

2025 TRAINING FOR NEW HIRES

SOUTHERN ILLINOIS UNIVERSITY CARBONDALE
AND SIU SCHOOL OF MEDICINE

AN OVERVIEW OF UNIVERSITY POLICIES, AND
REQUIREMENTS UNDER TITLE IX, VAWA, CLERY
ACT AND THE ILLINOIS PREVENTING SEXUAL
VIOLENCE IN HIGHER EDUCATION ACT.



Welcome to Southern Illinois University Carbondale!

SIU Carbondale is committed to creating and fostering an educational environment in which all members of the community can thrive. Additionally, we are committed to meeting our legal training requirements for faculty and staff. It is up to all of us to help end discrimination, sex- and gender-based harassment and sexual misconduct in our community.

We have the obligation and jurisdiction to respond to, investigate reports of and prevent harassment and violence, including gender-motivated discrimination, harassment and violence that implicate the Title IX of the Education Amendment Act of 1972, the Violence Against Women Act, the Clery Act and the Illinois Preventing Sexual Violence in Higher Education Act. This training also provides guidance for bystanders and resources for reporting.

Faculty and staff have mandatory reporting obligations; failure to satisfy these responsibilities may lead to legal liability and discipline or discharge. Please take these responsibilities seriously.

Your time in becoming informed is appreciated.



HOW, WHEN, AND WHERE TO REPORT PROHIBITED CONDUCT

WHEN IN DOUBT ABOUT THE NEED TO REPORT, FILE A REPORT.

The Campus Incident or Crime Report Form, also known as a SAFE report, is the preferred method for reporting allegations of prohibited conduct.

Remember: **safe.siu.edu**

The screenshot shows a web browser displaying the SIU Campus Incident or Crime Report Form. The browser's address bar shows the URL `safe.siu.edu/file-a-report/crime-reporting-form.php`. The page features a dark red header with the SIU logo and the text "Southern Illinois University". Below the header, the main content area is titled "SAFETY AWARENESS FACTS AND EDUCATION" and "SIU CAMPUS INCIDENT OR CRIME REPORT FORM". A sidebar on the left contains a navigation menu with links: "Home", "Get Help Now", "File a Report", "Report to Law Enforcement", "Report to the University", "Seek Confidential Support", "Victim Assistance, Information, and Resources", "Campus Watch and Crime Stoppers", "Available Resources", and "Stay Safe On Campus". The main content area includes a disclaimer: "This is not a Police Report. Submitting this form will not generate a police report or police investigation. To file a police report call the SIU Police at 618-453-3771 or your local law enforcement agency." Below this, the "Incident or Crime Report Form" is displayed, with fields for "Your Name", "Your Phone Number", "Your Email", "Date you became aware of the incident", "Date of incident", "Name of victim(s)", "Phone Number of victim(s)", "Email of victim(s)", "Name of reporting party", and "Name of offender(s)".

With the exception of those who are designated as Confidential Resources, **ALL** employees and volunteers of the University, including student employees, are Mandated Reporters and must promptly share with the Title IX Coordinator all known details of a report made to them in the course of their employment. Complaints or notices of alleged policy violations, inquiries about or concerns regarding the university's policy, or reports of prohibited conduct may be made internally through the resources on the following pages, in addition to filing a SAFE report.



Whether a situation took place on or off campus, or even online, reports of sexual harassment, sexual assault, dating violence, domestic violence, and/or stalking, including reports made by third parties, can be filed with any of the following offices; however, **completing the Campus Incident or Crime Report Form, also known as a SAFE report, is preferred.** When incidents are reported, staff from the Office of Equity and Compliance will contact the identified complainant about their options.

Remember: ANYONE who works for the University is a mandated reporter and MUST file a report, unless they work for Counseling and Psychological Services, Health Services, or are a Confidential Advisor.



In addition to reporting at safe.siu.edu, reports can also be made through the following areas:

SIU Carbondale:

- Title IX Coordinator: Nicholas K. Wortman, Associate Vice Chancellor of Human Resources; nicholas.wortman@siu.edu
- Office of Equity and Compliance: Woody Hall, Room 478; 618-453-4807; equity@siu.edu
- SIU Department of Public Safety: Trueblood Hall; 1175 South Washington Street; 618-453-3771 (non-emergency); 911 (emergency)
- Carbondale Police Department: 501 South Washington; Carbondale, Illinois; 618-457-3200 (or contact your local police department)

SIU School of Medicine Springfield:

- Human Resources: 217/545-0223 or employeeerelations@siumed.edu
- SIU Medicine Office of Police and Security: 801 N. Rutledge, Springfield, IL; 217/545-7777



**If there is an immediate risk to health
or safety, please call 911.**

Otherwise, the preferred method of reporting prohibited conduct is to use the Campus Incident or Crime Report Form (SAFE Report) at safe.siu.edu.

All allegations are acted upon promptly by the University once notice or a formal complaint is received. For privacy purposes, third-party reporters are not notified of actions taken.

SIUC will offer and implement appropriate and reasonable supportive measures to the parties upon notice of alleged prohibited conduct.

Supportive measures may include, but are not limited to, academic, living, dining, transportation, or working modifications; no contact orders; and/or adherence to state issued orders of protection.



SIU recognizes confidentiality may be particularly important to survivors of sexual assault and/or misconduct. If a survivor chooses to make a disclosure to university personnel listed previously, the survivor should have informed expectations concerning privacy and confidentiality. The university cannot guarantee confidentiality and must evaluate any request for confidentiality in the context of its responsibility to provide a safe and nondiscriminatory environment. When a survivor makes a disclosure to any university personnel, the university will treat the information with the utmost sensitivity and only report that information to the appropriate personnel where necessary to provide accommodations and protective measures and ensure the safety and security of the campus community.



Reporting incidents of sexual assault/misconduct is necessary to ensure survivors of such conduct receive appropriate services and information, to track incidents or identify patterns, to protect the SIU community from future incidents, and to fulfill the university's reporting obligations under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. Upon receiving a report of an alleged violation of this policy, the university is required to provide survivors of sexual assault/misconduct with notification of their rights and options written in easily understandable language. This is provided through the SAFE Brochure available at equity.siu.edu.

Student survivors may report confidentially to Confidential Advisor Rose Robinson-Berkman; Wellness and Health Promotion Services; Student Health Services; 618-453-4429; rose.berkman@siu.edu.



SIU RESOURCES

SAFETY AWARENESS EDUCATION AND FACTS: <https://safe.siu.edu/>

SIU STUDENTS' CONFIDENTIAL ADVISOR: Rose Robinson-Berkman; 618/453-4429 or rose.berkman@siu.edu

OFFICE OF EQUITY AND COMPLIANCE: 618/453-4807 or <https://equity.siu.edu/>

The Office of Equity and Compliance processes complaints of violations of Title VI, Title VII, and Title IX and conducts investigations. This includes complaints of sexual harassment, sexual assault, dating violence, domestic violence, or stalking; pregnancy, gender, race, age, disability, veteran status, religious or other discrimination; and retaliation for making or participating in a complaint.

The Office of Equity and Compliance is committed to the value and importance of nurturing diversity among the faculty, staff and students, providing an opportunity to learn in an environment free of intolerance and bigotry, and embracing and harnessing the differences and abilities among all of the community members at Southern Illinois University Carbondale. The acceptance of others and the ability to work and study together regardless of differences promotes the value of diversity and benefits every individual within the community.



SIU RESOURCES - CONTINUED

COUNSELING AND PSYCHOLOGICAL SERVICES: 618/453-5371 or <https://shc.siu.edu/counseling/>

Counseling and Psychological Services (CAPS) provides beneficial services to SIU students such as Crisis Walk-in counseling, therapy groups, individual and couples counseling. CAPS is accredited by the International Association of Counseling Services, Inc. (IACS) and the American Psychological Association (APA).

SIU CARBONDALE DEPARTMENT OF PUBLIC SAFETY: 618/453-DPS1 (3771) or <https://dps.siu.edu/>

The Southern Illinois University Carbondale Department of Public Safety provides comprehensive public safety services for a nationally ranked higher education institution. Personnel establish and maintain trust-based relationships with university faculty, students and staff and the broader community. Police officers, telecommunicators, parking agents, and administrative staff work to support and further the university education and research mission.

SIU MEDICINE OFFICE OF POLICE AND SECURITY: 801 N. Rutledge, Springfield, IL; 217/545-7777



HARASSMENT AND DISCRIMINATION



Harassment differs from discrimination in that that harassment implies *mistreatment*; discrimination implies *differential treatment*.

Harassment is any unwelcome conduct on the basis of an individual's actual or perceived

-
- race,
 - color,
 - religion,
 - national origin,
 - ancestry,
 - age,
 - sex,
 - marital status,
 - order of protection status,
 - disability,
 - military status,
 - sexual orientation,
 - pregnancy,
 - unfavorable discharge from military service,
or
 - citizenship status.

RETALIATION



Retaliation

SIUC defines retaliation as any act of reprisal, including negative or otherwise unwarranted treatment, related to the reporting of or participation, or decision not to participate, in a complaint of a violation of university policies or procedures. Retaliation may include, but is not limited to:

1. Taking negative tangible employment or educational actions against a person;
2. Taking actions that substantially interfere with or have a chilling effect on the employee's or student's ability to participate fully in and benefit from the work or educational environment;
3. Failing to provide assistance or instruction that would otherwise be provided;
4. Failing to fairly and/or objectively evaluate an employee's or student's performance;
5. Failing to record an appropriately earned grade for a student; or
6. Otherwise sabotaging an employee's or student's performance or evaluation.

FALSE REPORTS AND STATEMENTS



False Reports and Statements

Per its policy, the University prohibits parties and witnesses from knowingly making false statements or providing false evidence during the grievance process. Individuals will not be disciplined for making false statements or for engaging in consensual sexual conduct based solely on the determination of whether prohibited conduct occurred. However, individuals may be disciplined for knowingly making false statements or providing false evidence if evidence independent of the determination of whether prohibited conduct occurred exists. Evidence developed during the grievance process may be used in any such disciplinary process.



DEFINITIONS

Content Notice: This section includes how the university defines acts of gender-based violence. This content may be triggering to survivors.

Consent means a clear, affirmative, unambiguous and freely given agreement to engage in a specific sexual activity. Consent is demonstrated verbally or through actions that clearly indicate a willingness to engage in the specific sexual activity. Lack of verbal or physical resistance does not constitute consent. Consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another person, and consent for a specific activity does not imply consent for any other activity. Use of alcohol, drugs, or other intoxicants does not diminish one's responsibility to obtain consent.

Consent must be knowing and voluntary. To give consent, a person must be awake, of legal age, and have the capacity to reasonably understand the nature of his/her actions. Consent cannot be given by an individual who is mentally or physically incapacitated through the effect of drugs, alcohol or other intoxicants or for any other reason. Consent cannot be given when it is coerced, forced, or obtained by use of duress, fear, threats, or violence. Consent is not implied by the existence of a prior or current relationship or participation in prior sexual activity. A person's manner of dress does not constitute consent. Consent to engage in sexual activity may be withdrawn at any time and is automatically withdrawn by a person who is no longer capable of giving consent.



Dating Violence means violence, on the basis of sex, committed by a person, who is in or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence means any act of violence, on the basis of sex, committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, or by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner, or by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Illinois or by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Illinois. To categorize an incident as Domestic Violence, the relationship between the Respondent and the Complainant must be more than just two people living together as roommates.



Sexual Harassment (Employment) means any unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- a. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment (quid pro quo – meaning “this for that”); and/or
- b. Submission to or rejection of such conduct by the individual is used as the basis for employment decisions or assessments affecting such individual; and/or
- c. Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment (hostile environment).

Hostile environment harassment occurs when an employee is subjected to unwelcome sexually offensive conduct that is sufficiently severe or pervasive to alter their employment and creates an abusive or hostile work environment. To determine whether an environment is hostile or abusive, the university will look at the frequency of the conduct, the severity of the conduct, whether the conduct is physically threatening or humiliating, or a mere utterance, and whether it unreasonably interferes with an employee's work performance.



Sexual Harassment (Educational) means conduct, on the basis of sex, that satisfies one or more of the following:

- a. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal educational access to an SIUC program or activity. Whether conduct is unwelcome is subjective and determined by the Complainant except where the Complainant is under the age of consent.
- b. An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct.



Sexual Misconduct means any other act of a sexual nature which disrupts or negatively impacts the educational mission of the University, including but not limited to public displays of pornography; possession, creation, or distribution of child pornography; the exchange of money, goods or services in exchange for any sexual activity; causing another person to witness or observe any sexual act without clear, voluntary consent; videotaping, photographing or otherwise recording sex acts without the clear, voluntary consent of all individuals involved or sharing that video, photo, or recording with others without the knowing, voluntary, written, consent of the other party.

Stalking means engaging in a course of conduct involving two or more independent actions, which threatens or endangers the health, safety, emotional welfare, or access to academic resources or employment of another person, or which would cause a reasonable person to be fearful for his/her safety, health, or emotional well-being and which does cause another person to be fearful for his/her safety, health, or emotional well-being. For the purposes of this definition course of conduct means two or more acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.



Sexual Assault means sex offenses, including attempts, that are:

1) Forced These acts include:

a. Forcible Rape:

Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the Complainant.

b. Forcible Sodomy:

Oral or anal sexual intercourse with another person, forcibly, and/or against that person's will (non-consensually), or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

c. Sexual Assault with an Object:

The use of an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, forcibly, and/or against that person's will (non-consensually), or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

d. Forcible Fondling:

The touching of the private body parts of another person (buttocks, groin, breasts), for the purpose of sexual gratification, forcibly, and/or against that person's will (non-consensually), or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.



Sexual Assault definition – continued

2) Lack of Consent

Any sexual act directed against another person, without the consent of the Complainant, including instances in which the Complainant is incapable of giving consent. See definition of consent.

3) Non-forcible

Incest: Non-forcible sexual intercourse, between persons who are related to each other, within the degrees wherein marriage is prohibited by Illinois law.

Statutory Rape: Non-forcible sexual intercourse, with a person who is under the statutory age of consent of seventeen.



BYSTANDER INTERVENTION



Calling for Help: In situations where safety is a concern, it's crucial to call law enforcement and/or emergency services to manage the situation.

Delegation: You can involve someone in authority like an instructor, supervisor, or police, to take action.

Offering Support: After the situation has calmed down, you can offer the person being targeted support, such as asking if they're okay, providing them with resources, or just being a listening ear.

Documentation: Document the event, such as by reporting the matter at safe.siu.edu, which can be valuable especially in cases of harassment, discrimination, or abuse.

Each of these methods can be adapted to suit the circumstances, but the overall idea is to safely and effectively act in ways that help the person in need without escalating the situation. Direct intervention is not recommended, due to the potential to escalate the situation and to endanger the individual attempting to intervene.



ACKNOWLEDGEMENT OF PARTICIPATION IN:
2025 HARASSMENT AND DISCRIMINATION PREVENTION TRAINING
For SIU Carbondale and SIU School of Medicine

I certify that I have carefully read and reviewed the content of, and completed, the 2025 Harassment and Discrimination Prevention Training to meet the requirements of Title IX, the Violence Against Women Reauthorization Act, and the Illinois Prevention Sexual Violence in Higher Education Act. Furthermore, I certify that I understand my failure to comply with the laws, rules, policies, and procedures referred to within this training course may result in disciplinary action or dismissal, depending on the nature of the violation.

Printed Name and Signature

Date Signed

Dawg Tag or Employee AIS Number

