THE ANNUAL SECURITY AND FIRE SAFETY REPORT

Published 2026 for the Jan. 1–Dec. 31, 2025 Reporting Period

Columbia
COLLEGE CHICAGO

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OVERVIEW

POLICY FOR PREPARING THE ANNUAL SECURITY AND FIRE SAFETY REPORT

Campus Safety and Security at Columbia College Chicago is dedicated to fostering public safety and securing a campus environment conducive to academic and creative excellence. With your cooperation and vigilance, Campus Safety and Security will continue to enhance and build upon this mission.

Columbia issues this report annually in accordance with the Jeanne Clery Campus Safety Act (Clery Act) as amended by the Violence Against Women Reauthorization Act of 2013. We encourage you to review the Annual Security and Fire Safety Report in its entirety. The objective is to share information about campus crime and to educate our community about crime reporting, fire safety, and various security programs, policies, and procedures.

Campus Safety and Security created this report with information received from the Chicago Police Department, the Los Angeles Police Department, and designated campus officials, including personnel from Housing and Residential Experience (HRE), Leased Residential Housing Partners, Student Health and Support, Student Services, and Human Resources.

Faculty, staff, and students are notified by email of the availability of the Annual Security and Fire Safety Report on the college website at **students.colum.edu/safety**.

Prospective employees and students have access to this information on Columbia employment and Admissions application forms as well as on the Campus Safety and Security website.

A printed copy of this report is available from Campus Safety and Security upon request. Questions or additional information regarding the report can be directed to the Office of Campus Safety and Security at 312-369-3220.

IMPORTANT CONTACT INFORMATION

911—FOR EMERGENCIES REQUIRING THE POLICE OR FIRE DEPARTMENTS

24/7–Campus Security Command Center
Emergency 312-369-1111
Non-Emergency 312-369-3220

Administrative Office–
Campus Safety and Security
916 S. Wabash Ave., Room 505
312-369-3220

Human Resources
600 S. Michigan Ave., Suite 402
312-369-8215

Center for Student Wellbeing
623 S. Wabash Ave., Room 303
312-369-8700

Security Posts
33 E. Ida B. Wells Drive
312-369-8888

72 E. 11th St.
312-369-6112

600 S. Michigan Ave.
312-369-7111

618 S. Michigan Ave.
312-369-7888

623 S. Wabash Ave.
312-369-7555

624 S. Michigan Ave.
312-369-7666

754 S. Wabash Ave.
312-369-7999

916 S. Wabash Ave.
312-369-6444

1014 S. Michigan Ave.
312-369-6222

1104 S. Wabash Ave.
312-369-6888

1306 S. Michigan Ave.
312-369-8326

1312 S. Michigan Ave.
312-369-8383

1600 S. State St.
312-369-3333

Los Angeles–Sunset Las Palmas Studios
323-860-5464

Student Housing Facilities
University Center
525 S. State St.
312-924-8911

Dwight Lofts
642 S. Clark St.
312-288-3062

The ARC
37 W. Van Buren St.
312-674-6760

30 E. Balbo
720-814-1968

Los Angeles–Park La Brea
Security Department
323-549-5504

Patrol 24/7
323-549-5508

Equity Issues/Title IX Coordinator
623 S. Wabash Ave., Room 315
312-369-6343

COLUMBIA COLLEGE CHICAGO CAMPUS 2025 GEOGRAPHY

Columbia's Chicago campus is located in the vibrant South Loop neighborhood, nestled among public parks, hotels, and public transportation systems. The campus footprint consists of leased and owned properties serving a campus community of nearly 5,600 students, of which approximately 1,800 reside in on-campus student housing.

Columbia's Los Angeles classrooms are located at Sunset Las Palmas Studios. LA student housing is located at Park La Brea, a 160-acre community in the Miracle Mile district of LA.

CHICAGO ACADEMIC AND ADMINISTRATIVE BUILDINGS

33 E. Ida B. Wells

72 E. 11th St.–The Theatre Center

600 S. Michigan Ave.–
Alexandroff Campus Center

618 S. Michigan Ave.

619 S. Wabash Ave.

623 S. Wabash Ave.

624 S. Michigan Ave.

754 S. Wabash Ave.–Student Center

916 S. Wabash Ave.

1014 S. Michigan Ave.

1104 S. Wabash Ave.

1306 S. Michigan Ave.–The Dance Center

1312 S. Michigan Ave.–
Sherwood Community Music School

1600 S. State St.–Media Production Center

LA ACADEMIC AND ADMINISTRATIVE BUILDING

1040 N. Las Palmas Studios, Bungalow E

CHICAGO LEASED RESIDENCE HALLS

525 S. State St.–University Center

642 S. Clark St.–Dwight Lofts

37 W. Van Buren St.–ARC

30 E. Balbo Ave.

LOS ANGELES LEASED RESIDENCE HALL

6200 W. 3rd St.–Park La Brea

CHICAGO CAMPUS GREEN SPACES

1019 S. Wabash–Garden

CAMPUS SECURITY OPERATIONS AND ENFORCEMENT AUTHORITY

INTRODUCTION

Campus Safety and Security's foremost priority is the safety and well-being of our community. Our Chicago campus buildings and leased student residential housing facilities are interwoven among businesses, private residences, hotels, parks, restaurants, and museums. Public safety is a shared responsibility, and we welcome your partnership to help foster a safe campus committed to academic excellence and creative practice.

PERSONNEL

The security force is non-sworn, unarmed, and does not have sworn arrest authority. Campus Safety and Security requires campus security personnel to either: (1) be graduates of a training academy certified by the Illinois Law Enforcement Training and Standards Board or (2) have successfully passed the State of Illinois Basic Security Course and be licensed by the State of Illinois Department of Professional Regulation. Required training includes first aid/CPR and the use of automated external defibrillators (AEDs). Security staff and supervisors undergo additional training on a variety of public safety topics.

Campus security officers exercise their authority by enforcing Columbia's regulations and policies on college private property and may ask any person for identification to determine whether individuals have lawful business at the college. The campus community is encouraged to promptly and accurately report all crime to Campus Safety and Security and the local police department.

CHICAGO DEPLOYMENT

Most campus buildings have a security station staffed by contracted security officers in the lobby. These fixed posts may be supplemented by either foot, vehicle, or bicycle personnel.

Student housing consists of leased properties. Leased residential facilities are staffed by security personnel provided, supervised, and managed by the individual property management companies. Entry into all Chicago residential facilities is restricted to residents, their approved guests, and other authorized persons. Access is monitored and regulated by the respective personnel assigned to the front desk.

The Campus Security Command Center is located at a secure location on-campus and staffed 24/7. The Command Center answers security telephone

lines, dispatches resources, programs access control, and conducts alarm monitoring and video surveillance. The Command Center also includes an Emergency Operations Center (EOC). The Security administrative office is located at 916 S. Wabash Ave. in Room 505.

LOS ANGELES DEPLOYMENT

Sunset Las Palmas Studios (SLPS) provides their own 24/7 on-site private unsworn security, which includes the college's classroom and administrative location. Security officers monitor and control access at studio entrances. Park La Brea provides their own 24/7 on-site private unsworn security, and they patrol the grounds, which include the locations of student housing. Neither SLPS nor Park La Brea security have sworn arrest authority, and there is no formal written memorandum of understanding with the Los Angeles Police Department; however, they work together with LAPD as appropriate to investigate incidents that occur on their property.

RELATIONSHIPS

The college does not have a formal written memorandum of understanding (MOU) with the Chicago Police Department or Los Angeles Police Department.

A representative from Campus Security is a formal member of the Chicago Police First District's Advisory Council and regularly attends Chicago Police Department-sponsored business and community meetings. Campus Security is a member of the Security Council of Professional Educators (SCOPE), a higher education security working group. Membership includes representatives from campus security at higher education institutions located in the Chicago area, along with representatives from city and federal law enforcement agencies. Training, discussion of criminal activity, and legislative updates affecting college campuses are presented at these forums.

Campus Security is also a member of the South Loop Security Chiefs, a consortium of campus security leaders in the South Loop of the city.

Campus Security is also a member of the Chicago Building Owners and Managers Association's (BOMA) Emergency Preparedness Committee and participates in their meetings and exercises.

LA staff and Campus Security liaise as needed with the senior lead officer at the Hollywood Area Police Division for SLPS and the Wilshire Area Police Division for Park La Brea.

Awareness and prevention are crucial to overall campus safety, and we welcome your involvement. Campus Security adopts the U.S. Department of Homeland Security's slogan. "If You See Something, Say Something."

CRIME STATISTICS: CLASSIFYING AND COUNTING CLERY ACT CRIMES

Classifying Crime

Campus crime, arrest, and referral statistics include those reported to Campus Safety and Security, designated campus officials, including campus security authorities and local law enforcement. The following reported statistics cover the period from January 1 through December 31 for each specified year.

Statistical crime data is provided with the standards and guidelines used by the FBI Uniform Crime (UCR) program. The definitions for Murder, Rape, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Weapons Violations, Drug Abuse Violations, and Liquor Law Violations are from the Summary Reporting System (SRS) User Manual from the FBI's UCR program. The definitions of Fondling, Incest, and Statutory Rape are from the FBI's National Incident-Based Reporting System (NIBRS) Data Collection Guidelines edition of the UCR. Hate Crimes are classified according to the FBI's Uniform Crime Reporting Hate Crime Data Collection Guidelines and Training Manual. For the categories of Domestic Violence, Dating Violence, and Stalking, the Clery Act specifies usage of definitions provided by the Violence Against Women Reauthorization Act of 2013.

Counting Crime

Statistical crime data is provided for the past three calendar years in accordance with the standards and guidelines used by the FBI Uniform Crime Reporting Handbook and the federal laws articulated in the Clery Act. Data included in the statistics column for Murder/Non-Negligent Manslaughter, Negligent Manslaughter, Domestic Violence, Dating Violence, Stalking, Sex Offenses, Aggravated Assault, and Motor Vehicle Thefts represent the number of victims in the crime occurrence. Similarly, cases involving arrests for Liquor Law, Drug Law, and Illegal Weapons violations are recorded per person. Statistics captured under "Referred for Disciplinary Action" reflect the number of individuals in a reported incident submitted to a campus official authorized to administer and maintain a record of disciplinary action. Statistics recorded for Robbery, Burglary, and Arson indicate the number of occurrences.

Geographic Locations

Crime statistics are categorized in four locations: on-campus, on-campus residential, non-campus, and public property. In Chicago, academic and administrative buildings are categorized as on-campus property. All Chicago residence halls are categorized as on-campus student housing facilities. In California, Sunset Las Palmas Studios is categorized as an on-campus property, and Park La Brea is categorized as a non-campus property.

Specific statutory definitions of these geographic areas are as follows:

- **On-Campus**–Any building or property owned or controlled by an institution of higher education within the same reasonably contiguous geographic area of the institution and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and any building or property within the same reasonably contiguous geographic area of the institution that is owned by the institution but controlled by another person, is used by students, and supports institutional purposes (such as a food or other retail vendor).

- **On-Campus Student Housing Facility**– Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution and is within the reasonably contiguous

geographic area that makes up the campus. Student housing facilities may include lease agreements with other entities, individuals and neighboring higher educational institutions. Data reported in this category may include reported crimes that occurred in spaces occupied by other tenants.

- **Non-Campus**–Any building or property owned or controlled by a student organization recognized by the institution and any building or property (other than a branch campus) owned or controlled by an institution of higher education that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

- **Public Property**–All public property, including thoroughfares, streets, sidewalks and the opposite side of street and the parking facilities, that are within the campus, or immediately adjacent to and accessible from the campus.

The college does not have officially recognized student organizations with residential facilities off campus. The local authorities may notify Campus Safety and Security of off-campus conduct and such conduct may result in judicial proceedings. There is not, however, an official CPD or LAPD policy regarding mandatory notifications to higher educational institutions.

For additional information and additional crime statistics covering areas beyond the campus geography as defined by the Clery Act, please visit:

The Chicago Police Department website:
https://gis.chicagopolice.org/

The Los Angeles Police Department website:
http://www.lapdonline.org/crime_mapping_and_compstat

GENERAL CATEGORIES OF CRIME STATISTICS

The Clery Act requires the college to include four general categories of crime statistics:

- **Criminal Offenses**–Criminal homicides, including Murder and Non-Negligent Manslaughter, and Manslaughter by Negligence; Sexual Assault including Rape, Fondling, Incest, and Statutory Rape; Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft; and Arson.

- **Hate Crimes**–Any of the above-mentioned offenses, and any incidents of Larceny-Theft, Simple Assault, Intimidation, or Destruction; Damage/Vandalism of Property that were motivated by bias.

- **VAWA Offenses**–Any incidents of Domestic Violence, Dating Violence and Stalking. (Note: Sexual Assault is also a VAWA offense but is counted in the Criminal Offenses Crime Statistics table.)

- **Arrests and Disciplinary Referrals for Violations of Weapons, Drug Abuse, and Liquor Laws**–Arrest for Clery Act purposes is defined as persons processed by arrest, citation, or summons. Referred for disciplinary action is defined as the referral of any person to any official who initiates a disciplinary action of which a record is established, and which may result in the imposition of a sanction.

For reference, U.S. Department of Education Crime Definitions can be found in Appendix 1.

COLUMBIA COLLEGE CHICAGO CRIME STATISTICS 2025

		GEOGRAPHIC LOCATION			
Offense	**Year**	**On-Campus Property**	**On-Campus Student Housing Facilities**	**Non-Campus Property**	**Public Property**
Murder/Non-Negligent Manslaughter	**2025**	0	0	0	1
	2024	0	0	0	0
	2023	0	0	0	0
Manslaughter by Negligence	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Rape	**2025**	0	0	0	0
	2024	6	5	0	0
	2023	9	5	0	0
Fondling	**2025**	0	0	0	0
	2024	2	2	0	1
	2023	5	3	0	1
Incest	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Statutory Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	**2025**	0	0	0	0
	2024	0	0	0	9
	2023	0	0	0	3
Aggravated Assault	**2025**	0	0	0	1
	2024	0	0	0	0
	2023	1	1	0	5
Burglary	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	1	0	0	0
Motor Vehicle Theft	**2025**	0	0	0	6
	2024	0	0	0	1
	2023	0	0	0	9
Arson	**2025**	0	0	0	3
	2024	0	0	0	0
	2023	0	0	0	0
Unfounded Incidents	**2025**	0 Unfounded Incidents			
	2024	0 Unfounded incidents			
	2023	0 Unfounded Incidents			

COLUMBIA COLLEGE CHICAGO VAWA / HATE CRIME STATISTICS 2025

		GEOGRAPHIC LOCATION			
Offense	**Year**	**On-Campus Property**	**On-Campus Student Housing Facilities**	**Non-Campus Property**	**Public Property**
Domestic Violence	**2025**	1	1	0	2
	2024	2	2	0	2
	2023	1	1	0	0
Dating Violence	**2025**	0	0	0	0
	2024	2	1	0	0
	2023	5	5	0	4
Stalking	**2025**	3	2	0	0
	2024	10	1	0	0
	2023	9	3	0	0
Hate Crimes	**2025**	0	0	0	0
	2024	One on-campus student housing incident characterized by race.			
	2023	One on-campus student housing incident characterized by race.			
Hazing	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

COLUMBIA COLLEGE CHICAGO ARRESTS AND DISCIPLINARY REFERRALS REPORTING 2025

		GEOGRAPHIC LOCATION			
Offense	**Year**	**On-Campus Property**	**On-Campus Student Housing Facilities**	**Non-Campus Property**	**Public Property**
Arrests: Weapons, Carrying, Possessing, Etc.	**2025**	0	0	0	0
	2024	0	0	0	2
	2023	1	1	0	2
Disciplinary Referrals: Weapons, Carrying, Possessing, Etc.	**2025**	1	1	0	0
	2024	1	1	0	0
	2023	0	0	0	0
Arrests: Drug Abuse Violations	**2025**	0	0	0	0
	2024	0	0	0	3
	2023	0	0	0	1
Disciplinary Referrals: Drug Abuse Violations	**2025**	39	39	0	0
	2024	8	6	0	0
	2023	44	44	0	0
Arrests: Liquor Law Violations	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Disciplinary Referrals: Liquor Law Violations	**2025**	95	95	0	0
	2024	31	31	0	0
	2023	143	143	0	0

SEMESTER IN LA CRIME STATISTICS 2025

		GEOGRAPHIC LOCATION			
Offense	**Year**	**On-Campus Property**	**On-Campus Student Housing Facilities**	**Non-Campus Property**	**Public Property**
Murder/Non-Negligent Manslaughter	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Manslaughter by Negligence	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Rape	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Fondling	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Incest	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Statutory Rape	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Burglary	**2024**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arson	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Unfounded Incidents	**2025**	0 Unfounded Incidents			
	2024	0 Unfounded incidents			
	2023	0 Unfounded incidents			

SEMESTER IN LA ARRESTS AND DISCIPLINARY REFERRALS REPORTING TABLE 2025

		GEOGRAPHIC LOCATION			
Offense	**Year**	**On-Campus Property**	**On-Campus Student Housing Facilities**	**Non-Campus Property**	**Public Property**
Arrests: Weapons, Carrying, Possessing, Etc.	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Disciplinary Referrals: Weapons, Carrying, Possessing, Etc.	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arrests: Drug Abuse Violations	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Disciplinary Referrals: Drug Abuse Violations	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arrests: Liquor Law Violations	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Disciplinary Referrals: Liquor Law Violations	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

SEMESTER IN LA VAWA / HATE CRIME STATISTICS 2025

		GEOGRAPHIC LOCATION			
Offense	**Year**	**On-Campus Property**	**On-Campus Student Housing Facilities**	**Non-Campus Property**	**Public Property**
Domestic Violence	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Dating Violence	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Stalking	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Hate Crimes	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Hazing	**2025**	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

CRIME PREVENTION AND SAFETY AWARENESS PROGRAMS AND POLICIES

Campus Safety and Security conducts presentations and/or distributes material throughout the year on the following crime prevention and safety topics:

CHICAGO PROGRAMS:

- **Navigating the City with Confidence - Kick A$$ (Street Safety Workshops)**
- **Kick @$$ (personal safety)**—Learn how to navigate the campus and city with confidence, repel an attack with self-defense techniques, understand the effects of trauma, and discover on-campus resources for support and safety. Also learn about the U.S. Department of Homeland Security's Run-Hide-Fight program. Understand the dynamics of an active shooter event, police/security response, and keeping yourself safe.
- **Active Shooter for Faculty and Staff**—Learn more about the U.S. Department of Homeland Security's RUN-HIDE-FIGHT program. Understand the dynamics of an active shooter event, police/security response, and keeping yourself safe.
- **Fire Safety**—This training is geared toward members of the volunteer Emergency Evacuation Team (EET). The team assists in the safe evacuation of individuals from a building once emergency evacuation procedures commence.

LA PROGRAMS

- Earthquake and Safety presentations and Annual California Great Shake out
- Park Le Brea security orientation and evacuation procedures
- Sunset Las Palmas Studios Evacuation Orientation

Brochures and videos addressing safety and security both on- and off-campus are available at the Campus Safety and Security office and on the website **students.colum.edu/safety.** Posters identifying emergency response procedures are posted throughout campus buildings.

Safety and security precautions are also addressed during orientation and in campus Crime Advisories shared with the college community by Campus Safety and Security. Kick@$$ (personal safety) and Active Shooter for Faculty and Staff are offered during Fall and Spring terms on a monthly basis.

Campus safety is the responsibility of the entire Columbia community. All programs encourage students and staff to be responsible for their own safety and the security of others.

VIOLENCE PREVENTION EFFORTS

In accordance with the Illinois Campus Security Enhancement Act of 2008, a **Violence Prevention Plan** has been designated to proactively address and promote the welfare, health, and safety of the campus community. Inherent in the plan are college policies related to violence prevention, reporting, and the availability of a Campus Behavioral Threat Assessment Team. This team is tasked with administering the principles of early intervention and proactive engagement to prevent violence and to offer support services. Individuals exhibiting disturbing and/or potentially violent behavior that do not pose an imminent threat to the safety, health, or security of the campus community should be reported to any of the following offices:

- Campus Safety and Security: 312-369-3220
- Dean of Students/Student Support Services: 312-369-8595
- Human Resources: 312-369-8215

On-line Reporting Concerning/Threatening Behavior

THEFT PREVENTION EFFORTS

To minimize the chances of becoming a victim of a random theft, the college community is asked to be mindful of their surroundings and assume responsibility for the safeguarding of personal property. Items of value such as laptops, cell phones, wallets, and book bags should never be left unattended. Anyone missing property should check with the security officer in the lobby of the campus building where the item was left or with Campus Safety and Security to see if the item was turned in. Please refer to **students.colum.edu/safety** for additional suggestions on campus safety and the safeguarding of personal property.

WEAPONS POLICY

To ensure a safe and secure environment for the college and its guests, this policy sets forth rules governing the possession of weapons and simulated weapons upon premises owned or controlled by the college and at college sponsored events in other locations.

Scope

This policy applies to all students, faculty, staff and contactors. Note that each person has an individual responsibility to know applicable local, state and federal laws regarding possession and use of weapons. It is each person's duty to comply with all relevant laws.

Defined Terms

Contractor tools: Tools used by contracted workmen.

Simulated weapon: Refers to facsimiles of any category of weapon described below that resemble the actual weapon but are not capable of use as a weapon.

Theatrical use: Refers to use in a stage or film production sponsored by the college, including during rehearsals.

Weapon: Instruments used to inflict physical harm, that are intended to inflict harm, or that could reasonably cause fear of infliction of harm, and any item that may be deemed weapons under applicable law, including but not limited to: a pistol, revolver, shotgun, rifle, firearm, stun gun, BB or pellet gun, blank firing gun, electric dart gun, and other instrument that launches a projectile by pressure resulting from combustion of propellant material, including a weapon related to or using air, sound, flare, hunting, or springs; bombs, grenades, mines, explosives, fireworks or other incendiary devices (which can include "ignition devices" and aerosols); daggers, clubs, electrical weapons, nunchucks, throwing stars, stilettos, swords, switchblade knives, gravity knives, and knives having a blade exceeding three inches in length; tasers; and parts, components, spare parts, or ammunition relating to the above; but excluding Workshop tools.

Workshop tools: Tools used for the construction or modification of production sets and design displays.

Policy Statement

The college strictly prohibits the use or possession of any weapon by any person in any and all college facilities (whether academic, residential, or other) that are owned, leased, or otherwise controlled by the college, or other locations during college sponsored events, except that bladed weapons may be used or possessed exclusively for theatrical use with the advance written approval of the relevant chairperson. Simulated weapons are allowed with advance written approval from the relevant chairperson and the Office of Campus Safety and Security for theatrical use only. See theatrical use requirements in the section below. Under no circumstances are weapons utilizing blanks allowed on campus or at off campus college activities.

This prohibition does not apply to sworn federal, state or local law enforcement officers.

The college does allow the possession of pepper spray. This exception is provided as a consideration to the college's employees and students for personal safety while commuting to and from the school. Only one pepper spray canister, not exceeding 118 mL

(4 ounces) by volume, that incorporates a positive means to prevent accidental discharge (e.g., a safety mechanism) is allowed per individual.

Workshop tools and Contractor tools should never be taken out of their designated areas and must be used in compliance with all departmental and college safety guidelines. For safety guidelines when using these tools, please refer to the department chairperson.

Theatrical Use

An individual shall not possess or use a simulated weapon for theatrical use at the college without the advance written consent of: (a) the department chairperson overseeing the relevant stage or film production or course sequence, and (b) the Office of Campus Security and Safety. Bladed weapons may be used with the consent of the department chairperson. The procedures and guidelines listed below, as well as any additional requirements provided to the department by the Office of Campus Safety and Security, must be strictly followed.

Except as provided otherwise in writing by the Office of Campus Safety and Security, the following terms shall apply to any possession or use of a simulated weapon for theatrical use:

- The approved weapon may only be used during the time and in the manner specified in the written approvals granted by the department chairperson and the Office of Campus Security and Safety.
- All local orders and regulations must be followed when weapons are in use. The Office of Campus Safety and Security may require a review and approval from the General Counsel's Office prior to the activity.
- Bladed weapons utilized in courses and productions may be checked out and used according to established and approved departmental policies. These weapons may not leave the building without written permission of the responsible instructor.
- Whenever an approved weapon is transported from one location to another, including within the same building, it must be placed in a secure container in such a manner that it cannot be observed.
- The individual to whom written permission has been granted to possess a weapon must always maintain custody of the weapon and may not transfer custody of the weapon to any person not specified in the written permission. The written permission must always accompany an individual's use of a weapon.
- The individual to whom permission has been granted to possess a weapon shall not drink alcoholic beverages or engage in any reckless behavior while in possession of a simulated weapon.
- When not in use for a theatrical production, the weapon must be securely stored in an area approved by the department chair. Under no circumstances may weapons be stored in any other spaces.
- An instructor must be present at all times when the weapon is not secured in the approved storage area.
- Weapons are never permitted in the college's residential facilities.
- Under no circumstances may students bring their own weapons to campus.
- Students are limited to using weapons supplied by the college.

Roles and Responsibilities

Employees, students and contractors of the college are responsible for reading, understanding, and complying with the statements in this policy.

Any violation of the policy should be reported immediately to Campus Security.

All simulated weapons and bladed weapons on campus for theatrical use shall be documented and appropriately inventoried on an annual basis by the department. A current listing of these weapons shall be maintained at all times and shared with the Office of Campus Security and Safety.

Weapons Policy

ANTI-HAZING POLICY

Policy Statement & Prohibition Of Hazing

Columbia College Chicago is committed to maintaining a dynamic and safe educational environment for all students, faculty, and staff. In compliance with the Illinois Criminal Code and the federal Stop Campus Hazing Act, the College prohibits hazing within its education programs or activities. Under the Illinois Criminal code (720 ILCS 5/12C-50), behavior constituting hazing is a Class 4 felony if it results in death or great bodily harm, and a Class A misdemeanor if it does not.

Policy Objective

To define and prohibit hazing, establish College procedures for reporting and investigating hazing incidents, and provide information regarding applicable local, state, and federal hazing laws and the College's prevention and awareness programs.

Scope

This Policy applies to all College faculty, staff, students, and third parties.

Policy Definitions

A.) "Hazing" means engaging in behavior that is illegal under one or both sections of the Illinois Criminal Code and the federal Stop Campus Hazing Act provided below

1.) As defined in the Illinois Criminal Code (720 ILCS 5/12C-50), a person commits hazing when he or she knowingly requires the performance of any act by a student or other person in a school, college, university, or other educational institution of Illinois, for the purpose of induction or admission into any group, organization, or society associated or connected with that institution, if: (a) the act is not sanctioned or authorized by that educational institution; and (b) the act results in bodily harm to any person. It is not a defense that the person against whom the hazing was directed consented to or acquiesced in the hazing.

2.) As defined in the Higher Education Act of 1965 (20 USC 1092(f)(6)(A)), as revised by the Stop Campus Hazing Act, hazing means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that: (a) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization, and (b) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury, including, without limitation, each of the following: whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity; causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity; causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances; causing, coercing, or otherwise inducing another person to perform sexual acts; any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct; any activity against another person that includes a criminal violation of

local, State, Tribal, or Federal law; and any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

B.) "Student Organization" means an organization at the College (such as a club, society, association, intramural sports team, band, or student government) in which two or more of the members are students enrolled at the College, whether or not the organization is established or recognized by the College.

Reporting Options

At the College: Individuals who have experienced, witnessed, or otherwise learned of Hazing within the College's education programs or activities shall promptly report the incident to the Office of the Dean of Students, the Office of Equity Issues, the Office of Human Resources, or Campus Safety and Security. Alternatively, individuals may report with identifying details or anonymously through the **College's Online Hazing Form** or the College's Whistleblower Hotline; however, depending on the extent of information available about the incident, the College's ability to respond to anonymous reports may be limited. When possible, hazing reports should include the following: the name of the offenders (if known); a chronology of the relevant events, detailing dates, places, and times; a description of the alleged Hazing; and the names of any witnesses to the alleged Hazing or persons with knowledge of the Hazing. Contact information for these resources is provided below.

Office of the Dean of Students
623 S. Wabash, Room 301
312.369.8595
dos@colum.edu

Office of Equity Issues
623 S. Wabash, Room 307D
312.369.6343
TitleIX@colum.edu

Office of Human Resources
600 S. Michigan Ave, Suite 402
312.369.8215
humanresources@colum.edu

Campus Safety And Security
916 S. Wabash, Room 500
312.369.1111
or Non-Emergency 312.369.3220
securitycommand@colum.edu

Whistleblower Hotline
844.406.8158
www.colum.ethicspoint.com

For emergencies, before reporting, first get to place of safety, dial 911 for local police or 312.369.1111 for Campus Safety & Security, and seek any necessary medical attention as soon as possible.

Dual Reporting With Local Law Enforcement

In addition to requiring internal reporting of Hazing incidences, the Illinois Criminal Code (720 ILCS 5/12C-50.1) compels College administrators, faculty, counselors, support staff, and coaches (volunteer and non-volunteer) to report to local law enforcement in certain circumstances. Under the Illinois Criminal Code, these College employees and volunteers must report hazing (as defined in 720 ILCS 5/12C-50 cited above) to law enforcement if: (1) while fulfilling official responsibilities as a school official, the individual personally observes an act which is not sanctioned or authorized by the College; and (2) the act results in death or great bodily harm. Failure to report such acts to local law enforcement is a Class A misdemeanor. It is an affirmative defense to a charge of failure to report hazing that the person who personally observed the act had a reasonable apprehension that timely action to stop the act would result in the imminent infliction of death, great bodily harm, permanent disfigurement, or permanent disability to that person or another in retaliation for reporting.

The College may proceed with an internal investigation under this Policy simultaneously with a criminal investigation. While criminal investigations may facilitate fact-finding, the outcome of a criminal proceeding may not be indicative of whether alleged Hazing violates this Policy.

The Chicago Police Department's 1st District is located at 1718 S. State Street in Chicago, IL. The 1st District is available by phone at 312.745.4290 and through email at CAPS001District@chicagopolice.org. In emergencies, call 911.

Investigation & Disciplinary Action

The College shall investigate and address reports of Hazing within its education programs or activities, retaliation, and false reports as alleged misconduct under applicable College conduct policies and procedures (e.g., the Student Code of Conduct, Title IX Sexual Harassment Policy & Procedures, Statement of Policy on Academic Freedom, Faculty Status, Tenure, and Due Process, and collective bargaining agreements). Possible sanctions include, without limitation, suspension and expulsion (for students) and termination (for employees). The College, in its discretion, may limit the privileges of or revoke recognition of any Student Organization that has violated this Policy.

Additional Prohibitions & Procedures

Columbia's Anti-hazing policy prohibits retaliation for reporting, opposing or participating in any manner in proceedings under this policy.

Knowingly making false allegations of hazing is prohibited.

To encourage disclosure, the use of alcohol or drugs by a student who has experienced or witnessed hazing and reported such hazing to the College may not be subject to discipline as determined by the College's assessment of the circumstances set forth in the Anti-Hazing Policy.

Transparency

As required by the Stop Campus Hazing Act, the College shall publish a Campus Hazing Transparency Report in a prominent location on its **website** that contains summary information regarding any violation of this Policy by an established or recognized Student Organization. The College shall publish this report no later than December 23, 2025 or promptly after the first finding by the College that a Student Organization committed Hazing.

The Campus Hazing Transparency Report shall include: (1) the name of the Student Organization; (2) a general description of the violation that resulted in a finding of responsibility, including whether the violation involved the abuse or illegal use of alcohol or drugs, the College's findings, and any sanctions placed on the Student Organization by the College, as applicable; (3) the dates on which (a) the incident was alleged to have occurred, (b) the investigation into the incident was initiated, (c) the investigation ended with a finding that a Hazing violation occurred, and (d) the College provided notice to the student organization that the incident resulted in a Hazing violation; (4) a statement that the College's Annual Security And Fire Safety Report ("ASR") will also contain hazing statistics, with a link to the ASR; and (5) information about this Policy's procedures and the applicable law.

The College shall update the Campus Hazing Transparency Report at least twice a year, provided it need not do so for any period where it has not found that a Student Organization committed Hazing.

Policy Modification

In the event a change in controlling law conflicts with some provision of this Policy, necessitates the modification of some provision of this Policy, or mandates the inclusion of new provisions not included, the College may immediately apply the Policy in a manner consistent with such controlling law, after providing written notice to the parties of the change in controlling law, even if the Policy has yet to be formally amended to address the change

in controlling law. The provisions of this Policy are not contractual in nature, whether in their own right, or as part of any other express or implied contract. Accordingly, the College retains discretion to revise this Policy and apply such Policy revisions to an active case provided that doing so is not clearly unreasonable.

Anti Hazing Act

DRUG AND ALCOHOL AND SUBSTANCE ABUSE POLICIES

Columbia complies with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989, which recognizes that all employees and students have the right to a workplace and educational environment that is drug free. The manufacturing, possession, use, sale, or distribution of any substance or paraphernalia declared illegal by municipal, state, or federal law is prohibited in student residential facilities and on college property or at college-sponsored events held off campus. Failure to comply with this legislative mandate and college policy will result in disciplinary action and may result in termination of affiliation with the college and prosecution of a criminal offense.

An illegal drug includes any drug that is not legally obtainable in the United States, or that is legally obtainable, but is being used in a manner different from that prescribed by a doctor of medicine or intended by the manufacturer. Over-the-counter or prescription medication, which is prescribed by a doctor and is being used for its intended purpose, is not considered an illegal drug.

Students, regardless of age, are not permitted to possess or consume alcohol on campus or at college-sponsored events on or off campus. Faculty, administration, and staff are prohibited from serving or allowing students to consume alcoholic beverages on college premises or at events, meetings, or informal gatherings sponsored by the college.

In the event that students are present at a college-sponsored event where alcohol is being served, event organizers are required to take measures to ensure that students do not consume alcohol. The Vice President of Student Affairs can make exceptions to this policy as appropriate. Violation of this policy will result in disciplinary action, which may include immediate suspension or expulsion of students, or in regard to employees, suspension without pay or termination.

Columbia recognizes the dramatic impact the abuse of alcohol and drugs can have on professional, academic, and family life, and offers the following resources for support and assistance:

Policy

Drug-Free Schools and Campuses Act Policy

On-Campus Resources

- Faculty/Staff Employee Assistance Program: 800-433-7916
- Office of The Center for Student Wellbeing: 312-369-8700
- Office of Student Health and Support Services: 312-369-8595

Off-Campus Resource

- Chicago Alcoholics Anonymous: 312-346-1475

Los Angeles Resources

- LA County Department of Mental Health: 800-854-7771
- Therapy/Coaching for Young Adults: Social Coaching Club: 818-379-3340

SECURITY OF AND ACCESS TO CAMPUS FACILITIES AND CAMPUS RESIDENCES

CHICAGO ACADEMIC AND ADMINISTRATIVE BUILDING ACCESS

During regular business hours, Columbia buildings are open to the college community, guests, and persons with legitimate college business. The hours of operation for the campus vary based on the building location and the academic school year. During non-business hours, access to campus facilities is strictly prohibited. Requests for extended building hours are subject to approval by Facilities and Operations and the scheduling of a security officer. For more detailed information regarding building hours, please visit **students.colum.edu/space**.

The security officer assigned to a campus building assists with monitoring public access into the building. Each faculty, staff, and student is issued a Columbia photo identification card (ID). This card may be used for vending, building access for identification purposes, and is required to be in their possession at all times while on campus. Employees and students who have lost their Columbia ID may check with Campus Safety and Security or purchase a replacement at the Campus Card Office located in the 600 S. Michigan Ave. building.

All contractors and vendors are required to present an official government ID and register at Campus Safety and Security and/or the security station of a campus building prior to entry. Persons who violate the access policy or directives of a security officer may be subject to disciplinary procedures or arrest for criminal trespass.

SECURITY CONSIDERATIONS USED IN THE MAINTENANCE OF CAMPUS FACILITIES

Consideration is given to security in maintenance of campus facilities for example: both Campus Security and Facilities personnel monitor and inspect the campus for any lighting outages or inoperable emergency telephones. Community members may also report security maintenance concerns by **submitting a 360 request** and sending an email to: **securitycommand@colum.edu**.

CHICAGO RESIDENTIAL FACILITY ACCESS

Access to student residential facilities is restricted to residents, their approved guests, and authorized persons. Access is monitored by personnel assigned to the front desk and regulated by IDs. Policies and procedures pertaining to guest privileges are governed by individual student housing facility management and may include the relinquishing of a guest's official state identification for registration purposes. Residents are cautioned against permitting strangers access to student residential facilities and are encouraged to maintain a community watch for suspicious activity or behavior. Individual apartments are secured with locks.

LOS ANGELES ACADEMIC AND ADMINISTRATIVE BUILDING ACCESS

LA academic and administrative offices are located at Sunset Las Palmas Studios. Sunset Las Palmas Studios posts a security officer at the studio lot entrances and access is restricted. A security officer is also posted at the Sunset Las Palmas Studios parking lot.

LOS ANGELES RESIDENTIAL FACILITY ACCESS

Park La Brea contracts with a private security force that provides roving courtesy patrol across the 160-acre apartment complex. Security officers are assigned to entry points on the Park La Brea grounds to enforce parking restrictions. Individual Park La Brea apartments are secured with locks.

REPORTING AND RESPONDING TO CRIMINAL ACTIONS OR OTHER EMERGENCIES OCCURRING ON CAMPUS

ACCURATE AND PROMPT REPORTING

Columbia encourages accurate and prompt reporting from students, faculty, and staff, including when the victim elects to, or is unable to, make such a report. By promptly reporting crimes it increases the likelihood that a positive outcome can be had.

For purposes of supporting timely warnings and statistical disclosures, Columbia community and guests are strongly encouraged to provide accurate and timely reports of all emergencies ,criminal incidents, or campus safety security concerns to Campus Security. Reports of criminal offenses may also be made directly to the local police department.

Emergency Call Boxes, located throughout each Chicago building, provide direct access to Campus Security. If appropriate, security personnel will be dispatched to your location to address your concern. Please familiarize yourself with the location of these devices across the campus.

Campus Security may respond and assist police, fire, or emergency medical services to mitigate, investigate, and document any Chicago campus emergency situation.

In addition, within the college community, criminal offenses may be reported to all security personnel and campus security authorities (CSAs) listed below. To find CSA contact information, please visit the online campus directory at **directory.colum.edu**.

CSA Policy

It is the goal and policy of the Office of the Campus Safety and Security to maintain real- time situational awareness of crime and public safety conditions within and around the campus.

The Office of Campus Safety and Security, in compliance with the Jeanne Clery Campus Safety Act, identifies positions within the College based upon function to whom crimes may be reported. These representatives, referred to as Campus Security Authorities (CSAs) have been identified based on significant responsibility for students and campus activities and are in addition to Security officers and personnel.

CSA POSITIONS

A. Assistant Provost for Global Education

B. Associate Dean of Student Life and Engagement

C. Associate Director of Housing and Residential Experience

D. Associate Director Semester in LA

E. Associate Vice President of Human Resources

F. Dean of Students

G. Director of Employee Relations

H. Director of Equity Issues/Title IX

I. Director of Housing and Residential Experience

J. Director of International Student Scholar Services

K. Director of Student Diversity and Inclusion

L. Director of Student Engagement and Leadership

M. Resident Advisors

N. Student Residential Properties Security Staff

O. Title IX Investigator

REPORTING RESPONSIBLITIES AND PROCEDURES

Campus Security Authorities shall report criminal allegations and public safety issues to the Office of Campus Safety and Security.

An immediate notification shall be made to the Security Command Center for the following incidents:

- Criminal Incidents
- Deaths
- Environmental / Public Health Hazards
- Missing / Found Persons
- Police, Fire or Paramedic Responses
- Power Outages

Security Response

Security personnel may be dispatched to investigate the above incidents and will prepare the appropriate Incident Report and make the appropriate notifications.

Crime victims will also be informed of the option to report criminal incidents to the local police department for their response and investigation.

CSA Training

Campus Security Authorities shall complete CSA training through the Office of Campus Safety and Security.

CONFIDENTIALITY

Confidentiality of Crime Reporting

CSA reports are used by the institution to compile statistics of Clery Act reporting and to help determine if there is a serious or continuing threat to the safety of the campus community that would require an alert (i.e. timely warning or emergency notification). However, those responsibilities can usually be met without disclosing personally identifying information. a CSA report does not need to automatically result in the initiation of a police or disciplinary investigation if the victim does not want to pursue this action.

Institutions must protect a victim's confidentiality while also recognizing that, in some cases, an institution may need to disclose some information about a victim to a third party to provide necessary accommodations or protective measures.

Confidential Reporting by Crime Victims

A student who is a victim of a crime and does not want to pursue action within the college or the criminal justice system may consider making a confidential report to a professional counselor (a professional counselor is a person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of the counselor's license or certification) in the Center for Student Wellbeing office.

Information shared by students in a counseling session through the Center for Student Wellbeing office is confidential and is not disclosed without the individual’s written permission, except when in the judgment of the counselor, such disclosure is necessary to protect the student or others from serious harm or when such disclosure is required by law. Professional counselors, when acting as such, are not required to report crimes for inclusion in the annual disclosure of crime statistics. However, the college encourages its counselors, when they deem it appropriate, to inform the persons they are counseling of procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

Unless the crime has been previously reported to security personnel or another office on campus, crimes confidentially reported to the Center for Student Wellbeing office are not included in the Annual Security and Fire Safety Report. With the student’s permission, a detailed report will be filed

without revealing the identity of the reporting party. With such information, the college can keep an accurate record of the number of incidents involving students, determine the pattern of crime with regard to a particular location, assailant, and other critical information, and also alert the campus of potential danger. All reports filed in this manner are counted and disclosed in the Annual Security and Fire Safety Report. Students seeking more information may contact The Center for Student Wellbeing at wellbeing@colum.edu or 312-369-7861, or visit the Advising Center at 33 East Ida B. Wells.

In the instance of reporting domestic violence, dating violence, sexual assault and stalking, reporting parties may consider more specific reporting options as set forth in the Anti Discrimination and Harassment Policy.

Title IX Notification of Rights and Options

Concerning Behavior Reporting

Columbia promotes a caring, supportive community. We request the involvement of our stakeholders to assist in identifying and reporting distressed individuals who may be in need of support services. In life-threatening emergencies, contact the local authorities by dialing 911, followed by a call to the Security Command Center at 312-369-1111. Security may be dispatched to the location to assist law enforcement or emergency responders. Individuals exhibiting disturbing and/or potentially violent behavior that do not pose an imminent threat to the safety, health, or security of the campus community should be reported to any of the following offices:

- Campus Safety and Security: 312-369-3220
- Dean of Students/Student Support Services: 312-369-8595
- Human Resources: 312-369-8215

Additional resources for students and employees may be found at:

Students
Center for Student Wellbeing:
623 S. Wabash Ave, Room 303, 312-369-8700

Employees
Human Resources: 800-433-7916
Employee Assistance Program: 800-807-7535

On-line Reporting Concerning/Threatening Behavior

Whistleblower Hotline

Columbia expects that its employees and students will act ethically, with integrity, and will abide by all college policies and rules. While the college encourages individuals to report inappropriate conduct through standard lines of communication, there are times when reporting to an immediate supervisor (for staff) or to a faculty member or administrator (for students) may be inappropriate or uncomfortable. Accordingly, employees, students, and third parties who suspect any violation of college policies or applicable federal, state, or local laws and regulations ("Misconduct") may instead make an anonymous report with the independent firm EthicsPoint online or to the Whistleblower telephone hotline. The Whistleblower Hotline is available around-the-clock, seven days a week.

How to Report

Online: An individual may make an online report by completing and submitting the form available at **colum.ethicspoint.com**. By Phone: Dial toll-free within the United States, Guam, Puerto Rico, and Canada: 844-406-8158 to speak with a live operator.

Retaliation Prohibited

It is a violation of this policy to retaliate in any way against an individual who has reported Misconduct or otherwise assisted in an investigation under this policy. The college will promptly investigate

any claim of retaliation. Retaliation is grounds for disciplinary action, up to and including termination or expulsion.

More Information About the Policy
https://about.colum.edu/whistleblower

Campus Safety Concerns

The cooperation and involvement of faculty, staff, and students are necessary to maintain an effective security program.

The college community is asked to assist with the reporting of any hazardous situation. Hazards such as missing fire extinguishers, obstructed emergency exits, multiple or frayed electrical extension cords, candles, open flame devices, or improperly contained hazardous materials may be reported to the Security Command Center. A follow-up investigation will be conducted by Campus Safety and Security and/or Facilities and Operations.

360 Requests

EMERGENCY NOTIFICATION AND TIMELY WARNINGS: ALERTING THE COLLEGE COMMUNITY

Emergency Notification Policy and Procedures

Upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of the college community, Columbia will immediately take into account the safety of the community, determine the content of the notification, and initiate the notification system—unless issuing a notification, in the professional judgment of responsible authorities, will compromise efforts to assist a victim, contain, respond to, or otherwise mitigate the emergency.

The following represents the emergency notification procedure:

- Confirmation of an incident that threatens the health or safety of the college community is conducted by the Office of Campus Safety and Security and/or other incident commander.
- Activation of the emergency notification systems is authorized by the associate vice president of Campus Safety and Security, or designated staff Associate Dean of LA Programs, Chief of Staff, or the President of the college.
- A message alerting the college community of the threat is drafted by authorities in Campus Safety and Security and/or Strategic Communications and External Relations.
- Activation of the emergency notification systems is initiated by the associate vice president of Campus Safety and Security, assistant vice president of Strategic Communications and External Relations or their designated staff.
- Notification to neighboring institutions, local businesses, and/or the media will be conducted by the associate vice president of Campus Safety and Security and/or assistant vice president of Strategic Communications and External Relations, or their designated staff.

Immediate notification of a threat to the health and/or safety of college members may be distributed to either a segment of the population or the entire campus community, depending on the scope of the threat. The methods of notification may include activation of mass notification systems and/or the college website's homepage. Updates to any emergency situation on campus may be found on our website **colum.edu** or by calling the college at 312-369-6969.

Timely Warnings

If a situation arises which constitutes an ongoing serious or continuing threat, Campus Safety and Security will use their judgement to determine if a campus-wide timely warning (crime advisory) will be issued. The decision to issue a timely warning will be decided on a case-by-case basis in light of all the facts surrounding a crime, including factors such as:

- The nature of the crime that triggered the warning
- The continuing danger to the campus community
- The possible risk of compromising law enforcement efforts.

A timely warning may be issued for a Clery Act crime that occurs on Columbia campus Clery defined geography that is reported to campus security authorities or the local police department. Additionally, a timely warning may be issued when Campus Safety and Security is aware of a crime report that is considered by the office to represent a serious or continuing threat to students and/or employees.

The responsibility for issuing the timely warning rests with the AVP. In the AVP's absence, the responsibility cascades to the: (1) investigative services director; (2) operations manager; then the (3) emergency management director.

Crimes occurring on Columbia's Clery defined geography include those on campus property, on public property within or immediately adjacent to campus property, and in or on non-campus buildings or property that Columbia owns or controls. The crimes are defined by the U.S. Department of Education using the Federal Bureau of Investigation's Uniform Crime Reporting (UCR)/ National Incident Based Reporting System (NIBRS) crime classifications.

The content and amount of information included in the timely warning will vary based upon the nature of the threat, the amount of information available to Campus Safety and Security, and the risk of compromising law enforcement efforts. The timely warning will usually include information that:

- Identifies or describes the crime that occurred
- Identifies the date, time, and location of the crime
- Includes precautionary measures

The timely warning shall be: (1) drafted by the Associate Vice President (AVP) or other senior command member, (2) disseminated to the college community including students, faculty, and staff via the college email system, and/or (3) posted on the Campus Safety and Security website at **students.colum.edu/safety**.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

Emergency Response and Preparedness

Recognizing the importance of emergency preparedness, Columbia College Chicago has created a written document, "The Emergency Operations and Management Plan," outlining the college's response and recovery to any emergency or crisis that "threatens the college populations, programs, properties, reputation, and viability." Training on the plan is conducted on an annual basis for the Emergency Policy Group and may include table-top exercises, along with tests of the emergency notification systems. Business continuity planning may be conducted by individual departments. Chicago campus buildings are equipped with life safety equipment, including AEDs, fire and intrusion alarms, and emergency call boxes. The Emergency Call Box is a two-way communication system located throughout Chicago campus buildings that connects directly to Security. In addition, the

college utilizes an emergency mass notification system that delivers email, cell phone, and/or text messages pertaining to information and responses critical to incidents occurring on campus. Detailed instructions on updating contact information can be found at:

Update Alert Preferences

Emergency Evacuation Procedures

As a matter of public safety, the college elicits the support of volunteer staff trained as Floor Wardens in fire safety, emergency evacuation procedures, and security awareness. Fire drills are conducted in student housing facilities and are recorded for assessment purposes.

Individuals should become familiar with emergency exits, stairwells, and locations of Emergency Call Boxes in each Chicago building and actively participate in all evacuations. Emergency response procedures and evacuation maps are posted on every floor, identifying the evacuation routes and areas of rescue assistance.

Individuals unable to safely and expeditiously maneuver the stairs or fire escapes due to permanent or temporary disability may need additional response assistance in the event of an emergency evacuation. These persons with specials needs are strongly recommended to prepare for emergencies in advance by familiarizing themselves with the location of emergency evacuations routes.

In the event of a fire or smoke condition, activate the building fire alarm system. Do not attempt to extinguish a fire unless it is impeding your exit. If you hear the fire alarm, always assume a fire exists and leave the building immediately.

In the case of an emergency evacuation:

- Cease all activity and immediately proceed to the nearest exit.
- Check the surface of the door and/or doorknob for heat and the bottom of the door for signs of smoke before opening it and exiting a room. Slowly open the door, keeping the door between you and the corridor. Make a visual observation of the corridor for fire or smoke and proceed to the nearest exit.
- Ensure all doors are closed behind you.
- Follow the direction of the Floor Warden, and leave the building via the safest and nearest available stairway exit.
- If you are an individual requiring assistance, call 911 and advise the first responders of your location.
- Do not use elevators.
- Evacuate away from the building and await direction from first responders and security personnel.

In the event all exits are blocked:

- Notify 911.
- Go to the nearest room and close the door.
- Place cloth under the door to prevent smoke from entering the room.
- Hang a cloth or other object out of the window to signal that the room is occupied.
- Stay as close to the floor as possible when smoke enters a room.
- Use the fire escape as a last resort if other exits are blocked.

For more detailed procedures regarding emergency evacuations and procedures, visit the Campus Safety and Security website at **students.colum.edu/safety**.

POLICIES, PROCEDURES, AND PROGRAMS: DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING

The College's Anti-Discrimination & Harassment Policy and Appendix 4 (Title IX Sexual Harassment Policy and Procedures) form a part of this Annual Security Report and are hereby incorporated by reference. Those policies can be found in their entirety at:

Anti-Discrimination & Harassment Policy

The below is excerpted from pages 1-2 of the Anti-Discrimination & Harassment Policy.

STATEMENT OF POLICY

Columbia is committed to maintaining an environment that respects the dignity of all individuals. Accordingly, Columbia will not tolerate harassment or discrimination based on religion, race, sex, sexual orientation, gender identity or expression, national origin, age, disability, ethnicity, or any other category protected by law by or of its students, faculty, or staff. This conduct may also be illegal under state, local, and federal law. To the extent practicable, Columbia will attempt to protect the Columbia community from harassment and/or discrimination by vendors, consultants, and other third parties who interact with the Columbia community. Columbia is promulgating this policy to reaffirm its opposition to harassment and discrimination and to emphasize that learning opportunities and employment opportunities must not be interfered with by such behavior.

No member of the Columbia community shall engage in discrimination or harassment in any program, activity, or place over which Columbia exercises control. It is expected that every member of our community will take responsibility for refraining from any form of discrimination or harassment, reporting any incident that is made known, cooperating in preventing such behavior, and assisting with corrective measures when, despite Columbia's serious commitment, these acts occur.

Recipients of discrimination or harassment often fear reprisals for reporting such conduct. To address this concern, Columbia will investigate any allegation of retaliation for reporting or assisting in the investigation of a complaint of any form of discrimination or harassment. Columbia will discipline those found to have engaged in retaliation.

The purpose of this policy is to:

- prevent harassment, discrimination, and sexual assault
- prohibit harassment, discrimination, and sexual assault
- encourage good faith complaints if such conduct has occurred
- provide multiple options for addressing and resolving complaints of harassment, discrimination, and sexual assault

Columbia will attempt to take prompt corrective action against any harassment or discrimination by or of its students, faculty, or staff. This policy is designed to encourage persons who believe that they have been harmed by discrimination or harassment to bring the conduct to the attention of appropriate individuals within Columbia so that the College can take prompt corrective action. All managers/ supervisors are directed to implement the procedures outlined in this policy.

All complaints will be taken seriously, and no one reporting harassment or discrimination will suffer retaliation or reprisal by the College. Complaints of harassment and/or discrimination will be treated in confidence to the extent feasible, given the need to conduct a thorough investigation and to take corrective action. If it is determined through an

appropriate and prompt investigation that harassment or discrimination has occurred, effective corrective action will be taken to stop the conduct and to attempt to ensure that it does not reoccur. Depending on the circumstances and the severity of the conduct, corrective action could range from an oral/written warning to dismissal or expulsion.

As used in this Policy, the "Complainant" means an individual who is alleged to be the victim of conduct that could constitute discrimination or harassment. The "Respondent" refers to an individual who has been reported to be the perpetrator of conduct that could constitute discrimination or harassment.

The College also prohibits various forms of retaliation as provided by law. Reports and complaints of Sex Discrimination may be made to the College's Title IX Coordinator, whose contact information is specified below.

Chaselyn Lewis
Interim Title IX Coordinator and Director of Equity Issues
623 S. Wabash Ave., Suite 303
312-369-6344
chlewis@colum.edu

REAUTHORIZATION OF VIOLENCE AGAINST WOMEN ACT OF 2013

In accordance with the Reauthorization of Violence Against Women Act of 2013 (VAWA), Columbia College Chicago prohibits incidents of domestic violence, dating violence, sexual assault, and stalking.

VAWA CRIME DEFINITIONS

For purposes of the Annual Security and Fire Safety Report, definitions and provisions from the U.S. Department of Education, Illinois Compiled Statutes and California Penal Code are provided in the appendices to assist complainants/survivors of violence to navigate proceedings.

DEFINITIONS

"Dating Violence" is violence committed by a person –

- Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- Where the existence of such a relationship will be determined based on a consideration of the following factors:
  - o The length of the relationship;
  - o The type of relationship; and
  - o The frequency of interaction between the persons involved in the relationship.

"Domestic Violence" is felony or misdemeanor crimes of violence committed by a person who:

- Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the State of Illinois, or a person similarly situated to a spouse of the victim;
- Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
- Shares a child in common with the victim; or
- Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the State of Illinois.

"Sexual Assault" consists of one or more of the following:

- 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, or by a sex-related object. This definition also includes instances in which the victim is incapable of giving consent because of temporary or permanent mental or physical incapacity (include due to the influence of

drugs or alcohol) or because of age. Physical resistance is not required on the part of the victim to demonstrate lack of consent.

- Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is unable to give consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
- Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Illinois law.
- Sexual intercourse with a person who is under the statutory age of Consent as defined by Ilinois law.

"Stalking" is engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- Fear for their safety or the safety of others; or
- Suffer substantial emotional distress.

EDUCATIONAL PROGRAMS AND CAMPAIGNS

Columbia provides a variety of educational programing, including prevention and awareness programs on Title IX Sexual Harassment, and other types of sexual and relational violence. This programming includes prevention and awareness programs on the Anti- Discrimination & Harassment Policy, including Appendix A.

Throughout the academic year, Columbia has pursued different strategies to further educate the college community on the topic of sexual misconduct in higher education, particularly student-on-student sexual violence. Students have designed, organized, and participated in a broad range of educational programming aimed to highlight the college's misconduct policies, to explain how students can safely intervene if they witness discriminatory behavior, and to prevent future misconduct.

The College recognizes that individuals who feel they have been victims of Sex Discrimination may require time and support in considering whether or how to participate in any College or law enforcement process. There are confidential resources on campus and in the community available to any individual who needs support or assistance.

All College Employees, who are not designated as Confidential Employees or Confidential Advisors, are required to promptly report potential Sex Harassment and Discrimination to the Title IX Coordinator.

HOUSING AND RESIDENTIAL EXPERIENCE RESIDENT ASSISTANT (RA)TRAINING

Prior to students moving in to the residence halls, RAs are educated about dating and domestic violence, stalking, and sexual assault on college campuses (e.g., acquaintance rape, the influence of alcohol, and drugs in such offenses). RAs are also trained in how to assist the residents they oversee in reporting these crimes to the police and on-campus authorities.

RESIDENTIAL STUDENTS

Prior to the first week of classes, floor meetings are held with residents and Housing and Residential Experience staff to discuss community living and safety on campus. Expectations regarding student behavior are discussed, along with building and HRE policies.

2025 SEXUAL ASSAULT AWARENESS EDUCATION AND OUTREACH

CoFilm Screening Series:
OEI hosted a film screening series focused on domestic violence and sexual assault, to create a space for education and reflection through storytelling. Each screening involved guided discussions on common tactics used by abusers and practical strategies for prevention and support. Attendees engaged in meaningful dialogue while enjoying provided snacks and refreshments.

- November 4th, 2025
- December 2nd, 2025

RAISE Meetings:
OEI co-hosted monthly meetings with RAISE (Reporting Assaults and Increasing Student Empowerment). During these times, we collaborated on upcoming events and initiatives aimed at promoting awareness around sexual violence prevention. Members engaged in planning programming, discussed outreach strategies, and explored ways to increase campus-wide education and engagement. The meetings provided a space for student leadership, advocacy, and community-building.

- September 17th, 2025
- October 1st, 2025
- November 5th, 2025
- December 3rd, 2025

Collaborative Event:
"What's the Tea?" was a collaborative event hosted by the Office of Equity Issues (OEI), Center for Student Wellbeing (CSW), and Student Assistance and Community Standards, designed with commuter students in mind. The event offered a relaxed, accessible space for students to connect with campus resources, ask questions, and engage in informal dialogue over a hot cup of tea. By removing traditional event barriers, it fostered meaningful interactions while increasing awareness of support services available across campus.

- What's the Tea? February 17th, 2026

Required Employee Training
All Columbia employees were required to complete annual training on Sexual Harassment Prevention. These online training modules, totaling 79 minutes, include Preventing Harassment and Discrimination, and Preventing Harassment through Bystander Intervention. All college supervisors are required to take additional training totaling 100 minutes.

Office of Equity Issues and Title IX Overview Training
During the 2025-26 Academic Year, OEI conducted training sessions for multiple groups. We presented to the following:

- Title IX Hearing Panelist, Advisor and Decision Maker Team
- New Center for Student Wellbeing Staff
- Engage Team Student Leaders
- Columbia Housing and Residential Experience RA and GA Team
- University Center RA Team

PROCEDURES VICTIMS SHOULD FOLLOW IN THE CASE OF ALLEGED DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, OR STALKING

The College's Anti-Discrimination & Harassment Policy, including Appendix 4 (Title IX Sexual Harassment Policy and Procedures) form a part of this Annual Security Report and are hereby incorporated by reference. Those policies can be be found in their entirety at:
Anti-Discrimination & Harassment Policy

Actions in Response to Violence (Special Advice for individuals Who Have Experienced Sexual Assault, Domestic Violence, Dating Violence, or Stalking) If you believe you are the victim of Sexual Assault, Domestic Violence, Dating Violence, or Stalking, the College recommends the following:

- If the incident has just occurred, get to a safe place as soon as possible.
- Contact law enforcement by calling 911.
- Try to preserve all physical evidence related to the incident – avoid bathing, using the toilet, rinsing one's mouth, or changing clothes to facilitate the efficacy of a forensic examination. If it is necessary, put all clothing that was worn at the time of the incident in a paper bag, not a plastic one.
- Do not launder or discard bedding or otherwise clean the area where the assault occurred – preserve for law enforcement.
- Get medical attention and consider consenting to a forensic examination. Medical forensic examinations are available at no charge. A forensic examination may result in the collection of evidence that will be needed if you decide to make a report to police. Most local hospitals have forensic examination protocols and those that do not can refer you elsewhere. Take a full change of clothing, including shoes, for use after a medical examination.
- Preserve all forms of electronic communication that occurred before, during, or after the assault.
- Contact a trusted person, such as a friend or family member for support.
- Talk with a professional licensed counselor, chaplain, or health care provider who can help explain options, give information, and provide emotional support.
- Make a Report to the Title IX Coordinator.
- Explore potential avenues for investigation and determination under this Policy. It is also important to take steps to preserve evidence in cases of Stalking, to the extent such evidence exists. Such evidence is more likely to be in the form of letters, emails, text messages, electronic images, and social media exchanges, rather than evidence of physical contact and violence. This type of non-physical evidence will also be useful in all types of Sex-Based Harassment investigations. Once a Report of Sexual Assault, Domestic Violence, Dating Violence, or Stalking is made, the victim has several options such as, but not limited to:
- Obtaining Supportive Measures.
- Contacting parents or a relative.
- Seeking legal advice.
- Seeking personal counseling.
- Pursuing criminal or civil legal action against the perpetrator.
- Submitting a Complaint to the Title IX Coordinator.
- Requesting that no further action be taken.

The College's Safety & Security Department can also assist individuals in obtaining a personal protection order ("PPO") through civil courts.

The College's Safety & Security Department's emergency number is (312) 369-1111. For nonemergencies, please contact the Safety & Security Department at (312) 369-3220.

Chicago Campus Area Hospitals Include:

- Northwestern Memorial Hospital
  (Emergency Department)
  251 E. Erie St., 312-926-2000
- Rush University Medical Center
  (Department of Emergency Medicine)
  1653 W. Congress Parkway, 312-947-0100

Los Angeles Campus Area Hospitals Include:

- Cedars Sinai Emergency Department
  8700 Beverly Blvd. Los Angeles, CA 90048
  Los Angeles, CA 90048
  310-423-3277

Receiving treatment from a hospital for medical care after an incident of sexual violence does not obligate an individual to file a report with the college or local police department.

Options to File a Report

The following departments can be contacted to report an incident depending on one's comfort level and confidentiality needs:

- Local Police Department: 911
- Campus Safety and Security: 312-369-1111
  (available 24 hours a day, seven days a week)
- Human Resources (employees): 312-369-8215
- Dean of Students Office: 312-369-8595

A victim of any criminal act including domestic violence, dating violence, stalking, or sexual assault has the option to pursue a criminal complaint with the local police department, by calling 911. Notification to local law enforcement about a violent crime may ensure eligibility for support services and medical reimbursement per the Illinois Crime Victim's Compensation Law, if reported within 72 hours and one fully cooperates with law enforcement. The college encourages, but not requires, witnesses and victims who report to the college to also notify local law enforcement. Campus Safety and Security will assist a victim with notification to police if requested and will also respect a victim's right to decline reporting.

ON-CAMPUS OPTIONS FOR REPORTING SEXUAL HARASSMENT OVERVIEW

The College encourages Complainants to report Sexual Harassment to individuals who can provide the desired level of support and assistance. Different Columbia employees have different rights and obligations regarding information sharing. An individual may elect to disclose Sexual Harassment to an employee in one or more of the below groups. Please note that, of the below on-campus resources, only the Office of Safety & Security can provide around-the-clock assistance.

(1) Responsible Employees: A Responsible Employee is a College employee who has the duty to report incidents of Sexual Harassment to the Coordinator. Responsible Employees are required to report all the details of alleged Sexual Harassment (including the identities of the Complainant, Respondent, and any witnesses, if known, and pertinent facts such as date, time, and location) to the Coordinator.

Responsible Employees include:

- The Coordinator;
- The Investigator;

- Employees with "Dean", "Associate Dean," "Assistant Dean," "Chair," "Associate Chair," "Director," "Coordinator," "Provost," "Associate Provost," "Assistant Provost," "Chief of Staff," "Vice President," "Assistant Vice President," "Associate Vice President," or "President" in their titles;
- All part-time and full-time faculty members;
- Resident Advisors ("RAs");
- All employees in the Office of Human Resources and the Office of the Vice President of Student Affairs (including the Dean of Students' Office and the Residence Life staff), excluding those employees who are Confidential Resources.
- All employees in the Office of Safety & Security (including its independent contractor security personnel).

For emergencies, individuals should call the 24-hour emergency command center at (312) 369-1111. The non-emergency command center phone number is (312) 369-3220.

Except as provided otherwise in this Policy or legally required, the College shall not share information reported to a Responsible Employee with individuals other than College officials with relevant responsibilities under this Policy. For example, when permissible under the law, a Responsible Employee shall not share information with law enforcement without the Complainant's consent or unless the Complainant has also reported the incident to such body.

To the extent feasible, before a Complainant reveals any information to a Responsible Employee, the Responsible Employee shall endeavor to ensure that the Complainant understands the Responsible Employee's reporting obligations, and that – after receiving a report from the Responsible Employee – the Coordinator will contact the Complainant to offer Supportive Measures and to take other steps as required by Section XIII. A Responsible Employee shall neither encourage the Complainant to continue disclosing an alleged incident, if the Complainant is not ready to do so, nor pressure the Complainant to request assistance from a different resource. If the Complainant communicates before disclosing the details of an incident that the Complainant does not want the Responsible Employee to notify the Coordinator, the Responsible Employee shall then direct the Complainant to a Confidential Resource.

(2) Confidential Resources: Complainants who desire strictly confidential support and assistance, to the extent permitted by law, may contact a Confidential Resource. Under some circumstances, these employees are required to maintain near complete confidentiality. Confidential Resources are not required to disclose alleged incidents to the Coordinator.

Under certain circumstances, the law and applicable professional codes require the below-listed individuals and resources to keep the details of Sexual Harassment in a confidential manner and to refrain from disclosing such information to any third parties without the Complainant's consent. Complainants should be aware, however, that local, state, and/or federal law may require these employees to disclose an incident where there is an imminent risk of self-harm, or the Complainant poses a danger to another party.

Confidential Resources can assist the Complainant in receiving additional support (on or off-campus), such as advocacy services, academic assistance, disability, physical health or mental health services, and changes to living, working, or courses schedules. A Complainant who first speaks with a Confidential Resource may later decide to disclose to a Responsible Employee, file a Formal Complaint, or to report the incident to local law enforcement. If requested, a Confidential Resource shall provide

the Complainant with assistance in speaking with the Coordinator or another Responsible Employee.

For Students
Center for Student Wellbeing at Columbia College Chicago
(Professional Counselors)
623 S. Wabash Ave., Suite 303
312-369-8700
https://students.colum.edu/studentwellbeing

For Students and Employees

Confidential Advisor
Charee Mosby-Holloway
Director
618 S. Michigan Ave., Room 405C
312-369-7994
cmosbyholloway@colum.edu

As required by Illinois' Preventing Sexual Violence in Higher Education Act, the College's Confidential Advisors have completed at least forty (40) hours of training on sexual violence. Each Confidential Advisor shall attend a minimum of six (6) hours of ongoing education training annually on issues related to sexual violence. Each Confidential Advisor shall also receive periodic training on the College's administrative processes, Supportive Measures and accommodations, and complaint resolution procedures. Confidential Advisors may provide confidential services to and have privileged, confidential communications with Complainants in accordance with Section 8-804 of Illinois' Code of Civil Procedure.

The College offers additional health and mental health services through partnered third party online providers, including the Employee Assistance Program/Telus Health (for Employees) and TimelyCare (for Students).

Please note, however, that the professionals from these online partners do not constitute Confidential Employees under this Policy as they are not College Employees. Third-party providers may have additional disclosure obligations and responsibilities

Anonymous Reporting. Individuals may make anonymous reports of Sexual Harassment to the Coordinator by completing and submitting the online form available at **www.ethicspoint.com**. However, depending on the extent of information available about the incident, the College's ability to respond to such reports may be limited.

OFF-CAMPUS SUPPORT SERVICES

The college understands that some individuals may feel more comfortable speaking with an off-campus resource in lieu of, or in addition to, a college employee. The below Chicagoland and Los Angeles area organizations may offer support, assistance, and information to victims, witnesses, and others affected by domestic violence, dating violence, and/or stalking.

Some of these organizations may maintain confidentiality and not share information with the college or others unless the victim requests the disclosure and signs a consent or waiver form. Some of these groups may have reporting or other obligations under local, state, and/or federal law. Contact the resources below for more information regarding offered services and applicable confidentiality policies.

YWCA of Metropolitan Chicago Loop
Women's Services
360 N. Michigan Ave., 8th Floor
Hotline: 888-293-2080
ywcachicago.org

YWCA Metropolitan Chicago Rape Crisis Hotline
(Chicago RAINN affiliate)
888-293-2080 in Chicago Metropolitan Area
https://ywcachicago.org/advancing-healing-safety-and-belonging#rape-crisis-hotline

Resilience (Formally RVA)
444 N. Michigan Ave., Suite 970
Chicago, IL 60601
312-443-9603
http://www.ourresilience.org

Center on Halsted
3656 N. Halsted St.
Chicago, IL 60613
773-472-6469
centeronhalsted.org

Sojourn Shelter
310-264-6644

National Suicide Prevention Hotline
988

The Domestic Violence Helpline
Call 877-TO END DV or 877-863-6338

Sexual Assault Hotline
800-656-4673
hotline.rainn.org/online

LA Domestic Violence Hotline
1000 S. Fremont Ave, Building A-9 East, 5th Floor
Alhambra, CA 91803
800-978-3600
publichealth.lacounty.gov/dvcouncil/

Los Angeles LGBT Center WeHo
323-993-7400

LA County Dept. of Mental Health Health Line
800-854-7771

Rape Treatment Center at UCLA Santa Monica
1250 16th St., Santa Monica, CA 90404
424-259-7208
uclahealth.org/medical-services/rtc

BYSTANDERS

Bystander intervention - Safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barrier to intervening, identifying safe and effective intervention options, and taking action to intervene.

Examples of bystander interventions include the 4 Ds:

- **Direct**
  Use words or actions to stop the situation. This approach is best when you feel safe and able to intervene.
- **Distract**
  If it's not safe to intervene directly, you can try distracting the person or people involved. This technique can be especially useful when people are under the influence of drugs or alcohol.
- **Delegate**
  Ask someone else to help you intervene. You could also call someone or raise the alarm to a relevant authority.
- **Delay**
  If you can't intervene right away, you can wait for the situation to pass and then check in with the victim. You could ask if they're okay and if they want to report what happened.

Witnesses to sexual and relationship violence or harassment, including bystanders, may report the details of the offending behavior to a Responsible Employee so that the college may properly intervene, investigate, and, where necessary, impose interim and/or permanent measures to protect the victim. A potential safe and positive option would be to call Campus Safety and Security or 911 from a safe place. The college understands that witnesses to sexual harassment may need

support resources as well. Accordingly, such witnesses may seek confidential support from a Confidential Resource regarding how to address any effects from observing or otherwise becoming aware of such behavior. Any retaliation against an individual who has reported sexual and relationship violence or harassment is a violation of college policy.

RISK REDUCTION

Risk reduction are options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

Risk Reduction Tips

Recognizing that only rapists are responsible for rape, not victims, the following are some strategies to reduce one's risk of sexual assault or harassment.

- Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- Try to avoid isolated areas. It is more difficult to get help if no one is around.
- Walk with purpose. Even if you don't know where you are going, act like you do.
- Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
- Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
- Make sure your cell phone is with you and charged and that you have cab money.
- Don't allow yourself to be isolated with someone you don't trust or someone you don't know.
- Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
- When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a ad situation.
- Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 9-1-1 in most areas of the U.S.).
- Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, get a new one.
- Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself.
- At parties, don't drink from the punch bowls or other large, common open containers.
- Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get them to a safe place immediately.
- If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 9-1-1 in most areas of the U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).

PROCEDURES THE COLLEGE WILL FOLLOW IN THE CASE OF ALLEGED DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, OR STALKING

The College's Anti-Discrimination & Harassment Policy, including Appendix 4 (Title IX Sexual Harassment Policy & Procedures) form a part of this Annual Security Report and are hereby incorporated by reference. Those policies can be found in their entirety at:
Anti-Discrimination and Harassment Policy

SUPPORTIVE MEASURES

"Supportive Measures" As soon as practicable but no later than three (3) days after the College obtains Actual Knowledge of Sexual Harassment or allegations of Sexual Harassment, the Coordinator shall contact the Complainant to: (1) discuss the availability of Supportive Measures (as defined in this section), (2) consider the Complainant's wishes with respect to such measures, (3) inform the Complainant of the availability of Supportive Measures with or without the filing of a Formal Complaint, and (4) explain to the Complainant the process for filing a Formal Complaint. The Coordinator shall offer Supportive Measures to the Complainant after engaging in an interactive, meaningful dialogue with the Complainant. The Coordinator shall also offer Supportive Measures to the Respondent through an interactive, meaningful dialogue prior to the Respondent's receipt of notice of a Formal Complaint, if the Respondent requests such measures.

"Supportive Measures" means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. Such measures are designed to restore or preserve equal access to the College Education Program Or Activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the College's educational environment, or to deter Sexual Harassment.

Supportive Measures may include, but are not limited to:

- Referral to counseling services,
- Course-related adjustments (such as extensions of deadlines, changes in course schedules, tutoring, or alternative course completion options) with the consultation of appropriate faculty members;
- Extracurricular accommodations;
- Modifications of work or class schedules;
- Assisting with the party's transportation to and from classes or work (to the extent practicable on Columbia's campus);
- Mutual, temporary restrictions on contact between the parties (such as a no-contact order) and honoring an order of protection or no-contact order entered by a state, civil, or criminal court;
- Temporary changes in work, dining, or housing arrangements (if a party is a student and lives in Residence Life); and
- Leaves of absence (consistent with applicable law and College policies and agreements).

A carefully crafted no-contact order restricting the actions of only one party could qualify as a Supportive Measure under certain circumstances. For example, if the College issues a one-way no-contact order to help enforce a restraining order, preliminary injunction, or other order of protection issued by a court, or if a one- way no-contact order does not unreasonably burden the other party, then a one-way no-contact order may be appropriate.

The College must maintain as confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the College to provide the Supportive Measures (e.g., where a Complainant requires a mutual no-contact order). The Coordinator is responsible

for coordinating the effective implementation of Supportive Measures. The Coordinator shall periodically access the efficacy of administered Supportive Measures and provide modifications as needed.

The Coordinator may, in the Coordinator's discretion, maintain or terminate implemented Supportive Measures after a determination in the Grievance Procedures that the Respondent is not responsible for the alleged Sexual Harassment or after the dismissal of a Formal Complaint filed by the Complainant or signed by the Coordinator.

In addition to party-specific Supportive Measures, the College may consider broad remedial action to protect the community, including but not limited to: increased security and monitoring of certain areas of the campus, increasing education and prevention efforts, conducting climate assessments, and revising its policies and practices.

SUMMARY OF THE GRIEVANCE PROCEDURES FOR TITLE IX COMPLAINTS

The following sections provide a summary of the Grievance Procedures for the Title IX Sexual Harassment Policy and procedures. This summary is intended to provide an overview of the process. For detailed information, viewers should refer to the Title IX Sexual Harassment Policy and Procedures attached as an amendment to this report, or at **https://students.colum.edu/title-ix**.

Filing a Formal Complaint

The Complainant may initiate these Grievance Procedures by filing a Formal Complaint. A "Formal Complaint" means a document filed by a Complainant or signed by the Coordinator alleging Sexual Harassment against a Respondent and requesting that the College investigate the allegation of Sexual Harassment. Where possible, the Formal Complaint should include the following: the name of the Respondent (if known); a chronology of the relevant events, detailing dates, places, and times; a description of the alleged Sexual Harassment; and the names of any witnesses to the alleged Sexual Harassment or persons with knowledge of the Sexual Harassment; however, such information is not required. A Formal Complaint may be filed with the Coordinator in person, by mail, or by electronic mail, by using the contact information listed for the Coordinator in section IV.

Notice of Formal Complaint

As soon as practicable, but no later than three (3) days after signing a Formal Complaint or receipt of a Formal Complaint filed by the Complainant, the Coordinator shall provide the following written notice to the parties who are known: (a) notice of these Grievance Procedures and the Informal Resolution Process, and (b) notice of the allegations potentially constituting Sexual Harassment as defined in this Policy, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting Sexual Harassment under this Policy, and the date and location of the alleged incident, if known.

Initial Review of Formal Complaint: Mandatory and Discretionary Dismissal

Within seven (7) days after receipt of a Formal Complaint filed by the Complainant, the Coordinator shall review the allegations in the Formal Complaint, and – by written notice to each party – either: (a) determine that the Formal Complaint is subject to resolution through these Grievance Procedures, and assign the matter to an Investigator, providing the Investigator's name and title, or (b) dismiss the Formal Complaint as provided below.

Mandatory Dismissal: if the conduct alleged in the Formal Complaint: (i) would not constitute Sexual Harassment even if proved, (ii) did not occur in a

College Education Program Or Activity, or (iii) did not occur against a person in the United States, then the College must dismiss the Formal Complaint with regard to that conduct for purposes of Sexual Harassment under this Policy (which was drafted to comply with Title IX); such a dismissal does not preclude action under other sections of the Discrimination Policy, the Student Code of Conduct, the Statement of Policy on Academic Freedom, Faculty Status, Tenure, and Due Process, an applicable collective bargaining agreement, or any other Columbia policy or agreement.

Discretionary Dismissal: The Coordinator may – in the Coordinator's discretion – dismiss the Formal Complaint or any allegations therein, if at any time during the investigation or Hearing: (i) a Complainant notifies the Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein; (ii) the Respondent is no longer enrolled or employed by the College; or (iii) specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.

Notice of Dismissal: Upon a dismissal required or permitted pursuant to this section, the Coordinator shall promptly send written notice of the dismissal and reason(s) therefor simultaneously to the parties.

Appeal of Dismissal: Either party may appeal a dismissal upon the conditions established in Section XV(I).

Fact Gathering

The Investigator shall undertake a thorough search for relevant facts and evidence pertaining to the Formal Complaint while operating under the constraints of conducting and concluding the investigation under the designated time frames established in these Grievance Procedures. The Investigator shall meet with the parties, identify, and interview witnesses, and visit relevant locations. As soon as practicable after beginning an investigation, the Investigator shall meet with each party individually to schedule a timeframe for submitting relevant evidence and identifying witnesses. Submission deadlines and other restrictions on the presentation of evidence shall apply equally to both parties. During the fact gathering stage, the Investigator shall provide the Complainant and Respondent with periodic updates of the status of the investigation. Both parties shall have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including the evidence upon which the College does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation.

The Investigator shall send to each party and the party's Advisor, if any, the evidence subject to inspection and review in an electronic format, within twenty (20) days of the Investigator's assignment to this matter by the Coordinator, provided such timeframe may be extended for seven (7) day intervals with written notice explaining the reason for the extension to the parties. The means of electronic submission to the parties shall prohibit copying, saving, or further dissemination of the evidence. Neither party shall disseminate, copy, photograph or otherwise use this evidence for any purpose unrelated to these Grievance Procedures. The parties shall then have ten (10) days to submit a written response (which may include any corrections to the evidence, notification of missing evidence, or additional context), which the Investigator shall consider prior to completion of the Investigative Report. Each party shall receive a copy of the other party's written response, and five (5) days to submit a reply, which may include additional evidence.

For the parties' convenience, the College shall provide hard copies of any such evidence subject to inspection and review under this section for use during any resulting Hearing. The Investigator shall have ten (10) days from receipt of the party's timely responses to generate an Investigative report or, alternatively, extend the investigation for seven (7) day intervals upon written notice to the parties with an explanation of the reason for the extension.

The Investigative Report

The Investigator shall create an Investigative Report that fairly summarizes relevant evidence and, at least ten (10) days prior to any Hearing, send to each party and the party's advisor, if any, the Investigative Report in an electronic format, for their review and written response.

Hearing

The Coordinator shall arrange for a live Hearing to determine whether the Respondent is responsible for the alleged Sexual Harassment. Within five (5) days after submission of the Investigative Report to the parties, the Coordinator shall submit written notice to the parties providing: the composition of the assigned Hearing Panel; the location, date, and time for a Pre- hearing Conference; a statement that the parties must submit any written response to the Investigative Report no later than twenty-four (24) hours before the Pre-hearing Conference; the location, date, and time for the Hearing; and a copy of the College's Hearing procedures.

Evidentiary Standard and Determination

Within ten (10) days of the Hearing, the Hearing Panel shall objectively examine all relevant evidence received through the course of the investigation and Hearing (including both inculpatory and exculpatory evidence), determine whether it is more likely than not that the Respondent engaged in the Sexual Harassment alleged (a "preponderance of the evidence" standard), and support a written report of its determination to the Coordinator. The preponderance of the evidence standard shall apply to all Formal Complaints of Sexual Harassment, regardless of whether the Respondent is a student, faculty member, or staff member. Credibility determinations shall not be based on a person's status as a Complainant, Respondent, or witness. Evidence of a prior consensual dating or sexual relationship between the parties by itself does not imply consent or preclude a finding of Sexual Harassment.

Disciplinary Sanctions and Remedies

If the Hearing Panel finds a violation of this Policy, the Coordinator shall forward the aforementioned Hearing Panel report to the Dean of Students, the Associate Vice President for Human Resources, and/or the Provost for a determination of the appropriate remedies for the Complainant and disciplinary sanctions for the Respondent. Such decisions shall be made as follows: by the Dean of Students for student parties, by the Associate Vice President for Human Resources for staff parties, and by the Provost (in consultation with the Associate Vice President for Human Resources) for faculty parties. The remedies shall be designed to restore or preserve equal access to the affected College Education Program Or Activity. Remedies need not be non-disciplinary or non-punitive and need not avoid burdening the Respondent. Remedies include (without limitation):

- Making permanent relevant individualized services that were administered previously as Supportive Measures;
- Providing comprehensive, holistic victim services including on-campus health center, on- campus counseling, and academic support services, such as tutoring;

- Arranging for the Complainant to have extra time to complete or re-take a class or withdraw from a class without an academic or financial penalty;
- Reviewing any past disciplinary action against the Complainant to evaluate whether there was a causal connection between the Respondent's Sexual Harassment and the misconduct that resulted in the College disciplining the Complainant; and
- The Provision of additional education and/or support services for the entire Community.

Disciplinary sanctions for the Respondent include: mandatory apologies, verbal reprimands, written warnings, behavioral contracts, loss of privileges, required College service or participation, restitution, learning activities, permanent change of residence, probation, termination, restricted access, suspension, and expulsion.

When determining disciplinary sanctions and remedies, the Dean of Students, the Associate Vice President for Human Resources, or the Provost, as applicable, may consider aggravating and mitigating factors, including but not limited to: (1) whether the Respondent has engaged in sexual discrimination in the past, (2) the nature of such past violations, if any, (3) the extent to which the Sexual Harassment at issue here was premeditated, (4) the impact of the behavior on the Complainant and/or the Columbia community, (5) whether the Respondent is apologetic or has otherwise accepted responsibility, (6) deterrence considerations, (7) the probability that the Respondent will violate the Policy again, and (8) the Respondent's involvement in the Columbia community.

Appeals

Either party may send a written appeal to the Coordinator within ten (10) days of receiving formal notice of: a dismissal of a Formal Complaint (or any allegations therein) under Section XV(C)(3) or, the Hearing Panel's decision. To constitute a valid appeal, the appeal must assert at least one of the four following grounds: (a) there was a procedural irregularity that affected the outcome of the matter; (b) there is new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; (c) the Title IX Coordinator, Investigator, or Hearing Panel had a conflict of interest or bias for or against complainants or respondents generally or the individual Complainant or Respondent that affected the outcome of the matter; and (d) the disciplinary sanctions are disproportionate to the Sexual Harassment. A party shall submit a clear and detailed explanation of the basis for the appeal with any available documentation. The appeal must be limited to the scope of the Formal Complaint.

If the Coordinator determines that the appeal is valid, the Coordinator shall serve the non-appealing party with a copy and – with notice to both parties – assign the appeal to an Appeals Officer. The opposing party may issue a formal response within ten (10) days of receiving a copy of the appeal. Upon the expiration of this ten (10) day window or receipt of the non-appealing party's response, the Appeals Officer shall have ten (10) days to conclude review of the findings or sanctions, as appropriate. The Appeals Officer shall then issue a final decision to the parties – either upholding the Hearing Panel's determination, and disciplinary sanctions, or imposing a revision to such orders – within seven (7) days of the conclusion of that review process. The Appeals Officer may implement a procedural remedy, including but not limited to remanding for a new hearing. The Appeals Officer, in the Appeals Officer's sole discretion, may provide both parties with an opportunity to speak to the merits of the appeal in person, through videoconference, or over the phone. The Appeals Officer shall issue a written decision describing the result of the appeal and the rationale, with simultaneous, written notice to both parties. This decision binds both parties and is not

subject to subsequent appeal under this Policy by either party.

ADVISOR OF CHOICE

Each party may bring one advisor of the party's choice (an "Advisor") to any meeting or hearing conducted pursuant to these Grievance Procedures. The Advisor may be, but is not required, to be an attorney. Except for engaging in cross-examination during a Hearing as detailed in section XV(E)(5), sitting next to and quietly conferring with the party, and requesting a recess, the Advisor shall not participate in any meeting or Hearing; this means that each party must personally respond to any questions posed by the Coordinator, Investigator, Informal Resolution Facilitator, or the Hearing Panel. The Coordinator, in the Coordinator's sole discretion, may remove an Advisor who is not abiding by these rules or is creating a disruption. ame right shall be extended to the other party.

RETALIATION

Neither the College nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this Policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy ("Hearing"). Intimidation, threats, coercion, or discrimination for the purpose of interfering with any right or privilege secured by Title IX or this Policy, constitutes retaliation. The College shall keep confidential the identities of the Complainant, Respondent, and other individuals connected to a report of sex discrimination as required by Section XIII(C). Complaints alleging retaliation may be reported to a Responsible Employee according to the prompt and equitable grievance procedures for sex discrimination established in Sections VII and VIII of the Discrimination Policy. The College retains discretion to consolidate a retaliation complaint with a Formal Complaint of Sexual Harassment for investigation and/or adjudication purposes where the two complaints arise out of the same facts or circumstances.

The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under this section. Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of the Grievance Procedures (as provided in more detail in Section VI below) does not constitute retaliation, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

CONFIDENTIALITY

The College shall keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a Formal Complaint of sexual Harassment, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness, and all other information related to a report of sex discrimination, except as may be permitted by the FERPA statute (20 U.S.C. 1232g) or FERPA regulations, (34 CFR part 99), or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, Hearing, or judicial proceeding arising thereunder. In the event the College discloses such information relating to a report of sexual discrimination to individuals other than the parties involved or those employees with responsibilities under the Policy, the College shall provide the affected party or parties with notice and the reason for such disclosure.

TRAINING

The College will ensure that all Employees, and College officials acting under this Policy, including but not limited to the Title IX Coordinator, investigators, adjudicators, informal resolution facilitators, College provided advisors, and appeals officers receive training in compliance with Title IX and its implementing regulations, the Illinois Preventing Sexual Violence in Higher Education Act, and any other applicable federal, state, or local laws

DEFINITIONS FROM THE TITLE IX SEXUAL HARASSMENT POLICY AND PROCEDURES

"Consent" is clear, unambiguous, and voluntary agreement between participants to engage in specific sexual activity. Consent is active, not passive, and is given by clear actions or words. Consent may not be inferred from silence, passivity, or lack of active resistance alone. A current or previous dating or sexual relationship is not sufficient to constitute Consent, and Consent to one form of sexual activity does not imply Consent to other forms of sexual activity. An individual's decision to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. An individual's manner of dress does not constitute Consent. Consent to engage in sexual activity may be withdrawn by an individual at any time. Being intoxicated or otherwise impaired due to drugs and/or alcohol does not diminish one's responsibility to obtain Consent.

Incapacity: In some situations, the College may determine an individual to be incapable of giving Consent to sexual activity due to the circumstances, the individual's age, or the behavior of another. Such situations may include, but are not limited to: incompetence, impairment from alcohol and/or drugs, fear, unconsciousness, intimidation, Coercion (as defined below), confinement, isolation, or mental or physical impairment. Despite anything to the contrary, where a person is incapable of giving Consent, conduct of a sexual nature is a violation of this Policy (or another section of the Discrimination Policy), provided that the Respondent knew or reasonably should have known of the person's incapacity.

Coercion: "Coercion" is direct or implied threat of force, violence, danger, hardship, or retribution sufficient to persuade a reasonable person of ordinary susceptibility to perform an act which otherwise would not have been performed or submit to an act which one would otherwise not have submitted. Coercion can include unreasonable and sustained pressure for sexual activity. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get Consent from another. A person's words or conduct cannot amount to Coercion for purposes of this Policy unless they wrongfully impair the other's freedom of will and ability to choose whether or not to engage in sexual activity.

PROTECTIVE ORDERS (CA), ORDERS OF PROTECTION (IL)

Any person who obtains a Protective Order or a Stalking No Contact Order from any jurisdiction is encouraged to provide a copy to Campus Safety and Security for the implementation of protective measures for the safety of the victim as well as the college community.

ADVISING THE CAMPUS COMMUNITY ABOUT SEX OFFENDERS

The college complies with the Illinois Sex Offender Registration Act (730 ILCS 150), which requires all sex offenders employed by or attending an institution of higher education to register directly with Campus Safety and Security. In compliance with this Act, any student, faculty, or staff member who is required to register as a sex offender in any state must register in person at the Campus Safety and Security office within three days of the beginning of classes or employment. An

individual committing such offense while enrolled or employed at Columbia must also register in this office within three days of a conviction.

California Penal Code Section 290.46, known as Megan's Law, requires the California Department of Justice to maintain an internet website that posts information about California registered sex offenders.

For a listing of registered sex offenders, please visit:

Chicago: https://www.chicago.gov/city/en/dataset/registered_sex_offenders.html

Los Angeles: meganslaw.ca.gov

MISSING STUDENT POLICY AND DAILY CRIME LOG

MISSING STUDENT POLICY

Columbia encourages students to explore the vibrant campus and the cities of Chicago and Los Angeles. At the same time, the college has an obligation to report a residential student who has been missing for 24 hours to proper authorities. Columbia takes reports of missing students seriously and promptly commences an initial inquiry upon notification of a reported missing student. If a member of the Columbia community has reason to believe that a student who resides in on-campus housing has been missing for 24 hours, he or she should notify Campus Safety and Security at 312-369-3220.

In compliance with the federally mandated Missing Student Notification Policy and Procedures in the Higher Education Opportunity Act, an incident report will be generated, and an investigation will be initiated in cooperation with Student Health and Support Services. Unless circumstances dictate otherwise, Campus Safety and Security will notify the local police department, the missing student's designated guardian, if under the emancipated age of 18, or missing person contact, if provided, or emergency contact person, no later than 24 hours after the report has been generated.

Reports of a missing student may be made to:

- Local Police Department:
  911
- Campus Safety and Security:
  312-369-3220
- Dean of Students/Student Support Services:
  312-369-8595
- Director of Housing and Residential Experience
  312-369-6801
- Associate Dean Semester in LA:
  323-860-5461

Students residing in residential facilities are requested to provide Missing Person & Emergency Contact information for an individual to be contacted by college officials in the event a residential student is reported missing or in the event of an emergency.

Missing Person Contact: In compliance with the Jeanne Clery Campus Safety Act, Columbia is required to collect the name of one individual to whom notification would be provided in the event a student is determined to be missing.

Emergency Contact: In addition to Missing Person Contact Information, Columbia is also required to collect the name of one individual that students wish us to notify in the event of an emergency.

NOTE: Residential students may list the same person for both Missing Person and Emergency Contact. Residential students are encouraged to submit their online form prior to arrival on campus. This contact information is considered confidential and will be available only to authorized campus officials and law enforcement agencies as appropriate. Regardless of age, Columbia will abide by the federal mandate and notify a student's custodial parent or guardian if health and safety are a potential issue.

Questions pertaining to this policy may be referred to the Dean of Students at 312-369-8595 or the Office of Campus Safety and Security at 312-369-3220.

DAILY CRIME LOG

Campus Safety and Security maintains a daily crime log that records all criminal incidents and alleged criminal incidents reported to the office. The crime log data consists of the nature, date, time, and general location of the crime and the disposition of the complaint, if known. The daily crime log is available for review upon request at Campus Safety and Security from Monday through Friday, from 9 a.m. to 5 p.m., excluding holidays. Disclosure may be withheld if release of such information is prohibited by law or such disclosure would jeopardize the confidentiality of the victim. Information may also be temporarily withheld if release of such information would: (a) jeopardize an ongoing criminal investigation or the safety of an individual, (b) cause a suspect to flee or evade detection, or (c) result in the destruction of evidence.

Victims personally identifying information is not included in any publicly available recordkeeping including the Clery Act reporting and disclosures such as the Annual Security Report and the Daily Crime Log.

ANNUAL FIRE SAFETY REPORT– CHICAGO STUDENT HOUSING

The Annual Fire Safety Report discloses information regarding campus fire safety practices, standards, life-safety equipment, and statistics on incidents of fire that occurred in Chicago student residential facilities Columbia owns or with which it has a contractual lease agreement. Park La Brea in Los Angeles is non-campus property and consequently, is not included in the Annual Fire Safety Report

FIRE SAFETY SYSTEMS IN RESIDENTIAL FACILITIES

The following table outlines the life safety and emergency systems in place at each of the Columbia owned or leased student housing properties and the number of monitored evacuation drills conducted during the 2025–2026 calendar years.

Location	Sprinkler System	Smoke/ Heat Detection	Interior Fire Alarm Monitoring	Fire Extinguishing Devices	Mounted Evacuation placards	# of Drills 2025	# of Drills 2024	# of Drills 2023
University Center 525 S. State St.	X	X	Direct Tie	X	X	2	2	2
Dwight Lofts 642 S. Clark St.	X	X	Direct Tie	X	X	1	1	1
The ARC 37 W. Van Buren St.	X	X	Direct Tie	X	X	1	1	1
30 E. Balbo Dr.	X	X	Direct Tie	X	X	1	1	1

2025 STUDENT HOUSING FACILITIES

525 S. State St.–University Center

642 S. Clark St.–Dwight Lofts

37 W. Van Buren St.–ARC

30 E. Balbo Ave.

ANNUAL FIRE SAFETY REPORT–FIRE STATISTICS

2025 INCIDENTS OF FIRE

Location	Total Incidents of Fire	Fire	Cause of Fire	Value of Property Damage	Inquiries Requiring Medical Treatment	Deaths
525 S. State St.	3	3	1. Stone Grill 2. Microwave 3. Microwave	$4,500 $572 $390	0	0
642 S. Clark St.	1	1	Dryer	$1,500	0	0
37 W. Van Buren St.	0	0	N/A	N/A	0	0
30 E. Balbo Drive	0	0	N/A	N/A	0	0

2024 INCIDENTS OF FIRE

Location	Total Incidents of Fire	Fire	Cause of Fire	Value of Property Damage	Inquiries Requiring Medical Treatment	Deaths
525 S. State St.	1	1	Over loaded dryer	$3,000	0	0
642 S. Clark St.	0	0	N/A	N/A	0	0
37 W. Van Buren St.	0	0	N/A	N/A	0	0
30 E. Balbo Drive	0	0	N/A	N/A	0	0

2023 INCIDENTS OF FIRE

Location	Total Incidents of Fire	Fire	Cause of Fire	Value of Property Damage	Inquiries Requiring Medical Treatment	Deaths
525 S. State St.	2	2	Candle Knocked Over, Cigarette in Trash Can	$119,815.98 0	0	0
642 S. Clark St.	0	0	N/A	N/A	0	0
37 W. Van Buren St.	0	0	N/A	N/A	0	0
30 E. Balbo Drive	1	1	Grease Fire	$10,000 - 24,000	0	0
829 S. Wabash Ave.	0	0	N/A	0	0	0

FIRE SAFETY POLICIES AND PROCEDURES

Procedures for Student Housing Evacuation in the Case of a Fire

In The Arc (37 W. Van Buren Street) and 30 E. Balbo Drive, every resident is required to evacuate the building immediately whenever a fire alarm sounds, whether it is a drill or an actual fire. Should an alarm sound in the University Center, 525 S. State Street or the Dwight Lofts, 642 S. Clark Street, students may get instructions to shelter in place or move to another floor from the Chicago Fire Department.

Floor plans indicating the evacuation routes to the internal stairwell(s) and exterior fire escape are posted on each floor. Residents are advised to become familiar with these exits, location area of rescue, and the location of the fire alarm pull stations designed to activate the building alarm system. All student rooms and stairwells are provided with smoke detectors.

Fire alarm pull stations are located throughout the buildings. One threat in a fire is smoke; Therefore, it is important that residents know the following guidelines to respond to a fire in the building:

- Activate the building alarm system by pulling the handle down on the fire alarm pull station. (Activating the system will notify the Chicago Fire Department and residents of the emergency.)
- Check the surface of the door and/or doorknob for heat and the bottom of the door for signs of smoke before opening it and exiting a room.
- Slowly open the door; keep the door between you and the corridor.
- Make a visual observation of the corridor for fire or smoke and proceed to the nearest exit.
- Do not use the elevators.
- Follow exit signs out of the building.
- Stand at least 300 feet away from the building and await direction from Fire Department personnel.

If you are an individual requiring assistance, notify security via the Emergency Call Box in the corridor or call 911 and advise the city dispatcher of your location. If safe to do so, proceed to the area of rescue assistance on the evacuation route map posted on the floor and wait for emergency responders.

In the case of a blocked stairway or exit:

- Using the Emergency Call Box on the floor or a telephone, notify building security that all exits or stairways are blocked and advise them of your location.
- Go to the nearest room and close the door.
- Place a cloth under the door to prevent smoke from entering the room.
- Hang a cloth or other object out of the window to signal that the room is occupied.
- Stay as close to the floor as possible, if smoke enters a room.

After the occurrence, report any fire event to Housing and Residential Experience and Campus Security personnel to ensure appropriate statistical reporting.

RULES ON SMOKING, PORTABLE ELECTRICAL APPLIANCES, AND OPEN FLAMES

All student residential facilities are smoke-free living environments. Students found in violation of smoking in their living space may be charged to sanitize the space. As provided by the City of Chicago Municipal Code Section 7-32-35:

Smoking is prohibited in any portion of the living quarters, including, but not limited to, sleeping rooms, dining areas, restrooms, laundry areas, lobbies, and hallways of a building used in whole or in part as a student dormitory that is owned and operated or otherwise utilized by a public or private institution of higher education.

Electrical appliances with self-contained heating units (irons, corn poppers, coffee makers, microwaves) are permitted.

The following items are PROHIBITED in campus student housing:

- Open flame items including incense, incense burners, candles, and fireworks
- Electrical appliances with open-heating elements
- Metal tip darts
- Fog machines
- Flammable liquids and gases

Residents are advised to avoid the following to prevent accidental fires:

- Plugging too many cords into one outlet
- Using an extension cord that is smaller than the primary cord
- Leaving irons on, or items cooking on a stove, or in the oven unattended
- Unsafe handling and/or improper use, storage, and disposal of solvent rags, and rubbish

Decorations must be nonflammable and must not impede egress to an exit in case of fire or other emergency. Alterations to the premises are prohibited including, but not limited to: installing locks, ceiling fans, or electrical fixtures, voice or data outlets, erecting partitions or attaching anything to ceilings, walls, windows, floors, or exteriors.

Items must not block, mask, or obscure a sprinkler head or smoke/heat detector. Do not hang any items from the sprinklers. Tampering with fire safety equipment is a crime. Any resident found guilty of tampering with fire equipment, including activating a false alarm, will be subject to severe disciplinary and criminal action.

Rooms will be inspected at the beginning of each break and periodically during the year. These inspections are conducted to ensure that maintenance, safety, sanitation, and property control requirements are being followed. Items prohibited by law or Housing and Residential Experience policy may be confiscated, and the residents of the apartment will be subject to disciplinary action. A notice will be posted for all inspections 24 hours in advance, except for those made during breaks or vacations.

Building maintenance problems or repairs should be reported immediately to the resident assistant or to the security officer located in the lobby of the building to avoid any potential safety, security issue, or property damage. Students can also submit maintenance requests to the property manager.

POLICIES REGARDING FIRE SAFETY EDUCATION AND TRAINING PROGRAMS

Residence Halls drills are conducted annually. All residents and guests occupying the building at the time of the drill are required to participate in the evacuation.

Information on fire safety and emergency preparedness is presented during a mandatory attendance floor meeting held in each student housing facility at the beginning of each semester. Other resources can be found on the **ready.gov** website, the Illinois Homeland Security website at **ready.illinois.gov**, and the U.S. Fire Administration's website at **usfa.fema.gov**.

Reviews of the evacuation drills are conducted in all buildings for assessment and training purposes. Disciplinary action will be taken and fines will be implemented for students who fail to cooperate with staff or emergency responders assisting in the course of an alarm and/or evacuating the building.

PLANS FOR FIRE SAFETY IMPROVEMENTS

The college continues to review practices and procedures. We continue to recruit and train personnel to serve on the Emergency Evacuation Teams.

APPENDIX 1: U.S. DEPARTMENT OF EDUCATION CRIME DEFINITIONS

CRIMINAL OFFENSES:

Murder/Non-Negligent Manslaughter
The willful (non-negligent) killing of one human being by another.

Negligent Manslaughter
The killing of another person through gross negligence.

Sexual Assault (Sex Offenses)
Any act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.

- **Rape** is the 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 victim.

- **Fondling** is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

- **Incest** is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

- **Statutory Rape** is sexual intercourse with a person who is under the statutory age of consent.

Robbery
The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Aggravated Assault
An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Burglary
The unlawful entry of a structure to commit a felony or theft.

Motor Vehicle Theft
The theft or attempted theft of a motor vehicle.

Arson
Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

HATE CRIMES:

A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For Clery purposes, the following eight categories are included:

- Race
- Religion
- Sexual orientation
- Gender
- Gender identity

- Ethnicity
- National Origin
- Disability

In addition to the first eight criminal offenses, the following criminal offenses are also included:

Larceny/Theft
The unlawful taking, carrying, leading or riding away of property from the possession or constructive possess another.

Simple Assault
An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor t suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible in injury, severe laceration, or loss of consciousness.

Intimidation
To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words a other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property
To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the c the owner or the person having custody or control of it.

VAWA OFFENSES:

Dating violence is defined as violence committed by a person who is or has been in a social relationship of a or intimate nature with the victim. The existence of such a relationship shall be determined based on the rep party's statement and with consideration of the length of the relationship, the type of relationship, and the fr interaction between the persons involved in the relationship.

i. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
ii. Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence is a felony or misdemeanor crime of violence and is committed:

- by a current or former spouse or intimate partner of the victim;
- by a person with whom the victim shares a child in common;
- by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner
- by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
- by any other person against an adult or youth victim who is protected from that person's acts under the family violence laws of the jurisdiction in which the crime of violence occurred

Stalking
Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- fear for the person's safety or the safety of others; or
- suffer substantial emotional distress.

Reasonable person
Means a reasonable person under similar circumstances and with similar identities to the victim.

Substantial emotional distress
Means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.

Arrests and Disciplinary Referrals for Violations of Weapons, Drug Abuse and Liquor Laws:

Weapons: Carrying, Possessing, Etc.,
The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons.

Drug Abuse Violations
The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance.

Liquor Law Violations
The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

APPENDIX 2 : SELECT ILLINOIS COMPILED STATUTE PROVISIONS

SELECT ILLINOIS COMPILED STATUTE PROVISIONS
For a complete set of statute provisions, visit: **http://www.ilga.gov/legislation/ilcs/ ilcs2.asp?ChapterID=53**

(720 ILCS 5/11-1.20) (was 720 ILCS 5/12-13)

Sec. 11-1.20. Criminal sexual assault.

(a) A person commits criminal sexual assault if that person commits an act of sexual penetration and:
  (1) uses force or threat of force;
  (2) knows that the victim is unable to understand the nature of the act or is unable to give knowing consent;
  (3) is a family member of the victim, and the victim is under 18 years of age; or
  (4) is 17 years of age or over and holds a position of trust, authority, or supervision in relation to the victim, and the victim is at least 13 years of age but under 18 years of age.

(720 ILCS 5/11-1.30) (was 720 ILCS 5/12-14)

Sec. 11-1.30. Aggravated criminal sexual assault.

(a) A person commits aggravated criminal sexual assault if that person commits criminal sexual assault and any of the following aggravating circumstances exist during the commission of the offense or, for purposes of paragraph (7), occur as part of the same course of conduct as the commission of the offense:
  (1) the person displays, threatens to use, or uses a dangerous weapon, other than a firearm, or any other object fashioned or used in a manner that leads the victim, under the circumstances, reasonably to believe that the object is a dangerous weapon;
  (2) the person causes bodily harm to the victim, except as provided in paragraph (10);
  (3) the person acts in a manner that threatens or endangers the life of the victim or any other person
  (4) the person commits the criminal sexual assault during the course of committing or attempting to commit any other felony;
  (5) the victim is 60 years of age or older;
  (6) the victim is a person with a physical disability;
  (7) the person delivers (by injection, inhalation, ingestion, transfer of possession, or any other means) any controlled substance to the victim without the victim's consent or by threat or deception for other than medical purposes
  (8) the person is armed with a firearm;
  (9) the person personally discharges a firearm during the commission of the offense; or
  (10) the person personally discharges a firearm during the commission of the offense, and that discharge proximately causes great bodily harm, permanent disability, permanent disfigurement, or death to another person.

(b) A person commits aggravated criminal sexual assault if that person is under 17 years of age and commits an act of sexual penetration with a victim who is under 9 years of age; or (ii) commits an act of sexual penetration with a

victim who is at least 9 years of age but under 13 years of age and the person uses force or threat of force to commit the act.

(c) A person commits aggravated criminal sexual assault if that person commits an act of sexual penetration with a victim who is a person with a severe or profound intellectual disability.

(720 ILCS 5/11-1.40) (was 720 ILCS 5/12-14.1)
Sec. 11-1.40. Predatory criminal sexual assault of a child.

(a) A person commits predatory criminal sexual assault of a child if that person is 17 years of age or older, and commits an act of contact, however slight, between the sex organ or anus of one person and the part of the body of another for the purpose of sexual gratification or arousal of the victim or the accused, or an act of sexual penetration, and:
  (1) the victim is under 13 years of age; or
  (2) the victim is under 13 years of age and that person:
    (A) is armed with a firearm;
    (B) personally discharges a firearm during the commission of the offense;
    (C) causes great bodily harm to the victim that:
      (i) results in permanent disability; or
      (ii) is life threatening; or
    (D) delivers (by injection, inhalation, ingestion, transfer of possession, or any other means) any controlled substance to the victim without the victim's consent or by threat or deception, for other than medical purposes.

(720 ILCS 5/11-1.50) (was 720 ILCS 5/12-15)
Sec. 11-1.50. Criminal sexual abuse.

(a) A person commits criminal sexual abuse if that person:
  (1) commits an act of sexual conduct by the use of force or threat of force; or
  (2) commits an act of sexual conduct and knows that the victim is unable to understand the nature of the act or is unable to give knowing consent.

(b) A person commits criminal sexual abuse if that person is under 17 years of age and commits an act of sexual penetration or sexual conduct with a victim who is at least 9 years of age but under 17 years of age.

(c) A person commits criminal sexual abuse if that person commits an act of sexual penetration or sexual conduct with a victim who is at least 13 years of age but under 17 years of age and the person is less than 5 years older than the victim.

(720 ILCS 5/11-1.60) (was 720 ILCS 5/12-16)

Sec. 11-1.60. Aggravated criminal sexual abuse.

(a) A person commits aggravated criminal sexual abuse if that person commits criminal sexual abuse and any of the following aggravating circumstances exist (i) during the commission of the offense or (ii) for purposes of paragraph (7), as part of the same course of conduct as the commission of the offense:
  (1) the person displays, threatens to use, or uses a dangerous weapon or any other object fashioned or used in a manner that leads the victim, under the circumstances, reasonably to believe that the object is a dangerous weapon;
  (2) the person causes bodily harm to the victim;
  (3) the victim is 60 years of age or older;
  (4) the victim is a person with a physical disability;

(5) the person acts in a manner that threatens or endangers the life of the victim or any other person;

(6) the person commits the criminal sexual abuse during the course of committing or attempting to commit any other felony; or

(7) the person delivers (by injection, inhalation, ingestion, transfer of possession, or any other means) any controlled substance to the victim for other than medical purposes without the victim's consent or by threat or deception.

(b) A person commits aggravated criminal sexual abuse if that person commits an act of sexual conduct with a victim who is under 18 years of age and the person is a family member.

(c) A person commits aggravated criminal sexual abuse if:

(1) that person is 17 years of age or over and: (i) commits an act of sexual conduct with a victim who is under 13 years of age; or (ii) commits an act of sexual conduct with a victim who is at least 13 years of age but under 17 years of age and the person uses force or threat of force to commit the act; or

(2) that person is under 17 years of age and: (i) commits an act of sexual conduct with a victim who is under 9 years of age; or (ii) commits an act of sexual conduct with a victim who is at least 9 years of age but under 17 years of age and the person uses force or threat of force to commit the act.

(d) A person commits aggravated criminal sexual abuse if that person commits an act of sexual penetration or sexual conduct with a victim who is at least 13 years of age but under 17 years of age and the person is at least 5 years older than the victim.

(e) A person commits aggravated criminal sexual abuse if that person commits an act of sexual conduct with a victim who is a person with a severe or profound intellectual disability.

(f) A person commits aggravated criminal sexual abuse if that person commits an act of sexual conduct with a victim who is at least 13 years of age but under 18 years of age and the person is 17 years of age or over and holds a position of trust, authority, or supervision in relation to the victim.

(720 ILCS 5/12-3.2) (from Ch. 38, par. 12-3.2)

Sec. 12-3.2. Domestic battery.

(a) A person commits domestic battery if he or she knowingly without legal justification by any means:

(1) causes bodily harm to any family or household member;

(2) makes physical contact of an insulting or provoking nature with any family or household member.

(720 ILCS 5/12-3.3)

Sec. 12-3.3. Aggravated domestic battery.

(a) A person who, in committing a domestic battery, knowingly causes great bodily harm, or permanent disability or disfigurement commits aggravated domestic battery.

(a-5) A person who, in committing a domestic battery, strangles another individual commits aggravated domestic battery. For the purposes of this subSection (a-5), "strangle" means intentionally impeding the normal breathing or circulation of the blood of an individual by applying pressure on the throat or neck of that individual or by blocking the nose or mouth of that individual.

(720 ILCS 5/12-7.3) (from Ch. 38, par. 12-7.3)

Sec. 12-7.3. Stalking.

(a) A person commits stalking when he or she knowingly engages in a course of conduct directed at a specific person,

and he or she knows or should know that this course of conduct would cause a reasonable person to:

(1) fear for his or her safety or the safety of a third person; or

(2) suffer other emotional distress.

(a-3) A person commits stalking when he or she, knowingly and without lawful justification, on at least 2 separate occasions follows another person or places the person under surveillance or any combination thereof and:

(1) at any time transmits a threat of immediate or future bodily harm, sexual assault, confinement or restraint and the threat is directed towards that person or a family member of that person; or

(2) places that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement or restraint to or of that person or a family member of that person.

(a-5) A person commits stalking when he or she has previously been convicted of stalking another person and knowingly and without lawful justification on one occasion:

(1) follows that same person or places that same person under surveillance; and

(2) transmits a threat of immediate or future bodily harm, sexual assault, confinement or restraint to that person or a family member of that person.

(b) Sentence. Stalking is a Class 4 felony; a second or subsequent conviction is a Class 3 felony.

(c) Definitions. For purposes of this Section:

(1) "Course of conduct" means 2 or more acts, including but not limited to acts in which a defendant 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, engages in other non-consensual contact, or interferes with or damages a person's property or pet. A course of conduct may include contact via electronic communications.

(2) "Electronic communication" means any transfer of signs, signals, writings, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photoelectric, or photo-optical system. "Electronic communication" includes transmissions by a computer through the Internet to another computer.

(3) "Emotional distress" means significant mental suffering, anxiety or alarm.

(4) "Family member" means a parent, grandparent, brother, sister, or child, whether by whole blood, half-blood, or adoption and includes a step-grandparent, step-parent, step-brother, step-sister or step-child. "Family member" also means any other person who regularly resides in the household, or who, within the prior 6 months, regularly resided in the household.

(5) "Follows another person" means (i) to move in relative proximity to a person as that person moves from place to place or (ii) to remain in relative proximity to a person who is stationary or whose movements are confined to a small area. "Follows another person" does not include a following within the residence of the defendant.

(6) "Non-consensual contact" means any contact with the victim that is initiated or continued without the victim's consent, including but not limited to being in the physical presence of the victim; appearing within the sight of the victim; approaching or confronting the victim in a public place or on private property; appearing at the workplace or residence of the victim; entering onto or remaining on property owned, leased, or occupied by the victim; or placing an object on, or delivering an object to, property owned, leased, or occupied by the victim.

(7) "Places a person under surveillance" means:

(1) remaining present outside the person's school, place of employment, vehicle, other place occupied by the person, or residence other than the residence of the defendant; or

(2) placing an electronic tracking device on the person or the person's property.

(8) "Reasonable person" means a person in the victim's situation.

(9) "Transmits a threat" means a verbal or written threat or a threat implied by a pattern of conduct or a combination of verbal or written statements or conduct.

(720 ILCS 5/12-7.4) (from Ch. 38, par. 12-7.4)

Sec. 12-7.4. Aggravated stalking.

(a) A person commits aggravated stalking when he or she commits stalking and:

(1) causes bodily harm to the victim;

(2) confines or restrains the victim; or

(3) violates a temporary restraining order, an order of protection, a stalking no contact order, a civil no contact order, or an injunction prohibiting the behavior described in subSection (b)(1) of Section 214 of the Illinois Domestic Violence Act of 1986.

(a-1) A person commits aggravated stalking when he or she is required to register under the Sex Offender Registration Act or has been previously required to register under that Act and commits the offense of stalking when the victim of the stalking is also the victim of the offense for which the sex offender is required to register under the Sex Offender Registration Act or a family member of the victim.

(720 ILCS 5/12-7.5)

Sec. 12-7.5. Cyberstalking.

(a) A person commits cyberstalking when he or she engages in a course of conduct using electronic communication directed at a specific person, and he or she knows or should know that would cause a reasonable person to:

(1) fear for his or her safety or the safety of a third person; or

(2) suffer other emotional distress.

(a-3) A person commits cyberstalking when he or she, knowingly and without lawful justification, on at least 2 separate occasions, harasses another person through the use of electronic communication and:

(1) at any time transmits a threat of immediate or future bodily harm, sexual assault, confinement, or restraint and the threat is directed towards that person or a family member of that person; or

(2) places that person or a family member of that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement, or restraint; or

(3) at any time knowingly solicits the commission of an act by any person which would be a violation of this Code directed towards that person or a family member of that person.

(a-4) A person commits cyberstalking when he or she knowingly, surreptitiously, and without lawful justification, installs or otherwise places electronic monitoring software or spyware on an electronic communication device as a means to harass another person and:

(1) at any time transmits a threat of immediate or future bodily harm, sexual assault, confinement, or restraint and the threat is directed towards that person or a family member of that person;

(2) places that person or a family member of that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement, or restraint; or

(3) at any time knowingly solicits the commission of an act by any person which would be a violation of this Code directed towards that person or a family member of that person.

For purposes of this Section, an installation or placement is not surreptitious if:

(1) with respect to electronic software, hardware, or computer applications, clear notice regarding the use of the specific type of tracking software or spyware is provided by the installer in advance to the owners and primary users of the electronic software, hardware, or computer application; or

(2) written or electronic consent of all owners and primary users of the electronic software, hardware, or computer application on which the tracking software or spyware will be installed has been sought and obtained through a mechanism that does not seek to obtain any other approvals or acknowledgment from the owners and primary users.

(a-5) A person commits cyberstalking when he or she, knowingly and without lawful justification, creates and maintains an Internet website or webpage which is accessible to one or more third parties for a period of at least 24 hours, and which contains statements harassing another person and:

(1) which communicates a threat of immediate or future bodily harm, sexual assault, confinement, or restraint, where the threat is directed towards that person or a family member of that person, or

(2) which places that person or a family member of that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement, or restraint, or

(3) which knowingly solicits the commission of an act by any person which would be a violation of this Code directed towards that person or a family member of that person.

(b) Sentence. Cyberstalking is a Class 4 felony; a second or subsequent conviction is a Class 3 felony.

(c) For purposes of this Section:

(1) "Course of conduct" means 2 or more acts, including but not limited to acts in which a defendant 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, engages in other non-consensual contact, or interferes with or damages a person's property or pet. The incarceration in a penal institution of a person who commits the course of conduct is not a bar to prosecution under this Section.

(2) "Electronic communication" means any transfer of signs, signals, writings, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photoelectric, or photo-optical system. "Electronic communication" includes transmissions through an electronic device including, but not limited to, a telephone, cellular phone, computer, or pager, which communication includes, but is not limited to, e-mail, instant message, text message, or voice mail.

(2.1)"Electronic communication device" means an electronic device, including, but not limited to, a wireless telephone, personal digital assistant, or a portable or mobile computer.

(2.2)"Electronic monitoring software or spyware" means software or an application that surreptitiously tracks computer activity on a device and records and transmits the information to third parties with the intent to cause injury or harm. For the purposes of this paragraph (2.2), "intent to cause injury or harm" does not include activities carried out in furtherance of the prevention of fraud or crime or of protecting the security of networks, online services, applications, software, other computer programs, users, or electronic communication devices or similar devices.

(3) "Emotional distress" means significant mental suffering, anxiety or alarm. "Harass" means to engage in a knowing and willful course of conduct directed at a specific person that alarms, torments, or terrorizes that person.

(4) "Non-consensual contact" means any contact with the victim that is initiated or continued without the victim's consent, including but not limited to being in the physical presence of the victim; appearing within the sight of the victim; approaching or confronting the victim in a public place or on private property; appearing at the workplace or residence of the victim; entering onto or remaining on property owned, leased, or occupied by the victim; or placing an object on, or delivering an object to, property owned, leased, or occupied by the victim.

(5) "Reasonable person" means a person in the victim's circumstances, with the victim's knowledge of the defendant and the defendant's prior acts.

(6) "Third party" means any person other than the person violating these provisions and the person or persons towards whom the violator's actions are directed.

(d) Telecommunications carriers, commercial mobile service providers, and providers of information services, including, but not limited to, Internet service providers and hosting service providers, are not liable under this Section, except for willful and wanton misconduct, by virtue of the transmission, storage, or caching of electronic communications or messages of others or by virtue of the provision of other related telecommunications, commercial mobile services, or information services used by others in violation of this Section.

(e) A defendant who directed the actions of a third party to violate this Section, under the principles of accountability set forth in Article 5 of this Code, is guilty of violating this Section as if the same had been personally done by the defendant, without regard to the mental state of the third party acting at the direction of the defendant.

(f) It is not a violation of this Section to:

(1) provide, protect, maintain, update, or upgrade networks, online services, applications, software, other computer programs, electronic communication devices, or similar devices under the terms of use applicable to those networks, services, applications, software, programs, or devices;

(2) interfere with or prohibit terms or conditions in a contract or license related to networks, online services, applications, software, other computer programs, electronic communication devices, or similar devices; or

(3) create any liability by reason of terms or conditions adopted, or technical measures implemented, to prevent the transmission of unsolicited electronic mail or communications.

(Source: P.A. 100-166, eff. 1-1-18.)

STATE LAWS REGARDING ALCOHOL CONSUMPTION

Generally, transfer, possession, and consumption of alcoholic liquor are restricted by state laws.

Age Requirement for Alcohol Consumption

Transfer, possession, and consumption of alcoholic liquor are restricted in Illinois. Illinois Liquor Control Act

It is illegal for any person under the age of 21 to consume alcohol. 235 ILCS 5/6-20e.

It is illegal to sell or deliver alcohol to anyone under 21 or to any intoxicated person. 235 ILCS 5/6-16 (a) (i).

Possession by Minor

Persons under twenty-one who possess alcohol on or in any street or public place may be jailed for up to one year and fined $2,500. 235 ILCS 5/6-16

False Identification

It is illegal for a person under 21 to present false identification to purchase alcohol. It is unlawful to assist a person in fraudulently obtaining, using, possessing, or distributing a fraudulent state ID or driver's license. 235 ILCS 5/6-16 (a).

Social Host Law

It is illegal to permit a gathering at your residence at which person(s) under 21 possess or consume alcohol, and unlawful to rent a hotel or motel room for such purpose. 235 ILCS 5/6-16 a-1, 235 ILCS 5/6-16 (c) and 235 ILCS 5/6-16 (d).

APPENDIX 3: SELECT CALIFORNIA PENAL CODE PROVISIONS

For a complete set of penal code provisions visit:

https://leginfo.legislature.ca.gov/faces/home.xhtml

CHAPTER 1. Rape, Abduction, Carnal Abuse of Children, and Seduction [261 - 269] *(Chapter 1 enacted 1872.)*

261. (a) Rape is an act of sexual intercourse accomplished under any of the following circumstances:

(1) (A) If a person is at the time incapable, because of a mental disorder or developmental or physical disability, of giving legal consent, and this is known or reasonably should be known to the person committing the act. A person with a mental disorder or developmental or physical disability shall not be presumed to be unable to give legal consent to sexual intercourse due to that disability. Notwithstanding the existence of a conservatorship pursuant to the provisions of the Lanterman-Petris-Short Act (Part 1 (commencing with Section 5000) of Division 5 of the Welfare and Institutions Code) or the absence of voluntary supports as described in Division 11.5 (commencing with Section 21000) of the Welfare and Institutions Code, except subdivisions (a) and (b) of Section 21000, the prosecuting attorney shall prove, as an element of the crime, that a mental disorder or developmental or physical disability rendered the alleged victim incapable of giving consent. This paragraph does not preclude the prosecution of the person committing the act under any other paragraph of this subdivision or any other law.

(B) In determining whether the person is at the time incapable, because of a mental disorder or developmental or physical disability, of giving legal consent, both of the following shall be considered, as applicable:

(i) Any mitigating measure in place, as defined in subdivision (n) of Section 11065 of Title 2 of the California Code of Regulations, as that regulation existed on January 1, 2025.

(ii) Any voluntary supports in place, as described in Division 11.5 (commencing with Section 21000) of the Welfare and Institutions Code, except subdivisions (a) and (b) of Section 21000.

(2) If it is accomplished against a person's will by means of force, violence, duress, menace, or fear of immediate and unlawful bodily injury on the person or another.

(3) If a person is prevented from resisting by an intoxicating or anesthetic substance, or a controlled substance, and this condition was known, or reasonably should have been known by the accused.

(4) If a person is at the time unconscious of the nature of the act, and this is known to the accused. As used in this paragraph, "unconscious of the nature of the act" means incapable of resisting because the victim meets any one of the following conditions:

(A) Was unconscious or asleep.

(B) Was not aware, knowing, perceiving, or cognizant that the act occurred.

(C) Was not aware, knowing, perceiving, or cognizant of the essential characteristics of the act due to the perpetrator's fraud in fact.

(D) Was not aware, knowing, perceiving, or cognizant of the essential characteristics of the act due to the perpetrator's fraudulent representation that the sexual penetration served a professional purpose when it served no professional purpose.

(5) If a person submits under the belief that the person committing the act is someone known to the victim other than the accused, and this belief is induced by artifice, pretense, or concealment practiced by the accused, with intent to induce the belief.

(6) If the act is accomplished against the victim's will by threatening to retaliate in the future against the victim or any other person, and there is a reasonable possibility that the perpetrator will execute the

threat. As used in this paragraph, "threatening to retaliate" means a threat to kidnap or falsely imprison, or to inflict extreme pain, serious bodily injury, or death.

(7) If the act is accomplished against the victim's will by threatening to use the authority of a public official to incarcerate, arrest, or deport the victim or another, and the victim has a reasonable belief that the perpetrator is a public official. As used in this paragraph, "public official" means a person employed by a governmental agency who has the authority, as part of that position, to incarcerate, arrest, or deport another. The perpetrator does not actually have to be a public official.

(b) For purposes of this Section, the following definitions apply:

(1)"Duress" means a direct or implied threat of force, violence, danger, or retribution sufficient to coerce a reasonable person of ordinary susceptibilities to perform an act which otherwise would not have been performed or acquiesce in an act to which one otherwise would not have submitted. The total circumstances, including the age of the victim, and the victim's relationship to the defendant, are factors to consider in appraising the existence of duress.

(2)"Incapable, because of a mental disorder or developmental or physical disability, of giving legal consent" means that a person is at the time of the intercourse either of the following:
(A) Unable to understand the nature of the act or transaction involved due to a mental disorder or developmental or physical disability.
(B) Unable to act freely and voluntarily due to a mental disorder or developmental or physical disability.

(3)"Menace" means any threat, declaration, or act that shows an intention to inflict an injury upon another.

(Amended by Stats. 2025, Ch. 599, Sec. 1. (SB 258) Effective January 1, 2026.

261.5.

(a) Unlawful sexual intercourse is an act of sexual intercourse accomplished with a person who is not the spouse of the perpetrator, if the person is a minor. For the purposes of this Section, a "minor" is a person under 18 years of age and an "adult" is a person who is 18 years of age or older.

(b) A person who engages in an act of unlawful sexual intercourse with a minor who is not more than three years older or three years younger than the perpetrator, is guilty of a misdemeanor.

(c) A person who engages in an act of unlawful sexual intercourse with a minor who is more than three years younger than the perpetrator is guilty of either a misdemeanor or a felony and shall be punished by imprisonment in a county jail not exceeding one year, or by imprisonment pursuant to subdivision (h) of Section 1170.

(d) A person 21 years of age or older who engages in an act of unlawful sexual intercourse with a minor who is under 16 years of age is guilty of either a misdemeanor or a felony and shall be punished by imprisonment in a county jail not exceeding one year, or by imprisonment pursuant to subdivision (h) of Section 1170 for two, three, or four years.

(e) (1) Notwithstanding any other provision of this Section, an adult who engages in an act of sexual intercourse with a minor in violation of this Section may be liable for civil penalties in the following amounts:

(A) An adult who engages in an act of unlawful sexual intercourse with a minor less than two years younger than the adult is liable for a civil penalty not to exceed two thousand dollars ($2,000).

(B) An adult who engages in an act of unlawful sexual intercourse with a minor at least two years younger than the adult is liable for a civil penalty not to exceed five thousand dollars ($5,000).

(C) An adult who engages in an act of unlawful sexual intercourse with a minor at least three years younger than the adult is liable for a civil penalty not to exceed ten thousand dollars ($10,000).

(D) An adult over 21 years of age who engages in an act of unlawful sexual intercourse with a minor under 16 years of age is liable for a civil penalty not to exceed twenty-five thousand dollars ($25,000).

(2) The district attorney may bring actions to recover civil penalties pursuant to this subdivision. From the amounts collected for each case, an amount equal to the costs of pursuing the action shall be deposited with the treasurer of the county in which the judgment was entered, and the remainder shall be deposited in the Underage Pregnancy Prevention Fund, which is hereby created in the State Treasury. Amounts deposited in the Underage Pregnancy Prevention Fund may be used only for the purpose of preventing underage pregnancy upon appropriation by the Legislature.

*(3) In addition to any punishment imposed under this Section, the judge may assess a fine not to exceed seventy dollars ($70) against a person who violates this Section with the proceeds of this fine to be used in accordance with Section 1463.23. The court shall, however, take into consideration the defendant's ability to pay, and a defendant shall not be denied probation because of their inability to pay the fine permitted under this subdivision.

(f) A person convicted of violating subdivision (d) who is granted probation shall not complete their community service at a school or location where children congregate.

(Amended by Stats. 2023, Ch. 838, Sec. 1. (AB 1371) Effective January 1, 2024.)

261.6. (a) In prosecutions under Section 261, 286, 287, or 289, or former Section 262 or 288a, in which consent is at issue, "consent" means positive cooperation in act or attitude pursuant to an exercise of free will. The person must act freely and voluntarily and have knowledge of the nature of the act or transaction involved.

(b) A current or previous dating or marital relationship is not sufficient to constitute consent if consent is at issue in a prosecution under Section 261, 286, 287, or 289, or former Section 262 or 288a.

(c) This Section shall not affect the admissibility of evidence or the burden of proof on the issue of consent.
(Amended by Stats. 2021, Ch. 626, Sec. 18. (AB 1171) Effective January 1, 2022.)

261.7. In prosecutions under Section 261, 286, 287, or 289, or former Section 262 or 288a, in which consent is at issue, evidence that the victim suggested, requested, or otherwise communicated to the defendant that the defendant use a condom or other birth control device, without additional evidence of consent, is not sufficient to constitute consent.

(Amended by Stats. 2021, Ch. 626, Sec. 19. (AB 1171) Effective January 1, 2022.)

273.5. (a) A person who willfully inflicts corporal injury resulting in a traumatic condition upon a victim described in subdivision (b) is guilty of a felony, and upon conviction thereof shall be punished by imprisonment in the state prison for two, three, or four years, or in a county jail for not more than one year, or by a fine of up to six thousand dollars ($6,000), or by both that fine and imprisonment.

(b) Subdivision (a) shall apply if the victim is or was one or more of the following:
(1) The offender's spouse or former spouse.

(2) The offender's cohabitant or former cohabitant.

(3) The offender's fiancé, or someone with whom the offender has, or previously had, an engagement or dating relationship, as defined in paragraph (10) of subdivision (f) of Section 243.

(4) The mother or father of the offender's child.

(c) Holding oneself out to be the spouse of the person with whom one is cohabiting is not necessary to constitute cohabitation as the term is used in this Section.
(d) As used in this Section, "traumatic condition" means a condition of the body, such as a wound, or external or internal injury, including, but not limited to, injury as a result of strangulation or suffocation, whether of a minor or serious nature, caused by a physical force. For purposes of this Section, "strangulation" and "suffocation" include impeding the normal breathing or circulation of the blood of a person by applying pressure on the throat or neck.
(e) For the purpose of this Section, a person shall be considered the father or mother of another person's child if the alleged male parent is presumed the natural father under Sections 7611 and 7612 of the Family Code.
(f) (1) A person convicted of violating this Section for acts occurring within seven years of a previous conviction under subdivision (a), or subdivision (d) of Section 243, or Section 243.4, 244, 244.5, or 245, shall be punished by imprisonment in a county jail for not more than one year, or by imprisonment in the state prison for two, four, or

five years, or by both imprisonment and a fine of up to ten thousand dollars ($10,000).
(2) A person convicted of a violation of this Section for acts occurring within seven years of a previous conviction under subdivision (e) of Section 243 shall be punished by imprisonment in the state prison for two, three, or four years, or in a county jail for not more than one year, or by a fine of up to ten thousand dollars ($10,000), or by both that imprisonment and fine.

(g) If probation is granted to a person convicted under subdivision (a), the court shall impose probation consistent with the provisions of Section 1203.097.

(h) If probation is granted, or the execution or imposition of a sentence is suspended, for a defendant convicted under subdivision (a) who has been convicted of a prior offense specified in subdivision (f), the court shall impose one of the following conditions of probation:
(1) If the defendant has suffered one prior conviction within the previous seven years for a violation of an offense specified in subdivision (f), it shall be a condition of probation, in addition to the provisions contained in Section 1203.097, that the defendant be imprisoned in a county jail for not less than 15 days.
(2) If the defendant has suffered two or more prior convictions within the previous seven years for a violation of an offense specified in subdivision (f), it shall be a condition of probation, in addition to the provisions contained in Section 1203.097, that the defendant be imprisoned in a county jail for not less than 60 days.
(3) The court, upon a showing of good cause, may find that the mandatory imprisonment required by this subdivision shall not be imposed and shall state on the record its reasons for finding good cause.

(i) If probation is granted upon conviction of a violation of subdivision (a), the conditions of probation may include, consistent with the terms of probation imposed pursuant to Section 1203.097, in lieu of a fine, one or both of the following requirements:
(1) That the defendant make payments to a domestic violence shelter-based program, up to a maximum of five thousand dollars ($5,000), pursuant to Section 1203.097.
(2) (A) That the defendant reimburse the victim for reasonable costs of counseling and other reasonable expenses that the court finds are the direct result of the defendant's offense.
(B) For an order to pay a fine, make payments to a domestic violence shelter-based program, or pay restitution as a condition of probation under this subdivision, the court shall make a determination of the defendant's ability to pay. An order to make payments to a domestic violence shelter-based program shall not be made if it would impair the ability of the defendant to pay direct restitution to the victim or court-ordered child support. If the injury to a person who is married or in a registered domestic partnership is caused in whole or in part by the criminal acts of their spouse or domestic partner in violation of this Section, the community property may not be used to discharge the liability of the offending spouse or domestic partner for restitution to the injured spouse or domestic partner, required by Section 1203.04, as operative on or before August 2, 1995, or Section 1202.4, or to a shelter for costs with regard to the injured spouse or domestic partner and dependents, required by this Section, until all separate property of the offending spouse or domestic partner is exhausted.

(j) (1) Upon conviction under subdivision (a), the sentencing court shall also consider issuing an order restraining the defendant from contact with the victim, which may be valid for up to 15 years, as determined by the court. It is the intent of the Legislature that the length of a restraining order be based upon the seriousness of the facts before the court, the probability of future violations, the safety of the victim and their immediate family, and the information provided to the court pursuant to Section 273.75.This protective order may be issued by the court whether the defendant is sentenced to state prison or county jail, or if imposition of sentence is suspended and the defendant is placed on probation.
(2) Upon a written petition by the prosecuting attorney, defendant, or victim, the issuing court may modify or terminate a protective order for good cause provided the prosecuting attorney, defendant, and victim are notified at least 15 days before the hearing on the petition.

(k) If a peace officer makes an arrest for a violation of this Section, the peace officer is not required to inform the victim of their right to make a citizen's arrest pursuant to subdivision (b) of Section 836.

(Amended by Stats. 2024, Ch. 649, Sec. 1.5. (AB 2308) Effective January 1, 2025.)

646.9.

(a) Any person who willfully, maliciously, and repeatedly follows or willfully and maliciously harasses another person and who makes a credible threat with the intent to place that person in reasonable fear for his or her safety, or the safety of their immediate family is guilty of the crime of stalking, punishable by imprisonment in a county jail for not more than one year, or by a fine of not more than one thousand dollars ($1,000), or by both that fine and imprisonment, or by imprisonment in the state prison.

(b) Any person who violates subdivision (a) when there is a temporary restraining order, injunction, or any other court order in effect prohibiting the behavior described in subdivision (a) against the same party, shall be punished by imprisonment in the state prison for two, three, or four years.

(c) (1) Every person who, after having been convicted of a felony under Section 273.5, 273.6, or 422, commits a violation of subdivision (a) shall be punished by imprisonment in a county jail for not more than one year, or by a fine of not more than one thousand dollars ($1,000), or by both that fine and imprisonment, or by imprisonment in the state prison for two, three, or five years.

(2) Every person who, after having been convicted of a felony under subdivision (a), commits a violation of this Section shall be punished by imprisonment in the state prison for two, three, or five years.

(d) In addition to the penalties provided in this Section, the sentencing court may order a person convicted of a felony under this Section to register as a sex offender pursuant to Section 290.006.

(e) For the purposes of this Section, "harasses" means engages in a knowing and willful course of conduct directed at a specific person that seriously alarms, annoys, torments, or terrorizes the person, and that serves no legitimate purpose.

(f) For the purposes of this Section, "course of conduct" means two or more acts occurring over a period of time, however short, evidencing a continuity of purpose. Constitutionally protected activity is not included within the meaning of "course of conduct."

(g) For the purposes of this Section, "credible threat" means a verbal or written threat, including that performed through the use of an electronic communication device, or a threat implied by a pattern of conduct or a combination of verbal, written, or electronically communicated statements and conduct, made with the intent to place the person that is the target of the threat in reasonable fear for his or her safety or the safety of his or her family, and made with the apparent ability to carry out the threat so as to cause the person who is the target of the threat to reasonably fear for his or her safety or the safety of his or her family. It is not necessary to prove that the defendant had the intent to actually carry out the threat. The present incarceration of a person making the threat shall not be a bar to prosecution under this Section. Constitutionally protected activity is not included within the meaning of "credible threat."

(h) For purposes of this Section, the term "electronic communication device" includes, but is not limited to, telephones, cellular phones, computers, video recorders, fax machines, or pagers. "Electronic communication" has the same meaning as the term defined in SubSection 12 of Section 2510 of Title 18 of the United States Code.

(i) This Section shall not apply to conduct that occurs during labor picketing.

(j) If probation is granted, or the execution or imposition of a sentence is suspended, for any person convicted under this Section, it shall be a condition of probation that the person participate in counseling, as designated by the court. However, the court, upon a showing of good cause, may find that the counseling requirement shall not be imposed.

(k) (1) The sentencing court also shall consider issuing an order restraining the defendant from any contact with the victim, that may be valid for up to 10 years, as determined by the court. It is the intent of the Legislature that the length of any restraining order be based upon the seriousness of the facts before the court, the probability of future violations, the safety of the victim and their immediate family, and the information provided to the court pursuant to Section 273.75.
(2) This protective order may be issued by the court whether the defendant is sentenced to state prison, county jail, or if imposition of sentence is suspended and the defendant is placed on probation.

(l) For purposes of this Section, "immediate family" means any spouse, parent, child, any person related by consanguinity or affinity within the second degree, or any other person who regularly resides in the household, or who, within the prior six months, regularly resided in the household.

(m) The court shall consider whether the defendant would benefit from treatment pursuant to Section 2684. If it is determined to be appropriate, the court shall recommend that the Department of Corrections and Rehabilitation make a certification as provided in Section 2684. Upon the certification, the defendant shall be evaluated and transferred to the appropriate hospital for treatment pursuant to Section 2684.

(Amended by Stats. 2025, Ch. 576, Sec. 1. (SB 221) Effective January 1, 2026.)

STATE LAWS REGARDING ALCOHOL CONSUMPTION

Generally, transfer, possession, and consumption of alcoholic liquor are restricted by state laws.

Age Requirements for Alcohol Consumption - California Bus. & Prof. Code

In California, the legal drinking age is 21 years old. Anyone under 21 who buys or drinks an alcoholic beverage at a place that sells it is guilty of a misdemeanor.

It is a crime to sell, furnish or give alcoholic beverages to a person under age 21 or to any obviously intoxicated person (Cal. Bus. & Prof. Code 25658 & 25602).

It is a crime for a person under the age of 21 to purchase or possess alcoholic beverages (Cal. Bus. & Prof. Code 25658 & 25662).

False Identification

It is unlawful to possess or to use false evidence of age and identity to attempt to purchase alcohol (Cal. Bus. & Prof. Code 25661).

Unpermitted sale of alcohol

It is a crime to sell alcohol without a valid liquor license or permit (Cal. Bus. & Prof. Code 23301).

Public Possession of Alcohol & Public Intoxication Prohibited

It is unlawful for persons under 21 to have any container of alcohol in any public place or any place open to the public (Cal. Bus. & Prof. Code 25662).

It is a crime to be intoxicated in a public place and unable to exercise care for one's safety and the safety of others. (Cal. Penal Code 647(f). California Penal Code-Misc.Crimes

APPENDIX 4:
COLUMBIA COLLEGE CHICAGO
ANTI-DISCRIMINATION & HARASSMENT POLICY

Section I. Statement of Policy

Columbia is committed to maintaining an environment that respects the dignity of all individuals. Accordingly, Columbia will not tolerate harassment or discrimination based on religion, race, sex, sexual orientation, gender identity or expression, national origin, age, disability, ethnicity, or any other category protected by law by or of its students, faculty, or staff. This conduct may also be illegal under state, local, and federal law. To the extent practicable, Columbia will attempt to protect the Columbia community from harassment and/or discrimination by vendors, consultants, and other third parties who interact with the Columbia community. Columbia is promulgating this policy to reaffirm its opposition to harassment and discrimination and to emphasize that learning opportunities and employment opportunities must not be interfered with by such behavior.

No member of the Columbia community shall engage in discrimination or harassment in any program, activity, or place over which Columbia exercises control. It is expected that every member of our community will take responsibility for refraining from any form of discrimination or harassment, reporting any incident that is made known, cooperating in preventing such behavior, and assisting with corrective measures when, despite Columbia's serious commitment, these acts occur.

Recipients of discrimination or harassment often fear reprisals for reporting such conduct. To address this concern, Columbia will investigate any allegation of retaliation for reporting or assisting in the investigation of a complaint of any form of discrimination or harassment. Columbia will discipline those found to have engaged in retaliation.

The purpose of this policy is to:

- prevent harassment, discrimination, and sexual assault
- prohibit harassment, discrimination, and sexual assault
- encourage good faith complaints if such conduct has occurred
- provide multiple options for addressing and resolving complaints of harassment, discrimination, and sexual assault

Columbia will attempt to take prompt corrective action against any harassment or discrimination by or of its students, faculty, or staff. This policy is designed to encourage persons who believe that they have been harmed by discrimination or harassment to bring the conduct to the attention of appropriate individuals within Columbia so that the College can take prompt corrective action. All managers/supervisors are directed to implement the procedures outlined in this policy.

All complaints will be taken seriously, and no one reporting harassment or discrimination will suffer retaliation or reprisal by the College. Complaints of harassment and/or discrimination will be treated in confidence to the extent feasible, given the need to conduct a thorough investigation and to take corrective action. If it is determined through an appropriate and prompt investigation that harassment or discrimination has occurred, effective corrective action will be taken to stop the conduct and to attempt to ensure that it does not reoccur. Depending on the circumstances and the severity of the conduct, corrective action could range from an oral/written warning to dismissal or expulsion.

As used in this Policy, the “Complainant” means an individual who is alleged to be the victim of conduct that could constitute discrimination or harassment. The “Respondent” refers to an individual who has been reported to be the perpetrator of conduct that could constitute discrimination or harassment.

Coordination of Sexual Harassment Policies

Pursuant to Title IX of the Education Amendments of 1972 and its implementing regulations, the College does not discriminate on the basis of sex in its education programs or activities (including, without limitation, in admissions and employment). The Title IX Sexual Harassment Policy & Procedures (“Title IX Policy”) is attached as Appendix A and incorporated into this Policy.

Sexual harassment that is connected to the College’s operations but is outside the scope of the Title IX Policy (such as inappropriate behavior occurring during a Study Abroad Program or in a private residence, or offensive acts that are unwelcome but are not so severe, pervasive, and objectively offensive that they constitute Sexual Harassment as

defined by Title IX), will be governed by Section VIII of this Policy or the Student Sexual Misconduct Policy & Procedures (the "Student Sexual Misconduct Policy"), attached as Appendix B.

The Student Sexual Misconduct Policy, attached as Appendix B, addresses unwelcome sexual behavior perpetrated **by students** that is inconsistent with the College's educational mission but outside the scope of the Title IX Policy. Specifically, the Student Sexual Misconduct Policy contains Grievance Procedures (defined and explained in Section XIV of Appendix B) that provide for prompt and equitable resolution of any allegation of "Sexual Misconduct" (a type of Sexual Harassment as defined in the Student Sexual Misconduct Policy) not covered by the Title IX Policy that is (A) made against a student by another student, College employee, or third party and (B) related to or made in the context of the College's academic, educational, extracurricular, athletic or other programs and activities. The College designed these procedures to end the Sexual Misconduct, eliminate any resulting hostile environment, remedy any other effects, and prevent the Sexual Misconduct from reoccurring. The Student Sexual Misconduct Policy applies to all Columbia faculty, staff, students, as well as to third parties, regardless of sexual orientation or gender identity.

Section V(B)(iii) of this Anti-Discrimination & Harassment Policy addresses unwelcome sexual behavior perpetrated **by employees** that is inconsistent with the College's educational mission but outside the scope of the Title IX Policy. Specifically, this Policy contains investigation procedures for allegations of sexual harassment, defined in Section V(B)(iii) below, not covered by the Title IX Policy that are (A) made against a College employee or third party by a student, College employee, or third party and (B) related to or made in the context of the College's academic, educational, extracurricular, athletic or other programs and activities.

The Title IX Coordinator is responsible for determining the applicability of the foregoing policies. Any inconsistencies among the policies will be resolved by giving precedence in the following order: 1) Title IX Sexual Harassment Policy and Procedures; 2) Student Sexual Misconduct Policy; and 3) this Anti-Discrimination and Harassment Policy.

Section II. Responsibilities of Community Membership

It is the responsibility of each Columbia community member to be knowledgeable about discrimination and harassment, its negative impact, and the means by which it can be effectively addressed. Every member has a role in the implementation of this policy. All members of the Community who serve in a supervisory capacity, such as deans, managers, directors, chairs, and administrators are responsible for reporting all complaints of harassment or discrimination to the appropriate office as outlined below. A person who engages in discrimination or harassment must reform his or her behavior or be subject to disciplinary action up to and including termination or expulsion from Columbia. A person who witnesses or learns of any form of discrimination or harassment is expected to cooperate in Columbia's efforts to address this conduct.

Section III. Academic/Artistic Freedom

Academic/artistic freedom protects the presentation and discussion of ideas and artistic works. It does not include demeaning or intimidating individuals because of a personal characteristic.
In considering what are appropriate statements or conduct, a faculty member should consider

1) whether the statements or conduct advance a valid educational objective related to the subject matter of the academic experience, and 2) whether they are made or occur in an academically appropriate manner as part of a valid educational objective. Similarly, while in the normal course of student-faculty exchange it may sometimes be of value to discuss or present a controversial matter or experience that has no direct relation to the immediate academic subject; nevertheless, the faculty member must also be cognizant that under Columbia's Academic Freedom Policy he or she may not have a right to discuss such a matter.

Section IV. Consensual Relations

A faculty member is expected to adhere to his or her proper role as an intellectual or artistic guide and avoid any exploitation of his or her students. Additionally, a faculty member has the responsibility to ensure that his or her evaluation of students reflects the true merit of each student. Because it may easily involve or appear to involve a conflict of interest, an amorous sexual relationship between a faculty member and a student entails serious ethical concerns when the faculty member has professional responsibility for the student, such as when the student is in the faculty member's class. Therefore, faculty members or other instructional staff shall not initiate, pursue, or be involved in any amorous or sexual relationship with any student whom they are in a position to evaluate or supervise by virtue of their teaching, research, or administrative responsibilities. Such a relationship is a violation of this policy, and consent by a student to such a relationship will not be a defense against a later sexual harassment charge by the student. Likewise, a supervisor shall not initiate, pursue, or be involved in any amorous or sexual relationship with any subordinate employee. A supervisor will be prohibited from assessing, determining, or influencing another person's employment, performance progress or potential, entitlement to or eligibility for institutionally conferred rights, benefits,

or opportunities with an individual with whom the supervisor has or has had an intimate relationship. Such a relationship is a violation of this policy, and consent by the subordinate employee to such a relationship will not be a defense against a later sexual harassment charge by the subordinate employee.

Section V. Definition of Discrimination

Discrimination is unequal favorable or unfavorable treatment of an individual based on race, national origin, ethnicity, sex, age, disability, religion or sexual orientation and gender identity or expression. It can include the failure to recognize the contributions of work in class; the failure to provide appropriate academic support; or inequities in salary, benefits, accommodations, office space, hiring, promotion; or appointment to college-wide committees and to administrative roles on the basis of the above outlined protected characteristics.

Section V(A). Definition of Discriminatory Harassment

Discriminatory harassment is physical conduct or other expressive behavior that has the purpose or effect of interfering with an individual's work or academic performance or creates an intimidating, hostile, or abusive environment and that is based upon the individual's characteristics of race, national origin, ethnicity, sex, age, disability, religion, or sexual orientation and gender identity or expression.

Discriminatory harassment includes but is not limited to invectives; threats; slurs; epithets; pranks; teasing; taunting; and other conduct or expressive behavior that tends to belittle, degrade, demean, deride, disparage, ridicule, or threaten a person on the basis of the foregoing characteristics. It is in the nature of a personal attack that injures a specific individual, as distinguished from the civil expression or discussion of an offensive idea. Not all situations in which an individual is offended or uncomfortable will be violations of this policy. Personality clashes, clashes of beliefs or lifestyles alone will not be violations of this policy nor will conduct that reflects socially and academically acceptable comradeship.

Section V(B). Definitions of Sexual Harassment

Sexual harassment is one form of discriminatory harassment. Sexual harassment is defined as follows:

i. Title IX Sexual Harassment:
Title IX Sexual Harassment means conduct on the basis of sex (including, without limitation, conduct based on gender identity – perceived or actual – or gender stereotypes) that satisfies one or more of the following:

(a) A College employee conditioning the provision of an aid, benefit, or service of the College on an individual's participation in unwelcome sexual conduct ("quid pro quo harassment");
(b) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College's Education Program Or Activity; or
(c) "Sexual Assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v) and subject to this Policy's definition of "Consent," "Dating Violence" as defined in 34 U.S.C. 12291(a)(10), "Domestic Violence" as defined in 34 U.S.C. 12291(a)(8), or "Stalking" as defined in 34 U.S.C. 12291(a)(30).

For further details regarding the definition of Sexual Harassment pursuant to Title IX, please see Appendix A, Section X.

For options for immediate emergency assistance following an incident of Sexual Assault, Dating Violence, or Domestic Violence, please see Appendix A, Section III.

ii. Sexual Harassment (Student Respondent): For the definition of sexual harassment outside the scope of the of Title IX Policy, when the Respondent is a student, please see Section XIII, of the Student Sexual Misconduct Policy & Procedures attached as Appendix B.

iii. Sexual Harassment (Employee Respondent): For sexual harassment outside the scope of the Title IX Policy, when the Respondent is an employee, sexual harassment is defined as follows:

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, or sexually oriented conduct when:
(a) Submission to such conduct is made either implicitly or explicitly a term or condition of an individual's employment or academic experience; or
(b) An employment or academic decision affecting an employee or student is made based on that individual's acceptance or rejection of such conduct; or
(c) A pattern of unwelcome verbal or physical conduct of a sexual nature is directed toward another that unreasonably interferes with that individual(s)' work or class performance or creates an intimidating, hostile, or

abusive working or learning environment; or

(d) sexual misconduct, which means any behavior of a sexual nature which also involves coercion, abuse of authority, or misuse of an individual's employment position.

Examples of behavior that may constitute sexual harassment include, but are not limited to, the following: unwelcome verbal or physical advances of a sexual nature; requests or subtle pressure, overt or implied, for sexual favors; abusive or threatening behavior directed at a person; remarks, jokes, comments, or observations of a sexual nature that demean or offend individuals on the basis of their sex, provided, however, that such expressions will not be considered sexual harassment if uttered for a valid academic purpose; gestures or other nonverbal behavior of a sexual harassment if based upon a valid academic purpose; and display or distribution of offensive materials of a sexual nature, provided, however, that such expressions will not be considered sexual harassment if used for a valid academic purpose.

Pursuant to the Chicago Human Rights Ordinance, sexual harassment and retaliation for reporting sexual harassment is illegal in the City of Chicago. Employees are required to participate in sexual harassment training annually pursuant to the Chicago Human Rights Ordinance and the Illinois Human Rights Act. Such training is facilitated by Human Resources.

Section VI. Sanctions

A single violation of this policy may result in a disciplinary action, including termination or expulsion from Columbia. Sanctions may also include suspension (with or without pay in the case of faculty or staff), reprimand, reassignment, and/or mandatory education or counseling.

Section VII. Retaliation; False Statements

It is a violation of this policy to retaliate in any way against someone who has complained about discrimination or discriminatory harassment, participated in any manner in proceedings under this policy, or opposed the alleged discrimination or discriminatory harassment. Retaliation subjects the retaliator to disciplinary sanctions. Allegations of retaliation shall be investigated under Section VIII of this Policy.

Knowingly making false allegations of discrimination or discriminatory harassment or providing evidence with the knowledge that it is false is also a violation of Columbia's policy and will subject a person to disciplinary action up to and including termination or expulsion.

Section VIII: Procedures Addressing Discrimination and Harassment

The following procedures are designed to provide flexibility in reporting for the person complaining of the discrimination or discriminatory harassment while balancing the interests of the accused party and Columbia's need to obtain the information necessary to resolve these issues in its community.

A. Reporting and Investigations of Sexual Harassment

i. Reporting Sexual Harassment

Individuals, whether students, employees, or third parties, may report all types of sex discrimination (including sexual harassment) and related retaliation to the College by following the On-Campus Option for Reporting Sexual Harassment in Section XI of the Title IX Sexual Harassment Policy (Appendix A), regardless of which policy is applicable. The Title IX Coordinator is responsible for determining which policy applies to any complaint of sexual harassment.

In addition to the internal reporting methods in Appendix A, employees may file charges of sexual harassment with the government agencies listed below.
Chicago Commission on Human Relations, 740 N. Sedgewick, 4th Floor, Chicago, IL 60654
(312) 744-4111, cchr@cityofchicago.org

Illinois Department of Human Rights, 555 W. Monroe Street, Suite 700, Chicago, IL 60661
(312) 814-6200, (312) 740-3953 (TTY)
U.S. Equal Employment Opportunity Commission, Chicago District Office, 230 S. Dearborn Street, Suite 1866, Chicago, IL 60604, (312) 872-9744, (866) 740-3953 (TTY)

ii. Investigations of Sexual Harassment:

a. **Allegations of Title IX Sexual Harassment.**
Allegations of Sexual Harassment as defined by Title IX are investigated pursuant to the Title IX Policy, Appendix A.

b. **Allegations of Sexual Harassment (Student Respondent).**
Allegations of sexual harassment outside the scope of the Title IX Policy where the Respondent is a student are investigated pursuant to the Student Sexual Misconduct Policy in Appendix B.

c. **Allegations of Sexual Harassment (Employee Respondent).**
Allegations of sexual harassment outside the scope of the Title IX Policy where the Respondent is an employee are investigated pursuant to Section VIII(B)(ii) of this Policy.

B. Reporting and Investigating Other Discrimination & Harassment

Any Columbia student, staff, faculty member, guest, or any other nonstudent or nonemployee who believes that he or she is being or has been subjected to discrimination or discriminatory harassment has informal and formal options, which are not exclusive of one another or mandatory. However, a person's selection of an option will affect Columbia's ability to respond to the discrimination or discriminatory harassment. In addition, the timeliness of reporting an incident is often critical to appropriate action and resolution.

Columbia is committed to a prompt and thorough investigation and resolution when its procedures are used. The parties shall have equal opportunity to submit evidence and suggest witnesses to be interviewed as part of the investigation. Those persons responsible for consulting about, investigating, and resolving complaints of discrimination or discriminatory harassment will make reasonable efforts to protect the privacy of both the Complainant and the Respondent. As required by Title IX, this Anti-Discrimination & Harassment provides for a prompt and equitable resolution to any complaints by employees or students alleging sex discrimination against a person in the United States.

i. Procedures for Student Complainants

(a) **Informal Remedy**
Columbia encourages student subjected to discrimination or discriminatory harassment to talk directly with the alleged discriminator or harasser if the person subjected to discrimination or discriminatory harassment feels comfortable doing so. If direct communication is selected, the person should tell the alleged discriminator or harasser to stop his or her behavior as soon as the behavior occurs and make it clear that the behavior is unwelcome. The person then should share this information with the Office of Human Resources, Dean of Students' Office, a faculty member, the Residence Life staff, a counselor, an advisor, or any Columbia supervisor so the situation can be monitored.

(b) **Formal Remedy**
A complaint of discrimination or discriminatory harassment can be made either orally or in writing to the Office of Human Resources, Dean of Students' Office, a faculty member, the Residence Life staff, a counselor, an advisor, or any Columbia supervisor. All members of the community who serve in a supervisory capacity, such as deans, managers, and chairs, are responsible for reporting all complaints of Sexual harassment involving a student complainant to the Title IX Coordinator and all other complaints of discrimination or discriminatory harassment involving a student complainant to the Office of Human Resources. A complainant is encouraged to make a written complaint as it may increase the College's ability to take appropriate action to stop the alleged discrimination or discriminatory harassment. A complaint should be as specific as possible, providing the name of the injured party; the name of the alleged discriminator or harasser; a chronology of the events that constitute the behavior, detailing dates, places, and times; a description of the behavior; and the names of any witnesses to the behavior or persons with knowledge of the behavior. Whether the complainant wishes to proceed with the investigation or not, a formal investigation of the complaint will be undertaken. The process is confidential to the extent possible and applies to the accused wrongdoer, the complainant, and witnesses. In the course of the investigation, however, absolute confidentiality cannot be guaranteed. Except as provided otherwise herein, if the alleged conduct appears to violate both this Anti- Discrimination and Harassment Policy and another Columbia policy, such as the student code of conduct, this policy will take precedence over the competing policy. However, any sanction to be imposed against a tenured faculty member shall be subject to the procedures outlined in the Statement of Policy on Academic Freedom, Faculty Status, Tenure, and Due Process.

ii. Procedures for Faculty and Staff Complainants

(a) Informal Remedy

Columbia encourages any employee or third party subjected to discrimination or discriminatory harassment to talk directly with the alleged discriminator or harasser if the person subjected to discrimination or discriminatory harassment feels comfortable doing so. If direct communication is selected, the person should tell the alleged discriminator or harasser to stop his or her behavior as soon as the behavior occurs and make it clear that the behavior is unwelcome. The person then should share this information with the Office of Human Resources or with anyone who serves in a supervisory capacity, such as a dean, manager, director, chair, or administrator, so that the situation can be monitored.

(b) Formal Remedy

A complaint of discrimination or discriminatory harassment can be made either orally or in writing to any Columbia supervisor. All members of the community who serve in a supervisory capacity, such as deans, managers, directors, chairs, and administrators, are responsible for reporting all complaints of discrimination or discriminatory harassment involving an employee complainant or a third-party complainant to the Office of Human Resources. A complaint of discrimination or discriminatory harassment can be made either orally or in writing. A complainant is encouraged to make a written complaint as it may increase the College's ability to take appropriate action to stop the alleged discrimination or discriminatory harassment. A complaint should be as specific as possible providing the name of the injured party; the name of the alleged discriminator or harasser; a chronology of the events that constitute the behavior, detailing dates, places, and times; a description of the behavior; and the names of any witnesses to the behavior or persons with knowledge of the behavior. Whether the complainant wishes to proceed with the investigation or not, a formal investigation of the complaint will be undertaken. The process is confidential to the extent possible and applies to the accused wrongdoer, the complainant, and witnesses. In the course of the investigation, however, absolute confidentiality cannot be guaranteed. Except as provided otherwise herein, if the alleged conduct appears to violate both this Anti-discrimination and Harassment policy and another Columbia policy, such as the Statement of Policy on Academic Freedom, Faculty Status, Tenure, and Due Process, this policy will take precedence over the competing policy. However, any sanction to be imposed against a tenured faculty member shall be subject to the procedures of the Statement of Policy on Academic Freedom, Faculty Status, Tenure, and Due Process.

The College reserves the right to modify or amend the Anti-Discrimination and Harassment Policy at any time.

Revised January 15, 2025

APPENDIX 5: Title IX Sexual Harassment Policy & Procedures

Section I. Purpose & Applicability. Columbia College Chicago (the "College" or "Columbia") is committed to maintaining an environment that respects the dignity of its students, faculty, and staff and is free from discrimination of any kind. As required by Title IX of the Education Amendments of 1972 and its implementing regulations ("Title IX"), the College does not discriminate on the basis of sex in its education programs or activities (including, without limitation, in admissions and employment). Sexual Harassment (which includes quid pro quo sexual harassment, sexual assault, and other prohibited acts based on sex, as defined in Section X) is a form of sex discrimination. In compliance with Title IX, this Title IX Sexual Harassment Policy & Procedures (the "Policy") requires a consistent institutional response to any allegation of Sexual Harassment regarding which the College has Actual Knowledge [as defined in Section XIII(A)(1)] that is: (a) in a College Education Program Or Activity [as defined in Section XIII(A)(2)], and (b) involves conduct that occurred in the United States of America. This Policy applies to all Columbia faculty, staff, students, as well as to third parties (the "Community"), regardless of sexual orientation or gender identity.

As used in this Policy, the "Complainant" means "an individual who is alleged to be the victim of conduct that could constitute Sexual Harassment." The "Respondent" refers to "an individual who has been reported to be the perpetrator of conduct that could constitute Sexual Harassment." The Complainant or Respondent may but need not be a person enrolled or employed by the College or who has another affiliation or connection with the College. Any person (i.e., the Complainant, a bystander, a witness, a friend, or any other individual) may report Sexual Harassment, but only Complainants who are students, employees, or other individuals participating or attempting to participate in a College Education Program Or Activity may file a Formal Complaint [as detailed in Section XV(A)].[1]

The Policy contains Grievance Procedures that provide for the investigation and adjudication of the Sexual Harassment allegations described in the first paragraph where, in addition, an eligible Complainant has submitted a Formal Complaint requesting that the College conduct an investigation. The Complainant's status is determined at the time of the filing of the Formal Complaint.

Section II. Scope of Policy. This Policy is part of the College's Anti-Discrimination & Harassment Policy (the "Discrimination Policy"), which bars all forms of harassment and discrimination based on religion, race, sex, sexual orientation, gender identity or expression, national origin, age, disability, ethnicity, or any other category protect by law, by or of Columbia students faculty, or staff. Sections V-VIII of the Discrimination Policy addresses student and employee complaints alleging non-sexual harassment sex discrimination (e.g., complaints of sex-based different treatment in extracurricular activities, or with respect to enrollment in an academic course). Sections V-VIII and Appendix B of the Discrimination Policy cover sexual harassment that is connected to the College's operations but is outside the scope of this Policy (such as inappropriate behavior occurring during a Study Abroad Program or in a private residence, or offensive acts that are unwelcome but are not so severe, pervasive, and objectively offensive that they constitute Sexual Harassment). Individuals may report all types of sex discrimination (including sexual harassment) to the College by notifying a "Responsible Employee" identified in Section XI(A)(1) below regardless of whether this Policy or a different Section of the Discrimination Policy prohibits the behavior.

This Policy applies regardless of the identities of the Complainant and Respondent. Employees, however, may have additional procedural rights and/or responsibilities due to their status or union affiliation. The Statement of Policy on Academic Freedom, Faculty Status, Tenure, and Due Process (the "Tenure Statement") governs the employment of all full-time faculty members. The Columbia Faculty Union ("CFAC") and the United Staff of Columbia College ("USofCC") represent certain part-time faculty and staff, respectively.

Inquiries about the application of Title IX to the College may be referred to the College's Title IX Coordinator (as identified in Section IV), to the Assistant Secretary for Civil Rights in the U.S. Department of Education, or to both individuals.

Section III. Options For Immediate Emergency Assistance Following an Incident of Sexual Assault, Dating Violence, or Domestic Violence (as defined in Section X). As explained in Section XI, individuals have multiple options for reporting Sexual Harassment to the College. Regardless of the manner in which an individual may elect to report – or not to report – to the College, individuals who have experienced Sexual Assault, Dating Violence, Domestic Violence, or any other unwanted physical sexual acts ("Sexual Violence"), and need emergency assistance, shall first and foremost:

[1] The Complainant and Respondent are sometimes referred to in this Policy individually as a "Party" and collectively as the "Parties."

A.) Get to a place of safety. Dial 911 for local Police or 312.369.1111 for Campus Safety & Security immediately if at continued risk, and;

B.) Seek any necessary medical attention as soon as possible.

- Downtown Chicago Hospitals include:

  Northwestern Memorial Hospital (Emergency Department)
  251 E. Huron Street
  Chicago, IL 60611
  312.926.2000
  (about 1.7 miles from Columbia's 600 S. Michigan building)

  Rush University Medical Center (Department of Emergency Medicine)
  1653 W. Congress Parkway
  Chicago, IL 60612
  312.947.0100
  (about 2.5 miles from Columbia's 600 S. Michigan Building)

Going to an Illinois hospital for medical care after an incident of Sexual Violence does not obligate an individual to file a report with the College or the police.

C.) To maximize evidence collection:
- Do not shower or change clothes. Try not to urinate if possible.
- If oral contact took place, do not smoke, eat, drink, or brush teeth.
- If leaving from home, take extra clothes/shoes.

If an individual is uncertain regarding how to respond, that person should consider calling one of the resources listed in Section XI of this Policy.

What to Expect at the Hospital[2]

Seeking medical care is important, regardless of whether an individual chooses to report to the police or to the College. Hospitals and other medical centers may provide a physical exam, treatment, and collection of any relevant evidence. The below Section includes a summary of and general notes regarding the intake procedure at many Chicagoland hospitals. Please note that the precise procedures at each medical center may vary.

The Emergency Room Exam

- A local hospital emergency room can provide immediate medical attention. The emergency room responds to both the physical trauma of the Sexual Violence and the process of collecting evidence in case an individual wishes to report to law enforcement. Rape victim advocacy services are also available at many Chicago hospitals to provide support and referrals.
- Hospitals in Illinois are required to notify the local police department that treatment has been given to an individual alleging sexual assault. However, an individual is not required to file a police report.
- An individual may sign consent forms to allow the medical personnel to examine, treat, and administer medication, and to release information to the police. An advocate can be present throughout the exam.
- After an incident of Sexual Violence, the primary medical concerns are physical injuries, sexually transmitted infections, and pregnancy. At the time of the examination, evidence can also be collected that can be used to prosecute the person(s) who it is alleged participated in Sexual Violence. If an individual wishes to have evidence collected, the individual should not bathe, douche or change clothes before the exam. This may destroy evidence. However, typically, evidence may still be collected up to a week after an incident of Sexual Violence. An individual may wish to bring a change of clothes when going to the emergency room, since clothing may be kept as evidence. A sweatsuit or scrubs may also be provided.

[2] Adopted from "After Sexual Assault," a resource page created by the Illinois Coalition Against Sexual Assault and Loyola University Chicago. The information provided within the "What to Expect at the Hospital" Section is for general education purposes only; it is not, and shall not be construed as, legal or medical advice. The College encourages individuals to seek assistance from qualified attorneys and medical professionals as appropriate.

Evidence Collection

- If an individual chooses, the hospital will conduct thorough and complete evidence collection using the Illinois State Police Evidence Collection Kit (the "rape kit"). The entire evidence collection process will be done only with the individual's consent. The individual may decline any portion of the exam. There is no fee for having a rape kit done and the individual does not need to use personal insurance. The Violence Against Women Act ("VAWA") conditions a state's receipt of certain federal funding on the provision of medical forensic examinations at no cost for individuals alleging sexual assault. The rape kit does not contain any medication.
- Evidence may be collected even if the individual does not plan to report the incident to the police. If the individual decides at a later date that it is best to file a police report, this evidence will be available. Any evidence found during the exam may strengthen any resulting criminal court case should the individual decide to file a police report.
- Evidence collection includes taking samples of substances from the vagina, rectum, and mouth; combings of head and pubic hair; collecting material from beneath fingernails; and collection of any other physical evidence (e.g., saliva from bite marks). These samples will be used to detect the DNA and any other debris from other persons involved or the scene of the incident.
- The clothes the individual is wearing also may be sent to a crime lab and may be kept as evidence until the case is closed. Photographs may be taken of bruises, cuts and other injuries that occurred. The photographs may be kept as evidence until the case is closed.

The Cost of Treatment

- The Sexual Assault Survivors Emergency Treatment Act ("SASETA") may cover emergency room costs, including any medications received. In such case, the hospital should not bill for any treatment. If an advocate is present, the advocate may be able to answer any questions related to SASETA and help to ensure that an individual is not charged for treatment.
- Under the Illinois Crime Victims Compensation Act ("CVCA"), victims of violent crimes who qualify can be reimbursed for out-of-pocket medical expenses, loss of earnings, psychological counseling and loss of support income due to the crime.

Sexual Transmitted Infections

- Sexually transmitted infections ("STIs") such as chlamydia, gonorrhea, syphilis, herpes, and HIV can be transmitted during an act of Sexual Violence. An individual may not learn of an STI until several weeks or months after it has been transmitted.
- If an individual is concerned about having an STI, that person should discuss this concern with the treating doctor or nurse. Certain medical professionals can give preventive medicine (e.g., antibiotics, and HIV post-exposure prophylaxis) at the time of the exam. The individual should receive information on any medication given. An individual should make sure to obtain the name, dosage, purpose, and possible side effects of the drug. The individual should get the actual medicine, not just a prescription.
- Even if an individual receives preventive treatment, it is important to be tested for STIs two (2) weeks after Sexual Violence, and again in six (6) weeks. The individual should repeat HIV testing in three (3) to six (6) months.

Pregnancy Testing

- For individuals able to give birth, there is a chance that pregnancy could result from Sexual Violence. A test for pregnancy is recommended for all such individuals of childbearing age who are involved in Sexual Violence involving penetration.
- An individual may request a pregnancy test at the time of the exam. However, a test immediately after Sexual Violence will not show if a person is pregnant from the incident. Follow-up testing is the most reliable way to determine whether an individual is pregnant.
- Having a late period does not necessarily mean someone is pregnant. Stress, tension and worry can cause a late period; this happens to many individuals who endure Sexual Violence.

Section IV. The College's Title IX Coordinator. Columbia's Interim Title IX Coordinator (the "Coordinator") is Chaselyn Lewis. The Coordinator coordinates the College's efforts to comply with: (a) this Policy, and (b) the Discrimination Policy, to the extent required to provide a prompt and equitable response to address Sex Discrimination (including non-sexual harassment sex discrimination, sexual harassment not covered by this Policy, and retaliation as prohibited in Section V). The Coordinator is tasked with identifying and addressing any patterns or systematic problems revealed by Sexual Harassment reports. The Coordinator is responsible for ensuring, through regular review, that the College's general response to Sexual Harassment (as required in Section XIII) and the Sexual Harassment grievance procedures established in Section XV (the "Grievance Procedures") remain effective. The Coordinator also leads related training, and prevention and education efforts. The Coordinator is available to meet with students, faculty, and staff as needed to discuss particular issues and/or concerns.

Individuals may contact Ms. Lewis through in-person appointment, phone, mail, or email, as provided below:

Chaselyn Lewis
Interim Title IX Coordinator
623 S Wabash Ave, Ste 307E
Chicago, IL 60605
Phone: 312.369.6344
CHLewis@colum.edu

The College's Policy Advisor for Employee Matters is Patricia Olalde. The Coordinator shall consult with the Policy Advisor for Employee Matters on all Sexual Harassment reports involving Columbia employees to ensure compliance with any other College policies or federal, state, or local laws governing employees. Ms. Olalde's contact information is as follows:

Patricia Olalde
AVP, Human Resources
600 S. Michigan Avenue
Chicago, IL, 60605
Phone: 312.369.7248
polade@colum.edu

Section V. Retaliation Prohibited. Neither the College nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by title IX or this Policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy ("Hearing"). Intimidation, threats, coercion, or discrimination for the purpose of interfering with any right or privilege secured by Title IX or this Policy, constitutes retaliation. The College shall keep confidential the identities of the Complainant, Respondent, and other individuals connected to a report of sex discrimination as required by Section XIII(C). Complaints alleging retaliation may be reported to a Responsible Employee according to the prompt and equitable grievance procedures for sex discrimination established in Section VII and VIII of the Discrimination Policy. The College retains discretion to consolidate a retaliation complaint with a Formal Complaint of Sexual Harassment for investigation and/or adjudication purposes where the two complaints arise out of the same facts or circumstances.

The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under this Section. Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of the Grievance Procedures (as provided in more detail in Section VI below) does not constitute retaliation, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

Section VI. False Reports. Knowingly making false allegations of Sexual Harassment or providing evidence with the knowledge that it is false is a violation of the Discrimination Policy and may subject a person to disciplinary action up to and including termination or expulsion.

Section VII. Amnesty For Students Under College Policy Restricting the Use of Drugs or Alcohol. To encourage reporting, the College shall consider any use of alcohol or drugs by any student Complainant, student Respondent, or student witnesses at or near the time of the alleged Sexual Harassment to determine consent or memory only under this Policy and this behavior will not serve as the foundation for discipline or independent proceedings under another College policy. However, the College may, at its discretion, require individuals who engaged in such behavior to participate in education programs or recommend a meeting with a College counselor or other support persons.

Section VIII. Individuals with Disabilities; Requests for Alternative Submission of Documents and other Accommodations. Columbia shall endeavor to provide the appropriate accommodations to ensure that individuals with disabilities may participate fully in the steps outlined in this Policy. Individuals with disabilities who need assistance in reporting Sexual Harassment, participating in the Grievance Procedures, or otherwise with respect to this Policy may contact the below offices:

Services for Students with Disabilities (For Students) 312.369.8296
Office of Human Resources (For Employees).....312.369.7468

As addressed in more detail below, the evidence subject to inspection and review in Section XV(C)(5) and the Investigative Report addressed in Section XV(C)(6) shall be sent through electronic submission. Parties requiring the evidence in a different format due to a disability-related reason may inform the offices designated above, as well as the Investigator, or the Coordinator.

Section IX. International Students & Undocumented Students. This Policy protects all Columbia students regardless of national origin, immigration status, or citizenship status. Individuals for whom English is not their first language may contact Clare R. Lake for translation assistance. Mr. Lake is also available to advise concerning U nonimmigrant status, T nonimmigrant status, and possible visa issues relating to Sexual Harassment (e.g., the requirement to maintain a full-time course load).

Clare R. Lake
Director, International Student and Scholar Services
618 S. Michigan Ave., Room 407C
312-369-7246
clake@colum.edu

Section X. What Constitutes Sexual Harassment

A. **Sexual Harassment**. "Sexual Harassment" means conduct on the basis of sex (including, without limitation, conduct based on gender identity – perceived or actual – or gender stereotypes) that satisfies one or more of the following:
   (1) A College employee conditioning the provision of an aid, benefit, or service of the College on an individual's participation in unwelcome[3] sexual conduct ("quid pro quo harassment")[4];
   (2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive[5] that it effectively denies a person equal access to the College's Education Program Or Activity; or
   (3) "Sexual Assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v) and subject to this Policy's definition of "Consent," "Dating Violence" as defined in 34 U.S.C. 12291(a)(10), "Domestic Violence" as defined in 34 U.S.C. 12291(a)(8), or "Stalking" as defined in 34 U.S.C. 12291(a)(30).[6]

B. **Sexual Assault**. "Sexual Assault" means any sexual act directed against another person, without Consent of the victim, including instances where the victim is incapable of giving Consent. Sexual Assault includes "Rape," "Fondling," "Incest," and "Statutory Rape."[7]

   (1) **Rape.** "Rape" is the 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 victim. This offense includes the rape of both males and females.

   (2) **Fondling**. "Fondling" is the touching of the private body parts of another person for the purpose of sexual gratification, without the Consent of the victim, including instances where the victim is incapable of giving Consent because of his/her age or because of his/her temporary or permanent mental incapacity.

[3] The Complainant's subjective statement that the Complainant found the conduct to be unwelcome suffices to meet the "unwelcome" element in Section X(A)(1) and Section X(A)(2).

[4] This definition applies whether the "bargain" proposed by the employee is communicated expressly or implied from the circumstances.

[5] As to the elements of severity, pervasiveness, objective offensiveness, and denial of equal access, determinations are made with reference to a reasonable person in the shoes of the Complainant (in light of the known circumstances and the facts of each situation). Unwelcome conduct so severe, pervasive, and objectively offensive that it denies a person equal educational opportunity is Sexual Harassment regardless of the Respondent's intent (or not) to cause harm.

[6] Section X(A)(3) prohibits Sexual Assault (subject to the Policy's definition of "Consent"), Dating Violence, Domestic Violence, and Stalking as such behavior is defined according to the above-referenced statutory provisions. The definitions provided in Section X(B) through Section X(E) (other than for "Consent") are for convenience only and are subject to changes to the applicable laws.

[7] The College's definition of "Sexual Assault" is mandated by Title IX; regulations require the College to adopt a definition of "Sexual Assault" that incorporates various forcible and nonforcible sex offenses as defined by the uniform crime reporting system of the Federal Bureau of Investigation. See 34 C.F.R. § 106.30(a).

(3) **Incest**. "Incest" is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law [in the applicable jurisdiction].

(4) **Statutory Rape**. "Statutory Rape" is sexual intercourse with a person who is under the statutory age of consent [in the applicable jurisdiction].

(5) **Consent**.[8] "Consent" is clear, unambiguous, and voluntary agreement between participants to engage in specific sexual activity[9] Consent is active, not passive, and is given by clear actions or words. Consent may not be inferred from silence, passivity, or lack of active resistance alone. A current or previous dating or sexual relationship is not sufficient to constitute Consent, and Consent to one form of sexual activity does not imply Consent to other forms of sexual activity. An individual's decision to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. An individual's manner of dress does not constitute Consent. Consent to engage in sexual activity may be withdrawn by an individual at any time. Being intoxicated or otherwise impaired due to drugs and/or alcohol does not diminish one's responsibility to obtain Consent.

Incapacity: In some situations, the College may determine an individual to be incapable of giving Consent to sexual activity due to the circumstances, the individual's age or the behavior of another. Such situations may include, but are not limited to: incompetence, impairment from alcohol and/or drugs, fear, unconsciousness, intimidation, Coercion (as defined below), confinement, isolation, or mental or physical impairment. Despite anything to the contrary, where a person is incapable of giving Consent, conduct of a sexual nature is a violation of this Policy (or another Section of the Discrimination Policy), provided that the Respondent knew or reasonably should have known of the person's incapacity.[10]

Coercion: "Coercion" is direct or implied threat of force, violence, danger, hardship, or retribution sufficient to persuade a reasonable person of ordinary susceptibility to perform an act which otherwise would not have been performed or submit to an act which one would otherwise not have submitted. Coercion can include unreasonable and sustained pressure for sexual activity. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get Consent from another. A person's words or conduct cannot amount to Coercion for purposes of this Policy unless they wrongfully impair the other's freedom of will and ability to choose whether or not to engage in sexual activity.

C. **Dating Violence.** "Dating Violence" means violence committed by a person:
   (1) who is or has been in a social relationship of a romantic or intimate nature with the victim; and
   (2) where the existence of such a relationship shall be determined based on a consideration of the following factors:
      a. The length of the relationship.
      b. The type of relationship.
      c. The frequency of interaction between the persons involved in the relationship.
   (3) fear for his or her safety or the safety of others; or
   (4) suffer substantial emotional distress.

D. **Domestic Violence**. "Domestic Violence" includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the applicable jurisdiction, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the applicable jurisdiction.

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8 Definition adopted with modification from Emory University's "Policy 8.2: Sexual Misconduct, Updated May 27, 2014."

9 The Policy's definition of Consent is consistent with that in the Illinois Criminal Code for Major Sexual Offenses. Under 720 ILCS 5/11-1.70, "Consent" means, "a freely given agreement to the act of sexual penetration or sexual conduct in question. Lack of verbal or physical resistance or submission by the victim resulting from the use of force or threat of force by the accused shall not constitute consent. The manner of dress of the victim at the time of the offense shall not constitute consent."

10 An exception exists where an individual did not know of another's impairment and could not have been expected to have known about such impairment, but the behavior nonetheless violates Illinois Criminal Law (i.e. strict liability crimes). Such violations when of a sexual nature constitute a violation of this Policy or another Section of the Discrimination Policy, as appropriate.

E. **Stalking.** "Stalking" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to"
(1) fear for his or her safety or the safety of others; or
(2) suffer substantial emotional distress

F. **Examples of Unwelcome Conduct Potentially Prohibited by Section X(A)(2).** Depending on the circumstances, unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to a College Education Program Or Activity may, but not necessarily, include (without limitation):
(1) Unwelcome sexual advances;
(2) Requests for sexual favors (overt or implied);
(3) Abusive or threatening behavior of a sexual nature directed at a person;
(4) Remarks, jokes, comments, or observations of a sexual nature that demean or offend individuals;
(5) Gestures or other nonverbal behavior of a sexual nature that demean or offend individuals; and
(6) Display or distribution of offensive materials of a sexual nature.

Section XI. On-Campus Options For Reporting Sexual Harassment

A. **Overview.** The College encourages Complainants to report Sexual Harassment to individuals who can provide the desired level of support and assistance. Different Columbia employees have different rights and obligations regarding information sharing. An individual may elect to disclose Sexual Harassment to an employee in one or more of the below groups. Please note that, of the below on-campus resources, only the Office of Safety & Security can provide around-the-clock assistance.

1. ***Responsible Employees***: *A Responsible Employee is a College employee who has the duty to report incidents of Sexual Harassment to the Coordinator. Responsible Employees are required to report all the details of alleged Sexual Harassment (including the identities of the Complainant, Respondent, and any witnesses, if known, and pertinent facts such as date, time, and location) to the Coordinator.*

   Responsible Employees include:[11]
   - The Coordinator[12];
   - The Investigator;
   - Employees with "Dean", "Associate Dean," "Assistant Dean," "Chair," "Associate Chair," "Director," "Coordinator," "Provost," "Associate Provost," "Assistant Provost," "Chief of Staff," "Vice President," "Assistant Vice President," "Associate Vice President," or "President" in their titles[13];
   - All part-time and full-time faculty members;
   - Resident Advisors ("RAs");
   - All employees in the Office of Human Resources and the Office of the Vice President of Student Affairs (including the Dean of Students' Office and the Residence Life staff), excluding those employees who are Confidential Resources.
   - All employees in the Office of Safety & Security (including its independent contractor security personnel). For emergencies, individuals should call the 24-hour emergency command center at (312) 369-1111. The non-emergency command center phone number is (312) 369-3220.

Except as provided otherwise in this Policy or legally required, the College shall not share information reported to a Responsible Employee with individuals other than College officials with relevant responsibilities under this Policy. For example, when permissible under the law, a Responsible Employee shall not share information with law enforcement without the Complainant's consent or unless the
Complainant has also reported the incident to such body.

[11] Employees in the Multicultural Affairs Office are not Responsible Employees under this Policy when assisting international students, undocumented students, or students for whom English is not their first language, with language interpretation, travel- related, or visa issues. Similarly, employees in the Office of Human Resources or the Services for Students with Disabilities Office ("SSD") (including the Dean of Students to whom SSD staff report) are not Responsible Employees when providing guidance or other support concerning disability issues. Sections IX and VIII detail the services these offices provide.

[12] Any person may report Sexual Harassment or any another type of sex discrimination prohibited by the Discrimination Policy (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute such behavior), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Coordinator, or by any other means that results in the Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Coordinator.

[13] As addressed in Section XIII(A)(1), the officials listed in this bullet point and the Coordinator have authority to institute corrective measures on behalf of the College. Notice to these individuals conveys "Acknowledge Knowledge" to the College.

To the extent feasible, before a Complainant reveals any information to a Responsible Employee, the Responsible Employee shall endeavor to ensure that the Complainant understands the Responsible Employee's reporting obligations, and that – after receiving a report from the Responsible Employee – the Coordinator will contact the Complainant to offer Supportive Measures and to take other steps as required by Section XIII. A Responsible Employee shall neither encourage the Complainant to continue disclosing an alleged incident, if the Complainant is not ready to do so, nor pressure the Complainant to request assistance from a different resource. If the Complainant communicates before disclosing the details of an incident that the Complainant does not want the Responsible Employee to notify the Coordinator, the Responsible Employee shall then direct the Complainant to a Confidential Resource.

2. ***Confidential Resources***: *Complainants who desire strictly confidential support and assistance, to the extent permitted by law, may contact a Confidential Resource. Under some circumstances, these employees are required to maintain near complete confidentiality. Confidential Resources are not required to disclose alleged incidents to the Coordinator.*

   Under certain circumstances, the law and applicable professional codes require the below-listed individuals and resources to keep the details of Sexual Harassment in a confidential manner and to refrain from disclosing such information to any third parties without the Complainant's consent. Complainants should be aware, however, that local, state, and/or federal law may require these employees to disclose an incident where there is an imminent risk of self-harm or the Complainant poses a danger to another party.

   Confidential Resources can assist the Complainant in receiving additional support (on or off-campus), such as advocacy services, academic assistance, disability, physical health or mental health services, and changes to living, working, or courses schedules. A Complainant who first speaks with a Confidential Resource may later decide to disclose to a Responsible Employee, file a Formal Complaint, or to report the incident to local law enforcement. If requested, a Confidential Resource shall provide the Complainant with assistance in speaking with the Coordinator or another Responsible Employee.

   The following are Confidential Resources on-campus:

   <u>For Students and Employees</u>

   Center for Student Wellbeing at Columbia College Chicago (Professional Counselors)
   623 S. Wabash Avenue, Suite 303
   312-369-8700
   https://students.colum.edu/studentwellbeing/

   Confidential Advisor

   Charee Mosby-Holloway
   Director
   618 S. Michigan Ave., Room 405C
   312-369-7994
   CMosbyholloway@colum.edu

   As required by Illinois' Preventing Sexual Violence in Higher Education Act, the College's Confidential Advisors have completed at least forty (40) hours of training on sexual violence. Each Confidential Advisor shall attend a minimum of six (6) hours of ongoing education training annually on issues related to sexual violence. Each Confidential Advisor shall also receive periodic training on the College's administrative processes, Supportive Measures and accommodations, and complaint resolution procedures. Confidential Advisors may provide confidential services to and have privileged, confidential communications with Complainants in accordance with Section 8-804 of Illinois' Code of Civil Procedure.

   The College offers additional health and mental health services through partnered third party online providers, including the Employee Assistance Program/Telus Health (for Employees) and TimelyCare (for Students). Please note, however, that the professionals from these online partners do not constitute Confidential Employees under this Policy as they are not College Employees. Third-party providers may have additional disclosure obligations and responsibilities

B. **Anonymous Reporting.** Individuals may make anonymous reports of Sexual Harassment to the Coordinator by completing and submitting the online form available at www.colum.ethicspoint.com or by calling (844) 406-8158. However, depending on the extent of information available about the incident, the College's ability to respond to such reports may be limited.

C. **When To Report.** Individuals may report Sexual Harassment to the College at any time. However, the College encourages Complainants (who elect to report) to disclose Sexual Harassment to the College as expediently as possible. The College's options to address a report may be limited when it receives Actual Notice of an alleged incident a significant period of time after the occurrence of the alleged Sexual Harassment. To illustrate, as further explained in Section XV(A), a Complainant may not file a Formal Complaint unless the Complainant is presently participating in or attempting to participate in a College Education Program Or Activity.

D. **The Role of Witnesses & Other Third Parties.** Witnesses to Sexual Harassment, including bystanders and other third parties intending to report Sexual Harassment to the College, shall promptly report the details of the offending behavior to a Responsible Employee so that the College may address the circumstances as required in Section XIII. The College understands that witnesses to Sexual Harassment may need support resources as well. Accordingly, witnesses may seek confidential support from a Confidential Resource regarding how to address any effects from observing or otherwise becoming aware of Sexual Harassment. As explained previously, any retaliation against an individual who has reported Sexual Harassment is a violation of the Discrimination Policy.

E. **What To Expect When Reporting.** The College realizes that it may be difficult for a Complainant or witness to disclose alleged Sexual Harassment. Accordingly, to the extent practicable, the College's Responsible Employees and Confidential Resources shall endeavor to provide a supportive environment where Complainants and witnesses are comfortable reporting an incident.

F. **Encouragement of Dual Reporting with Local Law Enforcement.** The College encourages, but does not require, witnesses and Complainants who report to the College to also notify local law enforcement. Under some circumstances, Sexual Harassment may violate both college policy and criminal law. The College may proceed with an internal investigation under this Policy simultaneously with a criminal investigation. While criminal investigations may facilitate fact-finding, the outcome of a criminal proceeding may not be indicative of whether alleged Sexual Harassment violates Title IX and this Policy. The Coordinator and Confidential Resources, including Confidential Advisors, are available to assist individuals with reporting to local law enforcement. The Chicago Police Department's 1st District central station is located at 1718 South State Street, Chicago, IL 60616. The 1st District is available by email at CAPS001District@chicagopolice.org and by phone at (312) 745-4290.

Section XII. On-Campus Resources for Respondents.

Respondents may also seek confidential support and assistance from the Confidential Resources listed in Section XI(A)(2) above. The Title IX Coordinator or a Respondent's Advisor [as defined in Section XV(B)(7)] shall help the Respondent in obtaining other appropriate support and assistance on or off-campus as requested.

Section XIII. The College's General Response to Sexual Harassment:

A. **Overall Obligations & Geographic Jurisdiction.** The College shall respond promptly as required in this Section XIII to any allegation of Sexual Harassment, regarding which the College has Actual Knowledge, that is: (i) in a College Education Program Or Activity, and (ii) made against a person in the United States.

1. ***Actual Knowledge.*** **"**Actual Knowledge" means Notice (as hereinafter defined) of Sexual Harassment or allegations of Sexual Harassment to the Coordinator or any official of the College who has authority to institute corrective measures on behalf of the College. Such individuals may receive Actual Knowledge through an oral report of Sexual Harassment by a Complainant or anyone else, a written report, through personal observation, through a newspaper article, through an anonymous report, or through various other means. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute Actual Knowledge. This standard is not met when the only official of the College with Actual Knowledge is the Respondent. The mere ability or obligation to report Sexual Harassment or to inform a student about how to report Sexual Harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the College. "Notice" as used in this paragraph includes, but is not limited to, a report of Sexual Harassment to the Coordinator in person, by mail, by telephone, or by electronic mail using the contact information listed for the Coordinator in Section IV, or by any other means that results in the Coordinator receiving the person's verbal or written report.

   In addition to the Coordinator, the following College employees have authority to institute corrective measures on behalf of the College:

- Employees with "Dean," "Associate Dean," "Assistant Dean," "Chair," "Associate Chair," "Director," "Coordinator," "Provost," "Associate Provost," "Assistant Provost," "Chief of Staff," "Vice President," "Assistant Vice President," "Associate Vice President," or "President" in their titles.

Notwithstanding anything to the contrary, public awareness events such as, "Take Back The Night," the "Clothesline Project," candlelight vigils, protests, or speak-out events are not considered Notice of Sexual Harassment to the College. Such events may, however, inform the need for campus-wide education and prevention efforts, and the College may provide information about students' Title IX rights at these events.

2. ***College Education Program Or Activity.*** The phrase "College Education Program Or Activity" includes locations, events, or circumstances over which the College exercised substantial control over both the Respondent and the context in which the Sexual Harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by the College. College Education Program Or Activity encompasses all the operations of the College, including – without limitation – the College's computer and Internet networks, digital platforms, and computer hardware and software. Sexual Harassment occurring "off-campus" is not automatically outside of a College Education Program Or Activity. When evaluating whether alleged Sexual Harassment occurred in a College Education Program Or Activity, the College shall consider relevant factors, such as whether the College funded, promoted, or sponsored the event or circumstances where the alleged Sexual Harassment occurred.

B. **Offer of Supportive Measures & Right to File a Formal Complaint.** As soon as practicable but no later than three (3) days[14] after the College obtains Actual Knowledge of Sexual Harassment or allegations of Sexual Harassment, the Coordinator shall contact the Complainant to: (1) discuss the availability of Supportive Measures (as defined in this Section), (2) consider the Complainant's wishes with respect to such measures, (3) inform the Complainant of the availability of Supportive Measures with or without the filing of a Formal Complaint, and (4) explain to the Complainant the process for filing a Formal Complaint.[15] The Coordinator shall offer Supportive Measures to the Complainant after engaging in an interactive, meaningful dialogue with the Complainant. The Coordinator shall also offer Supportive Measures to the Respondent through an interactive, meaningful dialogue prior to the Respondent's receipt of notice of a Formal Complaint, if the Respondent requests such measures.

"Supportive Measures" means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. Such measures are designed to restore or preserve equal access to the College Education Program Or Activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the College's educational environment, or to deter Sexual Harassment.

Supportive Measures may include, but are not limited to:

- Referral to counseling services,
- Course-related adjustments (such as extensions of deadlines, changes in course schedules, tutoring, or alternative course completion options) with the consultation of appropriate faculty members;
- Extracurricular accommodations;
- Modifications of work or class schedules;
- Assisting with the party's transportation to and from classes or work (to the extent practicable on Columbia's campus);
- Mutual, temporary restrictions on contact between the parties (such as a no-contact order) and honoring an order of protection or no-contact order entered by a state, civil, or criminal court;
- Temporary changes in work, dining, or housing arrangements (if a party is a student and lives in Residence Life); and
- Leaves of absence (consistent with applicable law and College policies and agreements).

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14 All references to a "day" or "days" in this Policy are to calendar days.

15 Student Complainants also have additional notification rights pursuant to Illinois' Preventing Sexual Violence in Higher Education Act; upon being notified of an alleged violation of this Policy by a Student Complainant (or a party representing a Student Complainant), the Coordinator shall provide such student Complainant (if known) with a concise synopsis written in plain language of the student Complainant's rights and options under this Policy. The Coordinator shall provide this notice within twelve (12) hours after receiving an electronic report of Sexual Harassment.

A carefully crafted no-contact order restricting the actions of only one party could qualify as a Supportive Measure under certain circumstances. For example, if the College issues a one-way no-contact order to help enforce a restraining order, preliminary injunction, or other order of protection issued by a court, or if a one- way no-contact order does not unreasonably burden the other party, then a one-way no-contact order may be appropriate.

The College must maintain as confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the College to provide the Supportive Measures (e.g., where a Complainant requires a mutual no-contact order). The Coordinator is responsible for coordinating the effective implementation of Supportive Measures. The Coordinator shall periodically access the efficacy of administered Supportive Measures and provide modifications as needed. The Coordinator may, in the Coordinator's discretion, maintain or terminate implemented Supportive Measures after a determination in the Grievance Procedures that the Respondent is not responsible for the alleged Sexual Harassment or after the dismissal of a Formal Complaint filed by the Complainant or signed by the Coordinator.

In addition to party-specific Supportive Measures, the College may consider broad remedial action to protect the community, including but not limited to: increased security and monitoring of certain areas of the campus, increasing education and prevention efforts, conducting climate assessments, and revising its policies and practices.

C. **Confidentiality.** The College shall keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a Formal Complaint of sexual Harassment, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness, and all other information related to a report of sex discrimination, except as may be permitted by the FERPA statute (20 U.S.C. 1232g) or FERPA regulations, (34 CFR part 99), or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, Hearing, or judicial proceeding arising thereunder. In the event the College discloses such information relating to a report of sexual discrimination to individuals other than the parties involved or those employees with responsibilities under the Policy, the College shall provide the affected party or parties with notice and the reason for such disclosure.

Section XIV. Emergency Removal and Administrative Leave.

A. **Emergency Removal.** Notwithstanding anything to the contrary contained in this Policy, the College may remove a Respondent from a College Education Program Or Activity on an emergency basis, provided that it: (a) undertakes an individualized safety and risk analysis, (b) determines that an immediate threat to the physical health or safety of any student or other individual (e.g., a witness) arising from the allegations of Sexual Harassment justifies removal, and (c) provides the Respondent with notice (identifying the immediate threat justifying removal) and an opportunity to challenge the decision immediately following the removal as described below. The Coordinator shall forward any cases that the Coordinator has determined potentially involve such threat to the College's Behavioral Threat Assessment Team ("BTAT") for review and a determination. When making an immediate threat determination, the BTAT shall consider the appropriateness of Supportive Measures in lieu of an Emergency Removal and the anticipated timing needed to conclude the Grievance Procedures. The BTAT may consider a threat of physical self-harm and the Respondent's post- incident actions or behavior related to the alleged Sexual Harassment, among other factors, when engaging in such a determination.

   The Respondent shall have up to seven (7) days after receipt of notice of an Emergency Removal to challenge the BTAT's decision by submitting a written protest to the Associate Vice President of Campus Safety & Security. Such protest shall identify in sufficient detail why the Respondent does not pose the immediate threat (or threats, as appropriate) identified by the BTAT to the physical health or safety of any student or another individual. The Associate Vice President of Campus & Safety shall have seven (7) days from receipt of a written protest to consider the protest and issue a final determination.

B. **Administrative Leave.** Notwithstanding anything to the contrary contained in this Policy, the Coordinator may place a non-student employee Respondent on administrative leave during the pendency of the applicable Grievance Procedures (i.e., after the filing of a Formal Complaint).[16]The Coordinator shall determine within the Coordinator's discretion whether such administrative leave is with or without pay or continuation of benefits.

C. **Statutory Rights.** This Section shall not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.

[16] This Section XIV(B) does not apply to student employees. Placing a student-employee Respondent on administrative leave could be appropriate under some circumstances. For example, the placement of a student employee on an administrative leave with pay in a non- emergency situation may be appropriate as a Supportive Measure for a Complainant, provided such leave is not punitive, disciplinary, or unreasonably burdensome to the Respondent.

D. **No Impact on Presumption of Responsibility.** Any emergency removal or administrative leave imposed pursuant to this Section shall have no bearing on the presumption of non-responsibility established in Section XV(B)(8) for the Grievance Procedures.

Section XV. Sexual Harassment Grievance Procedures

A. **Filing a Formal Complaint.** The Complainant may initiate these Grievance Procedures by filing a Formal Complaint. A "Formal Complaint" means a document filed by a Complainant or signed by the Coordinator alleging Sexual Harassment against a Respondent and requesting that the College investigate the allegation of Sexual Harassment. Where possible, the Formal Complaint should include the following: the name of the Respondent (if known); a chronology of the relevant events, detailing dates, places, and times; a description of the alleged Sexual Harassment; and the names of any witnesses to the alleged Sexual Harassment or persons with knowledge of the Sexual Harassment; however, such information is not required. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in the College Education Program Or Activity with which the Formal Complaint is filed.[17] A Formal Complaint may be filed with the Coordinator in person, by mail, or by electronic mail, by using the contact information listed for the Coordinator in Section IV. As used in this paragraph, the phrase "document filed by a Complainant" means a document or electronic submission (such as by electronic mail or through the College's Whistleblower website) that contains the Complainant's physical or digital signature, or otherwise indicates that the Complainant is the person filing the Formal Complaint.

Where the Coordinator signs a Formal Complaint, the Coordinator is not a Complainant or otherwise a party under this Policy and any ensuing Grievance Procedures shall still comply with Section XV; this means the Respondent and the Complainant, if known, shall be afforded the same rights and opportunities as if a Complainant signed the Formal Complaint. When assessing whether to sign a Formal Complaint in the absence of a filing by the Complainant, the Coordinator shall consider the unique circumstances of each allegation of Sexual Harassment; relevant facts include – without limitation – a pattern of alleged misconduct by a particular Respondent, and whether the Complainant's allegations involved violence, use of weapons, or similar factors. The Coordinator must first contact the Complainant to discuss the availability of Supportive Measures and take other action as required by Section XIII before filing a Formal Complaint.

B. **Generally Applicable Information**

1. **Equitable Treatment of Complainants and Respondents.** These Grievance Procedures treat Complainants and Respondents equitably by providing remedies to a Complainant where a determination of responsibility for Sexual Harassment has been made against the Respondent, and by following a process that complies with Title IX before the imposition of any disciplinary sanctions (or other actions that are not Supportive Measures) against a Respondent.

2. **Grievance Timeline & Extensions.** The College designed its Grievance Procedures to investigate a matter, hold a Hearing and to render a determination within seventy-five (75) calendar days upon receipt of a Formal Complaint, and then to provide an opportunity for appeal. However, due to reasons outside of the College's control (e.g., a Formal Complaint submitted when the College is closed for Winter Break) some investigations may take longer than others. The Coordinator may implement a limited deadline extension or temporary delay for good cause upon written notice to the parties. Such notice shall include the reason for the timeline or procedural modification. Additionally, either party may request a limited deadline extension or temporary delay of the Grievance Procedures for good cause, and the Coordinator will grant or reject such requests in its discretion. Good cause may include considerations such as: the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity [as addressed in Section XV(B)(5)]; or the need for language assistance or accommodation of disabilities.

3. **Conflicts.** The Coordinator shall select the Investigator, the Hearing Panel, Appeals Officer, and Informal Resolution Facilitator, for each investigation from a pool of College employees or third parties specifically trained to serve in those roles. The College will appoint a replacement if: (a) any individual, including the Coordinator, tasked with a responsibility under this Policy is the Respondent or Complainant, or

[17] A Complainant who has graduated may still be "attempting to participate" in a College Education Program Or Activity; for example, where the Complainant has graduated from one program but intends to apply to a different program, or where the graduated Complainant intends to remain involved with Columbia's alumni programs and activities. Similarly, a Complainant who is on a leave of absence may be "participating or attempting to participate" in College Education Program Or Activity; for example, such a Complainant may still be enrolled as a student even while on leave of absence, or may intend to re-apply after a leave of absence and thus is still "attempting to participate" even while on a leave of absence. By way of further example, a Complainant who has left school because of Sexual Harassment, but expresses a desire to re-enroll if the College appropriately responds to the Sexual Harassment, is "attempting to participate" in the College Education Program Or Activity.

the College determines in its sole discretion that any such person has a conflict of interest or bias for or against complainants or respondents generally or an individual Complainant or Respondent (due to a preexisting relationship or otherwise). Whether bias exists requires examination of the particular facts of a situation. In the event the Complainant or Respondent believes that the Coordinator or Policy Advisor for Employee Matters is conflicted, the party should inform the Associate Vice President of Human Resources as soon as reasonably feasible – no later than five (5) days after the parties' receipt of written notice from the Coordinator regarding the filing of a Formal Complaint [as required by Section XV(C)(1)] if a Formal Complaint is filed by the Complainant or signed by the Coordinator. The Respondent or Complainant shall inform the Coordinator of any perceived conflicts with the Investigator, Hearing Panel, Appeals Officer, or Informal Resolution Facilitator within three (3) days after receiving notice of such assignments. The Coordinator, or Associate Vice President of Human Resources, as applicable, shall apply an objective (whether a reasonable person would believe bias exists), common sense approach to evaluating conflict objections, exercising caution not to apply generalizations that might lead to unreasonable conclusions that bias exists.

4. **Notices.** Except as otherwise specifically provided herein, all notices or communications due under this Policy shall be in writing and mailed or emailed to the respective addresses set forth in this Policy, or provided in person to the required individual, or given over the phone directly to the required individual. Neither leaving a message with an individual other than the required administrator nor recording a voicemail shall constitute notice. Written notice shall be deemed given on the date of its receipt by the College. The default method of transmission by the College for all notices, reports, responses, and other forms of communication detailed in this Policy shall be email using Columbia email addresses (for students and employees).

5. **Investigation Delays Due To Law Enforcement Requests**. Upon request by law enforcement, the College may elect to delay its investigation until after the police or other governmental investigatory body has completed the first stages of its fact-gathering. During such a delay, the College shall continue to implement Supportive Measures and to communicate with the Complainant and Respondent regarding their rights under this Policy. When law enforcement has completed this initial step, the College shall promptly resume its own investigation. While the College may temporarily delay its processes pursuant to this Section to avoid interfering with law enforcement efforts, the College shall otherwise apply this Policy without regard to the status or outcome of any criminal process.

6. **Consolidation of Formal Complaints.** The Coordinator may consolidate Formal Complaints as to allegations of Sexual Harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party (i.e., a cross-complaint), where the allegations of Sexual Harassment arise out of the same facts or circumstances. Where the Grievance Procedures involve more than one Complainant or more than one Respondent, references in in the Policy to the singular "party," "Complainant," or "Respondent" include the plural, as applicable.

7. **Advisor.** Each party may bring one advisor of the party's choice (an "Advisor") to any meeting or hearing conducted pursuant to these Grievance Procedures. The Advisor may be, but is not required, to be an attorney. Except for engaging in cross-examination during a Hearing as detailed in Section XV(E)(5), sitting next to and quietly conferring with the party, and requesting a recess, the Advisor shall not participate in any meeting or Hearing; this means that each party must personally respond to any questions posed by the Coordinator, Investigator, Informal Resolution Facilitator, or the Hearing Panel. The Coordinator, in the Coordinator's sole discretion, may remove an Advisor who is not abiding by these rules or is creating a disruption.

8. **Presumption of Non-Responsibility & Burden of Proof.** There is a presumption that the Respondent is not responsible for the alleged Sexual Harassment until a determination regarding responsibility is made at the conclusion of these Grievance Procedures. Throughout the Grievance Proceedings, the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the College and not on the parties.

9. **Medical and Psychological Treatment Records.** The College shall not access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the College obtains that party's voluntary, written consent to do so for the Grievance Proceedings.

10. **Equal Opportunities to Present Evidence.** Throughout the Grievance process, each party shall have an equal opportunity to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory

11. **Court Orders.** The College shall abide by any and all orders of protection, no-contact orders, restraining orders, or similarly lawful orders issued by a court of appropriate jurisdiction and authority.

12. **Legally Recognized Privileges.** These Grievance procedures do not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege (e.g., attorney-client privilege), unless the person holding such privilege has waived the privilege.

13. **Rape Shield.** Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove Consent.

14. **No Restrictions on Discussion of the Allegations.** Nothing in this Policy restricts the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

15. **Advance Written Notice of Meetings.** The College shall provide a party with advance written notice of the date, time, location, participants, and purpose of any Hearing, investigation interview, or other meeting where the party's participation is invited or expected. The notice shall provide sufficient time for the party to prepare for the meeting.

16. **Training.** The College provides training to all students and employees and confirms that individuals with responsibilities under this Policy are qualified to perform their duties as required by Illinois' Preventing Sexual Violence in Higher Education Act, Title IX, and all other applicable laws. All College employees whose duties include resolution of complaints under this Policy shall receive a minimum of eight (8) to ten (10) hours of annual training on issues related to sexual violence, Domestic Violence, Dating Violence, Stalking and their responsibilities under this Policy in compliance with 110 ILCS 155/25(b)(3). As required by 110 ILCS 155/30(c), the College shall provide trauma-informed response training to any employee involved in (a) the receipt of a student report of an alleged incident of sexual violence, Domestic Violence, Dating Violence, or Stalking, (ii) the referral or provision of services to an individual who has endured such behavior while enrolled, or (iii) any campus complaint resolution procedure that results from an alleged incident of sexual violence, Domestic Violence, Dating Violence, or Stalking.

    As required by 34 C.F.R. § 106.45(b)(1)(iii), the College shall ensure that the Coordinator, Investigators, Hearing Panel members, Appeals Officers, and Informal Resolution Facilitators, receive training on the definition of Sexual Harassment, the scope of the "College Education Program Or Activity" phrase, how to conduct the investigation and Grievance Procedures in this Policy (including Hearings, appeals, and informal resolution processes) as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. The College must also ensure that decision-makers receive training on any technology to be used at a live Hearing and on issues of relevance of questions and evidence, including when questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, as set forth in Section XV(B)(13). In addition, the College must verify that Investigators receive training on issues of relevance to create an Investigative Report that fairly summarizes relevant evidence, as required by Section XV(C)(6). The aforementioned is in addition to any other training required by Title IX or other federal, state, or local laws with respect to the College employees listed above, College- provided advisors, or other College employees or agents with responsibilities under this Policy.

17. **Admission.** At any time after the filing of a Formal Complaint and before the issuance of the Hearing determination to the parties [as described in Section XV(H)], the Respondent may notify the Coordinator that the Respondent accepts responsibility for the alleged Sexual Harassment. If the Respondent accepts responsibility, the College shall implement appropriate remedies and disciplinary sanctions and provide notice as required under Section XV(H). Either party may appeal the sanctions as provided under Section XV(I)(2).

C. **Investigating Sexual Misconduct**

1. **Notice of Formal Complaint.** As soon as practicable, but no later than three (3) days after signing a Formal Complaint or receipt of a Formal Complaint filed by the Complainant, the Coordinator shall provide the following written notice to the parties who are known: (a) notice of these Grievance Procedures and the Informal Resolution Process, and (b) notice of the allegations potentially constituting Sexual Harassment as defined in this Policy, including sufficient details known at the time and with sufficient time to prepare a response before

any initial interview. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting Sexual Harassment under this Policy, and the date and location of the alleged incident, if known. The written notice shall include a statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the Grievance Procedures. The written notice must inform the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney, under Section XV(B)(7), and may inspect and review evidence under Section XV(C)(5). The written notice shall also inform the parties that knowingly making false statements or knowingly submitting false information during the Grievance Procedures is a violation of this Policy. If the College later decides to investigate allegations about the Complainant or Respondent that are not included in the aforementioned notice, the Coordinator shall provide notice of the additional allegations to the parties whose identities are known.

2. Informal Resolution Option. At any time after the filing of a Formal Complaint but prior to the Hearing Panel's determination, the Coordinator may (in the Coordinator's discretion or upon the request of a party) propose that the parties resolve the Formal Complaint through the Informal Resolution Process without a full investigation and adjudication. The Informal Resolution Process may, without limitation, include mediation and restorative justice. The College shall never offer an Informal Resolution Process to resolve allegations that an employee sexually harassed a student. Prior to commencing the Informal Resolution Process, the Title IX Coordinator shall transmit a written notice to the parties that provides:

   - the allegations;
   - an identification of the individual responsible for facilitating the information resolution, who may be the Title IX Coordinator, another College official, or a suitable third-party ("Informal Resolution Facilitator");
   - the requirements of the Informal Resolution Process, including the circumstances where the parties are precluded – during the Informal Resolution Process or due to a final resolution – from resuming the investigation and adjudication of the allegations at issue in the Formal Complaint;
   - that the specific manner of any Informal Resolution Process shall be determined by the parties and the Title IX Coordinator, in consultation together;
   - that, at any time prior to agreeing to a final resolution, any party has the right to withdraw from the Informal Resolution Process and resume the grievance process with respect to the Formal Complaint;
   - an explanation of any other consequence resulting from participation in the Informal Resolution Process, including a description of records that will be generated, maintained, and/or shared [the College shall maintain all records relating to the Informal Resolution Process in the confidential manner described in\ Section XIII(C)];
   - that information disclosed by the parties as part of the Informal Resolution Process shall not be considered by the Investigator or the Hearing Panel; and
   - the College shall close the Informal Resolution Process period and reinitiate the formal grievance process if a resolution is not reached within twenty-one (21) days of the parties' written consent to begin this process.

After receiving the written notice specified in this paragraph, each party must voluntarily provide written consent to the Title IX Coordinator, before the informal resolution may commence. The Informal Resolution Process is completely voluntary. Either party may decline to participate in the party's sole discretion. Nothing in this Policy requires, as a condition of an enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right, waiver of the right to an investigation and adjudication of Formal Complaints of Sexual Harassment.

During the pendency of the Informal Resolution Process, the investigation and adjudication processes that would otherwise occur are stayed and all related deadlines are suspended. If the parties reach a resolution through the Informal Resolution Process, and the Title IX Coordinator agrees that the resolution is not clearly unreasonable, the Title IX Coordinator shall reduce the terms of the agreed resolution to writing and present the resolution to the parties for their written signature. Agreed-upon resolutions reached through the Informal Resolution Process may include – without limitation – disciplinary sanctions, such as suspension and expulsion. Once both parties and the Title IX Coordinator sign the resolution, the resolution is final, and the allegations addressed by the resolution are considered resolved and will not be subject to further investigation, adjudication, remediation, or discipline by the College, except as otherwise provided in the resolution itself, absent a showing that a party induced the resolution by fraud, misrepresentation, or other misconduct or where required to avoid a manifest injustice to either party or to the College.

3. **Initial Review of Formal Complaint; Mandatory & Discretionary Dismissal.**

   a.) *Requirement to Investigate:* within seven (7) days after signing a Formal Complaint or receipt of a Formal Complaint filed by the Complainant, the Coordinator shall review the allegations in the Formal Complaint, and – by written notice to each party – either: (a) determine that the Formal Complaint is subject to resolution through these Grievance Procedures, and assign the matter to an Investigator, providing the Investigator's name and title, or (b) dismiss the Formal Complaint as provided below.

   b.) *Mandatory Dismissal:* if the conduct alleged in the Formal Complaint: (i) would not constitute Sexual Harassment even if proved, (ii) did not occur in a College Education Program Or Activity, or (iii) did not occur against a person in the United States, then the College must dismiss the Formal Complaint with regard to that conduct for purposes of Sexual Harassment under this Policy (which was drafted to comply with Title IX); such a dismissal does not preclude action under other Sections of the Discrimination Policy, the Student Code of Conduct, the Statement of Policy on Academic Freedom, Faculty Status, Tenure, and Due Process, an applicable collective bargaining agreement, or any other Columbia policy or agreement.

   c.) *Discretionary Dismissal:* The Coordinator may – in the Coordinator's discretion – dismiss the Formal Complaint or any allegations therein, if at any time during the investigation or Hearing: (i) a Complainant notifies the Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein; (ii) the Respondent is no longer enrolled or employed by the College; or (iii) specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein. This Policy provides the College with discretion to proceed with an investigation against a Respondent in circumstances where a Complainant requests that the Formal Complaint or allegations be withdrawn. The College may determine that it is prudent to proceed with an investigation against a Respondent where, for example, the College has gathered evidence apart from the Complainant's statements and desires to reach a determination regarding the Respondent's responsibility, the Respondent poses an ongoing risk to the Community, or for other reasons.

      Specific circumstances preventing the College from gathering evidence sufficient to reach a determination may include (without limitation): (i) where no Complainant is identified during the investigation (applicable in cases where, for example, a third party reports that a Complainant suffered Sexual Harassment but does not disclose the Complainant's name, or a Complainant reports anonymously, and the Coordinator signs a Formal Complaint), (ii) where a Formal Complaint contains allegations that are precisely the same as allegations the College has already investigated and adjudicated, (iii) the length of time elapsed between an incident of alleged Sexual Harassment and the filing of a Formal Complaint prevent the College from collecting enough evidence to reach a determination, and (iv) where the Complainant has stopped participating in the investigation but has not sent a written withdrawal request and the only inculpatory evidence available is the Complainant's statement in the Formal Complaint or as documented in an interview by the Investigator.

   d.) *Notice of Dismissal:* Upon a dismissal required or permitted pursuant to this Section, the Coordinator shall promptly send written notice of the dismissal and reason(s) therefor simultaneously to the parties.

   e.) *Appeal of Dismissal:* Either party may appeal a dismissal upon the conditions established in Section XV(I).

4. **Preliminary Meeting with Coordinator.** In any written notice informing the parties that the Coordinator has assigned the Formal Complaint to an Investigator, the Coordinator shall also offer to meet separately with the Complainant and the Respondent to apprise both parties of their rights under this Policy and to address questions related to these Grievance Procedures. During such meeting, the Coordinator shall also provide both parties with notice of the types of information that likely will be disclosed during the investigation, the recipients of this information, and the reasons for any disclosures. If the Coordinator has not previously offered Supportive Measures to the Respondent through an interactive process upon the Respondent's request [as detailed in Section XIII(B)], the Coordinator shall do so in the meeting with the Respondent.

5. **Fact Gathering and Procedural Equality.** The Investigator shall undertake a thorough search for relevant facts and evidence pertaining to the Formal Complaint while operating under the constraints of conducting and concluding the investigation under the designated time frames established in these Grievance Procedures. The Investigator shall meet with the parties, identify and interview witnesses, and visit relevant locations. As soon as practicable after beginning an investigation, the Investigator shall meet with each party individually to schedule a timeframe for submitting relevant evidence and identifying witnesses. Submission deadlines and other restrictions on the presentation of evidence shall apply equally to both parties. During the fact gathering stage,

the Investigator shall provide the Complainant and Respondent with periodic updates of the status of the investigation. Both parties shall have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including the evidence upon which the College does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation.

The Investigator shall send to each party and the party's Advisor, if any, the evidence subject to inspection and review in an electronic format[18], within twenty (20) days of the Investigator's assignment to this matter by the Coordinator, provided such timeframe may be extended for seven (7) day intervals with written notice explaining the reason for the extension to the parties. The means of electronic submission to the parties shall prohibit copying, saving, or further dissemination of the evidence. Neither party shall disseminate, copy, photograph or otherwise use this evidence for any purpose unrelated to these Grievance Procedures. The parties shall then have ten (10) days to submit a written response (which may include any corrections to the evidence, notification of missing evidence, or additional context), which the Investigator shall consider prior to completion of the Investigative Report. Each party shall receive a copy of the other party's written response, and five (5) days to submit a reply, which may include additional evidence.

For the parties' convenience, the College shall provide hard copies of any such evidence subject to inspection and review under this Section for use during any resulting Hearing. The Investigator shall have ten (10) days from receipt of the party's timely responses to generate an Investigative report or, alternatively, extend the investigation for seven (7) day intervals upon written notice to the parties with an explanation of the reason for the extension.

6. **The Investigative Report.** The Investigator shall create an Investigative Report that fairly summarizes relevant evidence and, at least ten (10) days prior to any Hearing, send to each party and the party's advisor, if any, the Investigative Report in an electronic format, for their review and written response. The means of electronic submission to the parties shall prohibit copying, saving, or further dissemination of the evidence. Neither party shall disseminate, copy, photograph or otherwise use the Investigative Report for any purpose unrelated to these Grievance Procedures. Evidence is relevant if it is pertinent to proving whether facts material to the allegations under investigation are more or less likely to be true. Where necessary, the Investigator shall redact non-relevant information from the Investigative Report. The Investigator shall neither make any credibility assessments nor assign responsibility.

D. **Pre-Hearing Conference and Hearing Notices, Party Responses to the Investigative Report, and Pre-Hearing Conference Parameters**

1. **Notice of Pre-hearing Conference and Hearing.** The Coordinator shall arrange for a live Hearing to determine whether the Respondent is responsible for the alleged Sexual Harassment. Within five (5) days after submission of the Investigative Report to the parties, the Coordinator shall submit written notice to the parties providing: the composition of the assigned Hearing Panel; the location, date, and time for a Pre- hearing Conference; a statement that the parties must submit any written response to the Investigative Report no later than twenty-four (24) hours before the Pre-hearing Conference; the location, date, and time for the Hearing; and a copy of the College's Hearing procedures. Unless the parties agree to an expedited schedule, neither the Pre-hearing Conference, nor the Hearing itself, may be held any earlier than ten (10) days from the date of transmittal of this written notice. A party shall promptly inform the Coordinator if the party has a conflict on the scheduled dates; the Coordinator may propose an alternative Hearing date but is not obligated to do so.

2. **Investigative Report Responses.**

A party's written response to the Investigative Report (which shall be shared with the other party) must include:

- To the extent the party disagrees with the Investigative Report, any argument or commentary regarding such disagreement;

[18] The Investigator shall redact information collected that is not directly related to the allegations (or that is otherwise barred from use under this Policy, such as information protected by a legally recognized privilege under Section XV(B)(12), or a party's treatment records under Section XV(B)(9) if a party has not given consent).

- Any argument that evidence should be categorically excluded from consideration at the Hearing based on privilege, relevancy, the prohibition on the use of sexual history, or for any other reason;
- A list of any Columbia student or employee witnesses that the party contends should be requested to attend the hearing pursuant to an attendance notice issued by the Hearing Panel;
- A list of any third-party witnesses that the party intends to bring to the hearing without an attendance notice issued by the Hearing Panel;
- Any objection that the party has to the Hearing procedures;
- Any request that the parties be separated physically during the Pre-hearing Conference and/or Hearing;
- Any other modifications that the party seeks with respect to the Pre-hearing Conference and/or Hearing;
- The name and contact information of the Advisor who will accompany the party at the Pre-Hearing Conference and Hearing;
- If the party does not have an Advisor who will accompany the party at the Hearing, a request that the College provide an advisor for purposes of conducting cross-examination as detailed in Section XV(E)(5).

A party's written response to the Investigative Report may also include:

- Argument regarding whether any of the allegations in the Formal Complaint are supported by a preponderance of the evidence; and
- Argument regarding whether any of the allegations in the Formal Complaint constitute Sexual Harassment.

3. **Pre-Hearing Conference.** Prior to the Hearing, the Hearing Panel shall conduct a Pre-hearing Conference with the parties and their Advisors. The Pre-hearing Conference shall be conducted live, with simultaneous and contemporaneous participation by the parties and their Advisors. By default, the Pre- hearing Conference shall be conducted with the Hearing Panel, the parties, the advisors, and other necessary College personnel together in the same physical location. However, upon request of either party, the parties shall be separated into different rooms with technology enabling the parties to participate simultaneously and contemporaneously by video and audio. In the Hearing Panel's discretion, the Pre-hearing Conference may be conducted virtually, by use of video and audio technology, where all participants participate simultaneously and contemporaneously by use of such technology.

   During the Pre-hearing Conference, the Hearing Panel shall discuss the Hearing procedures with the parties; address matters raised in the parties' written responses to the Investigative Report as the Hearing Panel deems appropriate; discuss whether any stipulations may be made to expedite the Hearing; discuss the witnesses the parties have requested be served with notices of attendance and/or witnesses the parties plan to bring to the hearing without a notice of attendance; and resolve any other matters that the Hearing Panel determines, in the Hearing Panel's discretion, should be resolved before the Hearing.

4. **Issuance of Notices of Attendance.** After the Pre-hearing Conference, the Hearing Panel shall transmit notices of attendance to any College employee or student whose attendance is requested at the hearing as a witness. The notice shall advise the witness of the specified date and time of the hearing and advise the witness to contact the Hearing Panel immediately if there is a material and unavoidable conflict. Witnesses should notify any manager, faculty member, coach, or other supervisor, as necessary, if attendance at the Hearing will conflict with job duties, classes, or other obligations. All managers, faculty members, and other supervisors are required to excuse the witness of conflicting obligations, or provide some other accommodation, so that the witness may attend the Hearing as specified in the notice. The College will not issue a notice of attendance to any witness who is not an employee or a student.

E. The Hearing

1. **The Location & Who May Attend.** Hearings may be conducted with all parties physically present in the same geographic location or, at the College's discretion, any or all parties, witnesses, and other participants may appear at the Hearing virtually, with technology enabling participants simultaneously to see and hear each other. If the College requires in-person attendance, the College shall provide (upon the request of either party) for the Hearing to occur with the parties located in separate rooms with technology enabling the Hearing Panel and parties to simultaneously see and hear the party or the witness answering questions.

   Hearings are not open to the public; only the parties, the Coordinator, each party's Advisor, the Hearing Panel, witnesses, and certain College employees as designated by the Coordinator may attend. Except during recesses or periods where the Hearing Panel breaks to convene or deliberate in private, the parties and their Advisors are entitled to attend the entire Hearing. Witness may only participate in a Hearing to the extent required to provide testimony and participate in cross-examination.

if a party or witness does not submit to cross-examination at all during the Hearing, the Panel must not rely on any statement of that person in assessing responsibility. This prohibition applies regardless of whether an individual made a statement to a witness, and the witness recounts the statement at the Hearing and is cross-examined. Nothing in this paragraph limits the Hearing Panel's ability to rely on non-statement evidence, such as video evidence showing the underlying incident, to the extent it does not include statements regarding which an individual refused cross-examination.

8. **College Appointment of Advisor.** If a party does not have an Advisor present at the Hearing, the College must provide without fee or charge to that party, an advisor of the College's choice, who may be, but is not required to be, an attorney, to conduct cross-examination on behalf of that party. Where a party does not appear and that party's Advisor does not appear, a College-provided advisor must still cross-examine the other, appearing party "on behalf of" the non-appearing party, resulting in consideration of the appearing party's statements but not the non-appearing party's statements (without any inference being drawn based on the non-appearance).

9. **Witnesses.** The Hearing Panel shall determine which witnesses to invite to the Hearing. In a party's response to the Investigative Report [as detailed previously in Section XV(D)(2)], a party may request certain witnesses for the Hearing Panel's consideration.

10. **Required Recording or Transcript.** The College shall create an audio or audiovisual recording, or transcript, of any Hearing and make it available to the parties for inspection and review within three (3) days of completion of the Hearing.

F. **Evidentiary Standard & Determination**. Within ten (10) days of the Hearing, the Hearing Panel shall objectively examine all relevant evidence received through the course of the investigation and Hearing (including both inculpatory and exculpatory evidence), determine whether it is more likely than not that the Respondent engaged in the Sexual Harassment alleged (a "preponderance of the evidence" standard), and support a written report of its determination to the Coordinator. The preponderance of the evidence standard shall apply to all Formal Complaints of Sexual Harassment, regardless of whether the Respondent is a student, faculty member, or staff member. Credibility determinations shall not be based on a person's status as a Complainant, Respondent, or witness. Evidence of a prior consensual dating or sexual relationship between the parties by itself does not imply consent or preclude a finding of Sexual Harassment.

G. **Disciplinary Sanctions & Remedies**. If the Hearing Panel finds a violation of this Policy, the Coordinator shall forward the aforementioned Hearing Panel report to the Dean of Students, the Associate Vice President for Human Resources, and/or the Provost for a determination of the appropriate remedies for the Complainant and disciplinary sanctions for the Respondent. Such decisions shall be made as follows: by the Dean of Students for student parties, by the Associate Vice President for Human Resources for staff parties, and by the Provost (in consultation with the Associate Vice President for Human Resources) for faculty parties. The remedies shall be designed to restore or preserve equal access to the affected College Education Program Or Activity. Remedies need not be non-disciplinary or non-punitive and need not avoid burdening the Respondent. Remedies include (without limitation):

- Making permanent relevant individualized services that were administered previously as Supportive Measures;
- Providing comprehensive, holistic victim services including on-campus health center, on- campus counseling, and academic support services, such as tutoring;
- Arranging for the Complainant to have extra time to complete or re-take a class or withdraw from a class without an academic or financial penalty;
- Reviewing any past disciplinary action against the Complainant to evaluate whether there was a causal connection between the Respondent's Sexual Harassment and the misconduct that resulted in the College disciplining the Complainant; and
- The Provision of additional education and/or support services for the entire Community.

Disciplinary sanctions for the Respondent include: mandatory apologies, verbal reprimands, written warnings, behavioral contracts, loss of privileges, required College service or participation, restitution, learning activities, permanent change of residence, probation, termination, restricted access, suspension, and expulsion.

When determining disciplinary sanctions and remedies, the Dean of Students, the Associate Vice President for Human Resources, or the Provost, as applicable, may consider aggravating and mitigating factors, including but not limited to: (1) whether the Respondent has engaged in sexual discrimination in the past, (2) the nature of such past violations, if any, (3) the extent to which the Sexual Harassment at issue here was premeditated, (4) the impact of the behavior on the Complainant and/or the Columbia community, (5) whether the Respondent is apologetic or has otherwise accepted responsibility, (6) deterrence considerations, (7) the probability that the Respondent will violate the Policy again, and (8) the Respondent's involvement in the Columbia community.

H. **Simultaneous Written Notice of the Outcome & Sanctions**. The Coordinator shall provide both parties with simultaneous written notice of the Hearing Panel's determination no later than seven (7) days after the Coordinator's receipt of the Hearing Panel's determination report. This written notice shall include:

(1) Identification of the allegations potentially constituting Sexual Harassment;

(2) A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including the date the College received notice of the allegations, the name of the Investigator, any notifications to the parties, interviews with parties and witnesses (with dates and locations), site visits, methods used to gather other evidence, the process undertaken by the parties to inspect and review the evidence and the Investigative Report, hearings held, any delays or Policy modifications, and any inability to obtain evidence (such as the unavailability of a witness).

(3) Findings of fact supporting the determination;

(4) Conclusions regarding the application of this Policy to the facts;

(5) A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the College imposes on the Respondent, and whether remedies designed to restore or preserve equal access to the College Education Program Or Activity will be provided by the College to the Complainant; and

(6) The procedures and permissible bases in this Policy for the Complainant and Respondent to appeal.
The Hearing Panel's determination regarding responsibility becomes final either on the date that the College provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely. The Coordinator is responsible for effective implementation of any remedies.

I. **The Appeal.**

1. **Post Dismissal or Hearing Appeal Rights.** Either party may send a written appeal to the Coordinator within ten (10) days of receiving formal notice of: a dismissal of a Formal Complaint (or any allegations therein) under Section XV(C)(3) or, the Hearing Panel's decision. To constitute a valid appeal, the appeal must assert at least one of the four following grounds: (a) there was a procedural irregularity that affected the outcome of the matter; (b) there is new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; (c) the Title IX Coordinator, Investigator, or Hearing Panel had a conflict of interest or bias for or against complainants or respondents generally or the individual Complainant or Respondent that affected the outcome of the matter; and (d) the disciplinary sanctions are disproportionate to the Sexual Harassment. A party shall submit a clear and detailed explanation of the basis for the appeal with any available documentation. The appeal must be limited to the scope of the Formal Complaint.

   If the Coordinator determines that the appeal is valid, the Coordinator shall serve the non-appealing party with a copy and – with notice to both parties – assign the appeal to an Appeals Officer. The opposing party may issue a formal response within ten (10) days of receiving a copy of the appeal. Upon the expiration of this ten (10) day window or receipt of the non-appealing party's response, the Appeals Officer shall have ten (10) days to conclude review of the findings or sanctions, as appropriate. The Appeals Officer shall then issue a final decision to the parties – either upholding the Hearing Panel's determination, and disciplinary sanctions, or imposing a revision to such orders – within seven (7) days of the conclusion of that review process. The Appeals Officer may implement a procedural remedy, including but not limited to remanding for a new hearing. The Appeals Officer, in the Appeals Officer's sole discretion, may provide both parties with an opportunity to speak to the merits of the appeal in person, through videoconference, or over the phone. The Appeals Officer shall issue a written decision describing the result of the appeal and the rationale, with simultaneous, written notice to both parties. This decision binds both parties and is not subject to subsequent appeal under this Policy by either party.

2. **Appeals Under Section XV(B)(17)**. After accepting responsibility for alleged Sexual Harassment, as articulated in Section XV(B)(17), a party shall have ten (10) days to submit a written appeal after receiving notice of any imposed disciplinary sanctions. These appeals are limited to the grounds that the disciplinary sanctions are disproportionate to the Sexual Harassment. All other timelines and procedures are identical to those in the above Section.

Section XVI. Off-Campus Resources For Assistance & Support. The below Chicago area organizations may offer support, assistance, and information to Complainants, Respondents, witnesses, or others affected by Sexual Harassment. Individuals should contact these organizations for additional information regarding offered services, intended recipients, and applicable confidentiality policies.

YWCA Metropolitan Chicago Rape Crisis Hotline (Chicago RAINN affiliate)
Call (888) 293-2080 in Chicago Metropolitan Area
https://ywcachicago.org/advancing-healing-safety-and-belonging#rape-crisis-hotline

Resilience (Formally RVA)
444 N. Michigan Avenue Suite 970
Chicago, IL 60601
(312) 443-9603
www.ourresilience.org/

Center on Halsted
3656 N. Halsted St Chicago, IL 60613 (773) 472-6469
http://www.centeronhalsted.org/

The Title IX Coordinator and Confidential Resources, including Confidential Advisors, are available to assist Complainants, Respondents, and witnesses, with obtaining support from the above off-campus resources or other appropriate third-party providers.

Section XVII. Precedence Over Other College Policies. In the event of a conflict between the terms of this Policy and other Sections of the College's Discrimination Policy, or any other College policy or agreement, the terms of this Policy shall control.

Section XVIII. Policy Review & Modification. The College reserves the right to modify or amend this Policy at any time. Any modifications shall not be retroactively applied to any prior or pending investigations.

The College reserves the right to modify or amend Title IX Sexual Harassment Policy & Procedures at any time.
Revised January 15, 2025

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