feel as physically and emotionally safe as possible.
- If you are not sure what to do or where to start, call the 24-hour confidential Northwest CASA hotline at 888-802-8890.
- Seek medical attention for any physical injuries, potential pregnancy, or potential sexually transmitted diseases. You can visit the Northwest Community Healthcare Outpatient Center on campus, a local emergency room, or seek off-campus medical assistance. The community resources in this Guide can assist you with finding medical care and possible financial assistance.
- If you have experienced behavior that may also be a violation of law, it is important that you consider preserving any evidence, even if you are not sure yet if want to file a formal complaint. This can help you later to prove that a criminal offense occurred, and can also help you in
obtaining a civil protection order. This kind of exam can be done at a hospital and involves collecting evidence and photographs. As difficult as it may feel at the time, it is most helpful if you can get evidence collected quickly – before you eat, drink, shower, use the bathroom, etc. The locations closest to the main Harper campus where you can obtain an exam like this are at the Northwest Community Hospital, St. Alexian Medical Center, or any hospital emergency room. If you need assistance to get to one of these centers, contact Northwest CASA at 888-802-8890.

- If the College perceives there is an on-going threat to the campus community, a timely warning may be issued. In such a case, your name will be withheld as confidential from such a communication.
- If you would like to learn about your options for, and receive assistance in, changing academic, living, transportation, or work situations, contact one of the Title IX Coordinators at titleIX@harpercollege.edu. Examples of the kinds of things that can be done include, but are not limited to: changing to a different class section, completing a course via independent study, receiving escort service to your class or vehicle while on campus, and adjusting your work schedule. You can also learn about how to apply for a medical withdrawal, get questions answered about financial aid, and learn how to request protective measures on campus.

Supporting a Friend Who Has Been Victimized
If a friend has experienced sexual assault or other sexual violence, keep these tips in mind:
- Listen. Be there. Do not be judgmental.
- Be patient. It will take some time for your friend to deal with what happened.
- Help empower your friend. Crimes of sexual violence (including dating violence, domestic violence, and stalking) take away a person’s power. It is important not to pressure your friend to do something he or see isn’t ready to do yet.
- Encourage your friend to report the crime to law enforcement. If there are questions about the process, you or your friend can call a hotline or get assistance from another resource.
- If your friend is interested and willing to get medical attention or report to the police, offer to accompany him/her or find safe transportation.
- Get help for yourself. You can speak with a confidential resource and not share your friend’s name if you need help to be a support.

(Source: Adopted from RAINN: Rape, Abuse and Incest National Network, http://www.rainn.org)

REPORTING OPTIONS
Individuals may choose to seek action or assistance both on-campus as well as through the surrounding community. If you would like to see action occur because of a person’s behavior, you may wish to report the misconduct at some level. Additional or interim remedies may also be provided concurrently and/or in lieu of an investigation or formal process. You have the right to notify Harper College Police and/or the municipal police who oversee the city where the crime occurred or where you live about a potential crime. You have the right to be assisted by Harper Police in contacted the municipal police. You also have the right to decline to report to the police.

The following situations are examples of reasons why you might choose to report an incident of misconduct:
- To seek formal action against someone, such as removing them from a class or the campus
- To educate the person about their behavior
- To confront the individual and make your voice heard about how you feel about what happened
- To make the College aware of the behavior in case it is part of a larger pattern
To receive assistance in changing classes or other on-campus arrangements
To receive support in coping with a situation

There are two types of reporting available to you at the College:

1. **Confidential reporting** in which your identity is kept confidential (with few exceptions) such as by an off-campus crisis resource like the Northwest Center Against Sexual Assault, or by the Employee Assistance Program (for employees)
2. **Formal Reporting** in which you wish to file a formal report with Title IX, Harper Police, Human Resources, and/or Student Conduct and pursue the College’s investigation and resolution process (this means your identity will be known to the accused individual)

**CONFIDENTIAL REPORTING**

If you wish that your identity and the details of an incident be kept confidential, off-campus rape crisis resources which can maintain this level of confidentiality are available through the Northwest Center Against Sexual Assault, also known as NW CASA. The only exceptions to this are 1) concern for imminent danger or 2) sexual abuse of a minor. To address campus concerns of sexual violence or harassment, these resources may still report to the Title IX Coordinator(s) if they perceive that there are patterns of harassment or violence occurring in certain locations or groups within the campus. In those cases, your personal identity will not be shared.

To obtain support off-campus, report to NW CASA at 888-802-8890.

**You may wish to consider this option if you:**

- Would like to know about support and assistance, but are not sure if you want to pursue formal action against the individual, or
- Have questions or would like to process what happened with someone without involving police or those responsible for campus disciplinary procedures
- Do not want the person(s) who harmed you to know that you are seeking help or support

If you are the victim of a crime and do not want to pursue action within the College system or the criminal justice system, you may still want to consider making a confidential report. With your permission, the Chief of Police or a designee of the Harper College Police Department can file a report on the details of the incident without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, the College can keep accurate records of the number of incidents involving students, determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the college.

**FORMAL REPORTING**

As Harper College wishes to investigate and address gender-based and sexual misconduct, you are encouraged to make formal reports of incidents so that they may be investigated and addressed. This is considered official notice to the institution. By reporting formally, you have the right to expect to have your report be taken seriously by the institution and to have a fair, prompt, and impartial investigation and resolution occur. During this time, only people who need to know will be told and information will be shared only as necessary with investigators, witnesses, the accused individual(s) and advisor(s), the Title IX Coordinator(s), or other such persons involved in the processes. All proceedings will be
conducted by College officials who receive annual training on sexual/gender-based misconduct, including how to conduct investigations and resolutions that protect the safety of victims and promote accountability. Please be aware that if you file a formal report, your name and the relevant reported information may be known to the individual.

You may wish to consider this option if you:

- Would like action taken by the College, such as the individual facing campus conduct or employment action if he/she is found responsible for violating college policy
- Would like the College to be aware of the situation in case it happens again

In addition, if you believe you have been a victim of a crime, you have the option to report to law enforcement – both on-campus and to local law enforcement within your community; to be assisted by Harper College police in notifying local law enforcement; or to decline to report the incident to law enforcement.

To file a formal complaint, complete the online incident report form available at [http://harpercollege.edu/titleIX](http://harpercollege.edu/titleIX). Write as much information as you know and feel comfortable writing. This report is submitted directly to the College’s Title IX Coordinators. You will then be contacted by one of them for a follow up interview – this usually occurs within the next College business day. You can bring a person to support you to that interview as well as any other part of the investigation and resolution process.

What about anonymous reporting?

If you would like to report an incident but remain anonymous, you can do so using the College’s online incident report form available at [http://harpercollege.edu/titleIX](http://harpercollege.edu/titleIX). Just leave your name and contact information off the form. The College will still investigate the situation to the best of its ability without your involvement beyond filing the initial reporting form.

**Civil Orders of Protection & No Contact Orders**

The following information explains how to pursue protective acts whose jurisdiction extends beyond the campus. To obtain one of the orders below, contact the courthouse for the area in which you live. If you would like assistance, or if you have other questions about civil orders of protection or no contact orders, please contact Harper Police at 847-925-6330 or your local police department.

Civil Orders of Protection

- This is a court order that is designed to stop violent and harassing behavior and to protect you and your family from the abuser. They offer civil legal protection from domestic violence to both male and female victims, as well as minors. A civil order of protection can only be filed against certain persons with whom the petitioner has a special relationship with: people who are married or formerly married, people who are related by blood, people who live together or formerly lived together, people who are dating or formerly dated, people who are engaged or formerly engaged, and people with disabilities against their caregivers. There are three types of orders: Emergency and Interim Orders of Protection provide temporary, short-term protection. A Plenary Order of Protection offers longer term protection.

- Emergency Orders: An emergency order can be obtained based solely on your testimony to a judge. The abuser does not need to be present. The judge must be convinced that you are in immediate danger, or experiencing emotional distress, or else the judge may not grant the
order. The emergency order will last until you can have a full hearing for a plenary order, usually within 14-21 days.

- **Interim Orders:** An interim order offers you a bit more protection than an emergency order. You do not need to have a full court hearing to be granted an interim order. They are often used to protect you in between the time when your emergency order expires and your full court hearing takes place. However, your abuser or his lawyer must have made an initial appearance before the court OR the abuser must have been notified of the date of your court hearing, before you can be given an interim order. An interim order lasts for up to **30 days**.

- **Plenary Orders:** A plenary order of protection can be issued only after a court hearing in which you and the abuser both have a chance to tell your sides of the story. It provides the most protection and the longest-term protection. A plenary order may last up to **two years**, and there is no limit on the number of times an order of protection can be renewed.

**No Contact Orders**

If you do not have a relationship with the offender, you may seek to obtain a “no contact order.”

- **A Civil No Contact Order (CNSCO)** is a civil “stay away” order for crime victims who do not have a relationship with the offender. Under a CNSCO, the court orders the offender not to have any contact with the victim. A CNSCO may last up to two years.

- **A Stalking No Contact Order (SNCO)** is a civil “stay away” order for victims of stalking who do not have a relationship with the offender. Under a SNCO, the court orders the offender not to have any contact with the victim. A SNCO may last up to two years.

Any violation of the above orders is a criminal offense and a Class A misdemeanor (up to one year in jail) and a 2nd offense or subsequent violation is a Class 4 felony (one to three years in jail and possible fines).

**Procedures the Institution will Follow Upon Reporting of an Incident**

Once a formal complaint is filed, an investigation will begin. If a law enforcement investigation is also occurring, the campus investigation may temporarily be placed on hold if it could jeopardize the criminal investigation process. The campus investigation and resolution process will not wait for the outcome of a criminal proceeding since the campus policy and standard of proof are often different than the criminal and legal standards. If the incident also appears to be a violation of the law, you may request that the police and the College take a formal report together to promote a more efficient process for you; however, please be aware that the standards and outcomes of a campus disciplinary process and the criminal process are different and this may not always be possible.

If official notice is given to the College about misconduct that may threaten the health or safety of the campus or any members of its community, the College reserves the right and has the obligation to initiate a complaint and/or investigation. The Title IX Coordinator or designee will be kept informed of the status of all investigations and will provide oversight as needed. During an investigation or disciplinary process, appropriate interim remedies may also occur such as campus no-contact orders, adjusting class schedules, or limiting/prohibiting access to campus. Investigations are maintained as private and information is only revealed if necessary to ensure an adequate investigation occurs. The investigation provides the complainant and the respondent with the opportunity to share information about what happened. Both the complainant and the respondent will be informed of the outcomes of the investigation, as well as key points during the investigation. At the conclusion of the investigation, the investigator will provide an investigation summary which will include a finding as to whether or not the alleged misconduct occurred. Investigations are generally completed within 60 days, but the
timeframe depends on the circumstances of the case. When evaluating whether misconduct occurred, the standard of evidence used will be a “preponderance of the evidence” or “more likely than not.”

**PROCEDURES FOR RESOLUTION**

**(INVESTIGATION, INSTITUTIONAL DISCIPLINARY ACTION, AND CONSEQUENCES)**

**INCIDENT REPORTING**
The College takes all reports seriously, and conducts investigations and resolution procedures that are designed to be private and to respect the rights of all involved parties. Both the complainant and the accused/respondent will have equitable opportunities during the investigation and resolution process, including:

- Opportunity to be accompanied by an advisor of your choosing during any meeting or proceeding related to the resolution process (including investigation meetings)
- Opportunity to review and respond to the relevant information in the case
- Be informed in writing of the relevant outcomes of the proceeding, including any appeal procedures
- Be notified if there has been an appeal and to offer any additional information for consideration through the appellate process
- Be informed of any changes to the outcome(s) as a result of an appeal, and when the outcomes are considered final (i.e. no further opportunity for appeal)

Because of the serious and sensitive nature of these incidents, all investigations and resolution procedures will be conducted by persons who have training on the issues related to dating violence, domestic violence, stalking, and sexual assault. These individuals also recognize how to conduct an investigation and resolution process that protects the safety of victims/survivors/persons who have been harmed and promote accountability. The procedures are also designed to provide a fundamentally fair process that treats all parties with respect.

**INVESTIGATION PROCEDURES**
Once a formal complaint is filed or when the College has official notice of an incident, a campus investigation will begin. If a law enforcement investigation is also occurring, the campus investigation may temporarily be placed on hold if it could jeopardize the criminal investigation process. The campus investigation and resolution process will not wait for the outcome of a criminal proceeding since the campus policy, possible outcomes, and standard of proof are different than the criminal and legal standards. If the incident also appears to be a violation of the law, you may request that the police and the College take a formal report together to promote a more efficient process for you; however, please be aware that the standards and outcomes of a campus disciplinary process and the criminal process are different and this may not always be possible.

Investigations where students are alleged of misconduct are typically conducted by the Student Conduct Officer. The Dean of Students may appoint other College employees to serve as investigators as needed. Investigations where employees are accused of misconduct are typically conducted by the Employee Relations Manager, but may also be conducted by the Chief Human Resources Officer or a designee. The Title IX Coordinator(s) are kept informed throughout the investigation to ensure appropriate oversight.

If the College has notice about alleged misconduct that may threaten the health or safety of the campus or any members of its community, the College reserves the right and has the obligation to initiate a
complaint and/or investigation. During any investigation or disciplinary process, appropriate interim remedies may also occur such as campus no-contact orders, adjusting class schedules, or limiting/prohibiting access to campus. Investigations are maintained as private and information is only revealed if necessary to ensure adequate investigation occurs. Both the complainant and the accused (respondent) have equitable opportunities to have a support person present at all investigation and resolution meetings. At the conclusion of the investigation, the investigator will provide an investigation summary which will include a finding as to whether or not the alleged misconduct occurred. Investigations are generally completed within 60 days, but the timeframe depends on the circumstances of the case. When evaluating whether misconduct occurred, the standard of evidence used will be a “preponderance of the evidence” or “more likely than not.”

Investigations can also occur at the discretion of the Title IX Coordinator(s), such as when there are anonymous referrals, unknown perpetrators, or concerns for climate or cultural issues that may foster a harassing environment.

When the Reported Misconduct Occurs by a Student
In situations where gender-based or sexual misconduct by one or more students is alleged, the investigation is usually conducted by the Student Conduct Officer (although other employees may serve in this role). The details of this process can be found on the Student Conduct website and in the Student Code of Conduct. Essentially, the complainant and the respondent (as well as any witnesses) are interviewed separately. An investigation summary is completed, which includes all relevant information from the investigation along with a finding of responsibility based on the information. The complainant and respondent can each (separately) view the summary and provide written response to it. The summary and any responses are forwarded to a hearing officer (usually the Dean of Students, although others may be appointed) to review and issue a final decision about both finding of responsibility and any sanctions. These decisions may be appealed by the respondent or complaint. Appeals are generally heard by the Provost. Any questions about this process can be directed to the College’s Student Conduct Officer.

When the Reported Misconduct Occurs by an Employee
In cases where gender-based or sexual misconduct by one or more employees (including adjunct faculty and contracted employees) is alleged, the investigation is usually conducted by the Employee Relations Manager. Once the investigation is completed, the investigation report is provided to the Chief Human Resources Officer, who notifies the complainant and the respondent of the findings of the investigation. Disciplinary procedures for employees are subject to the terms in the respective employee manual or contract.

When the Reported Misconduct Occurs by a Third-Party
When the accused party is not a Harper College student or employee, the College will do its best to maintain a harassment-free environment. This can include things like banning someone from the campus, providing additional monitoring and education, or reporting the incident to another school or community law enforcement agency that has jurisdiction over the individual’s behavior.

**Possible Sanctions or Protective Measures That May Be Imposed**
Students found responsible for violating the sexual and gender-based misconduct policy may face sanctions as outlined in the Student Code of Conduct, up to and including expulsion and a ban from accessing the campus. Other sanctions include: warning, disciplinary probation, suspension, and educational activities.
Employees found responsible for violating the sexual and gender-based misconduct policy are subject to discipline, up to and including termination. Other consequences for employees include verbal warning, written warning, and three-day suspension without pay. While usually the College utilizes a progressive discipline system for employees, suspension, dismissal, or termination of employment may result as the first step for more serious offenses, as determined by the Chief Human Resources Officer.

In addition to consequences for individuals, there may be additional outcomes for student organizations, areas of campus, and offices/departments where concerns or patterns have been identified. These outcomes can include additional education, monitoring, or proposed policy or procedural changes.

**Protecting the Confidentiality of Victims**

Retaliation as a result of this policy or its procedures is not tolerated. Any individual who retaliates against a student or employee for filing a complaint or participating in an investigation or disciplinary process shall also be subject to disciplinary action. Records will be maintained in accordance with employee and student conduct recordkeeping practices, which are designed to maintain the privacy of your information. Public information (such as annual crime statistics) will not contain any identifying information about a victim. Throughout the process, information will only be shared with those that have a legitimate “need to know” the information, as directed by the Title IX Coordinator. The institution will protect your privacy to the extent that we can, so long as that does not impair our ability to provide interim measures/accommodations, investigate your formal complaint, or maintain safety of the campus community.

**Written Notification About Options for Victim Assistance in Changing Situations**

**Interim Action**

Interim action can be imposed on campus while an investigation is occurring. Forms of interim action can vary from a campus no-contact order, reassigning an individual to a different course, adjusting work schedule, limiting access on campus, and interim suspension or ban from campus. Interim action that maximizes the ability for all parties involved to continue their education/work on campus, while minimizing adverse effects will be sought. Many forms of interim action can be utilized even if you do not want to seek disciplinary action against a person. For more information, contact the College’s Title IX Coordinators.

**Campus No-Contact Orders**

A campus no-contact order is a directive issued by a campus authority that prevents contact between persons or from one person to another. Such an order may be issued through the formal reporting process (i.e. Student Conduct or Human Resources) or under the direction of a Title IX Coordinator. This may apply to communications in-person, online, and other forms of contact, both on- and off-campus. It is important to note that this is different than a civil order, which is issued by a court. A campus no-contact order may be issued as a sanction or outcome, and may also be issued on an interim basis while an incident is under investigation or adjudication. It is important to note that the burden of proof for a campus no-contact order is often less than that required for a court issued order, and the consequences for violating it are also limited to action that can be taken by the College, such as an additional student conduct charge of failure to comply with a college official.
Written notification of resources and services (On-Campus and in Community)
The following information is available publicly on the Title IX website (to ensure that victims, friends of victims and others can access the information regardless of intent to report incidents), located at http://harpercollege.edu/titleIX. This information is linked on the reporting form and referenced in all written communications to students who report sexual misconduct.

As each person experiences and responds to these incidents in differing ways, so there are a variety of formal and informal options for support. Please review the information pertaining to your options for support, assistance, and reporting so that you can make an informed decision based on your personal needs. Your needs may change over time, so please also know that you may choose to utilize different forms of response at different times.

Harper College offers some on-campus resources to assist students who may have been affected by sexual violence or sexual misconduct. Additional services are available off-campus through local communities. Individuals are encouraged to utilize any and all on-campus and community resources that may be of assistance to them.

Campus Resources:
This document has already outlined the role of Harper College Police in assisting victims/survivors. All other on-campus support and response is coordinated through the College’s Title IX Coordinators. If a student prefers to meet with resources outside of those individuals, they may contact the off-campus community resource:

Northwest Center Against Sexual Assault (CASA) 888-802-8890 www.nwcas.org

In addition, the Office of Student Involvement offers students the opportunity to meet with an attorney. Appointments can be made by contacting the Office of Student Involvement at 847-925-6242.

Employees may contact Workplace Solutions, the Employee Assistance Program (EAP) for access to confidential resources at 1-800-327-5071.
COMMUNITY RESOURCES:
Starting in the Fall of 2015, Harper College has initiated a formal relationship with the Northwest Center Against Sexual Assault, who has agreed to provide 24/7 crisis support to victims/survivors.

Northwest Center Against Sexual Assault (CASA) 888-802-8890 www.nwcas.org

Additional community resources include:

Palatine:  Women in Need Growing Stronger (WINGS) 847-221-5680 www.wingsprogram.com
Rolling Meadows:  Between Friends 800-603-HELP (4357) www.betweenfriendschicago.org
Rolling Meadows:  Salvation Army Domestic Violence Project 847-506-2060
Des Plaines:  Lifespan 847-532-9540 (Eng/Spanish) 847-824-1158 (Polish) www.life-span.org
Elgin:  Community Crisis Center 847-697-2380 www.crisiscenter.org
Streamwood:  Safe from the Start 630-540-0549 www.cachelps.org
Chicagoland:  Apna Ghar: Specializing in Immigrant Communities 800-717-0757 http://www.apnaghar.org/
State:  Illinois Coalition Against Sexual Assault 217-753-4117 www.icasa.org
National:  National Domestic Violence Hotline: 800-799-SAFE (7233)

Any questions about this section of the Annual Security Report can be directed to the College’s Title IX Coordinators at titleIX@harpercollege.edu
### Harper College Police Department Crime Statistics 2016-2018

#### Reported Criminal Offenses

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Annual Campus Security Report
October 2019
Harper College Police Department
Reported Criminal Offenses
Crimes Reported by local police occurring on public property contiguous to Harper College Campuses

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**Reported Hate Crimes**

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The Harper College Police Department invites the reader to take a careful look at the tables provided. Actual crime rates may be hard to determine due to the public's reluctance to report crime. Consequently, periodic changes in crime data may indicate only shifts in the rate of reporting crime rather than changes in the actual crime rate. The department attempts to analyze each change to determine its cause. Statistical changes that reflect obvious patterns are immediately addressed and any factors that might have contributed to them are researched and identified.

1 Any crime listed above, or that involved bodily injury that manifests evidence that the victim was intentionally selected because of the perpetrator's bias, which includes race, gender, religion, sexual orientation, ethnicity/national origin, or disability.