



ROSALIND FRANKLIN
UNIVERSITY
of MEDICINE AND SCIENCE

ROSALIND FRANKLIN UNIVERSITY OF MEDICINE AND SCIENCE NOTICE OF COMPLAINANT'S/SURVIVOR'S RIGHTS AND OPTIONS

Rosalind Franklin University of Medicine and Science (The University) does not discriminate on the basis of sex in its educational programs. Sexual harassment and sexual violence are types of sex discrimination. Other acts can also be forms of sex-based discrimination and are also prohibited whether sexually based or not and include dating violence, domestic violence, stalking, sexual orientation and gender identity discrimination. The University issues this Notice of Complainant's/Survivor's Rights and Options to inform the campus community of the University's comprehensive plan addressing sex-based misconduct, whether the incident occurs on or off campus and when it is reported to a college official. The University prohibits sex-based misconduct and reaffirms its commitment to maintain a campus environment emphasizing the dignity and worth of all members of the campus community.

It is the policy of Rosalind Franklin University of Medicine and Science that no member of the campus community – students, faculty, administrators, staff, vendors, contractors, or third parties – may conduct sexual harassment or violence against any other member of our campus community.

For a complete copy of the University's policy governing sex-based misconduct visit: <https://www.rosalindfranklin.edu/about/diversity-inclusion/title-ix/title-ix-policy/>

What to do if you have been the victim/survivor of sexual violence, dating violence, domestic violence or stalking:

After an incident of sexual assault, the victim/survivor should consider seeking medical attention as soon as possible at a local emergency room such as: **Advocate Condell Medical Center w/SANE Services (sexual assault evidence collection services) at 801 South Milwaukee Avenue, Libertyville, IL 60048, 847-362-2900 (SANE direct number 847-990-2070); and Vista Medical Center Emergency Room, 1324 North Sheridan Road, Waukegan, IL 60085, 847-360-3000** to have a rape kit completed to preserve evidence in case the victim/survivor decides to file a police report. Campus Police retain the rape kit in their evidence and it is kept until the disposition of the case is met and a destruction order is issued by the circuit court judge. No law enforcement charges are required in order to have a rape kit collected; however, the victim/survivor must use his/her legal name.

If you have been sexually assaulted:

It is important that a victim/survivor of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence as may be necessary to the proof that criminal activity is occurring or has occurred may be preserved. In circumstances of sexual assault, if victims/survivors do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually-transmitted disease. Victims/survivors of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures,

logs or other copies of documents, if any exists that would be useful to college hearing boards/investigators or police.

Although the University strongly encourages all members of its campus community to report violations of this policy to law enforcement, it is the victim/survivor's choice whether or not to make such a report and victims/survivors have the right to decline involvement with the police. The University Director of Campus Safety can assist any survivor with notifying local police if they so desire. If the survivor would like to contact local authorities either of the following may be completed:

File a complaint but not have charges brought against the accused (charges may be brought at a later time if desired and the prosecuting attorney's office agrees, however, evidence may be lost. Victims/Survivors of sexual assault are encouraged to complete a rape kit and ask for an investigation so the possibility of filing criminal charges may be an option when they are ready to pursue, if ever).

File a complaint and ask that the investigation and charges be pursued immediately. While the prosecuting attorney is still the decision-maker in whether the perpetrator is charged criminally, the survivor can provide as much timely information as may be possible.

IMPORTANT: A survivor under the age of 18 who files a report with Campus Safety will be deemed a child in need and the appropriate authorities will make a decision of whether to pursue charges.

If a student or employee has been the survivor of domestic violence, dating violence, sexual assault, or stalking, **the survivor should report the incident promptly to the Director of Title IX Compliance, Allena Barbato at (224) 570-7314 or the Director of Human Resources, Mary Tell, at (847) 578-8537.** The University will provide resources to persons who have been victims/survivors of sexual assault, domestic violence, dating violence, or stalking, and the University will apply appropriate disciplinary procedures to those within the University's jurisdiction and who violate this policy.

Assistance for Complainants: Rights & Options

Regardless of whether a Complainant elects to pursue a criminal complaint, the University will assist parties who report alleged incidents of sexual assault, domestic violence, dating violence, and stalking. The University complies with Illinois's law in recognizing Orders of Protection. Any person who obtains an Order of Protection from Illinois should provide a copy to Campus Police and the Director of Title IX Compliance. A Complainant may then meet with Campus Safety to develop a Safety Action Plan, which is a plan for campus safety and the Complainant to reduce risk of harm while on campus or coming and going from campus. The Complainant may request supportive measures and accommodations including, but not limited to: escorts, special parking or transportation arrangements, changing classroom, living, dining, and/or working location, a campus-issued no trespass or no-contact order. A Petition for an Order of Protection may be available through the court nearest your campus, after which a judge may grant you an Emergency Order of Protection. If your petition is not an emergency, a hearing will be scheduled after the receipt of your petition. The reporter is required to apply directly for these services in conjunction with the court. The University can issue an institutional No-Contact directive and/or No Trespass Order if deemed appropriate and at the request of the Complainant or if deemed needed.

To the extent of the Complainant's cooperation and consent, University offices, including Student Success and Wellness and Campus Safety, work cooperatively to ensure that the Complainant's health, physical safety, work and academic status are protected pending the outcome of a University's formal investigation of the complaint. The University can provide assistance, upon the Complainant's request, in accessing and navigating campus and local health and mental health services, counseling, and advocacy services.

Additionally, personal identifiable information about the Complainant will be treated as private and only shared with persons with a specific need to know who are investigating/adjudicating the complaint or delivering resources or support services. Further, the institution will maintain as private any accommodations or supportive measures provided to the extent that maintaining such privacy would not impair the ability of the institution to provide the accommodations or protective measures.

Reporting parties may request that directory information on file be removed from public sources on request by contacting the Director of Title IX Compliance by calling (224) 570-7314 or emailing at allena.barbato@rosalindfranklin.edu.

Resources

On-Campus

*Unless otherwise indicated as **PRIVATE** or **CONFIDENTIAL**, all of the on-campus resources below are **NON-CONFIDENTIAL** and are required to share information about your complaint (including your name) with the Title IX Coordinator who will have a duty to respond to your complaint.

Office/Facility	Location	Contact
Student Counseling Service * This is a CONFIDENTIAL resource. Professional counselors working in the Student Counseling Service are not obligated to share any information about your complaint to the University or Director of Title IX.	L.057 in RWCLC	(847) 578-8723 scs@rosalindfranklin.edu

<p>Student Success and Wellness</p> <p>Registrar</p> <p>Admissions and Enrollment</p>	<p>Room L.675 Health Sciences Building</p>	<p>(847) 578-8354 student.affairs@rosalindfranklin.edu</p> <p>Registrar: registrar@rosalindfranklin.edu Admissions and Enrollment: 847-578-3204</p>
<p>Student Health and Wellness Center, *Health Service employees are PRIVATE resources. They cannot share personal identifiable information about your complaint (including your name) unless 1) you allow them to; or 2) you are at risk of self-harm or 3) you have threatened to harm another.</p>	<p>Room L.054, RWCLC</p>	<p>224-570-7201 studenthealth@rosalindfranklin.edu</p>
<p>Legal Assistance: Prairie State Legal Services</p>	<p>325 West Washington Street Suite 100, Waukegan, IL</p>	<p>847-662-6925 800-942-3940</p>
<p>Victim Advocacy</p> <p>*Zacharias Sexual Abuse Center is a CONFIDENTIAL resource. They are not obligated to share any information about your complaint to the University or Director of Title IX.</p>	<p>RFUs Confidential Advisor Off Campus: Zacharias Sexual Abuse Center, 4275 Old Grand Avenue, Gurnee, IL 60031</p>	<p>24-hr Support Line: 847-872-7799</p>
<p>International Student Assistance</p>	<p>Division of DEI,</p>	<p>Dr. Heather Kind-Keppel heather.kindkeppel@rosalindfranklin.edu</p>

Office of Student Financial Services	HSB L.724	847-578-3216 financial.aid@rosalindfranklin.edu
Campus Safety and Security	BSB L.357	847-578-3288
Director of Title IX Compliance and Equity Officer	BSB 1.314	224-570-7314 allena.barbato@rosalindfranklin.edu
Dean of Students	HSB L.675	847-578-8354 shelly.brzycki@rosalindfranklin.edu

Off-Campus

Facility	Location	Number
Hospitals/Emergency Rooms	Advocate Condell Medical Center w/ SANE Services (sexual assault evidence collection services), 801 South Milwaukee Avenue, Libertyville, IL 60048	847-362-2900 SANE direct number 847-990-2070
Vista Medical Center Emergency Room	1324 North Sheridan Road, Waukegan, IL 60085	847-360-3000
Lake County Mental Health Department	18698 West Peterson Road, Libertyville, IL 60048	847-377-8855
Lake County Health Department: Behavior Health and Crisis	Behavioral Health Services, 3010 Grand Avenue, Waukegan, IL 60085	847-377-8180 Crisis Care Program: 847-377-8088

Local Law Enforcement: Police Departments	North Chicago Police Department, 1850 Lewis Avenue, North Chicago, IL 60064	847-596-8774
	Waukegan Police Department, 101 N. West Street, Waukegan, IL 60085	847-599-2608
Family Crisis Support Services	Zacharias Sexual Abuse Center, 4275 Old Grand Avenue, Gurnee, IL 60031	24-hr Support Line: 847-872-7799
	A Safe Place Crisis Center, 2710 17 th Street, Zion, IL 60099	847-731-7165 or 24-hr Crisis Line: 847-249-4450
Family Violence and Sexual Assault Hotline	See info for Zacharias Center and A Safe Place above	Family Violence: 24-hr Crisis Line: 847- 249-4450 Sexual Assault: 24-hr Support Line: 847-872-7799 1-800-838-8238 (national)
Victim Advocacy: Victim Witness Program	Lake County State's Attorney's Office, 18 North Street, Waukegan, IL 60085	847-377-3000
To Obtain an Arrest Warrant: Court	See info for Lake County State's Attorney's Office above	847-377-2000
	Warrant Section: 25 S. Martin Luther King Jr. Ave, Waukegan, IL 60085	847-377-4300

Services	<p>Health Department 18698 West Peterson Road, Libertyville, IL 60048</p> <p>Lake County Health Department: Behavioral Health Services, 3010 Grand Avenue, Waukegan, IL 60085</p>	<p>847-377-8180</p> <p>Crisis Care Program: 847-377-8088</p>
Legal Assistance	Prairie State Legal Services: 325 West Washington Street, Suite 100, Waukegan, IL 60085	847-662-6925 and 800-942-3940
Visa and Immigration Assistance	<p>Catholic Charities - Immigration and Naturalization Services, Waukegan Office: 671 South Lewis, Waukegan, IL 60085</p> <p>Mano a Mano: 6 E. Main Street, Round Lake Park, IL 60073</p> <p>HACES: 820 W Greenwood Ave, Waukegan, IL 60087</p> <p>U.S. Department of State: Bureau of Consular Affairs</p>	<p>847-782-4225</p> <p>English: 847-201-1521 Spanish: 847-201-1522</p> <p>847-244-0300</p> <p>Immigrant visa inquiries: 603-334-0700 Nonimmigrant visa cases: 202-485-7600</p>

Online State and National Resources:

Other resources available to persons who report being the survivor of sexual assault, domestic violence, dating violence, or stalking, include:

<http://www.ilcadv.org/> - Illinois Coalition Against Domestic Violence

<http://www.rainn.org> - Rape, Abuse and Incest National Network

<http://www.ovw.usdoj.gov/sexassault.htm> - Department of Justice

<http://www2.ed.gov/about/offices/list/ocr/index.html> - Department of Education, Office of Civil Rights

Investigation Procedures Following a Complaint

Whether or not criminal charges are filed, the University or a person may file a complaint under the Title IX Policy and Title IX Investigation and Hearing Policy alleging that a student or employee violated the University's policy. Reports of all domestic violence, dating violence, sexual assault and stalking made to Campus Safety, Clery Campus Security Authorities or Title IX Responsible Employees, will **automatically be referred to the Director of Title IX/Title IX Coordinator for investigation, regardless of whether the Complainant chooses to pursue criminal charges.**

The Title IX Coordinator's responsibilities include overseeing all Title IX complaints, and identifying and addressing any patterns or systemic problems that arise during the review of such complaints. All sex-based misconduct complaints will be processed the same regardless of the Respondent's status.

Confidentiality

The University has appointed confidential advisors to provide emergency and ongoing support to student and employee survivors of sexual violence. The University's confidential advisors are:

Zacharias Sexual Abuse Center
4275 Old Grand Avenue
Gurnee, IL 60031
Office: (847) 244-1187
24-hour support line: (847) 872-7799
Website: <http://zcenter.org/>
Email: info@ZCenter.org

Students and employees who wish to speak with someone confidentially regarding a complaint of sex-based misconduct should utilize the confidential advisor above. They may also utilize the professional counselors who work in the Student Counseling Service.

The University will make every effort possible to ensure that the identity of a Complainant who reports having been the survivor of sex-based misconduct, sexual assault, domestic violence, dating violence, or stalking is protected.

However, when a Complainant does not consent to the disclosure of his or her name or other identifiable information, the University's ability to respond to the complaint may be limited.

Any proceeding or meeting held to resolve complaints of alleged violations of the University's Title IX Policy and Investigation and Hearing procedures shall protect the privacy of the participating parties and witnesses.

Risk Reduction, Warning Signs of Abusive Behavior and Future Attacks

No victim/survivor is ever to blame for being assaulted or abused. Unfortunately, a person who is the victim/survivor of sexual or dating violence is more likely to be re-victimized. Below are some tips to help reduce your risk, to recognize warning signs of abusive behavior and how to avoid potential attacks.

Warning Signs of Abusive Behavior

Domestic and dating abuse often escalates from threats and verbal abuse to violence. And, while physical injury may be the most obvious danger, the emotional and psychological consequences of domestic and dating violence are also severe. Warning signs of dating and domestic violence include:

- 1) Being afraid of your partner.
- 2) Constantly watching what you say to avoid a “blow up.”
- 3) Feelings of low self-worth and helplessness about your relationship.
- 4) Feeling isolated from family or friends because of your relationship.
- 5) Hiding bruises or other injuries from family or friends.
- 6) Being prevented from working, studying, going home, and/or using technology (including your cell phone.)
- 7) Being monitored by your partner at home, work or school.
- 8) Being forced to do things you don’t want to do.

Help Reduce Your Risk and Avoid Potential Attacks

If you are being abused or suspect that someone you know is being abused, speak up or intervene.

- A. Get help by contacting the Counseling Service or Health Center for support services.
- B. Learn how to look for “red flags” in relationships so you can learn to avoid some of those characteristics in future partners.
- C. Consider making a report with Campus Safety and/or the Director of Title IX and ask for a “no contact” directive from the University to prevent future contact.
- D. Consider getting a protective order.
- E. Learn more about what behaviors constitute dating and domestic violence, understand it is not your fault, and talk with friends and family members about ways you can be supported.
- F. Trust your instincts—if something doesn’t feel right in a relationship, speak up or end it.

Sexual Assault Prevention (From RAINN)

- Be aware of rape drugs.
- Try not to leave your drink unattended.
- Only drink from un-opened containers or from drinks you have watched being made and poured.
- Avoid group drinks like punch bowls.
- Cover your drink. It is easy to slip in a small pill even while you are holding your drink. Hold a cup with your hand over the top, or choose drinks that are contained in a bottle and keep your thumb over the nozzle.
- If you feel extremely tired or drunk for no apparent reason, you may have been drugged. Find your friends and ask them to leave with you as soon as possible.
- If you suspect you have been drugged, go to a hospital and ask to be tested.
- Keep track of how many drinks you have had
- Try to come and leave with a group of people you trust.
- Avoid giving out your personal information (phone number, where you live, etc.). If someone asks for your number, take his/her number instead of giving out yours.

Traveling around campus (walking)

- Make sure your cell phone is easily accessible and fully charged.
- Be familiar with where emergency phones are installed on the campus.
- Be aware of open buildings where you can use a phone.
- Keep some change accessible just in case you need to use a pay phone.
- Take major, public paths rather than less populated shortcuts.
- Avoid dimly lit places and talk to campus services if lights need to be installed in an area.
- Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
- Carry a noisemaker (like a whistle) on your keychain.
- Carry a small flashlight on your keychain.
- If walking feels unsafe, contact campus police.

Complainant's and Respondent's Joint Rights

Both the Complainant and Respondent have the right to be treated fairly and equitably by the University throughout the investigation and resolution. They also have the right to the following:

1. The Complainant and the Respondent each have the opportunity to meet with a properly trained investigator(s), and provide supporting evidence and/or attend a hearing before a properly trained hearing panel;
2. The Complainant and the Respondent each have the opportunity to be advised by a personal advisor of their choice, at their expense, at any stage of the process and to be accompanied by that advisor at any meeting or hearing. The advisor's role is limited to providing support, guidance and/or advice, and to conducting cross-examination during the live hearing. A party's advisor may not speak on behalf of the party during any meeting, interview or hearing;
3. A decision is based on the preponderance of evidence standard, i.e. "more likely than not to have occurred" standard. In other words, the conduct process asks: "is it more likely than not that the Respondent violated the Title IX Policy?"
4. The Complainant and the Respondent will be notified simultaneously in writing of the outcome of any disciplinary proceeding, as well as any changes to those result or disciplinary actions prior to the time that such results become final; and
5. The Complainant and the Respondent each have the right to appeal the outcome of the investigation and will be notified simultaneously in writing of the final outcome after the appeal is resolved.

For more information on the investigation and complaint resolution process please see Title IX and Investigation and Hearing Policy at: <https://www.rosalindfranklin.edu/about/diversity-inclusion/title-ix/title-ix-policy/>

For further information contact:

Allena Barbato, JD LMFT
Director of Title IX Compliance and
Equity Officer
Rosalind Franklin University of
Medicine and Science
3333 Green Bay Road
North Chicago, IL 60064
224-570-7314
allena.barbato@rosalindfranklin.edu

To contact the Department of Education's Office for Civil Rights:

U.S. Department of Education Office for Civil Rights

Chicago Office

Citigroup Center 500 W. Madison Street, Suite 1475

Chicago, IL 60661-4544

Telephone: (312) 730-1560

Facsimile: (312) 730-1576

Email: OCR.Chicago@ed.gov

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