

Lake Forest College is committed to fostering a campus free from sexual misconduct.

**SEXUAL MISCONDUCT INCLUDES:**

- **Non-consensual sexual penetration** (or attempt to commit): Any penetration of the sex organs or anus of another person when consent is not present; any penetration of the mouth of another person with a sex organ when consent is not present; or performing oral sex on another person when consent is not present.
- **Non-consensual sexual contact** (or attempt to commit): Intentional touching or fondling of a person's genitals, breasts, groin, or buttocks when consent is not present.
- **Sexual exploitation:** When a person takes non-consensual or abusive sexual advantage of another to benefit anyone other than the individual being exploited.
- **Dating violence:** Violence or the threat of violence (including but not limited to sexual or physical abuse) by another person with whom the individual is or has been in a social relationship of a romantic or intimate nature.
- **Domestic violence:** Violence or the threat of violence (including but not limited to sexual or physical abuse) committed by a current or former spouse or intimate partner, by someone with whom the individual shares a child, or someone who is cohabitating with or has cohabitated with the individual as a spouse or intimate partner.
- **Stalking:** A course of conduct directed at a specific person that would cause a reasonable person to fear for their safety (or the safety of another person) or suffer substantial emotional distress.
- **Sexual harassment:** Unwelcome conduct of a sexual nature when 1) submitting to such conduct is either explicitly or implicitly made a term of condition of an individual's employment or education (*quid pro quo harassment*); or 2) it is sufficiently severe, persistent, or pervasive that it unreasonably interferes with an individual's educational program or work activities (*hostile environment harassment*).

See the Policy on Sexual Discrimination and Misconduct for full definitions and examples.

**UNDERSTANDING CONSENT**

Consent is a knowing and voluntary agreement to engage in specific sexual activity at the time of the activity.

**Consent is:**

- Expressed through affirmative and voluntary words or actions mutually understandable to all parties involved;
- Given for a specific sexual act at a specific time; and
- Can be withdrawn at any time.

**Consent cannot be:**

- Coerced or compelled by duress, threat, or force;
- Given by someone who does not have the capacity to give consent due to age, sleep, incapacitation by alcohol or drugs, or other physical condition or disability.
- Assumed based on silence, the absence of verbal or physical resistance, an individual's manner of dress, a prior or current relationship, or consent to prior sexual activity.

**A CAMPUS GUIDE TO SEXUAL MISCONDUCT POLICIES AND RESOURCES**

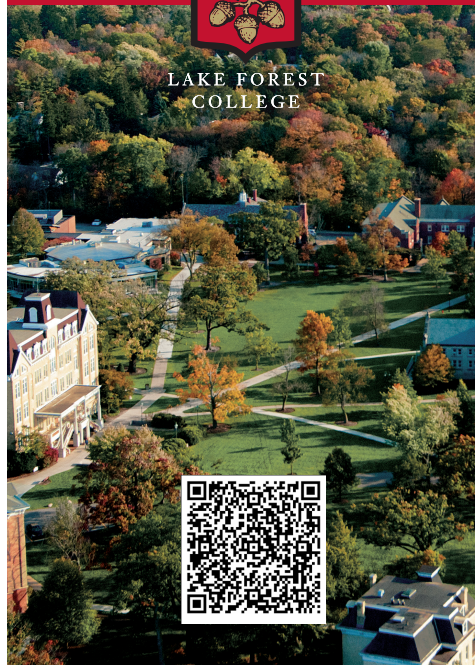
lakeforest.edu/titleix

Title IX Coordinator  
Lake Forest College  
847-735-6009

TitleIX@lakeforest.edu



LAKE FOREST COLLEGE



**SEXUAL MISCONDUCT HELP GUIDE**

ON-CAMPUS RESOURCES	OFF-CAMPUS RESOURCES
<p><b>Counseling and Mental Health:</b></p> <ul style="list-style-type: none"> <li>• Lake Forest College Health and Wellness Center: Buchanan Hall; Main: 847-735-5240 (after hours: 847-735-5300).</li> <li>• Employee EAP, Perspectives: 1-800-456-6327 (call or text 24/7) (for employees only).</li> </ul>	<p><b>Counseling and Mental Health:</b></p> <ul style="list-style-type: none"> <li>• Zacharias Sexual Abuse Center: 847-872-7799.</li> <li>• Chicago Rape Crisis Hotline: 888-293-2080.</li> <li>• National Sexual Assault Telephone Hotline: 800-656-HOPE (4673).</li> <li>• State of Illinois Domestic Violence Hotline: 877-863-6338.</li> <li>• Center on Halsted LGBTQ Violence Resource Line: 773-871-CARE (2273).</li> </ul>
<p><b>Health</b></p> <p>Lake Forest College Health and Wellness Center: Buchanan Hall; 847-735-5240 (can conduct STI exposure and pregnancy risk assessment).</p>	<p><b>Health</b></p> <ul style="list-style-type: none"> <li>• Advocate Condell Medical Center ER: 801 S. Milwaukee Ave., Libertyville; 847-990-5300. Sexual Assault Nurse Examiners available 24/7 to assist victims and collect physical evidence.</li> <li>• Highland Park Hospital ER: 777 Park Ave West, Highland Park, IL 60035; 847-432-8000. Employs specially trained Sexual Assault Nurse Examiners to assist victims and collect potentially critical physical evidence.</li> <li>• Lake Forest Hospital ER: 660 N. Westmoreland Rd., Lake Forest, IL 60045; 847-535-6150 (can conduct STI exposure and pregnancy risk assessment).</li> </ul>
<p><b>Victim Advocacy and Confidential Advisors (CA)</b></p> <ul style="list-style-type: none"> <li>• Lake Forest College Health and Wellness Center: Buchanan Hall; 847-735-5240 (after hours: 847-735-5300).</li> <li>• Ask for a confidential advisor (CA) if sexual or other violence is involved. CA shares same rights, options, resources etc. as Title IX.</li> <li>• Counselors in the Health and Wellness Center can provide support through counseling and other resources for concerns overall.</li> </ul>	<p><b>Victim Advocacy</b></p> <ul style="list-style-type: none"> <li>• Zacharias Sexual Abuse Center: 4275 Old Grand Ave., Gurnee, IL 60031, 847-872-7799.</li> <li>• A Safe Place, Domestic Violence, Babcox Justice Center: 20 South County Street, Waukegan, IL 60085, 847-360-6471.</li> </ul>
<p><b>Legal Assistance</b></p> <p>Lake Forest College Department of Public Safety: South Campus; 847-735-5555 (can help with legal enforcement of orders of protection and other criminal and civil orders). Title IX can also explain any other legal considerations if the matters warrants such.</p>	<p><b>Legal Assistance</b></p> <ul style="list-style-type: none"> <li>• Lake County State's Attorney's Office: 18 N. County St., Waukegan, IL 60085; 847-377-3000.</li> <li>• Prairie State Legal Services: 800-942-3940; pslegal.org.</li> <li>• Lake County Bar Assn. Lawyer Referral Service: 847-244-3140; lakebar.org/find-a-lawyer.</li> <li>• Lake County Sheriffs "A Safe Place" division at 847-360-6471.</li> </ul>
<p><b>Visa and Immigration Assistance</b></p> <p>Lake Forest College Office of Intercultural Relations: Rosemary House; 847-735-5105. Title IX: for immigration status and acts of domestic /sexual violence</p>	<p><b>Visa and Immigration Assistance</b></p> <ul style="list-style-type: none"> <li>• Prairie State Legal Services: 800-942-3940; pslegal.org.</li> </ul>
<p><b>Student Financial Aid</b></p> <ul style="list-style-type: none"> <li>• Lake Forest College Office of Financial Aid: 847-735-5015; Patterson Lodge.</li> </ul>	<p><b>Student Financial Aid</b></p> <ul style="list-style-type: none"> <li>• Federal Student Aid Office of the United States Department of Education: 800-433-3243; studentaid.gov.</li> </ul>
<p><b>Filing a Sexual Misconduct Report with the College:</b></p> <ul style="list-style-type: none"> <li>• <b>Title IX Coordinator:</b> 847-735-6009; Rosemary House; TitleIX@lakeforest.edu. Reporting Types: Anonymous, Electronic, Confidential Reports</li> <li>• <b>Public Safety:</b> 847-735-5555.</li> <li>• <b>General Electronic complaints:</b> lakeforest.edu/titleixreport</li> <li>• <b>Anonymous complaints,</b> may be submitted online via the Confidential and Independent Campus Conduct Hotline or 866-943-5787.</li> <li>• Sharing a disclosure with a <b>Confidential Advisor</b> in Health and Wellness is considered sharing with a campus Official. If you are seeking an investigation H &amp; W does not investigate matters, but may assist with initial incident, support, rights and share options.</li> </ul>	<p><b>Filing a Criminal Complaint with Law Enforcement:</b></p> <ul style="list-style-type: none"> <li>• Lake Forest Police Department 255 W. Deerpath Rd. Lake Forest, IL 60045 847-234-2601 (non-emergency) 911 (emergency).</li> <li>• Chicago Police Department 1718 South State Street Chicago, IL 60616 312-745-4290 (non-emergency) 911 (emergency).</li> </ul>

## OPTIONS IF YOU EXPERIENCE SEXUAL MISCONDUCT

### 1. GO TO A SAFE PLACE AS SOON AS YOU ARE ABLE

- Call 911 for emergency assistance from local police or medical personnel.
- You can also call Public Safety at 847-735-5555 for assistance.

### 2. SEEK MEDICAL ASSISTANCE

It is advisable to seek medical attention as soon as possible if you have been injured or if you believe you may have been exposed to an STI or potential pregnancy.

- **Advocate Condell Medical Center Emergency Room:** 801 S. Milwaukee Ave., Libertyville; 847-990-5300 (24/7 Sexual Assault Nurse Examiners available to assist victims and collect physical evidence; can conduct STI exposure and pregnancy risk assessment).
- **Highland Park Hospital Emergency Room:** 777 Park Ave West, Highland Park; 847-432-8000 (employs specially trained Sexual Assault Nurse Examiners to assist victims and collect physical evidence; can conduct STI exposure and pregnancy risk assessment).
- **Lake Forest Hospital Emergency Room:** 660 N. Westmoreland Rd., Lake Forest; 847-535-6150 (can conduct STI exposure and pregnancy risk assessment).
- **Lake Forest College Health and Wellness Center:** Buchanan Hall; 847-735-5240 (can conduct STI exposure and pregnancy risk assessment).

Please note that the hospital may call the police, but you are not obligated to talk to the police or file a formal report with law enforcement or the College.

### 3. PRESERVE EVIDENCE

Even if you have not been physically hurt, a timely medical exam is recommended to collect physical evidence, which may be necessary to criminally prosecute the offender and may be helpful in obtaining an order of protection in court should you choose to do so.

To best preserve evidence, it is suggested that you seek medical attention as soon as possible and that you not shower, brush teeth, use the bathroom, eat, or change clothes or bedding before going to the hospital. Inform the hospital or police if you believe a drink may have been drugged. Under Illinois law, the cost of an examination for a sexual violence survivor that is not covered by insurance or public aid will be covered by the State and not billed to the patient.

You should also save other potential evidence, including text messages, instant messages, social networking pages, and any other information about the incident.

### 4. SEEK CONFIDENTIAL COUNSELING/ADVISING

Many different confidential psychological or emotional support options are available on campus and in the community. Consulting the following confidential resources will NOT result in a report to the College's Title IX Coordinator or law enforcement. The Lake Forest College Health and Wellness Center provides confidential advisors trained to provide emergency and ongoing support to those who have experienced sexual misconduct.

#### On Campus:

- **Lake Forest College Health and Wellness Center:** 847-735-5240 (after hours: : 847-735-5300).
- **Employee Assistance Program, Perspectives:** 1-800-456-6327 (call or text 24/7) (for employees only).

#### Off Campus:

- **Zacharias Sexual Abuse Center:** 847-872-7799.
- **Chicago Rape Crisis Hotline:** 888-293-2080.
- **National Sexual Assault Telephone Hotline:** 800-656-HOPE (4673).
- **State of Illinois Domestic Violence Hotline:** 877-863-6338.
- **Center on Halsted LGBTQ Violence Resource Line:** 773-871-CARE (2273).

### 5. OBTAIN SUPPORTIVE AND/OR PROTECTIVE MEASURES TO HELP WITH DAILY CAMPUS LIFE

Supportive and/or protective measures may be implemented by the College, when reasonably available, to help provide a more stable and safe environment. Supportive and/or protective measures can be requested through the Title IX Coordinator at any time, regardless of whether you seek resolution of a sexual misconduct complaint. Examples of available supportive and protective measures include:

- Alteration of housing assignments;
- Modification of work arrangements and/or scheduling;
- Campus escorts and/or changes to campus transportation arrangements;
- Dining accommodations;
- Issuance of "No Contact Orders" (May need to be mutual) and/or
- Academic programming, scheduling adjustments and/or support services.

Protective orders issued by a court are also available in some cases. Contact the Lake County Sheriff's "A Safe Place" office at 847-360-6471 or on online at: lakecountyil.gov/Sheriff/. The College's Title IX Coordinator can also provide assistance with this process.

### 6. FILE A COMPLAINT WITH THE COLLEGE

The College provides a prompt, fair and impartial investigation and resolution process, conducted by individuals who receive annual training on issues related to sexual misconduct. No time limit to file a Title IX complaint.

To file a report with the College, you may contact:

- **Title IX Coordinator:** TitleIX@lakeforest.edu, 847-735-6009.
- **Public Safety:** 847-735-5555.
- **Electronic complaints, including anonymous complaints,** may be submitted by completing the form found at lakeforest.edu/titleixreport.
- **Anonymous telephone reports** may be made to the Confidential and Independent Campus Conduct Hotline: 866-943-5787.

**With the exception of employees in the College's Health and Wellness Center, all other College employees, including student employees, who receive a report of sexual misconduct are required to report it to the Title IX Coordinator.**

### 7. FILE A COMPLAINT WITH LAW ENFORCEMENT

Non-consensual sexual penetration or contact, domestic violence, dating violence and stalking are crimes. Individuals are encouraged, but not required, to report these crimes to the police. The Title IX Coordinator and Public Safety will assist individuals wishing to make a report to the police.

If the incident occurred on campus, the Lake Forest Police Department has jurisdiction and can be contacted at:

**Lake Forest Police Department**  
255 W. Deerpath Rd., Lake Forest, IL 60045  
847-234-2601 (non-emergency)  
911 (emergency)

For incidents in Chicago, contact:

**Chicago Police Department**  
1718 South State Street, Chicago, IL 60616  
312-745-4290 (non-emergency)  
911 (emergency)

### CONFIDENTIALITY, AMNESTY, AND RETALIATION

Information related to a report of sexual misconduct will be shared only with those who need to know to assist in the resolution of the matter. Reporting students may request confidentiality or that their report not go through a formal resolution process. Generally, the Title IX Coordinator will be able to honor such requests, except where a threat to the community exists based on the use of weapons, violence, pattern, or other threatening conduct by the accused.

A student who reports sexual misconduct, either as a complainant or third party witness, will not be subject to disciplinary action by the College for their own personal consumption of alcohol or drugs at or near the time of the incident, provided that they did not place the health or safety of any other person at risk.

Retaliation against an individual for reporting sexual misconduct or participating in the complaint resolution process is prohibited. Retaliation concerns should be reported to the Title IX Coordinator.

### COMPLAINT RESOLUTION PROCESS

Below is a summary of the College's Sexual Misconduct Complaint Resolution Process. The full process is detailed at lakeforest.edu/sexualmisconduct.

**Preliminary Inquiry:** The Title IX Coordinator will assess the nature of the sexual misconduct report, the safety of the involved individuals and of the campus community, the Complainant's preference for resolution and/or request for confidentiality, and the necessity for any protective measures to maintain the safety of the Complainant or the community.

**Informal Resolution:** Where appropriate, the Title IX Coordinator will informally resolve complaints by taking action to stop the behavior, address its effects, and prevent recurrence without a formal investigation.

**Formal Investigation:** When a complaint cannot be resolved through the informal resolution process, the College will conduct a prompt, thorough and impartial investigation. Investigations are typically conducted by the Title IX Coordinator or designee and consist of interviews with the Complainant, Respondent and other identified witnesses and gathering of other relevant evidence. All parties may have a support person of their choosing present throughout the proceedings.

**Final Determination:** The College will make a good faith effort to resolve all sexual misconduct reports as expeditiously as possible. Most matters are resolved within 60 days. The investigator shall determine whether it is more likely than not (*i.e.*, by a preponderance of the evidence) that sexual misconduct occurred. All parties will be notified, simultaneously and in writing, of the investigator's determination and their right to appeal. If the investigator determines that misconduct has occurred, the report will be forwarded to the appropriate College official for determination of sanctions.

**Sanctions:** Sanctions for sexual misconduct offenses may include: verbal or written warning, mandatory educational programming, community service, probation, removal from housing or other campus programs or positions, prohibition from buildings or areas of campus, suspension from school or employment, and separation from the College.

**Appeals:** Either party may appeal the final determination and/or the sanctions to the Sexual Misconduct Appellate Board, whose decision is final.