

## **What is IIT Doing to Address Sexual Misconduct? Q&A for Faculty and Staff**

### **Background**

The purpose of this communication is to make faculty and staff members aware of and to provide information concerning IIT's sexual misconduct policies and protocols. It is part of a joint effort by IIT's Title IX Coordinator, Office of the Dean of Students and Office of General Counsel.

As you likely know from media reports, the U.S. Department of Education has investigated or is investigating over 80 colleges and universities for allegedly mishandling sexual misconduct cases, in violation of Title IX. The schools range from Ivy League institutions to state universities to small liberal arts colleges. Colleges and universities have also been subject to new laws and regulations that expand the rights afforded to those who experience sexual misconduct and require institutions to adopt and to maintain certain programs, policies and proceedings with respect to such matters.

IIT is not, and has not been, under investigation, and with the help of our faculty members, professional staff and students, IIT has been, and will remain, committed to preventing and appropriately resolving sexual misconduct cases. IIT has been reviewing the new laws and regulations and has made, and will continue to make, all necessary modifications to policies, procedures and programs so that IIT is in compliance with their requirements.

As a supplement to the ongoing training provided to students, faculty and staff on this subject, the questions and answers below are intended to provide brief, but direct, information that faculty and staff members need to know about this important issue.

### **What is Title IX?**

Title IX is a federal law that prohibits gender discrimination in education programs that receive federal funding. As IIT receives federal funds through financial aid, IIT is subject to this law. Sexual misconduct and sexual harassment are forms of gender discrimination.

### **What constitutes sexual misconduct?**

At IIT, sexual misconduct is the term used to refer a rubric of sexually inappropriate and/or violent actions and behaviors, all of which are prohibited, and will not be tolerated, including, but not limited to, rape, sexual assault/battery, sexual coercion/exploitation, domestic/dating violence, stalking and sexual harassment. The easiest way to review the specific definitions of these terms is via the Code of Conduct Sections of the Student Handbooks at [www.iit.edu/student\\_affairs/handbook/information\\_and\\_regulations/code\\_of\\_conduct.shtml](http://www.iit.edu/student_affairs/handbook/information_and_regulations/code_of_conduct.shtml) and <http://www.kentlaw.edu/depts/acadadm/handbook.html#I> (Chicago-Kent).

### **How can faculty and professional staff support the University's efforts to respond effectively to sexual misconduct?**

IIT requires all faculty and staff members to ensure that any sexual misconduct of which they become aware, regardless of how they become aware of it, is promptly reported to one of the contacts identified below. This applies whether you hear of a complaint directly from a victim, it is reported to you by a third party, it is mentioned in a paper or e-mail, or it comes to your attention

through another means. You should not attempt to resolve, to mediate or otherwise to handle the situation on your own. If you have doubt as to whether a particular action or behavior constitutes sexual misconduct, you should assume that it does. Obviously, you should listen to the individual, cognizant of the mental, emotional and physical trauma that he or she is likely feeling, and you should encourage him or her to report the incident to one of the contacts identified below. But, if the individual declines to self-report, or if you have any doubt he or she will, you must report it to one of the contacts identified below.

**What if a student/employee asks for confidentiality?**

If you are made aware of a complaint from a student/employee and he or she requests confidentiality, you cannot tell him or her that you will maintain confidentiality. You should encourage the student/employee to report the matter himself or herself, but you should inform him or her that you have an obligation to report the matter if he or she does not. (Of course, once you have duly reported it, you should exercise discretion and refrain from discussing the reported misconduct with others.) If a student/employee intimates that he or she wishes to discuss a personal matter in confidence, then he or she needs to talk to a counselor who is legally recognized to maintain confidentiality. Specifically, you should direct him or her (i) if he or she is a student, to request counseling services from the Student Health and Wellness Center, located on the 3<sup>rd</sup> Floor of the IIT Tower, 10 West 35<sup>th</sup> Street, or to contact the Student Health and Wellness Center at 312.567.7550, and (ii) if he or she is an employee, to contact Perspectives, the administrator of IIT's Employee Assistance Program, at 800.456.6327.

**To whom should incidents of sexual misconduct be reported?**

To whom you report depends upon whether the incident involves a student or an employee. In either case, because of the sensitive nature of the information to be relayed and the likely need of that person to ask follow-up questions, it is recommended that reports be made by telephone or in person, as opposed to e-mail. The following is a list of reporting contacts.

If the incident involves one or more IIT students:

**Virginia Foster, Title IX Coordinator**  
Office: IIT Tower, 10 West 35<sup>th</sup> Street, 9<sup>th</sup> Floor  
Telephone: 312.567.7525

**Katie Stetz, Vice Provost for Student Affairs & Dean of Students**  
Office: McCormick Tribune Campus Center, 3201 South State Street, Room 212  
Telephone: 312.567.3080

**Stephen Sowle, Assistant Dean for Academic Administration and Student Affairs**  
Office: Downtown Campus, 565 West Adams Street, Room 320C  
Telephone: 312.906.5282

If the incident involves only one or more IIT employees and not any IIT students:

**Antoinette Murril, Associate Vice President for Human Resources**

Office: IIT Tower, 10 West 35<sup>th</sup> Street, 9<sup>th</sup> Floor

Telephone: 312.567.3012

**Office of General Counsel**

Office: IIT Tower, 10 West 35<sup>th</sup> Street, 19<sup>th</sup> Floor

Telephone: 312.567.3006

**Is there additional information available on this subject?**

Yes, in addition to the information available in the Student Handbooks, which can be accessed via the above links, further information and resources can be found at the following links:

Office of Student Affairs -- Resources

[http://www.iit.edu/student\\_affairs/Resources.shtml](http://www.iit.edu/student_affairs/Resources.shtml)

Human Resources Policies and Procedures Manual (Must be logged in to MyIIT to access)

[http://my.iit.edu/iit/humanresources/policies\\_procedures/index.shtml](http://my.iit.edu/iit/humanresources/policies_procedures/index.shtml)

Employee Assistance Program (Must be logged in to MyIIT to access)

<http://my.iit.edu/iit/humanresources/benefits/eap.shtml>