

interim remedies to address the safety and well-being of both the complainant and the respondent prior to the outcome of an investigation, and will investigate complaints in a timely manner. If determined, the University will take immediate and corrective actions to eliminate the harassment, prevent its recurrence, and address its effects.

Students are also encouraged to contact Lindsay Wilson, Interim Assistant Director and Confidential Advisor, EIU Counseling Clinic (217) 581-3413, lpwilson@eiu.edu. Ms. Wilson is located in the Human Services Building, and will discuss options for students and provide support and advocacy.

Immediate **medical attention** is available at Sarah Bush Lincoln Health Center, (217) 348-2525, the area's certified sexual assault treatment center.

Counseling services are available to students at the EIU Counseling Clinic, Human Services Building, (217) 581-3413.

Do not hesitate to ask for help. *Even if you are unsure that what you are experiencing is harassment, seek assistance.* You may also seek assistance from other appropriate university personnel such as deans, chairpersons, directors, or supervisors. They are responsible for notifying the Title IX Coordinator for incidents involving employee respondents and the Deputy Title IX Coordinator for incidents involving student respondents.

Reporting Responsibilities

It is the responsibility of faculty chairpersons, other administrators, and supervisors to inform the Title IX Coordinator about any potential instances of sexual harassment involving employee respondents and the Director of Student Accountability & Support/Deputy Title IX Coordinator, Dr. Heather Webb for incidents involving student respondents. Dr. Webb is located in 1514 MLK Jr. University Union at (217) 581-3827. Failure to report could itself be a violation of this policy and/or university expectations.

Training Requirements

All employees must complete **annual** training on preventing harassment and discrimination.

All **new** employees must complete preventing harassment and discrimination training within 30 days of employment.

Any questions about this policy can be referred to:
Office of Civil Rights & Diversity/
Title IX Coordinator
1011 Old Main
(217) 581-5020
civil@eiu.edu
<http://castle.eiu.edu/civil/>

Complaints may also be filed with the Illinois Department of Human Rights and may be reviewed by the Illinois Human Rights Commission. Complainants are protected from retaliation as outlined in the Illinois Human Rights Act.
(217) 785-5100.

Eastern Illinois University is an Affirmative Action/Equal Opportunity Employer - minority/female/disability/veteran - committed to achieving a diverse community.

Sexual Harassment Policy



A GUIDE FOR STUDENTS, FACULTY, AND STAFF

OFFICE OF CIVIL RIGHTS & DIVERSITY/ TITLE IX COORDINATOR

1011 Old Main
217.581.5020
civil@eiu.edu
<http://castle.eiu.edu/civil/>

Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, and the Illinois Human Rights Act prohibit discrimination on the basis of sex, including sexual harassment. **It is the policy of Eastern Illinois University that sexual harassment of one member of the campus community by another will not be tolerated.** The university's sexual harassment policies are [IGP#175 & 175.1](#).

What is Sexual Harassment?

Sexual harassment is unwelcome conduct of a sexual nature, which encompasses a wide range of conduct including but not limited to:

- ◆ subtle pressures for sexual activity
- ◆ inappropriate touching or gestures
- ◆ offensive or inappropriate language or jokes (including electronic content)
- ◆ demands for sexual favors
- ◆ sexual violence (rape, sexual assault, sexual battery, sexual coercion) *
- ◆ other forms of sexual misconduct including domestic violence, dating violence, and stalking *

**All such acts fit under the umbrella of sexual harassment, but these acts are also crimes. Victims of any form of sexual violence are strongly encouraged to report these serious crimes to the police.*

Any such conduct directed at someone of the same or opposite sex, including conduct based on sexual orientation or gender identity, is prohibited by this policy.

Unwelcome sexual conduct becomes a form of illegal sex discrimination when the unwelcome conduct of a sexual nature affects an individu-

al's employment or student's academic status; unreasonably interferes with an individual's work performance or student's academic experience; or creates an intimidating, hostile, or offensive work or educational environment. Please review the university's Title IX sexual harassment policy at <https://castle.eiu.edu/auditing/175> and Discrimination Complaint Procedures (Non-Title IX Sexual Harassment Complaints) at <https://castle.eiu.edu/auditing/173> for controlling legal definitions of sexual harassment.

All employees and students are encouraged to come forward with any concerns regarding sexual harassment. The university can and will address inappropriate behaviors even if those behaviors are not yet severe or pervasive. The university's Title IX Coordinator is Dr. Shawn D. Peoples and her office is located in 1011 Old Main.

No retaliation may be taken against any university employee or student who seeks redress under this policy.

What should I do if I feel I have been sexually harassed?

- 1) **Take direct action** — If you feel able to do so, inform the harasser that you disapprove of this type of inappropriate conduct and that you will not tolerate any further advances, suggestions, or any form of harassment.
- 2) **Document incidents** —It is important to record the time, date, place, names, witnesses and a description of the event(s), as well as what transpired when you confronted the harasser.
- 3) **Seek assistance**—If you cannot confront the harasser or the harassment continues, you may seek informal assistance from or file a formal complaint with the Office of Civil Rights and Diversity.

If you have questions, informal discussions may help resolve your concerns. Such inquiries can also serve as an appropriate first step in filing a written complaint.

Complaint Procedure

If you feel that you have been sexually harassed or discriminated against on the basis of sex, you may file a complaint with the:

Office of Civil Rights and Diversity/
Title IX
Old Main, Room 1011
(217) 581-5020
civil@eiu.edu
<http://castle.eiu.edu/civil/>

Complaints of sexual harassment will follow the university's Discrimination Complaint Procedures (Non-Title IX Sexual Harassment Complaints) IGP #173 <https://castle.eiu.edu/auditing/173> or Sexual Harassment Complaint Policy & Title IX Sexual Harassment Complaint Procedure IGP #175.2 https://castle.eiu.edu/auditing/175_2.

Please review these policies for information about the complaint process and your options as a complainant. The student complainant controls when and where to file a complaint.

To the extent permitted, the confidentiality of information presented by all parties will be observed. The university may need to act to maintain campus safety and must determine to investigate regardless of a request for confidentiality or request not to investigate.

The university will make every effort to provide assistance and will implement