Northwestern | THE GRADUATE SCHOOL

What You Need to Know About Sexual Misconduct and Reporting

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Sexual Misconduct and Reporting: What You Need to Know

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Please take care of yourself
Agenda

• Quick review of Policy on Sexual Misconduct
• Office of Equity functions
• Where and how to report to the Office of Equity
• Questions
The Sexual Misconduct Policy protects you as a member of the Northwestern community

As someone who is paid by the University, it also requires you to report sexual misconduct that you witness or otherwise become aware of
COMPREHENSIVE POLICY ON SEXUAL MISCONDUCT

I. Policy
   A. Policy Statement
   B. Jurisdiction
   C. Purpose
   D. Accessibility
   E. Definitions
   F. Implementation
      1. Consent
      2. Prohibited Conduct
      3. Reporting
      4. Interim Measures
      5. Retaliation
      6. Amnesty for Sexual Misconduct Complainants and Witnesses
      7. Free Expression and Academic Freedom
      8. Title IX and VAWA Statement
   G. Consequences of Violating this Policy
      1. Sexual Misconduct Violations
      2. Violations of Interim Measures Directives
      3. Retaliation
   H. Related Information
   I. History
   J. Policy URL

II. Resources
   A. Confidential Support, Advocacy, and Counseling
   B. Seeking Medical Assistance
   C. Preserving Evidence
   D. Educational Training, Awareness, and Prevention Programs
Sexual Assault
Sexual Exploitation
Stalking
Dating + Domestic Violence
Sexual Harassment
What does the Office of Equity do?
We can provide

• Connection to support services, confidential resources
• Interim measures
• Informal action, such as training for a specific department
• Formal resolution through investigation
Interim measures

• Academic assistance
• Housing or workspace relocation
• Time off from class or work
• Financial aid arrangements
• Transportation arrangements
• No-contact directives
What happens when you make a report to the Office of Equity?
Reporting to the Office of Equity

• The Office of Equity receives the report

• The student, staff, or faculty member who experienced the misconduct receives an outreach email containing information about resources and options, and an invitation to meet

• The person decides whether or not to respond. Generally, they are not obligated to meet with an Office of Equity staff member
• Talking with staff in the Office of Equity =/= making a report
• Making a report =/= initiating an investigation
• Making a report to the Office of Equity =/= making a report to NUPD, Evanston PD, or any other law enforcement agency
• A person who experiences sexual misconduct can decide if they want to report it to the Office of Equity, law enforcement, both, or neither
Where and how to report
As someone who is paid by the University, you are required to immediately report any sexual misconduct of which you become aware during the scope of your role.
Why does Northwestern have responsible reporting?
When am I in the scope of my role?

For graduate students, your role begins on the first day you receive funding from the University and/or when your teaching responsibilities begin, and it continues as long as you are receiving funding and/or teaching.
When am I in the scope of my role?

- On campus at events/meetings/classes where you are working
- Your status as someone who is paid by the University is acknowledged: “I know you’re a TA, so…” regardless of location
When am I in the scope of my role?

- Disclosure is made during any official department communication or activity (including off-campus), such as events, programs, meetings.
- The relationship was initiated due to your status as a TA / someone who is paid by the University.
You are responsible for making the report

- Report directly to the Office of Equity, online or by phone
- “Report up, not out”
  - You may consult with your direct supervisor but you may not share information with other colleagues or students
- You make the report, not your supervisor
Do I need to report if …

• I heard the information indirectly (e.g., “my friend’s roommate was assaulted at a party over the weekend”)?
• The incident happened off-campus?
• The incident happened before the person was a student at Northwestern?
• The person really doesn’t want me to report?
Northwestern University offers resources and support to all community members experiencing concerns of sexual misconduct, stalking, and dating and domestic violence. We encourage you to make us aware of these concerns so that we can offer support and resources to you and/or those involved. This form can be used by any member of the Northwestern community (or non-community member) to report a concern of sexual misconduct, stalking, or dating or domestic violence in which anyone involved is a member of the Northwestern community. If this is an emergency, please call 911.

**PLEASE NOTE:** If you provide an email address in the "Email Address to Contact You" field, you will receive an automatic email response to the email you provide when you submit the form. If you would prefer not to receive this response, please provide your email address in the body of your description instead. While anonymous reports may be submitted and are reviewed by the Office of Equity, the University's ability to address alleged misconduct reported by anonymous sources is significantly limited.
Recap

• The Office of Equity can offer students, staff, and faculty resources and support without requiring an investigation.

• Please reach out to us with questions!

• If you are receiving funding from the University and/or have teaching or supervisory responsibilities, you are required to report sexual misconduct.

• You can report online at bit.ly/NUReportSexualMisconduct.