

Interim Policy on Sex Discrimination, Sexual Harassment and Sexual Misconduct

UIC is committed to providing an educational and work environment that is free from all forms of sex discrimination, sexual violence, and sexual and gender-based harassment (collectively referred to as “Sexual Misconduct”). UIC prohibits and will not tolerate Sexual Misconduct of or by students, employees, patients, or visitors. UIC will take prompt and fair action to eliminate the conduct, prevent its recurrence, and remedy its effects through interim protective measures and accommodations, equitable investigations, and disciplinary processes. Employees and students may face sanctions up to and including termination or expulsion. The Office for Access and Equity, through its Title IX Coordinator, has the authority to conduct investigations, determine findings about violations of this policy based on a preponderance of evidence standard, and make recommendations in accordance with the relevant University policies for students, employees, patients, or visitors.

UIC encourages good faith reports of sexual misconduct and prohibits retaliation against any person who has made a report of Sexual Misconduct and/or participates in a Title IX investigation or resultant disciplinary process.

UIC prohibits conduct that violates Title IX of the Education Amendments Act of 1972 (“Title IX”), and Title VII of the Civil Rights Act of 1964 as amended (“Title VII”), the 2013 VAWA amendments to the Clery Act, the Clery Act, the Illinois Preventing Sexual Violence in Higher Education Act, and the Illinois Human Rights Act, and related campus and University of Illinois policies. Title IX states as follows:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Unlawful discrimination on the basis of sex may include: (a) sexual harassment, (b) gender-based harassment, which is unwelcome conduct based on actual or perceived sex, or harassment based on gender identity or nonconformity with sex stereotypes, and/or (c) all forms of sexual violence including but not limited to sexual assault, sexual battery, sexual abuse, sexual coercion, sexual exploitation, dating violence, domestic violence, and stalking (collectively referred to as “Sexual Misconduct”).

All employees are considered to be “Responsible Employees” with the authority and responsibility to report Sexual Misconduct to University Officials. Employees who are exempted from the reporting requirement are professional or pastoral counselors who provide work-related mental-health counseling and campus advocates who provide confidential victim assistance. All Responsible Employees are required to participate in training and report Sexual Misconduct to the Title IX Coordinator.

To file a formal complaint with the University, contact:

Rebecca Gordon, Title IX Coordinator
Office for Access and Equity
809 S Marshfield Ave, M/C 602
Telephone: (312) 996-8670; Email: TitleIX@uic.edu
<http://oae.uic.edu/TitleIX/index.htm>

Chicago Office, Office for Civil Rights
U.S. Department of Education
Citigroup Center
500 W. Madison Street, Suite 1475
Chicago, IL 60661-4544
Telephone: (312) 730-1560, Email: OCR.Chicago@ed.gov, FAX: 312-730-1576; TDD: 800-877-8339