

SOLEX

COLLEGE ACCELERATED

POLICY ON SEXUAL MISCONDUCT

POLICY STATEMENT

SOLEX College prohibits all forms of sexual misconduct, including but not limited to, sexual assault, stalking, dating or domestic violence, and sexual harassment. Such conduct violates social values and principles of our institution and disrupts the learning, and working environment for students, faculty, staff and other members and associates of this College. SOLEX College has adopted the following standards of conduct for all members of our organization – students, faculty, and staff, as well as vendors, contractors, building personnel, visitors, guests, and third parties – with respect to sexual misconduct. These standards apply equally to all regardless of the sex, gender, sexual orientation, gender identity, or gender expression of any of the individuals involved. SOLEX College is committed to fostering an environment in which all members of our organization are safe, secure, and free from sexual misconduct of any form. Our community expects that all interpersonal relationships and interactions – especially those of an intimate nature – will be grounded upon mutual respect, open communication, and clear consent. When learning of conduct or behavior that may not meet these standards, organizational members are expected take an active role in upholding this policy and promoting the inherent dignity of all individuals.

SOLEX College strongly encourages open and honest communication about actions, wishes, and intentions when it comes to sexual contact. It is always the requirements of the individual initiating any type of sexual activity, to ensure that consent is fully given before any actions occur. If the person is not sober, emotionally or otherwise compromised, etc., consent cannot be given. The impairment of someone's functioning by drugs or alcohol does not excuse someone from the responsibility to obtain consent, and is not ever an excuse to commit sexual misconduct.

SOLEX COLLEGE JURISDICTION

SOLEX College has jurisdiction to investigate any alleged violations of this policy that occur in the context of a College program or activity or that otherwise affect the College's working or learning environments, regardless of whether that conduct occurred on or off campus. In conducting such an investigation, SOLEX College may involve local or regional policy, and/or Homeland Security, depending on the Visa status of involved individuals. If the alleged sexual misconduct occurred outside of the context of a SOLEX College program or activity or off-campus, and where one or more of the parties are not members of the SOLEX College organization, the College's ability to investigate and/or impose

disciplinary sanctions may be limited. In such instances, SOLEX College reserves the right to take any steps it deems appropriate to address the situation and provide appropriate resources to those individuals impacted and, where appropriate, the broader College community.

TITLE IX STATEMENT

SOLEX College complies with Title IX of the Education Amendments of 1972, which prohibits discrimination (including sexual harassment and sexual violence) based on sex in the College's educational programs and activities. Title IX also prohibits retaliation for asserting or otherwise participating in claims of sex discrimination. The Title IX coordinator, with the Director of Student Services, and the Director of International Students serving as the deputy coordinators have been designated to oversee compliance with Title IX and to respond to reports of violations. A person may also file a complaint with the Department of Education's Office for Civil Rights regarding an alleged violation of Title IX by visiting the United States Department of Education's website at <http://www2.ed.gov/about/offices/list/ocr/complaintintro.html> or calling 800-421-3481.

DEFINITIONS OF TERMS

The key terms used in this policy are defined here. Most of these definitions are taken directly from criminal and state laws.

Consent: A statement made in clearly understandable words or actions that shows a knowing, active, voluntary, present and ongoing agreement to engage in specific sexual or intimate conduct. Consent must involve who the partners are, what the sexual activities are, where the sexual activity takes place, and the conditions under which the sexual activity takes place. Consent must be active; silence, passivity, submission, or the lack of verbal or physical resistance, including the lack of a "no" does not mean the giving of consent. Consent is not inferred by someone's clothing, giving or acceptance of gifts, invitations to different locations, or going on a date. Consent must be voluntary; free of force, threats, intimidation, coercion, or fraud. Consent is only for the instance at hand; it is not ongoing, or to be implied to later acts. Consent may be withdrawn at any time. Consent is not present when any person involved does not have the capacity to give consent due to age, physical condition or disability, consumption of drugs or alcohol, state of consciousness, or inability to fully communicate. If there is any doubt about a person's capacity to give consent, it should be assumed that the person could not give consent.

Prohibited Conduct: SOLEX College prohibits all forms of sexual misconduct, including attempting to commit an act that is part of sexual misconduct. As sexual misconduct violates our organizational values and principles, and disrupts our environment, it is not allowed. If anyone brings a guest or visitor to any of our locations or activities, that person may be responsible for any misconduct by the guests or visitors. Prohibited Conduct includes:

- A. **Sexual Assault:** Any sexual contact that does not involve consent, including, but not limited to:
 1. Sexual Penetration without Consent (e.g., rape): Any penetration of the sex organs or anus of another person when consent is not present, or any penetration of the mouth of another person with a sex organ when consent is not present. This includes penetration or intrusion, however slight, of the sex organs or anus of another person by an object or

any part of the body, specifically including cunnilingus, fellatio, vaginal intercourse, and anal intercourse.

2. Sexual Contact without Consent (e.g., fondling): Knowingly touching or fondling a person's genitals, breasts, thighs, groin, or buttocks, or knowingly touching a person with one's own genitals, breasts or buttocks, when consent is not present. This includes contact done directly or indirectly through clothing, bodily fluids, or with an object. It also includes causing or inducing a person, when consent is not present, to similarly touch or fondle oneself or someone else.

3. Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by the laws of the state¹ in which the incident occurred.

4. Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent under the laws of the state² in which the incident occurred.

B. Sexual Exploitation: Taking sexual advantage of another person for the benefit of oneself or a third party when consent is not present. This includes, but is not limited to, the following actions (including when they are done via electronic means, methods or devices):

1. Sexual voyeurism or permitting others to witness or observe the sexual or intimate activity of another person without that person's consent;

2. Indecent or lewd exposure or inducing others to expose themselves when consent is not present;

3. Recording any person engaged in sexual or intimate activity in a private space without that person's consent;

4. Distributing sexual information, images, or recordings about another person without that person's consent;

5. Recruiting, harboring, transporting, providing, or obtaining another person for the purpose of sexual exploitation;

6. Inducing incapacitation in another person with the intent to engage in sexual conduct, regardless of whether prohibited sexual conduct actually occurs.

C. Stalking: A course of conduct directed at a specific person that is unwelcome and that would cause a reasonable person to fear for their safety (or the safety of a third party) or suffer substantial emotional distress. Conduct that can amount to stalking may include two or more actions directed at another person, whether done directly, indirectly, through others, via devices, or via any other methods or means (specifically including electronic means), including but not limited to:

1. Following a person;

2. Being or remaining in close proximity to a person;

3. Entering or remaining on or near a person's property, residence, or place of employment;

4. Monitoring, observing or conducting surveillance of a person;

5. Threatening (directly or indirectly) a person;

6. Communicating to or about a person;

7. Giving gifts or objects to, or leaving items for, a person;

8. Interfering with or damaging a person's property (including pets); or

9. Engaging in other unwelcome contact.

D. Dating/Domestic Violence: Intimidation, harassment, physical abuse, sexual abuse, or interference with personal liberty of any person by someone in an intimate relationship, as described below. These actions may include, but are not limited to:

1. Physical abuse: hitting, slapping, shoving, grabbing, pinching, biting, or hair pulling.
2. Sexual abuse: marital rape, attacks on sexual parts of the body, forcing sex after physical violence, treating one in a sexually demeaning manner, coercing or attempting to coerce any sexual contact or behavior without consent.
3. Psychological or emotional abuse: a pattern of behavior undermining an individual's sense of self-worth or self-esteem, constant criticism, diminishing one's abilities, name calling, or damaging one's relationship with one's children.

Individuals encompassed in the definition of Dating Violence include, but are not limited to:

1. Persons who have or have had a dating relationship;
2. Persons who have or have had a social relationship of a romantic or intimate nature

Individuals encompassed in Domestic Violence include, but are not limited to:

1. Current and former spouses
2. Current and former domestic partners
3. Intimate partners or dating partners who share or formerly shared a common dwelling
4. Persons who otherwise have a child in common or share a relationship through a child

E. Sexual Harassment: Sexual harassment is any unwelcome conduct of a sexual nature where: sexual favors are used or threatened to be used as a basis for academic or employment decisions (quid pro quo harassment); where the conduct creates a hostile, intimidating or offensive academic or working environment; where the conduct has the effect of unreasonably interfering with an individual's work performance; or where other verbal, nonverbal, or physical conduct of a sexual nature is sufficiently severe, persistent, or pervasive to limit a person's ability to participate in or benefit from an educational program or activity. Some examples of sexual harassment may include:

1. Pressure for a dating, romantic, or intimate relationship
2. Unwelcome sexual advances
3. Unwelcome touching, kissing, hugging, or massaging
4. Pressure for or forced sexual activity
5. Unnecessary references to parts of the body
6. Remarks about a person's gender, nonconformity with gender stereotypes, or sexual orientation
7. Sexual innuendoes or humor
8. Obscene gestures
9. Sexual graffiti, pictures, or posters
10. Sexually explicit profanity
11. Stalking or cyberbullying that is based on gender or sex
12. E-mail, texting ("sexting") and Internet use that violates this policy
13. Sexual assault or violence.
14. All forms of sexual misconduct identified in this policy are also prohibited forms of sexual harassment.

REPORTING OBLIGATIONS

All SOLEX College employees (including student employees), as well as non-employees with teaching or supervisory authority, are obligated to promptly report sexual misconduct of which they become aware to the Title IX Coordinator or Deputy Title IX Coordinators, unless they have a recognized confidentiality privilege.

AMNESTY FOR SEXUAL MISCONDUCT COMPLAINANTS AND WITNESSES

SOLEX College encourages reporting of sexual misconduct and seeks to remove any barriers to an individual/group making a report. SOLEX College recognizes that an individual who has been drinking or using drugs at the time of the incident may be hesitant to make a report because of potential consequences for one's own conduct. An individual who reports sexual misconduct that was directed at them or another person, either as a Complainant or a third party witness, will not be subject to disciplinary action by the SOLEX College for one's own personal consumption of alcohol or drugs at or near the time of the incident, provided that any such violations did not and do not place the health or safety of any other person at risk. SOLEX College may initiate an educational discussion or pursue other educational interventions regarding alcohol or other drugs. These interventions do not include involuntary leaves for students from SOLEX College. Amnesty will not be extended for any violations of our policy other than alcohol/drug use. In addition, amnesty does not preclude or prevent action by police or other legal authorities.

RETALIATION

SOLEX College prohibits any material adverse action against any individual for reporting, providing information, exercising one's rights or responsibilities under this policy, or otherwise being involved in the process of responding to, investigating, or addressing allegations of sexual misconduct. Therefore, retaliatory actions such as intimidation, threats, or coercion against any such individual for having engaged in the above activities will be addressed in the most serious way by SOLEX College. Individuals who engage in such actions are subject to disciplinary action that may include, but is not limited to, exclusion, expulsion, or dismissal from SOLEX College, and termination of employment. Anyone who is aware of possible retaliation or has other concerns regarding the response to a complaint of sexual misconduct should report such concerns to the Title IX Coordinator or to a Deputy Title IX Coordinator, who shall investigate the matter and make findings so that SOLEX College can take appropriate actions to address such conduct in a fair and impartial manner.

ACADEMIC FREEDOM

SOLEX College is committed to academic freedom and free expression as appropriate to the learning environment. We are equally committed to creating and maintaining a safe, healthy, and harassment-free environment for all members of our organization. We firmly believe that these two legitimate interests can coexist. Discrimination, harassment, and retaliation against members of SOLEX College are not protected expression or the proper exercise of academic freedom. SOLEX College will consider academic freedom in the investigation of reports of sexual misconduct or retaliation that involve an individual's statements or speech.

THE VIOLENCE AGAINST WOMEN ACT (VAWA) STATEMENT

SOLEX College complies with the federal Violence Against Women Act amendments to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crimes Statistics Act, and the accompanying regulations which became effective on July 1, 2015 (collectively referred to as VAWA). VAWA imposes additional duties on universities and colleges to investigate and respond to reports of sexual assault, stalking, and dating or domestic violence, and to publish policies and procedures related to the way these reports are handled. SOLEX College has directed its Title IX Coordinator, with assistance of the Deputy Title IX Coordinators, to coordinate SOLEX College's compliance with VAWA and to respond to reports of violations. The Title IX Coordinator is charged with coordinating SOLEX College's compliance with the Clery reporting-related VAWA requirements.

PROCEDURES FOR THOSE WHO HAVE EXPERIENCED SEXUAL MISCONDUCT OR OTHER SEXUAL VIOLENCE

1. Seeking Medical Assistance

Experiencing any form of sexual misconduct, especially acts of violence, is difficult and may become overwhelming. Survivors often experience a range of emotions, including fear, anxiety, and confusion, and may be unsure of what they want to, or should do, next. Regardless of whether the individual chooses to report the incident, SOLEX College strongly encourages survivors of any form of violence to seek medical attention as soon as possible, even if they feel no injury was sustained. Medical assistance providers can treat visible physical injuries and identify injuries that may not be visible, and, where appropriate, also test for and treat sexually transmitted infections, test for pregnancy, and provide emergency contraception (if requested). In addition, a hospital can test for the presence of alcohol or drugs (e.g., "date rape" drugs) and perform a rape evidence collection procedure which are also strongly recommended to maintain all legal options. Under Illinois law, medical personnel are required to alert police when it reasonably appears that the person requesting treatment has sustained an injury as a victim of a criminal offense, including sexual assault or violence, but individuals have the right to refuse to speak to police. As members of SOLEX College live throughout the greater northeastern Illinois area, there are a range of choices for seeking medical assistance. SOLEX College encourages survivors to seek help from their local hospital/emergency or immediate care medical center, or use the county-provided services based on the county where they live.

2. Preserving Evidence

Many sexual misconduct offenses also are crimes in the state or locality in which the incident occurred. For that reason, survivors of sexual misconduct often have legal options that they can pursue. These options are available solely at the discretion of survivors, who may change their minds about pursuing them at any time. For example, a survivor may seek a protective order from a court against the perpetrator(s); pursue a civil action against the perpetrator(s); and/or participate in a law enforcement investigation and criminal prosecution of the perpetrator(s). Regardless of whether an incident of sexual misconduct is reported to the police or SOLEX College, SOLEX College strongly encourages individuals who have experienced sexual misconduct to preserve evidence to the greatest extent possible, as this will best maintain all legal options for them in the future. Additionally, such evidence may be helpful in pursuing a complaint with SOLEX College. While SOLEX College does not conduct forensic tests for parties involved in a complaint of sexual misconduct, the results of such tests that have been conducted

by law enforcement agencies and medical assistance providers may be submitted as evidence that may be considered in a SOLEX College investigation or proceeding, provided they are available at the time of the investigation or proceeding. Below are suggestions for preserving evidence related to an incident of sexual misconduct. It is important to keep in mind that each suggestion may not apply in every incident: General evidence preservation suggestions:

- Do not alter, dispose of, or destroy any physical evidence.
- If there is suspicion that a drink may have been drugged, inform a medical assistance provider and/or law enforcement as soon as possible so they can attempt to collect possible evidence (e.g., from the drink, through urine or blood sample).
- Preserve evidence of electronic communications by saving them and/or by taking screen shots of text messages, instant messages, social networking pages, or other electronic communications, and by keeping pictures, logs, or copies of documents that relate to the incident and/or perpetrator.
- Even if survivors choose not to make a complaint regarding sexual misconduct, they should nevertheless consider speaking with University Police or other law enforcement to preserve evidence in the event that they change their mind at a later date. Evidence preservation suggestions specific to sexual assault
- Because some evidence, particularly evidence that may be located on the body, dissipates quickly (within 48-96 hours), individuals who have been sexually assaulted and wish to preserve evidence should go to a hospital or medical facility immediately to seek a medical examination and/or Page 11 evidence collection. Under Illinois law, any cost for an emergency medical or forensic examination for a victim of sexual violence that is not covered by private insurance or Illinois Public Aid will be covered by the Illinois Department of Healthcare and Family Services, and should not be billed to the patient.
- An individual who has been sexually assaulted should not shower, bathe, douche, smoke, brush teeth, eat, drink, or change clothes or bedding before going to the hospital or seeking medical attention.
- If the individual who has been sexually assaulted decides to change clothes or bedding, they should not wash the clothes worn or bedding used during the assault, and should bring them to a hospital, medical facility or the police in a non-plastic bag (e.g., paper bag).
- In Illinois, individuals who have been sexually assaulted may allow the collection of evidence even if they choose not to make a report to law enforcement. After the evidence is collected, Illinois law requires hospital staff to store it for two weeks. A sexual assault evidence collection kit may not be released by an Illinois hospital without written consent from the survivor.

3. Confidential Support, Advocacy & Counseling

The following resources are available for individuals to discuss incidents and issues related to sexual misconduct on a confidential basis. Confidential resources will not disclose information about incidents of sexual misconduct to anyone, including law enforcement or SOLEX College, except in very limited situations, such as when failure to disclose the information would result in imminent danger to the individual or to others or where state law requires a report be made.

Confidential resources can provide survivors with information about support services and their options. Because of the confidential nature of these resources, disclosing information to or seeking advice from a confidential counselor does not constitute a report or complaint to SOLEX College and will not result in a response or intervention by SOLEX College. SOLEX College is a small, private institution. As such, we do not have our own survivor-centered services. Student Support Services will provide counseling referrals, information about sexual health concerns, information about reporting options, and referrals for medical and/or legal advocacy.

Off-Campus Confidential Resources include:

- A. Hotlines: All hotlines provide 24 hour (7 days/week) crisis counseling and information regarding sexual assault, dating violence and stalking. Survivors and friends of survivors can call. Note- the hotlines can also provide information on local hospitals, such as what hospitals will have a victim advocate or SANE (Sexual Assault Nurse Examiner) available.
 - Chicago Metro Rape Crisis Hotline (YWCA): (888) 293-2080
 - Chicago Domestic Violence Line: (877) 863-6338
 - LGBT Anti-Violence Project (Center on Halsted): (773) 871-2273
 - RAINN: Rape, Abuse & Incest National Network (800) 656-HOPE <https://ohl.rainn.org/online/> (online hotline).
 - B. Advocate centers:
 - Rape Victim Advocates Main Office: 180 N. Michigan Ave, Suite 600, Chicago (312) 443-9603 www.rapevictimadvocates.org. Services include: medical and legal advocacy, counseling services (individual and group). Services are free and for survivors or friends/partners of survivors.
 - Life Span Center for Legal Services and Advocacy 70 E. Lake Street, Suite 700, Chicago, (312) 408-1210 life-span@life-span.org www.life-span.org. Services include (for survivors of DV and SV): legal services, legal advocacy (i.e. assistance with Orders of Protection, etc.) and counseling.
 - Center for Contextual Change 9239 Gross Point Road, Skokie (847) 676-4447 x304 (for appointments or a confidential assessment) www.centerforcontextualchange.org. Services for survivors of sexual and domestic/dating violence: individual and group counseling. Services for perpetrators of sexual and domestic/dating violence: individual and group counseling.
 - Porchlight Counseling Services (773) 750-7077 confidential helpline and intake www.porchlightcounselingservices.org. Services include: free counseling for survivors of sexual and/or domestic/dating violence
- 4. Reporting Sexual Misconduct**

SOLEX College organization's members who believe they have experienced sexual misconduct have the right to choose whether or not to report the incident to SOLEX College or law enforcement and pursue a sexual misconduct complaint with SOLEX College. Following is information for individuals who wish to report incidents of sexual misconduct:

A. Reporting to Law Enforcement

SOLEX College encourages individuals to report incidents of sexual misconduct to local law enforcement officials. Timely reporting to the police is an important factor in successful investigation and prosecution of crimes, including sexual violence crimes, and may lead to the arrest of an offender or aid in the investigation of other incidents. An individual who has experienced sexual misconduct has the right to choose whether to file a police report. Filing

a police report can result in the investigation of whether sexual violence or related crimes occurred and the prosecution of those crimes against a perpetrator. It is important to know that reporting the incident to police does not mean an individual is obligated to testify in court.

B. Reporting Incidents to SOLEX College.

An individual who has experienced sexual misconduct has the right to choose whether to report the incident to the Title IX Coordinator or Deputy Title IX Coordinators for investigation. All SOLEX College employees (including student employees) are obligated to promptly report incidents of sexual misconduct of which they become aware, unless they have a recognized confidentiality privilege. SOLEX College encourages students and third parties who have observed or been made aware of sexual misconduct to report the incident to the Title IX Coordinator or a Deputy Title IX Coordinators for investigation.

C. Reporting Incidents Involving Minors

All SOLEX College organizational members are obligated to report to DCFS and University Police any suspected abuse and neglect of a child. This includes any and all incidents of sexual misconduct involving minors. It is a crime in Illinois to fail to report sexual abuse of a child of which someone over the age of 18 has personally observed.

5. Interim Protective Measures & Accommodations

Interim protective measures and accommodations are reasonable measures SOLEX College can put in place to provide immediate support and added protection to an individual who reports having experienced sexual misconduct or retaliation, at no cost to that individual. These measures can be temporary in duration pending the results of an investigation, but can become permanent. Interim protective measures and accommodations include, but are not limited to:

- A no-contact directive issued by the Title IX Coordinator, Deputy Title IX Coordinator, or their designee
- Housing or work space relocation
- Adjustment of course schedules or employment schedules
- Time off from class or work, or a leave of absence
- Transportation arrangements
- Safety planning

Interim protective measures and accommodations can be made available regardless of whether an individual chooses to report an incident to local law enforcement or pursue a complaint with SOLEX College. The Title IX Coordinator, Deputy Title IX Coordinators, or their designee will determine whether interim protective measures or accommodations are reasonable and should be implemented, and, if so, will work to ensure that interim protective measures or accommodations are implemented as soon as possible. SOLEX College will keep confidential any accommodations or protective measures provided, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the protective measures or accommodations. To seek an interim protective measure or accommodation, students should contact the Title IV Coordinator. Violations of directives related to interim protective measures or accommodations may lead to an investigation and disciplinary action which may include, but is not limited to exclusion, expulsion, or dismissal from the University, and termination of employment.

6. Investigation and Resolution of Alleged Violations of the Sexual Misconduct Policy

Reporting an incident of sexual misconduct or retaliation to SOLEX College can result in the investigation of whether a violation of this policy occurred and can also result in disciplinary action against any student, staff or faculty member, or outside party, who is determined to have violated this policy. SOLEX College has generally designated the Title IX Coordinator to oversee complaints of sexual misconduct and retaliation involving staff, faculty and third parties, and the Deputy Title IX Coordinators to oversee reports of sexual misconduct and retaliation against students. A report of sexual misconduct or retaliation will be routed to the appropriate office for investigation, regardless of where it is initially directed. SOLEX College's investigative and resolution processes of reports of violations of this policy will be prompt, fair and impartial. The procedures set forth below are intended to afford a prompt response to reports of sexual misconduct, to maintain privacy and fairness consistent with applicable legal requirements, and to impose appropriate sanctions on violators of this policy. Complaints of sexual misconduct and retaliation will be investigated and resolved in accordance with this policy. Because such allegations can sometimes raise novel issues and involve competing interests, SOLEX College reserves discretion to take reasonable actions to address those issues in a manner consistent with the spirit of this policy, and which preserves fairness for both parties and maintains the integrity in the investigation and resolution processes.

A. Standard of review

SOLEX College uses the preponderance of the evidence standard to determine responsibility of violations of this policy.

B. Sanctions, corrective actions, and remedies

Violations of this policy may result in sanctions and corrective actions, which can include, but are not limited to:

- Verbal warning
- Written warning
- Advisory letter
- Monitoring
- Disciplinary hold on academic and/or financial records
- Performance improvement/ management process
- Required counseling or therapy
- Required training or education
- Campus access restrictions
- No trespass order issued by SOLEX College (with respect to campus locations)
- No contact directive (with respect to an individual)
- Loss of privileges
- Loss of oversight, teaching or supervisory responsibility
- Probation
- Demotion
- Loss of pay increase
- Transfer (employment)
- Revocation of offer (employment or admissions)
- Disciplinary suspension
- Suspension with pay

- Suspension without pay
- Exclusion
- Expulsion
- Degree revocation
- Termination of employment
- Termination of contract.

SOLEX College may assign other sanctions as appropriate in each particular situation. Sanctions and corrective actions will be imposed in accordance with relevant policies and/or procedures and other requirements set forth in the applicable Staff Handbook, Faculty Handbook, Student Handbook, other policies or handbooks that may be developed over time, or contracts. In addition, SOLEX College may take steps to remediate the effects of a violation on victims and others. Following an investigation, SOLEX College may extend interim protective measures and accommodations, and/or take other measures to eliminate any hostile environment caused by the sexual misconduct, prevent the recurrence of any sexual misconduct, and remedy the effects of the sexual misconduct on the complainant and the SOLEX College organization. Such measures may include, but are not limited to, the interim measures and accommodations as well as counseling, training, and other preventative measures.

C. Advisor/legal counsel

Complainants and respondents may be accompanied by one advisor throughout the investigation and any hearing process. An advisor is a support person who is present to provide support to a complainant or respondent throughout an investigation and/or hearing. An advisor may not speak, write, or otherwise communicate with an investigator, hearing officer or panel on behalf of the complainant or respondent, and, because these are internal SOLEX College proceedings, may not function as legal counsel. To enhance the integrity of the investigation process and help ensure fairness for all parties, advisors cannot be a witness or party in the matter or a related matter, a family member of the complainant or respondent, or an attorney.

In any matter involving a complaint of sexual assault, stalking, or dating or domestic violence, the advisor may be any person of the party's choosing, including an attorney. In this case, the advisor is still limited to the supportive and not participatory role described above. Advisors who do not abide by these guidelines may be excluded from the process.

D. Privacy and Sharing of Information

SOLEX College considers complaints and investigations conducted under this Policy to be private matters for the parties involved. For that reason, SOLEX College will protect the identity of persons involved in reports of sexual misconduct to the best of its ability. SOLEX College will only share personally identifiable information with persons with a need-to-know in order for SOLEX College to investigate and respond or to deliver resources or support services. SOLEX College does not publish the names nor post identifiable information about persons involved in a report of sexual misconduct. SOLEX College does not confirm to outside parties the identity of an individual who may be involved in a report of sexual misconduct without that individual's consent. However, SOLEX College cannot promise complete confidentiality or privacy in the handling of sexual misconduct reports or complaints. Most situations require the disclosure of the complainant's identity to those

involved in the investigation in order to fully investigate the matter and/or to enable the respondent to fully respond to the allegations. When individuals report allegations of sexual misconduct to SOLEX College and do not consent to the disclosure of their names and/or do not disclose the identity of the alleged offenders or identifiable information about the alleged offenders, SOLEX College's ability to respond to the complaints may be limited. In cases where an individual reporting sexual misconduct requests anonymity or does not wish to proceed with an investigation, SOLEX College will attempt to honor that request but, in some cases, the Title IX Coordinator or Deputy Title IX Coordinator may determine that SOLEX College needs to proceed with an investigation based on concern for the safety or well-being of the broader college organization (e.g., risk of future acts of sexual violence or a pattern of sexual misconduct). SOLEX College reserves the right to take appropriate action in such circumstances, including in cases when the individual reporting the misconduct is reluctant to proceed. All participants in an investigation of sexual misconduct will be informed that confidentiality helps enhance the integrity of the investigation, protect the privacy interests of the parties and protect the participants from statements that might be interpreted to be retaliatory or defamatory. For these reasons, the complainant and respondent will be asked to keep the information related to the investigation private, to the extent consistent with applicable law. Witnesses and advisors will be directed to maintain complete confidentiality. Upon the conclusion of an investigation, the complainant and respondent will be notified in writing, at the same time, of the outcome of the investigation, including whether the alleged conduct was found to have occurred, and any sanctions imposed on the respondent that directly relate to the complainant. For the same reasons noted above, SOLEX College encourages the parties to maintain the confidentiality of this communication.

- E. Investigations and resolution of complaints against faculty, staff and third parties
The Title IX Coordinator, or designee, investigates complaints of sexual misconduct, including complaints of sexual harassment and sexual assault, brought against faculty, staff and third parties. When a complaint is received, the Title IX Coordinator, or designee interviews parties and witnesses and reviews any relevant documents and evidence. Once an investigation is completed, the investigator makes findings on whether the preponderance of the evidence indicates that the respondent violated the Policy on Sexual Misconduct. The investigator advises the parties of the findings in writing, and communicates findings and recommendations to other SOLEX College offices as needed for resolution and determination of sanctions or corrective actions. Most investigations are completed within 60 days. Parties may file an appeal of an investigator's findings.
- F. Investigations and resolution of reports against students
The Deputy Title IX Coordinator for sexual misconduct complaints against students, Title IX Investigator, or designee, investigates reports of alleged violations of this policy by Northwestern students. When a report is received, the Deputy Title IX Coordinator or designee will conduct an initial inquiry to determine the resolution plan. If action is required to remediate the impact of the alleged policy violation, the Deputy Title IX Coordinator will take interim actions or make accommodations as appropriate. If the report has not been resolved informally, the matter will then be assigned to an investigator who will gather full details related to the report. The investigator will interview the parties and relevant

witnesses and review relevant documents and evidence. Resolution of these reports is determined through the Director of Student Services. If it is determined by the Director that the alleged policy violation has the potential to result in a separation from the SOLEX College (e.g., suspension, exclusion, expulsion, degree revocation), the investigator will complete an investigative report that includes details of the investigation and the investigator's findings of fact. The report will be provided to the individual reporting the misconduct, the respondent, and the SOLEX College administration. Administration will call for a hearing, in which the parties will have the opportunity to meet with the administration individually. Administration will determine responsibility for policy violations and, if applicable, sanctions.

G. Complainants

Complaints regarding the specific allegations of sexual assault, stalking, dating or domestic violence Individuals who report to the Title IX Coordinator, or a Deputy Title IX Coordinator, that they have experienced sexual assault, stalking, or dating or domestic violence, whether the offense occurred on- or off-campus, will be provided with a written explanation of their rights, options, and resources including a link to this policy. Specifically, this notice will include information about:

- Services and resources related to counseling, health and mental health, legal, visa and immigration, and student financial aid;
- Interim protective measures and accommodations, and how to request them during the course of the investigation;
- The procedures for institutional disciplinary action in cases of sexual assault, dating or domestic violence and stalking; and
- Preserving evidence, reporting to law enforcement, being assisted by University officials in reporting to law enforcement, seeking a protective order, and confidentiality.

EDUCATIONAL TRAINING, AWARENESS AND PREVENTION PROGRAMS

SOLEX College offers training, awareness and prevention programs to help prevent sexual misconduct. SOLEX College strives to ensure that such programming is developed to be culturally relevant; inclusive of diverse communities and identities; sustainable; responsive to community needs; is informed by research or assessed for value, effectiveness, or outcome; and considers environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.