



WHEATON COLLEGE

(Main Campus)

**2026 COMBINED ANNUAL SECURITY
REPORT & FIRE SAFETY REPORT**

Introduction

This report is provided in compliance with the Jeanne Clery Campus Safety Act. It provides students and employees of Wheaton College (“College”) with information on: the College’s security arrangements, policies and procedures; programs that provide education on such things as drug and alcohol abuse, awareness of various kinds of sex offenses, and the prevention of crime generally; and procedures the College will take to notify the campus community in the event of an emergency. Its purpose is to provide students and employees with information that will help them make informed decisions relating to their own safety and the safety of others.

Policy for Preparing the Annual Report

This report is prepared by the Clery Compliance Officer in cooperation with local law enforcement authorities and includes information provided by them as well as by the College’s campus security authorities and various other elements of the College. Each year an e-mail notification is made to all enrolled students and employees that provides the website link to access this report. Prospective students and employees are also notified of the report’s availability. Hard copies of the report may also be obtained at no cost by contacting Wheaton College Public Safety, 924 College Ave. Wheaton, IL 60187 630-752-5911. The College is committed to taking the actions necessary to provide a safe and secure working/learning environment for all students and staff. As a member of the campus community, you can feel safe and comfortable knowing that security procedures are in place that represent best practices in the field, and are constantly tested and re-evaluated for their effectiveness.

General Safety and Security Policies

Campus Security Personnel & Relationship with Local Law Enforcement

The Wheaton College Department of Public Safety (“Public Safety”) is responsible for campus safety at the College.

Wheaton College Public Safety Officers are not sworn law enforcement officers. Their responsibilities are limited to general security functions, including building security checks, access control, parking enforcement, and emergency response to safety or security concerns or medical incidents. Illinois State Statute provides that, “Any person may arrest another person when he has reasonable grounds to believe that an offense other than an ordinance violation is being committed” (725 ILCS 5/107-3). Public Safety Officers have no arrest authority beyond this provision. It is the practice of Public Safety to contact the Wheaton Police Department when it appears that an incident may result in an arrest. However, if an individual(s) poses an imminent risk to their own safety or the safety of others, Public Safety Officers may effect an arrest. The arrested individual(s) will then be transferred to the custody of the Wheaton Police Department immediately upon their arrival.

The jurisdiction of Public Safety extends to all the main campus, including perimeter streets and sidewalks. Lawson Field (2 blocks north of the core campus), the Michigan and Crescent apartments (1 block south of the core campus), and the East Campus grounds and building (approximately 1 mile east of the core campus) are also included in the jurisdiction of Public Safety. However, Lee Pfund Stadium and field (2.5 miles northwest of the core campus) are not within the jurisdiction of Public Safety.

The Wheaton Police Department has law enforcement jurisdiction over the main campus. The East Campus building and grounds sit on the border of Wheaton and Glen Ellyn and are within the jurisdictional boundaries of the Wheaton and Glen Ellyn Police Departments. The Carol Stream Police Department has jurisdiction over Lee Pfund Stadium and Field.

Wheaton College Public Safety is part of the DuComm DuPage Public Safety Communications network, which provides immediate radio communication and response from all local emergency response agencies, including Police, Fire and Paramedic response from the cities of Wheaton, Glen Ellyn, and other neighboring municipalities. All on-duty Public Safety Officers carry a two-way radio and are in continuous communication with all local police and fire agencies.

While Wheaton College has no written Memorandum of Understanding with any local police agency, it does maintain a close working relationship with the Wheaton Police Department. The Wheaton PD is represented on the Wheaton College Threat Assessment Team and is frequently consulted on matters of safety and security on campus.

Campus Security Authorities

The College has designated certain officials to serve as campus security authorities. Reports of criminal activity can be made to these officials. They in turn will ensure that the crimes are reported for collection as part of the College’s annual report of crime statistics. The campus

security authorities to whom the College would prefer that crimes be reported are listed below.

- Chief of Public Safety at 630-752-5911
- Dean of Residence Life at 630-752-5427
- Vice President of Student Development at 630-752-5022
- Director of Athletics at 630-752-5079
- Director of Wheaton in Chicago at 630-752-5730
- Director of HoneyRock at 715-479-7474
- Director of Wheaton College Field Station at 605-342-6634
- Director of Student Health Services at 630-752-5072
- Director of Global Programs and Studies at 630-752-7309

Reporting a Crime or Emergency

The College encourages accurate and prompt reporting of all criminal actions, emergencies, or other incidents occurring on campus, on other property owned by the College, or on nearby public property to the appropriate administrator and appropriate police agencies. Such a report is encouraged when the victim of a crime elects to, or is unable to, make such a report.

All crimes occurring on or near Wheaton College property should be reported immediately either directly to the Wheaton Police Department by calling 9-1-1 or to Public Safety at 630-752-5911. Dispatchers are available at either number 24/7.

If there is a crime in progress, or if there is some other situation posing an imminent danger, call the Wheaton Police Department at 911 and, if possible, notify Public Safety as well.

Students, faculty, staff, and visitors may also report crimes to any of the campus security authorities identified above. When doing so, the campus security authority may also encourage the reporter to report the situation to the Wheaton Police Department. A [Crime Reporting Form](#) is also available on the Public Safety webpage for all Campus Security Authorities (CSA) to report crimes to the Clery Compliance Officer. All Campus Security Authorities are made aware of this form and are provided links to the form in all CSA training materials and subsequent communications.

Anonymous incident reports may also be made through the Office of Equity and Title IX online at: <https://www.wheaton.edu/life-at-wheaton/student-development-offices/equity-and-title-ix-at-wheaton-college/reporting-to-the-college/>.

Confidential Reporting

The College will protect the confidentiality of victims. Only those with a need to know the identity for purposes of investigating the crime, assisting the victim or disciplining the perpetrator will know the victim's identity.

Pursuant to the College's sexual misconduct policy, when an employee who is not a confidential resource becomes aware of an alleged misconduct under that policy (including, but not limited to, dating violence, domestic violence, sexual assault, and stalking), the employee is required to report that information, including the status of the parties, if known,

to the Equity and Title IX Office. A victim of any other type of crime who does not want to pursue action within the College's disciplinary system or the criminal justice system is encouraged to make a confidential report to Public Safety or any campus security authority. Upon the victim's request, a report of the details of the incident can be filed with the College without revealing the victim's identity. Such a confidential report complies with the victim's wishes, but still helps the College take appropriate steps to ensure the future safety of the victim and others. With such information, the College can keep an accurate record of the number of incidents involving members of the campus community, determine where a pattern of crime may be developing, and alert the community as to any potential danger. These confidential reports are counted and disclosed in the annual crime statistics for the College.

The College encourages its pastoral and professional counselors, if and when they deem it appropriate, to inform the person they are counseling to report crimes on a voluntary, confidential basis for inclusion in the annual report of crime statistics.

Security of and Access to Campus Facilities

All academic buildings are secured during evenings and weekends. Athletic and recreational areas are secured overnight. Access to these buildings and areas while they are secured is only allowed for authorized faculty/staff members and students who are accompanied by authorized faculty/staff members. Public Safety Officers perform regular "walk-throughs" of all buildings every night. The officers also perform vehicle patrols of parking lots and surrounding areas.

Students living in College-owned houses or apartments are responsible for securing doors and windows in their houses or apartments. Visiting guests of the opposite sex are restricted to rooms with wide open doors within the apartment or house, and may visit no earlier than 9:00 am and no later than 2:00 am.

Residence halls are secured 24 hours per day. Students' ID cards allow them access to the building and room in which they live.

Students and employees are asked to be alert and to not circumvent practices and procedures that are meant to preserve their safety and that of others.

- Do not prop doors open or allow strangers into campus buildings that have been secured.
- Do not lend keys or access cards to non-students and do not leave them unattended.
- Do not give access to anyone who does not belong to the campus community.

Keys to offices, laboratories, and classrooms on campus will be issued to employees only as needed and after receiving the proper authorization.

Employee and student identification cards may be used to verify the identity of persons suspected to be in campus facilities without permission.

Security Considerations in the Maintenance of Facilities

Campus Safety works with the Facilities Department to identify maintenance issues on campus that may be safety hazards. Safety checks are completed to identify street or safety

lights that are not functioning properly, or to determine if shrubs or other landscaping might need trimming. Maintenance personnel regularly check to ensure there is adequate lighting on pathways and that egress lighting is working in hallways and stairwells.

Educational Programs Related to Security Awareness and Prevention of Criminal Activity

The College seeks to enhance the security of its campus and the members of the campus community by periodically presenting educational programs to inform students and employees about campus security procedures and practices, to encourage students and employees to be responsible for their own security and the security of others and to inform them about the prevention of crimes. These programs are discussed below.

At the beginning of each academic year, incoming students are required to view a video presentation from the Chief of Public Safety outlining the ways in which they can keep themselves and their belongings secure by following basic safety strategies. The video also addresses fire safety concerns and elements of the fire code that students are required to follow. The Chief of Public Safety addresses all athletic teams early in the school year to discuss various security-related issues, including how to report crimes, steps that can be taken to prevent victimization, and the role of Public Safety on campus.

The Equity and Title IX department and Student Development provide additional information and resources to students and employees by way of the College website, email blasts, posters that are hung conspicuously in every academic building, yard signs placed throughout campus, and in-person training. These programs include articles, videos, and procedural information related to sexual violence, stalking, sexual harassment, ALICE training, and a variety of other security-related topics.

During the month of September, lockdown drills are conducted in all academic buildings, while fire evacuation training and drills are conducted twice annually, in the Spring and in the Fall.

Monitoring Off Campus Locations of Recognized Student Organizations

The College does not have any officially recognized student organizations with off campus locations and therefore does not monitor or record criminal conduct occurring at such locations.

Disclosure of the Outcome of a Crime of Violence or Non-Forcible Sex Offense

Upon written request, the College will disclose to the alleged victim of a crime of violence (as that term is defined in section 16 of title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the College against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of the paragraph.

The previous paragraph does not apply to victims of dating violence, domestic violence, sexual assault, or stalking because under the Violence Against Women Act both the accused and accuser in these cases are given the results without the need to make a written request.

Drug and Alcohol Policy

It is essential that every member of the College community clearly understands the College's expectations, outlined in the Student Handbook and Community Covenant. Namely, Wheaton College and all Wheaton College-related functions will be alcohol-free. This means the possession or consumption of alcohol and non-alcohol substitutes in any form and for any purpose (e.g., cooking) will be prohibited in, on, or around all campus properties, owned or leased. The same prohibition applies to all Wheaton College vehicles, whether on or off campus, and to all Wheaton College events or programs, wherever they may be held.

While enrolled in Wheaton College or participating in a program sponsored by or earning credit granted by Wheaton College, undergraduate members of the community will refrain from the consumption of alcohol in all settings, with the sole exception that students are permitted to drink the wine of Holy Communion in local church settings.

The College expects that students will personally uphold their commitment to the Student Handbook guidelines and the Community Covenant by refraining from the use of illegal drugs and alcohol while they are enrolled, and to create living environments that are free from alcohol and illegal drug use. This includes not possessing cooking wine/liquor or non-alcoholic beer in one's space, as well as displaying drug and alcohol paraphernalia or advertisements. Students who allow alcohol and/or illegal drugs into their living spaces will be held accountable under the [Student Conduct Policy](#). Additionally, Illinois law 235 ILCS 5/6-16(c) states, "Any person shall be guilty of a Class A misdemeanor where he or she knowingly authorizes or permits a residence which he or she occupies to be used by an invitee under 21 years of age, and the person occupying the residence knows that any such person under the age of 21 is in possession of or is consuming any alcoholic beverage." In addition to enforcing Wheaton College policies, the College will comply with the enforcement of applicable laws related to underage drinking and illegal drugs by local law enforcement agencies. Furthermore, the illegal use of alcohol and/or drugs can carry criminal penalties upon conviction, including the imposition of fines, community service, probation, loss of license, and/or imprisonment. More details can be found [here](#). Federal penalties involving drugs can be found [here](#) beginning on page 36.

The Student Handbook and Community Covenant prohibit the unlawful manufacture, sale, distribution, dispensing, possession, or use of controlled substances, as well as sharing, misusing, or abusing over-the-counter or prescription drugs or any illegal drug while one is a student at Wheaton College in accordance with federal, state, or local law. The College also prohibits the recreational use of cannabis in states where it has become legalized, which effective January 1, 2020, includes the State of Illinois.

Although possession and use of cannabis is no longer a crime in the State of Illinois, the possession and use of cannabis remains illegal under federal law. Consistent with federal law, including the Controlled Substances Act and the Drug Free Schools and Communities Act, the use and/or possession of cannabis (smoked or edible) continues to be prohibited for all Wheaton students on or off campus. This includes the use of synthetic cannabis (e.g., K2 or Spice or any other synthetic product which, when consumed mimics the effects of cannabis). In addition, smoking, vaping, ingesting or consuming cannabidiol (CBD) in any form, including THC/CBD infused beverages, is prohibited. Medically prescribed CBD oils and creams are legal under federal law (e.g., consist of no more than 0.3% THC) and are also

legal in any state or locality where used. Wheaton approves medically prescribed oils and creams that adhere to the federal's < 0.3% THC level.

In addition to illegal drugs, students are prohibited from using prescriptions other than their own and substances that are meant to illicit feeling "buzzed", high or intoxicated. The use of any substance to alter one's personality, behavior, physical or emotional state or to enhance academic or athletic performance is prohibited.

Students in violation of this policy will be subject to disciplinary action up to and including suspension or expulsion and referral for prosecution. (Please refer to the [Student Conduct Policy](#) in the Student Handbook for details concerning the conduct process and list of possible sanctions.) In addition to Wheaton College sanctions, violating Illinois and Federal laws may lead to fines and/or imprisonment.

Federal Drug Laws (updated 08.3.2026)

Denial of Federal Benefits (21 U.S.C. § 862) A federal drug conviction may result in the loss of federal benefits, including loans, grants, scholarships, contracts, and licenses, although the Department of Education has said it will no longer disqualify students from Title IV aid for a federal or state conviction for possession or sale of a controlled substance.

Forfeiture of Personal Property and Real Estate (21 U.S.C. § 853) Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation. A warrant of seizure may be issued and property seized at the time an individual is arrested on charges that may result in forfeiture.

Federal Drug Trafficking Penalties (21 U.S.C. § 841) Penalties for federal drug trafficking convictions vary according to the type and quantity of the controlled substance involved in the transaction. Penalties for subsequent convictions are more severe. Federally-defined schedules of controlled substances are published at 21 U.S.C. § 812.

In the case of a controlled substance in schedule I or schedule II, GHB (or, "liquid ecstasy"), or flunitrazepam (or, "rohypnol"), a person shall be sentenced to a term of imprisonment of not more than 20 years. If death or serious bodily injury results from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces the possibility of a life sentence and fines ranging up to \$10 million.

In the case of a controlled substance in schedule III, a person shall be sentenced to a term of imprisonment of not more than 10 years, and if death or serious bodily injury results, shall be sentenced to a term of imprisonment of not more than 15 years or a fine not to exceed \$500,000, or both, for a first offense.

For less than 50 kilograms of marijuana, the term of imprisonment shall not be more than five years, and the fine shall not be more than \$250,000, or both, for a first offense.

In the case of a schedule IV substance, the term of imprisonment shall not be more than five years, and the fine shall not be more than \$250,000, or both, for a first offense.

Persons convicted on federal charges of drug trafficking within 1,000 feet of an elementary school, secondary school, college, or university (**21 U.S.C. § 860**) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least one year, unless the offense involves five grams or less of marijuana.

Federal Drug Possession Penalties (21 U.S.C. § 844) Persons convicted on federal charges of possessing any controlled substance face penalties of up to one year in prison, a mandatory fine of no less than \$1,000, or both. Second convictions are punishable by not less than 15 days but not more than two years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than three years in prison and a minimum fine of \$5,000.

For the most recent and complete Federal Trafficking Penalties information, visit the website of the U.S. Drug Enforcement Administration at <https://www.campusdrugprevention.gov/content/drug-scheduling-and-penalties>.

Drug and Alcohol State Laws

Category	Summary (Illinois Compiled Statutes)
Possession of Marijuana	Illinois residents 21 years of age and older may legally purchase recreational cannabis and possess up to 60 grams of cannabis flower and no more than 1000 milligrams of THC contained in cannabis-infused product and 10 grams of cannabis concentrate. 410 Ill. Comp. Stat. 705/10-5(a), 705/10-10(a). The possession limit is 30 grams of cannabis flower, 5 grams of cannabis concentrate, and 500 milligrams of THC contained in a cannabis-infused product for non-Illinois residents who are 21 years of age. 410 Ill. Comp. Stat. 705/10-10(b). It is unlawful for individuals under the age of 21 to purchase, possess, use, transport, grow, or consume cannabis, except where otherwise authorized for medical purposes. 410 Ill. Comp. Stat. 705/10-15(a)-(b). Beyond the permissible use and possession of marijuana provided for in 410 Ill. Comp. Stat. 705/10-5 <i>et seq.</i>, it is otherwise unlawful for any person to knowingly possess cannabis. 720 Ill. Comp. Stat. 550/4. Possessing up to 10 grams of any substance containing cannabis is a civil violation punishable by a minimum fine of \$100 and a maximum fine of \$200. <i>Id.</i> Possessing more than 10 grams but not more than 60 grams is a Class B misdemeanor, which can include a prison sentence of up to 6 months and a fine of up to \$1,500. 720 Ill. Comp. Stat. 550/4(b); 730 Ill. Comp. Stat. 5/5-4.5-60. As the amount of cannabis increases, the crime classification becomes more severe and related penalties increase. 720 Ill. Comp. Stat. 550/4. Illinois also regulates the possession of cannabis sativa plants. 720 Ill. Comp. Stat. 550/8. Possession of more than 5 plants is a civil violation punishable by a minimum fine of \$100.00 and maximum fine of \$200.00. 720 Ill. Comp. Stat. 550/8. Penalties increase in severity as the number of plants in possession increase. <i>Id.</i>
Controlled Substances	The Illinois Controlled Substances Act covers a wide range of offenses and penalties related to controlled substances. <i>See</i> 720 Ill. Comp. Stat. 570/401 <i>et seq.</i> Penalties for the possession and delivery of illegal drugs

Category	Summary (Illinois Compiled Statutes)
	include prison sentences and monetary fines. 720 Ill. Comp. Stat. 570/402(a). These vary widely by the type and quantity of drug, the number of previous offenses by the individual, and whether the individual intended to manufacture, sell, or use the drug. <i>Id.</i> For example, possession of more than 15 grams but less than 100 grams of heroin, cocaine, morphine, or LSD is punishable by a fine of up to \$200,000 and 4 to 15 years in prison. <i>Id.</i> Trafficking—defined as knowingly bringing into the State for the purpose of manufacture or delivery or with the intent to manufacture or deliver—controlled substances will result in more severe penalties. 720 Ill. Comp. Stat. 570/401.1. There are higher penalties and different crime classifications when the offender possesses the controlled substance with the intent to manufacture or deliver on school grounds or within 500 feet of the real property comprising any school. <i>See</i> 720 Ill. Comp. Stat. 570/407.
Alcohol and Minors	It is generally illegal for anyone under the age of 21 to possess or consume alcohol, and it is also illegal to use fake identification for the purpose of obtaining alcohol. <i>See</i> 235 Ill. Comp. Stat. 5/6-20(c), (e). A violation is a Class A misdemeanor, which can include a prison sentence of less than 1 year and a fine of up to \$2,500. 235 Ill. Comp. Stat. 5/6-20(f); 730 Ill. Comp. Stat. 5/5-4.5-55. No person, after purchasing or otherwise obtaining alcoholic liquor, shall sell, give, or deliver such alcoholic liquor to another person under the age of 21 years, except in the performance of a religious ceremony or service. 235 Ill. Comp. Stat. 5/6-16(a)(iii). A violation is a Class A misdemeanor, and the sentence shall include, but shall not be limited to, a fine of not less than \$500 for a first offense and not less than \$2,000 for a second or subsequent offense. <i>Id.</i> If the person commits this violation knowingly and a death occurs as the result of the violation, the person is guilty of a Class 4 Felony. <i>Id.</i>
Driving Under the Influence (DUI)	Driving while under the influence of alcohol and/or drugs is prohibited. 625 Ill. Comp. Stat. 5/11-501(a). A violation occurs when a person is driving or physically controlling a motor vehicle with a blood or breath alcohol concentration of 0.08 percent or greater. <i>Id.</i> A violation may also occur when a driver is under the influence of alcohol and/or other drugs (even if BAC is not 0.08 percent or greater). <i>Id.</i> A first violation is a Class A misdemeanor, which can include a prison sentence of less than 1 year and a fine of up to \$2,500. 625 Ill. Comp. Stat. 5/11-501(c)(1); 730 Ill. Comp. Stat. 5/5-4.5-55. Increased penalties are available for subsequent offenses and other aggravating circumstances (i.e., getting a DUI while transporting a person under the age of 16). 625 Ill. Comp. Stat. 5/11-501. Additional sanctions may apply, such as a driver's license suspension or substance abuse evaluation. 625 Ill. Comp. Stat. 5/11-501.01.

Drug and Alcohol Abuse Prevention Program

If a student is found to be under the influence and it is not clear if the student will be safe, the College will call an ambulance to have the student properly assessed at the hospital. Students should call (911) or Public Safety at (630-752-5911) for immediate assistance for someone under the influence whose safety is at risk. Under the College's [Medical Amnesty Policy](#), a student who seeks professional emergency assistance for him/herself, or for another student experiencing an alcohol and/or other drug related emergency, will not be subject to disciplinary action under Wheaton's [Student Conduct Policy](#).

Students struggling with alcohol and/or drug use may contact the [Wheaton College Counseling Center](#) to request help and to learn about drug and alcohol treatment options. The Wheaton College Counseling Center is a free, confidential resource and is not connected to the Wheaton College conduct process. The Counseling Center is located on the first floor of North Harrison Hall, #170 and may be reached at 630-752-5321. Students can also access Therapy Assistance Online (TAO) which is an online resource that has information about substance use and abuse. Students can sign up for TAO using their Wheaton email address [here](#). Students are also encouraged to utilize local Celebrate Recovery or Alcoholics Anonymous groups as needed.

Wheaton College fulfills the requirements of the Drug-Free Schools and Campuses Act and Regulations through the following:

1. The College maintains an Alcohol and Drug free Community Policy. The Policy can be found in the Student and Employee Handbooks.
2. The College provides [annual notice](#) to all employees and students that describes:
 - The College's policies prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol on College property and at College functions;
 - A description of the safety and health risks associated with use of illicit drugs and the abuse of alcohol;
 - A description of applicable legal sanctions under state, local, and federal law;
 - A description of applicable counseling and treatment options;
 - A statement of the disciplinary sanctions the institution can impose on students and employees.
3. The current means of distribution provides reasonable assurance that each staff and faculty member receives the materials annually.
4. The institution conducts biennial reviews of its drug prevention program to determine its effectiveness, implement necessary changes, and ensure that disciplinary sanctions are enforced through the following means:
 - Assessment of alcohol and drug educational programs; and
 - Assessment of Residence Life student conduct processes; and
 - Review of Human Resources policies for employees.
5. The Dean of Residence Life conducts the biennial reviews and consults with various college offices and employees for this review, including: Human Resources, Legal

Affairs & Risk Management, Student Financial Services, Residence Life, Student Health Services, Counseling Center, and Public Safety.

6. The Dean of Residence Life maintains the biennial review. Copies are available upon request and may be obtained by contacting that office.

Policies, Procedures, and Programs Related to Dating Violence, Domestic Violence, Sexual Assault, and Stalking

Consistent with applicable laws, the College prohibits dating violence, domestic violence, sexual assault, and stalking. The College's policy used to address complaints of this nature, as well as the procedures for filing, investigating and resolving complaints, may be found at:

- Title IX Sexual Harassment Policy: <https://www.wheaton.edu/life-at-wheaton/student-development-offices/equity-and-title-ix-at-wheaton-college/nondiscrimination-policies/title-ix-sexual-harassment-policy/>
- Equity Policy and Procedures: <https://www.wheaton.edu/life-at-wheaton/student-development-offices/equity-and-title-ix-at-wheaton-college/nondiscrimination-policies/-equity-policy-and-procedures/>
- Nondiscrimination Policy: <https://www.wheaton.edu/life-at-wheaton/student-development-offices/equity-and-title-ix-at-wheaton-college/nondiscrimination-policies/nondiscrimination-policy/>

The following sections of this report discuss the College's educational programs to promote the awareness of dating violence, domestic violence, sexual assault and stalking; provides information concerning procedures students and employees should follow and the services available in the event they do become a victim of one of these offenses, and advises students and employees of the disciplinary procedures that will be followed after an allegation that one of these offenses has occurred.

Primary Prevention and Awareness Program:

The College conducts a Primary Prevention and Awareness Program (PPAP) for all incoming students and new employees. The PPAP advises campus community members that the College prohibits the offenses of dating violence, domestic violence, sexual assault and stalking. They are also informed of the topics discussed below, including relevant definitions, risk reduction, and bystander intervention.

Crime Definitions

Crime Type (Illinois Compiled Statutes)	Definitions
Dating Violence	The institution has determined, based on good-faith research, that Illinois' criminal statutes do not define the term dating violence. Illinois' health and safety statutes define "Teen dating violence" as "(1) A pattern of behavior in which a person uses or threatens to use physical, mental, or emotional abuse to control another person who is in a dating relationship with the person, where one or both persons are 13 to 19 years of age. (2) Behavior by which a person uses or threatens to use sexual violence against another person who is in a dating relationship with the person, where one or both persons are 13 to 19 years of age."

Crime Type (Illinois Compiled Statutes)	Definitions
Domestic Violence	Illinois' Domestic Violence Act indicates that "domestic violence" means "abuse", which means physical abuse, harassment, intimidation of a dependent, interference with personal liberty or willful deprivation but does not include reasonable direction of a minor child by a parent or person in loco parentis. (750 Ill. Comp. Stat. § Ann. 60/103). In addition, Illinois law includes the following: • Domestic Battery (720 Ill. Comp. Stat. § Ann. 5/12-3.2): A person commits domestic battery if he or she knowingly without legal justification: (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. • Aggravated Domestic Battery (720 Ill. Comp. Stat. § Ann. 5/12-3.3): (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. • For purposes of the above crimes, "family or household members" is defined at 720 Ill. Comp. Stat. § Ann. 5/12-0.1 as: "Family or household members" include spouses, former spouses, parents, children, stepchildren, and other persons related by blood or by present or prior marriage, persons who share or formerly shared a common dwelling, persons who have or allegedly have a child in common, persons who share or allegedly share a blood relationship through a child, persons who have or have had a dating or engagement relationship, persons with disabilities and their personal assistants, and caregivers as defined in Section 12-4.4a of this Code. For purposes of this Article, neither a casual acquaintanceship nor ordinary fraternization between 2 individuals in business or social contexts shall be deemed to constitute a dating relationship.
Stalking	• Stalking (720 Ill. Comp. Stat. § Ann. 5/12-7.3): ◦ 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.

Crime Type (Illinois Compiled Statutes)	Definitions
	○ 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 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. ○ A person commits stalking when he or she knowingly makes threats that are part of a course of conduct and is aware of the threatening nature of his or her speech. • The Stalking No Contact Order Act (740 Ill. Comp. Stat. Ann. 21/10) defines stalking for the purposes of civil stalking no contact orders: ○ “Stalking” means engaging 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 fear for his or her safety, the safety of a workplace, school, or place of worship, or the safety of a third person or suffer emotional distress. ○ “Stalking” also includes harassment that is conduct that is not necessary to accomplish a purpose that is reasonable under the circumstances, would cause a reasonable person emotional distress, and causes emotional distress to the petitioner. “Stalking” does not include an exercise of the right to free speech or assembly that is otherwise lawful (e.g., labor compliance activity or certain picketing at the workplace). See above code section for additional applicable definitions. • Aggravated Stalking (720 Ill. Comp. Stat. § Ann. 5/12-7.4): 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

Crime Type (Illinois Compiled Statutes)	Definitions
	in subsection (b)(1) of Section 214 of the Illinois Domestic Violence Act of 1986. • Cyberstalking (720 Ill. Comp. Stat. § Ann. 5/12-7.5): ○ 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 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 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. ○ 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

Crime Type (Illinois Compiled Statutes)	Definitions
	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.
Sexual Assault	• Criminal Sexual Assault (720 Ill. Comp. Stat. § Ann. 5/11-1.20): 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. • Aggravated Criminal Sexual Assault (720 Ill. Comp. Stat. § Ann. 5/11-1.30): 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: (i) commits an act of

Crime Type (Illinois Compiled Statutes)	Definitions
	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. • Predatory Criminal Sexual Assault of a Child (720 Ill. Comp. Stat. § Ann. 5/11-1.40): 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.
Rape, Fondling, Incest, Statutory Rape	For purposes of the Clery Act, the term "sexual assault" includes the offenses of rape, fondling, incest, and statutory rape. The institution has determined, based on good-faith research, that Illinois law does not define these terms. Related crimes are defined under "other sexual assault" crimes listed below.
Other "sexual assault" crimes	Other crimes under Illinois law that may be classified as a "sexual assault" include the following: • Criminal Sexual Abuse (720 Ill. Comp. Stat. § Ann. 5/11-1.50): 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

Crime Type (Illinois Compiled Statutes)	Definitions
	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. • Aggravated Criminal Sexual Abuse (720 Ill. Comp. Stat. § Ann. 5/11-1.60): 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.

Crime Type (Illinois Compiled Statutes)	Definitions
	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. • Sexual Relations Within Families (720 Ill. Comp. Stat. § Ann. 5/11-11): A person commits sexual relations within families if he or she: (1) Commits an act of sexual penetration as defined in Section 11-0.1 of this Code; and (2) The person knows that he or she is related to the other person as follows: (i) Brother or sister, either of the whole blood or the half blood; or (ii) Father or mother, when the child, regardless of legitimacy and regardless of whether the child was of the whole blood or half-blood or was adopted, was 18 years of age or over when the act was committed; or (iii) Stepfather or stepmother, when the stepchild was 18 years of age or over when the act was committed; or (iv) Aunt or uncle, when the niece or nephew was 18 years of age or over when the act was committed; or (v) Great-aunt or great-uncle, when the grand-niece or grand-nephew was 18 years of age or over when the act was committed; or (vi) Grandparent or step-grandparent, when the grandchild or step-grandchild was 18 years of age or over when the act was committed.
Consent (as it relates to sexual activity) (720 Ill. Comp. Stat. § Ann. 5/11-0.1)	“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. “Unable to give knowing consent” includes when the accused administers any intoxicating or anesthetic substance, or any controlled substance causing the victim to become unconscious of the nature of the act and this condition was known, or reasonably should have been known by the accused. “Unable to give knowing consent” also includes when the victim has taken an intoxicating substance or any controlled substance causing the victim to become unconscious of the nature of the act, and this condition was known or reasonably should have been known by the accused, but the accused did not provide or administer the intoxicating substance. 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:

Crime Type (Illinois Compiled Statutes)	Definitions
	1. was unconscious or asleep; 2. was not aware, knowing, perceiving, or cognizant that the act occurred; 3. was not aware, knowing, perceiving, or cognizant of the essential characteristics of the act due to the perpetrator's fraud in fact; or 4. 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. A victim is presumed "unable to give knowing consent" when the victim: 1. is committed to the care and custody or supervision of the Illinois Department of Corrections (IDOC) and the accused is an employee or volunteer who is not married to the victim who knows or reasonably should know that the victim is committed to the care and custody or supervision of such department; 2. is committed to or placed with the Department of Children and Family Services (DCFS) and in residential care, and the accused employee is not married to the victim, and knows or reasonably should know that the victim is committed to or placed with DCFS and in residential care; 3. is a client or patient and the accused is a health care provider or mental health care provider and the sexual conduct or sexual penetration occurs during a treatment session, consultation, interview, or examination; 4. is a resident or inpatient of a residential facility and the accused is an employee of the facility who is not married to such resident or inpatient who provides direct care services, case management services, medical or other clinical services, habilitative services or direct supervision of the residents in the facility in which the resident resides; or an officer or other employee, consultant, contractor or volunteer of the residential facility, who knows or reasonably should know that the person is a resident of such facility; or 5. is detained or otherwise in the custody of a police officer, peace officer, or other law enforcement official who: (i) is detaining or maintaining custody of such person; or (ii) knows, or reasonably should know, that at the time of the offense, such person was detained or in custody and the police officer, peace officer, or other law enforcement official is not married to such detainee.

College Definition of Consent

The College uses the following definition of consent in its sexual misconduct policy for the purpose of determining whether sexual violence (including sexual assault) has occurred:

Consent means voluntary, informed, and mutual agreement to engage in sexual activity, and may be withdrawn at any time. Refusal to consent does not have to be verbal; it can be expressed with gestures, body language, or attitude. However, a lack of verbal or physical resistance or submission resulting from the use or threat of force, coercion, manipulation, or intimidation does not constitute consent. Likewise, a person's manner of dress, consent to prior sexual activity, consent to sexual activity with a different person, or relationship status with the person does not constitute consent. It is the responsibility of the initiator of any sexual activity to ensure that he or she has the other person's consent before engaging in sexual activity.

A person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent. Sexual contact with anyone who is under the legal age of consent, is asleep or unconscious, or who the person knows or reasonably should know is incapacitated due to consumption of alcohol, drugs, medication, or a mental or physical impairment is a violation of this Policy. People who are unconscious or physically unable to communicate are incapable of giving consent for purposes of this Policy. Therefore, a Respondent's belief that the Complainant consented to the sexual activity due to the Respondent's intoxication or recklessness is not a defense.

Risk Reduction

Information and awareness are key to the prevention of sexual assault. By familiarizing yourself with this information, you will be contributing to a safe and healthy environment on Wheaton's campus.

- Be clear and assertive. Communicate your expectations and desires clearly and assertively.
- Inform your friends. Use your friends as accountability as you begin and continue to date.
- Trust your gut. If you feel uncomfortable, leave.
- Pay attention to what you hear. A person may have a bad reputation for a reason.
- Be aware of your surroundings, and take precautions. For example, if you'd like to jog at night, go with friends or take advantage of Public Safety's shuttle service.
- Educate yourself. Learn about gender inequality and sexual violence and work to be proactive to speak against it.
- Don't objectify people. Refuse to view/purchase any apps, social media, images, magazines, videos, or music that portray women or men in a degrading or violent manner.
- Make sure your cell phone is with you and charged.
- Avoid alcohol and/or partying. The College does not permit undergraduate students to drink alcohol and expects graduate students to abstain or drink alcohol in moderation.
- Avoid being alone. 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 bad situation.

- Step in and help. If you see someone in trouble step in and offer assistance. NOTE: Before stepping in, make sure to evaluate the risk. If it means putting yourself in danger, call Public Safety (630.752.5911) instead.
- Do not drive with someone who has been drinking. Make sure you always have a safe ride home or a plan to walk home with a friend or roommate.
- If you happen to be in a setting where people are drinking, do not accept a beverage that you did not get yourself or leave a drink unattended. Date-rape drugs can leave you unable to protect yourself, or even know what is happening to you.

Bystander Intervention

Bystander video (scroll down to second video after linking)

<https://www.wheaton.edu/life-at-wheaton/student-development-offices/equity-and-title-ix-at-wheaton-college/resource-videos/>

In addition to reporting incidents to appropriate authorities, below are some ways in which individuals can take safe and positive steps to prevent harm and intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking against another person.

- Look out for those around you.
- Realize that it is important to intervene to help others.
- Treat everyone respectfully. Do not be hostile or an antagonist.
- Be confident when intervening.
- Recruit help from others if necessary.
- Be honest and direct.
- Keep yourself safe.
- If things get out of hand, don't hesitate to contact the police.

Discerning When and How to Engage: <https://www.wheaton.edu/life-at-wheaton/student-development-offices/equity-and-title-ix-at-wheaton-college/helping-a-friend> (scroll to bottom of page)

The Four D's

1. **Delegate** - Ask for help from someone with authority (manager, supervisor, human resources, public safety etc.) Ask those around you to get help as you monitor the situation.
2. **Distract** - Interrupt – Start a conversation with the perpetrator to allow the victim to leave or friends to intervene, or engage directly with the victim. Ask for directions or the time or something else to disrupt the encounter
3. **Direct** - Before intervening, assess your safety. Will direct confrontation make the situation better or worse? Directly respond to the harasser and call out negative behavior.
Ask the other person if he or she needs help. Be polite, remain calm, and do not aggravate the situation. Do it as a group, say together: "Leave them alone. That is disrespectful and inappropriate." Ask the other person if he or she needs help.

4. **Delay** - If the situation is too volatile or potentially dangerous, walk away and check on the victim later.
 - Ask the victim if they are okay
 - Offer support and resources
 - Report the encounter

Other Information Covered by the PPAP

The PPAP also provides information on possible sanctions and protective measures that may be imposed following a determination that an offense of dating violence, domestic violence, sexual assault, or stalking has occurred, an explanation of the disciplinary procedures that will be followed when one of these offenses is alleged, the rights of the parties in such a proceeding, available resources, and other pertinent information. Much of this information is set forth in the upcoming sections of this security report.

Ongoing Prevention and Awareness Campaign:

The College also conducts an Ongoing Prevention and Awareness Campaign (OPAC) aimed at all students and employees. This campaign covers the same material as provided in the PPAP, but is intended to increase the understanding of students and employees on these topics and to improve their skills for addressing the offenses of dating violence, domestic violence, sexual assault and stalking.

PPAP and OPAC Programming Methods:

The College provides annual primary prevention and awareness programs for all students and employees that include the following:

- A statement that the College prohibits sexual misconduct and a description of the College's policies;
- The definition of consent, in reference to sexual activity, as defined under Illinois law and this Policy;
- The definition of sexual misconduct under Illinois law and this Policy;
- A description of safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of sexual misconduct against a person other than such individual;
- Information on risk reduction to recognize warning signs of abusive behavior and how to avoid potential attacks; and proactive prevention education on how to build healthy relationships;
- The procedures that individuals should follow if sexual misconduct has occurred;
- The possible sanctions or protective measures that the College may impose following a final determination of a violation of the Policy;
- The Complaint Resolution Procedures used for disciplinary action in cases of misconduct described in this Policy, including the standard of proof that is used;
- Information about how the College will protect the confidentiality of complainants, including how publicly available recordkeeping will be accomplished without the inclusion of identifying information about the Complainant, to the extent permissible by law;

- Information about how the College will maintain as confidential any accommodation or protective measures provided to the Complainant, to the extent that maintaining such confidentiality would not impair the ability of the College to provide the accommodations or protective measures;
- Written and verbal notification about counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for complainants both on-campus and in the community;
- Written and verbal notification about options for, and available assistance in, changing academic, living, transportation, and working situations, if so, requested by the Complainant and if such accommodations are reasonably available, regardless of whether the Complainant chooses to report the crime to campus police or local law enforcement;
- Written and verbal explanation of rights and options available to an individual reporting sexual misconduct, regardless of whether the offense occurred on or off campus; and
- Written and verbal explanation of rights and options available to complainants and respondents in the formal investigation process.

Wheaton College has implemented an annual educational campaign consisting of an online training that is required for all students and employees. The training link with an explanation of the program is sent to all new students, all returning students, and all faculty and staff. The online training provides information on the prevention of dating violence, domestic violence, sexual assault, and stalking.

As part of its primary campaigns, the College uses a variety of strategies, including the following:

EMPLOYEE TRAININGS

Campus Recipients	Date	Attendance	Training Details
All campus community Members	01/25	2500+	Stalking Awareness Month - Residence hall restroom stall posters with statistics and helpful information regarding Stalking awareness, all campus email
All campus community Members	04/25	2500+	Sexual Assault Awareness Month and Denim Day - Student Union Information table and giveaways, all campus email, campus posters, encouragement to wear denim in solidarity to support victims of sexual violence
Staff and Faculty	05/14/25	500+	Staff Development Day: Fostering Cross - Cultural Competence; Navigating and Collaborating Intergenerational Working Styles; Valuing Communication styles
Staff and Faculty	12/02/25	500+	KnowBe4 - Online Harassment, Discrimination, Domestic Violence,

			Dating Violence, Sexual Assault, and Stalking training for Faculty & Staff, Personalized module re: Duty to Report
Public Safety	08/12/25	20+	Title IX Policy and Procedure review provided by Title IX Coordinator, Duty to report training
Student Development Deans/Directors	09/03/25	20+	Title IX Policy and Procedure review provided by Title IX Coordinator, Duty to report training
Academic Deans/Department Chairs	12/08/25	25	Title IX Policy and Procedure review provided by Title IX Coordinator, Duty to report training
Athletics Staff	09/15/25	40	Title IX Policy and Procedure review provided by Title IX Coordinator, Duty to report training
TIX Coordinators	03/18/25	1	Title IX Investigator Tier 3: Case Study and Simulation VIRTUAL Investigation Training
Title IX Team	1/16/25	15	8 hours Annual training on Title IX Policies, and complete compliance requirements
Residence Life - RA/ARD	09/04/25	39	ETIX Policy, Procedure, Duty to Report training
Residence Life - GRA/RD/GA	08/04/25	20+	ETIX Policy, Procedure, Duty to Report training
GSP Summer Program Leaders	04/25	31	ETIX Policy, Procedure, Duty to Report training
Faculty Council	08/26/25	15	ETIX Policy, Procedure, Duty to Report training
Student Chapel Leaders - Student Employees	12/02/25	8	ETIX Policy, Procedure, Duty to Report training
Confidential Advisors	07/30/25	7	Annual training on Title IX Policies & Procedures for Confidential Advisors
Student Health Services (Confidential Resources)	08/12/25	15	Annual training on Title IX Policies & Procedures
All campus community members	09/25	2500+	Safety Month - Public Safety, Residence Life, Equity & Title IX (Safety Tips, Safety Drills, Trauma

			Informed Self-Defense workshop, Alcohol and Drug Free Community Policy, Wheaton Police and Public Safety workshop, Title IX training completion reminders)
All campus community members	10/25	2500+	Domestic Violence Awareness Month - display table with Title IX information and giveaways, all campus email

STUDENT TRAININGS

Campus Recipients	Date	Attendance	Training Details
All campus community members	01/25	2500+	Stalking Awareness Month - Residence hall restroom stall posters with statistics and helpful information regarding stalking awareness, campus email
Mid-Year Transfers	1/11/25	29	ETIX Policy and Procedures/Healthy Relationships
All campus community Members	02/25	2500+	Dating Violence awareness month - Student Union Café TV scrolling information and all campus email
All campus community Members	04/25	2500+	Sexual Assault Awareness Month and Denim Day - Student Union Information table and giveaways, all campus email, campus posters, encouragement to wear denim in solidarity to support victims of sexual violence
Passage Freshman	8/15/25	500+	ETIX Policy and Procedures
Student Athletes	08-10/25 online	519	Online Training - Comprehensive ETIX Policy and Procedures, Bystander, Definitions
New undergrad and grad students (minus athletes)	08-10/25 online	413	Online Training - Comprehensive ETIX Policy and Procedures, Bystander, Definitions
Refuge Cabinet	9/24/25	5	ETIX processes, presence and supportive options
Student Chaplains	12/3/25	15	ETIX Policy and Procedure
Passage Leadership	4/23/25	50	ETIX Policy and Procedure
Internship Students	5/5/25	25	Harassment/Discrimination training
GPS - Study Abroad/HNGR	Spring 2025	69	ETIX Policy and Procedures
Student Leaders Healthy Relationships	8/21/25	40	ETIX Policy and Procedures/Healthy Relationships

Student WK	1/14/25, 1/28/25	1	RAM
Student MF	2/6/25	1	RAM
Student TG	4/22/25	1	RAM
Student YSZ	10/31/25	1	RAM
Student CC	3/2025	1	RAM
Student IL	12/2/2025	1	RAM
Student MS	9/15/2025	1	Voluntary RAM Training
Student BM	9/26/2025	1	Voluntary RAM Training
Student SB	09/30/202 5	1	Voluntary RAM Training
Tea and Title IX - Faculty	11/20/202 5	2	Reporting/Policy overview/Q&A
IGNITE - OMD leaders	11/12/25	50	ETIX Policy and Procedure
All Campus Community Members	09/25	2500+	Safety Month - Public Safety, Residence Life, Equity and Title IX (Safety Tips, Safety Drills, Trauma Informed Self-Defense workshop, Alcohol and Drug Free Community Policy, Wheaton Police and Public Safety workshop, Title IX training completion reminders)
All campus community members	10/25	2500+	Domestic Violence Awareness Month - display table with Title IX information and giveaways, all campus email

Procedures to Follow if You are a Victim of Dating Violence, Domestic Violence, Sexual Assault, or Stalking:

If you are a victim of dating violence, domestic violence, sexual assault, or stalking, go to a safe place and call 911 or Campus Public Safety at (630) 752-5911. You may also contact the College's Title IX Coordinator(s) at:

- Director of Equity & Title IX Coordinator Beth Maas**
 Student Services Building #211
beth.maas@wheaton.edu
 Phone: (630) 752-7515
- Deputy Title IX Coordinator & Equity Officer for Students Dr. Carrie Williams**
 Student Services Building #214
carrie.williams@wheaton.edu
 Phone: (630) 752-5797

- **Deputy Title IX Coordinator and Equity Officer for Employees Karen Tucker**
Blanchard Hall #154
karen.tucker@wheaton.edu
Phone: (630) 752-5060

Victims will be notified in writing of the procedures to follow, including:

1. To whom and how the alleged offense should be reported (contact the Title IX Coordinator or refer to the other resources listed in this report).
2. The importance of preserving evidence that may be necessary to prove the offense in a criminal proceeding or disciplinary action or to obtain a protective order.
3. The victim's options regarding notification to law enforcement, which are: (a) the option to notify either on-campus or local police; (b) the option to be assisted by campus security authorities in notifying law enforcement if the victim so chooses (the institution is obligated to comply with such a request if it is made); and (c) the option to decline to notify such authorities.
4. Where applicable, the rights of victims and the institution's responsibilities regarding orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.

Preservation of Evidence & Forensic Examinations

Victims of physical assault are advised to not remove clothing items worn during or following an assault, as they frequently contain valuable fiber, hair, and fluid evidence. Don't bathe, wash, or otherwise clean the environment in which the assault occurred. You can obtain a forensic examination at:

Northwestern Medicine Central DuPage Hospital ("CDH")
Emergency Department
25 N Winfield Rd.,
Winfield, IL 60190
(630) 933-1600

Edward Hospital Emergency Room
801 S. Washington
Naperville, IL 60540
(630) 527-3000

Both CDH and Edward employ trained Sexual Assault Nurse Examiner ("SANE") nurses to assist individuals and collect physical evidence necessary for law enforcement. Even if an individual has not been physically hurt, a timely medical examination is recommended so that forensic evidence can be collected and preserved.

Completing a forensic examination does not require you to file a police report, but having a forensic examination will help preserve evidence in case you decide at a later date to file a police report.

Victims are also advised to retain evidence in electronic formats (e.g., text messages, emails, photos, social media posts, screenshots, etc.). Such evidence is valuable in all situations, and it may be the only type of evidence available in instances of stalking.

Security/Law Enforcement & How to Make a Police Report

- Public Safety Phone: (630) 752-5911
Email: public.safety@wheaton.edu
In Person: 924 College Ave, Wheaton, IL 60187
- Wheaton Police Department Emergency Phone: 9-1-1
Non-Emergency Phone (Bus. Hrs.): 630-260-2161
In Person: 900 W Liberty, Wheaton, IL, 60187
- To make a police report, a victim should contact the Wheaton Police Department either by phone or in-person. The victim should provide as much information as possible, including name, address, and the details of what occurred, to the best of the victim's ability.

Information about Legal Protection Orders

Victims/survivors of sexual misconduct may seek a judicial no-contact order, or similar lawful order issued by criminal or civil courts.

<https://illinoisprotectionorder.org/OOP/>

Available Victim Services:

Victims will be provided written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available to them, both within the College and in the surrounding community. Those services include:

Campus Resources:

- Student Health Services is available to assist victims of sexual assault with medical care and treatment. They can be reached at 630-752-5072, or you can walk in during normal business hours to their offices on the first floor of North Harrison Hall, located at 800 Centennial Drive.
- Student Counseling Center offers in-person services to all full-time students who are taking classes on campus. Students can request appointments by calling (630) 752-5321 or walk-in during office hours.
- Student Financial Aid – Sometimes a victim of a crime may feel the need to take a leave of absence from school. If a student is considering a leave of absence based on the circumstances of a complaint, he/she should understand there may be financial aid implications in taking such leave. This should be discussed with financial aid

personnel, and the Title IX Coordinator can assist in facilitating this conversation if desired. The College's financial aid website can be found at:

<https://www.wheaton.edu/admissions-cost-and-aid/scholarships-and-financial-aid/need-based-aid>

Confidential Advisors for Survivors of Sexual Misconduct

Victims/survivors of sexual misconduct may speak with the College's designated Confidential Advisors who provide emergency and ongoing support to individuals who experienced sexual misconduct. Our Confidential Advisors are:

- **Marie Morrison, Ph. D. - On Campus**
Wheaton College Staff Therapist
(630) 752-5319
Business Hours: Mon, Tue, Thu, Fri: 8AM-1PM / Wed: 8AM-12PM
- **Raven Fisher, MA, LCPC - Off Campus**
Nave Wellness Center, PLLC
(877) 929-6283
Business hours: Mon-Tue: 10AM-5PM
After Hours: 8AM-10AM; 5PM-7PM / Fri: 10AM-5PM

Additional resource for students:

Student Wellness is available to offer equitable follow-up care and relevant resources to all students who are going through an investigation process, including Respondents. Assistance is available to ensure students' overall wellness and academic success. Please contact Student Wellness at 630-752-5491 to schedule an appointment to learn of ways in which the Student Wellness team supports students in an Equity and Title IX Process.

Additional resource for full-time employees:

Employee Assistance Program ("EAP"): (888) 293-6948

Additional Confidential Resources

The College has designated the Counseling Center, Student Health Services, and the Chaplain's Office as additional confidential resources on campus. Students may contact these resources as follows:

- Wheaton College Counseling Center: (630) 752-5321
- Wheaton College Student Health Services: (630) 752-5072
- Wheaton College Chaplain's Office (Ordained Staff) : (630) 752-5087

Medical Resources:

- Northwestern Medicine Central DuPage Hospital ("CDH") Emergency Department:
25 N Winfield Rd.
Winfield, IL 60190
(630) 933-1600.

- Edward Hospital Emergency Room
801 S. Washington
Naperville, IL 60540
(630) 527-3000

Local Sexual misconduct resources:

- YWCA Patterson and McDaniel Family Center
Hotline: 630-971-3927
Business (630) 790-6600
2055 W. Army Trail Rd. Suite 140
Addison, IL 60101
Confidential sexual violence and support services for DuPage County
- Northwest Center Against Sexual Assault
Hotline: 888-802-8890 (24/7)
415 W. Golf Rd., Suite 47
Arlington Heights, IL
Medical and legal advocacy and counseling services

Legal assistance resources:

- Illinois Attorney General: resources for crime victims, including programs that assist with medical and other expenses: <https://www.illinoisattorneygeneral.gov/safer-communities/supporting-victims-of-crime/>

Visa and immigration assistance:

- U.S. Citizenship and Immigration Services (USCIS): provides resources to [Find Help in your Community](#) and [Find Legal Services](#).
- American Immigration Lawyers Association (AILA): [immigration lawyer referral service](#)

National Resources

- National Domestic Violence Hotline: 1-800-799-7233
- National Sexual Assault Hotline: 1-800-656-4673
- Rape, Abuse and Incest National Network (RAINN): <https://rainn.org/learn-about-rainn/what-we-do/support-and-services/>
- US Dept. of Justice Office on Violence Against Women: <https://www.justice.gov/ovw>
- National Domestic Violence Hotline: <https://www.thehotline.org/>
- U.S. Citizenship and Immigration Services: <https://www.uscis.gov/>
- Immigration Advocates Network: <https://www.immigrationadvocates.org/>

Accommodations and Protective Measures:

The College will provide written notification to victims about options for, and available assistance in, changing academic, living, transportation, and working situations or protective measures. If victims request these accommodations or protective measures and they are reasonably available the College is obligated to provide them, regardless of whether the victim chooses to report the crime to campus security or local law enforcement.

Requests for accommodations or protective measures should be made to the:

- Title IX Coordinator and Director of Equity Investigations at 630-752-7885
- Deputy Title IX Coordinator/Equity Officer for Students at 630-752-5797
- Deputy Title IX Coordinator/Equity Officer for Employees at 630-752-5060.

The Title IX Coordinator and Director of Equity Investigations is responsible for deciding what, if any, accommodations or protective measures will be implemented.

When determining the reasonableness of such a request, the College may consider, among other factors, the following:

- The specific need expressed by the complainant.
- The age of the students involved.
- The severity or pervasiveness of the allegations
- Any continuing effects on the complainant
- Whether the complainant and alleged perpetrator share the same class or job location.
- Whether other judicial measures have been taken to protect the complainant (e.g., civil protection orders).

The College will maintain as confidential any accommodations or protective measures provided a victim to the extent that maintaining confidentiality would not impair the College's ability to provide them. However, there may be times when certain information must be disclosed to a third party in order to implement the accommodation or protective measure. Such decisions will be made by the College in light of the surrounding circumstances, and disclosures of this nature will be limited so that only the information necessary to implement the accommodation or protective measure is provided. In the event it is necessary to disclose information about a victim in order to provide an accommodation or protective order, the College will inform the victim of that necessity prior to the disclosure, including which information will be shared, with whom it will be shared and why.

Procedures for Disciplinary Action:

Allegations of domestic violence, dating violence, sexual assault or stalking will be processed through the College's Title IX Sexual Harassment Policy or, if the alleged conduct falls

outside of the scope College's Title IX Sexual Harassment Policy, through the Equity Policy and Procedures.

The complaint resolution procedures are invoked once a report is made by email, on-line, in-person, video-conference, or by telephone to the following individuals:

Director of Equity and Title IX Coordinator

Beth Maas
Student Services Building #211
(630) 752-7885
beth.maas@wheaton.edu

Associate Dean of Student Wellness & Deputy Title IX Coordinator & Equity Officer for Students

Dr. Carrie Williams
Student Services Building #214
carrie.williams@wheaton.edu
(630) 752-5797

Director of Human Resources & Deputy Title IX Coordinator & Equity Officer for Employees

Karen Tucker
Blanchard #154
karen.tucker@wheaton.edu
(630) 752-5060

An electronic form available at www.wheaton.edu/titleixandequity can also be used to file a report.

From the Title IX Policy

I. Reporting Prohibited Conduct

- A. **Notice of Allegations.** The College has notice of sexual harassment or allegations of sexual harassment when such conduct is reported to the Title IX Coordinator(s) or any official of the College who has authority to institute corrective measures on behalf of the College. The College considers any of the following roles to have authority to institute corrective measures on behalf of the College: Title IX Coordinators; VP for Student Development; Athletics Director; Dean of Residence Life; Dean of Student Wellness; Dean for Student Engagement. However, all employees who are not designated by the College as Confidential Resources (i.e. Student Health Services, the Counseling Center and Ordained Chaplain's Office staff) are required to report any alleged sexual harassment to the Title IX Coordinator(s).
- B. **How to Report Prohibited Conduct.** The College requires all employees and strongly encourages other individuals, including third-party bystanders, to report incidents of sexual harassment and sexual misconduct to the Title IX Coordinator(s). The College maintains multiple methods of reporting conduct in violation of this Policy such as reporting by email, in-person, video-

conference, through Wheaton Gateway, by telephone, or on the Title IX website. Although there is no specific time limit for reporting a suspected violation of this Policy, an individual who believes that he or she has been subjected to conduct that violates this Policy is encouraged to contact one of the resources set forth below as soon as possible after the alleged policy violation to discuss the available options for proceeding.

1. **The Title IX Coordinator(s)**

Director of Equity & Title IX Coordinator

Beth Maas
Student Services Building #211
(630) 752-7885
beth.maas@wheaton.edu

Deputy Title IX Coordinator & Equity Officer for Students

Dr. Carrie Williams – Associate Dean of Student Wellness
Student Services Building #215
(630) 752-5797
carrie.williams@wheaton.edu

Deputy Title IX Coordinator & Equity Officer for Employees

Karen Tucker – Chief Human Resources Officer
Blanchard #154
(630) 752-5060
karen.tucker@wheaton.edu

2. **Public Safety**

Individuals may also report incidents under this Policy to Wheaton College's [Department of Public Safety](#):

Phone: (630) 752-5911
Email: public.safety@wheaton.edu
In Person: Chase Service Center

3. **Report On-Line**

To file an on-line report please go to Wheaton Gateway, click here or go to www.wheaton.edu/titleixandequity.

4. **Anonymous and Confidential Electronic Reporting**

The College recognizes that in some instances, individuals may wish to initiate an anonymous report to protect their identity. Individuals wishing to make an anonymous and confidential report may do so by visiting the College's [anonymous reporting link](#) or go to www.wheaton.edu/titleixandequity.

C. Amnesty for Good Faith Reports of Sexual Misconduct

Wheaton promotes a biblical sexual ethic that reserves consenting intimate sexual expression within a marriage between a man and a woman. However, we recognize that we may at times fall short of these biblical standards. The College encourages the reporting of violations of this Policy and seeks to remove any barriers to an individual making a report. The College recognizes that students may be hesitant to report sexual misconduct in some circumstances, such as when they or others may be accused of violating other College policies, such as drinking alcohol or using drugs at the time of the incident. Given this concern and the College's desire to provide for the safety of all community members, adverse conduct proceedings and negative entries in conduct records may be lessened or withheld for students who self-report in good faith sexual misconduct believed to violate this Policy. The College will take into consideration the student's self-report, when determining the proper course of action. Depending upon the circumstances, the College may only require the student to engage in educational or restorative action.

D. Response to a Report

Upon receipt of a report of sexual harassment, the Title IX Coordinator(s) will promptly contact the Complainant to discuss the availability of Supportive Measures, with or without filing a Formal Complaint, consider the Complainant's wishes with respect to Supportive Measures, inform the Complainant of the availability of Supportive Measures, and explain to the Complainant the process for filing a Formal Complaint.

E. Information Packet

Upon a receipt of a report of sexual assault, dating violence, domestic violence, or stalking, the College shall provide an information packet listing, in plain, concise language the survivor's rights, options, and resources and the procedures to follow, including information in writing about—

1. The importance of preserving evidence as may be necessary to the proof of criminal domestic violence, dating violence, sexual assault, or stalking, or in obtaining a protection order;
2. How and to whom the alleged offense should be reported;
3. Options regarding law enforcement and campus authorities, including notification of the option to:
 - i. notify proper law enforcement authorities, including Public Safety and local police;
 - ii. be assisted by campus authorities in voluntarily notifying law enforcement authorities; and
 - iii. decline to notify such authorities;

4. Where applicable, their rights and the College's responsibilities regarding orders of protection, no contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court;
5. Information about appropriate and available services both at the College and in the community; and
6. Options for accommodations and supportive measures and how to request them.

F. Implementation of Supportive Measures

The College shall treat parties equitably by offering Supportive Measures to the Complainant and Respondent, and by following a grievance process that complies with this Policy before the imposition of any disciplinary sanctions or other actions against the Respondent that are not Supportive Measures.

G. Emergency Removal

The College reserves the right to remove a Respondent from its educational programs or activities on an emergency basis, provided that the College undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and provides the Respondent with notice and an opportunity to appeal the decision immediately following the removal.

H. Administrative Leave

The College reserves the right to place an employee on administrative leave for the duration of a grievance process.

This expectation does not apply to confidential resources. Student Health Services, the Counseling Center, and the Chaplain's Office (Ordained Staff) are considered confidential resources and employees working in these areas are not required to report prohibited conduct that they learn of through a confidential role. These employees are encouraged, but not required, to provide the student or employee with the contact information for the Title IX office as well as information about how to file a report.

II. Procedures for Resolving Complaints of Prohibited Conduct

A. Formal Complaint

At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in the education program or activity of the institution with which the Formal Complaint is filed.

1. **Filing a Formal Complaint.** A Formal Complaint may be filed with the Title IX Coordinator(s) in person, by mail, phone, or by electronic

mail, by using the contact information listed for the Title IX Coordinator(s) on page two and in section VII.B.1.

2. **Dismissal of a Formal Complaint.** The College will investigate the allegations in a Formal Complaint, except as follows:

- i. The College will dismiss the signed Formal Complaint if the conduct alleged in the Formal Complaint:
 - a. would not constitute sexual harassment as defined by this Policy, even if proved,
 - b. did not occur in a College educational program or activity,
 - c. or did not occur against a person in the United States.
- ii. The College may dismiss the signed Formal Complaint or any allegations therein, if at any time during the investigation or hearing:
 - a. Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein;
 - b. Respondent is no longer enrolled at or employed by the College; or
 - c. Specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.

3. **Consolidation of Formal Complaints**

The College may consolidate Formal Complaints regarding 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, where the allegations of sexual harassment arise out of the same facts or circumstances.

B. Informal Resolution Process

At any time prior to reaching a determination regarding responsibility, the College may facilitate a voluntary informal resolution process (e.g., coaching, mediation, Restorative Justice Circles, etc.) that does not involve a full investigation and adjudication. The College will not offer an informal resolution process unless a Formal Complaint is filed.

C. Grievance Process

1. **Initial Notice of Charges**

Upon receipt of a Formal Complaint, prior to commencing the investigation, the College shall provide the following written notice to the parties who are known. This notice shall include:

- i. This Policy (as a link or attachment).
- ii. Notice of the allegations of sexual harassment 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.
- iii. 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 process.
- iv. Notification to the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney.
- v. Notification to the parties that they may inspect and review evidence, as set forth in this Policy.
- vi. Any provision in the College's policies that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.
- vii. Describes the standard of evidence that will be used.
- viii. Lists all possible sanctions the College may impose.

2. Amended Notice of Charges

If, during an investigation, the College decides to investigate additional Title IX allegations about the Complainant or Respondent that are not included in the initial notice of charge, the College must provide notice of the additional allegations to the parties whose identities are known.

3. Principles for the Grievance Process

Under this grievance process, the College shall:

- i. Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the College and not on the parties.
- ii. Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.
- iii. Not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.
- iv. Provide the parties with the same opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice.
- v. Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate.
- vi. Require an objective evaluation of all relevant evidence—including both inculpatory and exculpatory evidence—and

- provide that credibility determinations may not be based on a person's status as a Complainant, Respondent, or witness.
- vii. Require that any individual designated as a Title IX Coordinator, Investigator, Adjudicator, Appellate Officer, or any person to facilitate an informal resolution process or grievance process, not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent.
- viii. Include a presumption that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.
- ix. The standard of evidence used to determine whether the Policy has been violated is whether or not there is sufficient evidence to establish that it is more likely than not that the Respondent violated the Policy. This is often referred to as a "preponderance of the evidence" standard.
- x. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

4. Participation of Advisors

As provided elsewhere in this Policy, the Complainant and Respondent are entitled to bring an advisor of their choice, at their expense, to any meeting, interview, or proceeding in connection with a report of a violation of the Policy.

5. Extensions of the Grievance Process

The Title IX Coordinator may grant or deny requests from either party to temporarily delay the grievance process or may issue the limited extension of time frames for good cause with written notice to the Complainant and the Respondent of the delay or extension and the reasons for the action.

6. Investigation of Formal Complaints

The parties will be informed of the assigned Investigator(s) at the outset of a formal investigation. When investigating a Formal Complaint, the College shall conduct the following steps within a reasonably prompt timeframe unless unusual or complex circumstances exist:

- i. Engage in fact-gathering of all relevant facts. Credibility determinations and fact-finding shall be conducted in the live hearing phase of the grievance process.
- ii. Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a Formal Complaint.

- iii. Prior to completion of the investigative report, send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties must have at least 10 days to submit a written response.
- iv. Make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing.
- v. Create an investigative report that fairly summarizes relevant evidence and, at least 10 days prior to a hearing or other time of determination regarding responsibility, provide each party and the party's advisor, if any, access to a copy of the investigative report for their review and written response.

III. Live Hearings Under the Grievance Process

A. Requirement of a Live Hearing for Fact-Finding and Determining Responsibility

- 1. Following the investigation, the College shall conduct a live hearing for the purposes of determining the veracity of the allegations of sexual harassment in the Formal Complaint within a reasonably prompt timeframe unless unusual or complex circumstances exist.
- 2. The parties will be informed of the assigned Adjudicator(s) prior to the live hearing. The Adjudicator(s) will not be the same person(s) as the Title IX Coordinator or the investigator(s).
- 3. If a party does not have an advisor present at the live hearing, the College will 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.
- 4. Live 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 live hearing virtually.
- 5. At the request of either party, the College shall provide for the live hearing to occur with the parties located in separate rooms with technology enabling the Adjudicator(s) and parties to simultaneously see and hear the party or the witness answering questions.
- 6. The College shall create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review.

B. Questioning at the Live Hearing

1. At the live hearing, the Adjudicator(s) must permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility.
2. The party's advisor conducting cross-examination may not be a family member or fellow student.
3. Only relevant cross-examination and other questions may be asked of a party or witness.
4. Cross-examination at the live hearing must be conducted directly, orally, and in real-time by the party's advisor of choice and never by a party personally.
5. Before the Complainant, Respondent, or witness answers a cross-examination or other question, the Adjudicator(s) must first determine whether the question is relevant.
6. 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.

C. Use of Witness Statements

1. If a party or witness does not submit to cross examination at the live hearing, the Adjudicator(s) must not rely on any statement of that party or witness in reaching a determination regarding responsibility.
2. The Adjudicator(s) cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross examination or other questions.

D. Written Determination of the Adjudicator(s)

1. The Adjudicator(s) shall issue a Letter of Decision regarding responsibility. To reach this determination, the Adjudicator(s) must apply the Preponderance of Evidence standard. The Letter of Decision include:
 - i. Identification of the allegations potentially constituting sexual harassment as defined by this Policy;
 - ii. A description of the procedural steps taken from the receipt of the Formal Complaint through the determination;
 - iii. Findings of fact supporting the determination;

- iv. Conclusions regarding the application of the College's Policy to the facts;
 - v. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions imposed on the Respondent, and whether remedies designed to restore or preserve equal access to the College's education programs or activities will be provided to the Complainant; and
 - vi. The procedures and permissible bases for the Complainant and Respondent to appeal, as set forth in this Policy.
- 2. The Letter of Decision shall be issued simultaneously to both parties within seven (7) days of the Adjudicators reaching their decision.
 - 3. The 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.

E. Appeals

Within five (5) business days of receiving the written determination, either party may appeal a determination regarding responsibility, and the College's dismissal of a Formal Complaint or any allegations therein, on the following grounds:

- 1. **Ground 1:** Procedural irregularity that affected the outcome of the matter;
- 2. **Ground 2:** 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; and
- 3. **Ground 3:** The Title IX Coordinator, Investigator(s), or Adjudicator(s) 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.

The burden of proof to demonstrate the grounds for appeal lies with the party requesting the appeal. Any information included in the appeal that does not apply to the above three reasons for filing an appeal will not be considered in the appeal process. Upon receipt of an appeal, the Title IX Coordinator will share the appeal and any supporting documentation submitted to the non-appealing party. The non-appealing party will be provided the opportunity to submit a written response and supporting documentation within five (5) days of receiving the appeal, which shall thereafter be transmitted to the Appellate Officer.

Appeals will be heard by a member of the College's Senior Administrative Cabinet or his/her designee, or, in cases involving tenured faculty members,

the Provost or his/her designee (the “Appellate Officer”). The Appellate Officer shall not be the same person as the Adjudicator(s) that reached the determination regarding responsibility or dismissal, the Investigator(s), or the Title IX Coordinator. After considering all relevant documentation, and if deemed necessary by the Appellate Officer, meeting with the parties or others, the Appellate Officer may:

- Deny the appeal because the reason for appeal does not fall within the stated grounds for appeal;
- Uphold the original finding and/or sanction;
- Remand the case to the Investigator(s) for consideration of new evidence and issuance of a new report;
- Appoint a new Investigator(s) to conduct new or additional investigation where significant procedural error occurred during the course of the original investigation;
- Refer the case back to the Adjudicator(s) for reconsideration of the sanction; or
- Modify the finding and/or sanction as deemed appropriate by the Appellate Officer.

The Appellate Officer(s) shall issue a written decision describing the result of the appeal and the rationale for the result and provide the written decision simultaneously to both parties within a reasonably prompt timeframe unless unusual or complex circumstances exist. The decision will be issued no later than seven (7) days after reaching a final decision.

IV. Further Procedures for Tenured Faculty Members

If a decision to impose the sanction termination of the employment of a tenured faculty member is rendered and either not appealed or upheld on appeal, the Provost or his/her designee will follow the procedures for termination for cause set forth in the Faculty Handbook. Termination of tenure proceedings will be conducted in accordance with the procedures set forth in the Faculty Handbook, provided, however, that if a decision is made under the Faculty Handbook not to discharge such tenured faculty member, the matter will be referred to the President for determination of an alternative sanction.

V. Sanctions and Remedies

The Adjudicator(s) will determine whether a violation of the Policy has occurred and propose any sanctions or remedies that are consistent with the Policy. The College must follow a grievance process before the imposition of any disciplinary sanctions or other actions that are not supportive measures, against the Respondent. Sanctions that may be imposed in the event of violation of this Policy include:

- Written or verbal apology;
- Mandatory training, educational programming, or counseling;
- Verbal or written warning;
- Community service;
- Probation;

- Removal from housing or other campus programs, activities, or leadership positions;
- Temporary or permanent restrictions regarding entering certain buildings, areas of campus, or access to campus more generally (e.g., a “No Trespass Order,” which prohibits individuals from being present on any College property);
- Issuing a “no contact” order or other contact restrictions or boundaries between the parties or others, including potential alteration of classes, class schedules, or housing assignments;
- Performance improvement/management process (employees only);
- Suspension from school or employment (for employees, with or without pay);
- Demotion (employees only);
- Termination of contract with the College;
- Revocation of an honorary degree, award, or associated honorific naming;
- In circumstances indicating particularly egregious behavior during enrollment, revocation of an academic degree;
- Dismissal, expulsion, or other separation from the College.

The Adjudicator(s) may impose sanctions from the above list that they believe is/are fair and proportionate to the Policy violation. In making this determination, the Adjudicator(s) will consider (1) ongoing safety of campus; (2) the seriousness of the incident; (3) the nature of the Respondent’s response; (4) the Respondent’s conduct record; and (5) the impact on the community of the conduct. The Adjudicator(s) will consult with Student Development (for students) and/or Human Resources (for employees) to gather information on the Respondent’s conduct record and ensure the sanctions imposed are consistent with other policies of the College. The Adjudicator(s) may also impose remedies which are designed to restore or preserve equal access to the College’s education programs or activities for the Complainant. The Title IX Coordinator is responsible for effective implementation of remedies and sanctions.

VI. Retaliation Prohibited

No one may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right established by 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. Intimidation, threats, coercion, or discrimination, including charges against an individual for violations of College Policies that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or Formal Complaint of sexual harassment, for the purpose of interfering with any right under this Policy constitutes retaliation. The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under this section. Complaints alleging retaliation will be processed under other College policies. More information on these policies and procedures can be found in the College’s Nondiscrimination Policy or [at the Equity & Title IX website](#). Charging an individual with a violation of College Policies for making a materially false statement in bad faith in the course of a grievance proceeding under this Policy does not constitute retaliation prohibited under

of this section, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

VII. Conflicts

The College requires any College official participating in the investigation, adjudication, or appeals process under this Policy to disclose any potential or actual conflict of interest. A College employee shall be considered to have a conflict of interest if he or she has existing or potential interests which compete with or might reasonably appear to compete with his or her independent and unbiased judgment in the matter. If the Complainant and Respondent believe an assigned College official has a conflict of interest, the party should notify the Title IX Coordinator and request that the party with a conflict be replaced. If the Title IX Coordinator is the party believed to have a conflict of interest, the party may submit the conflict request to the Vice President for Student Development. In all cases, requests to replace an individual due to a conflict of interest must be submitted within three (3) days of the party receiving notice of the individual's participation. The written request must include a description of the conflict. If the relevant College official determines that a conflict of interest exists, the College will take steps to address the conflict as appropriate to maintain an impartial process. The final determination regarding the existence of a conflict of interest will be made by the Title IX Coordinator or, in the case of a conflict request involving the Title IX Coordinator, the Vice President for Student Development.

VIII. Confidentiality

Consistent with the requirements of this Policy, 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, except as may be permitted by the Family Educational Rights and Privacy Act (FERPA), the Clery Act, 20 U.S.C. 1232g, 34 CFR part 99, as otherwise 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.

From the Equity Policy

I. Reporting Alleged or Suspected Violations of this Policy

The College requires all employees and strongly encourages students and other individuals, including third-party bystanders, to report incidents of bias, discrimination and harassment to the Equity Officers. This expectation does not apply to confidential resources. Student Health Services, the Counseling Center, and ordained staff in the Chaplain's Office are considered confidential resources and employees working in these areas are not required to report prohibited conduct that they learn of through a confidential role. Confidential resources are encouraged, but not required, to provide the student or employee with contact information for the Equity and Title IX office as well as information about how to file a report.

The College maintains multiple methods for reporting conduct that potentially violates this Policy such as reporting by email, online, in-person, video conference, or by telephone. Although there is no specific time limit for reporting a suspected violation of this Policy, it is helpful for the College to learn about incidents as quickly as possible with as much information as possible. Information that can be useful (where applicable) includes photographs, copies of emails/text messages, written communications, and the name/contact information for witnesses and others involved in the incident. Individuals are encouraged to report even if they do not have supporting documentation, if they don't know who is responsible for the incident, or if there is a significant time lapse between the incident and the report. However, these factors may impact the College's ability to respond to the incident.

A. Potential Policy Violations may be reported to:

1. Equity Officers and Title IX Coordinator ("Equity Officers")

Beth Maas

Director of Equity & Title IX Coordinator
Student Services Building #211
equityandtitleix@wheaton.edu
(630) 752-7885

Dr. Carrie Williams

Deputy Title IX Coordinator & Equity Officer for Students
Student Services Building #215
carrie.williams@wheaton.edu
(630) 752-5797

Karen Tucker

Deputy Title IX Coordinator & Equity Officer for Employees
Blanchard #154
karen.tucker@wheaton.edu
(630) 752-5060

2. Public Safety

Individuals may also report incidents under this Policy to Wheaton College's [Department of Public Safety](#). Public Safety can assist in securing resources and/or making a report to the local police, regardless of the location where the incident occurred. Reports made to Public Safety are not confidential and must be shared with the Equity Officers. Please note: Public Safety employs student workers. If you wish to speak with a non-student, you may ask to speak with an officer.

Phone: (630) 752-5911
Email: public.safety@wheaton.edu
In Person: Chase Service Center

3. **Online**

An online report may be filed through Wheaton Gateway, click [here](#) or go to www.wheaton.edu/titleixandequity.

4. **Anonymous Reporting**

The College recognizes that in some instances, individuals may wish to initiate an anonymous report. Individuals wishing to make an anonymous report may visit the College's [anonymous reporting link](#) or go to www.wheaton.edu/titleixandequity. However, individuals wishing to make an anonymous report should understand that the College may be limited in its ability to act on information from anonymous reports.

5. **Bystander or Third-Party Reporting**

As a Christian community seeking to live out an ethic of care, the College encourages members of the College community to practice gracious and conscientious bystander intervention. While attempting to intervene in a situation may not always be appropriate (e.g., if there is a threat to physical safety, one of the most effective ways to counteract incidents of bias, harassment, or discrimination is to report it immediately.

B. **Employee Reporting Obligations**

All College employees, with the exception of Confidential Resources, must promptly report to the Equity and Title IX Office any information they receive regarding conduct that may violate this policy. Employees who fail to report as required may be subject to disciplinary action.

C. **Confidential Resources**

Individuals seeking confidential support may contact the following Confidential Resources, who are not required to report information to the College unless an imminent threat of harm exists or as otherwise required by law:

1. Counseling Center:
North Harrison Hall (630) 752-5321
2. Student Health Services:
North Harrison Hall (630) 752-5072
3. Ordained Chaplain's Office Staff:
Lower Beamer (630) 752-5445
4. **Confidential Advisor**

Victims/survivors of sexual misconduct may speak with a Confidential Advisor who provides emergency and on-going support to individuals

who have experienced sexual misconduct. Additional information about Confidential Advisors can be found [here](#).

II. Privacy and Confidentiality of Reports to the College

The College will seek to protect the privacy interests of all parties involved in a report of prohibited conduct. Such allegations are private and generally only shared with College employees on a need-to-know basis. However, because the College must gather facts, respond to reports, and maintain a nondiscriminatory and safe environment, strict confidentiality cannot be guaranteed in most cases. Individuals with confidentiality concerns may speak with an Equity Officer. The Complainant, Respondent, and witnesses are expected to keep information and records shared during the resolution process private and confidential.

A. Amnesty for Good Faith Reports by Students

The College encourages students to report violations of this Policy. Students may worry about reporting if they or others were also violating College policy, such as using alcohol or drugs at the time of the incident. To support safety and remove barriers to good-faith reporting, the College will reduce or withhold Student Conduct consequences for students who report. However, the College reserves discretion to impose non-disciplinary, educational, or restorative actions when appropriate.

B. Obligation to Act in Good Faith

Reports under this Policy must be made in good faith, and all parties and witnesses are expected to be truthful. Intentionally false, exaggerated, malicious, or misleading reports or testimony may be considered retaliation and may violate this Policy or other College policies. This does not apply to reports made in good faith, even if the College does not find a Policy violation. People who are not involved in an Equity process may also violate this Policy if they spread false or misleading information about a good-faith report or about someone who participated in the process.

III. Resolution Process and Options

The Director of Equity and Title IX Coordinator will coordinate the College's response to a discrimination or harassment report. The Director of Equity and Title IX Coordinator may also assign their duties under this Policy to a Designee(s).

A. College Response When a Report is Received: Initial Review and Assessment

Upon receipt of a report of a violation of the Policy, the Equity Officer(s) will conduct an initial review and assessment. If at that time it is determined that the alleged conduct, even if true, would not constitute a violation of the Policy, the matter may be referred to the appropriate campus office for resolution or closed with no further action taken by the College. Where there is reasonable

cause to believe a violation of the Policy may have occurred, the College will proceed, in consultation with the Complainant as described below.

When a report is received that includes the contact information for the Complainant, an Equity Officer will:

1. **Contact** the person who reports experiencing biased behavior, discrimination, or harassment (the Complainant) to provide information about policies, resources, resolution options, and available supportive measures,
2. **Invite** the Complainant to meet. The Complainant is not obligated to meet with an Equity officer; however, this meeting creates an opportunity to further describe the incident and discuss desired outcomes. If the individual chooses not to meet with the Equity Officer, the College's ability to take responsive action may be limited.
3. **Discuss** available resolution options and supportive measures. Equity Officers seek to resolve concerns in alignment with the wishes of the Complainant. Exceptions to this are when the College has reason to believe a threat to campus safety exists or has information which sufficiently establishes a pattern of harmful behavior by the Respondent, or when the Equity team wishes to provide education or other measures to prevent harm or provide (individual) or institutional remedies.

The Equity Officers may exercise discretion to determine appropriate responsive action based on the facts and circumstances. At an Equity Officer's discretion, and with consideration of the Complainant's wishes, options for responsive action may include (1. No action beyond the report, (if appropriate and requested by the Complainant), (2. Informal Resolution, or (3. Formal Resolution (Information Gathering Process). The Equity Office will document the report received, the responsive action taken, and the outcome.

B. Supportive Measures

The Equity Officer will offer Supportive Measures to the Complainant and, as appropriate, to the Respondent regardless of whether the Complainant chooses to pursue an Informal or Formal Resolution Process. Supportive Measures are designed to restore or preserve equal access to the College's programs and activities and deter further acts of alleged misconduct, bias, discrimination, harassment, or retaliation without unreasonably burdening either party. Supportive Measures are non-disciplinary, non-punitive and without fee or charge. The College will keep supportive measures confidential whenever possible, as long as doing so does not prevent the College from providing those measures. Violation of a directive and/or other action issued as a part of a supportive measure may result in disciplinary action.

C. Interim Measures for Safety

In cases where there is reasonable cause to believe the alleged Respondent is a threat to any person(s) or property, or where multiple Complainants have been

directly impacted by the Respondent's conduct and a potentially significant pattern of harm may exist, the College may impose interim measures, including but not limited to:

1. Interim suspension of a student pending resolution of the matter;
2. Interim removal of an employee from campus or from specific duties, with or without pay, pending resolution;
3. Interim restrictions on access to campus facilities or programs;
4. Interim no-contact directives;
5. Other measures necessary to protect health or safety.

D. Right to a Support Person

The Complainant and Respondent may bring a non-attorney support person to any meeting or interview related to a report under this Policy. In employee matters, a supervisor, subordinate, or peer from the same department may not serve as a support person because of possible conflicts of interest. The College may continue with any meeting, interview, document review, or report review even if a support person is not available. A support person may not speak for the individual or participate directly in meetings or proceedings. Support persons must also keep any records shared during the process confidential. These records may not be shared with others, made public, or used for any purpose not approved by the College. The College may limit or remove a support person's role if they do not follow these participation or privacy rules. Support persons will be required to sign the Support Person Expectation Agreement.

E. Conflicts of Interest

The College requires any official involved in information gathering, decision-making, or appeals to disclose any actual or potential conflict of interest. A conflict exists when an employee's interests may interfere, or appear to interfere, with their ability to be fair and unbiased. Anyone who believes an assigned Equity Officer or Designee has a conflict of interest or bias should notify the Director of Equity and Title IX Coordinator right away and request a replacement. If the concern involves the Director of Equity and Title IX Coordinator, the request may be submitted to the Vice President for Student Development. Written requests must be submitted within three (3) days after notice of the official's involvement and must describe the conflict. If a conflict is found, the College will take appropriate steps to address it and maintain a fair process. The Director of Equity and Title IX Coordinator makes the final decision, unless the request involves that individual, in which case the Vice President for Student Development makes the decision.

F. Informal Resolution Process and Options

In some cases, reported actions, communications or conduct may not violate this Policy or the Complainant may not want to participate in a Formal Resolution Process. However, the reported conduct is still unwelcome or harmful. The College offers informal resolutions to address such unwelcomed

behavior. After assessing the unwelcomed behavior, the Equity Officers may decide that Informal Resolution is an effective option to: (1. stop the conduct, (2. address the impact of the behavior and, (3. help prevent reoccurrence. Informal resolutions are primarily designed to address unwelcomed behavior, provide care, and seek to restore relationship between the parties. Informal Resolution emphasizes repair, education, and prevention through mutually agreeable outcomes rather than formal adjudication and disciplinary sanctions. In some instances, notifying an individual that certain actions or words were offensive and asking them to stop may be enough to address the concern. Restorative Justice conversations or coaching conversations may also be an appropriate method for addressing the unwelcomed behavior. Examples of Informal Resolution options may include but are not limited to:

1. Facilitated mediation between the parties;
2. Supportive measures;
3. Restorative Justice conversation or circle;
4. Targeted and/or broad-based training;
5. Educational programming or coaching for relevant individuals or groups; or other reasonable remedies that support the goals of the Policy.

An Informal Resolution may be initiated if both parties agree to participate, and the Equity Officers concur that informal resolution is appropriate.

The College will not require either the Complainant or the Respondent to participate in an Informal Resolution. Participation is voluntary, and the parties may choose to stop participating at any time. Equity Officers will not arrange or facilitate direct conversation between a Complainant and Respondent when the allegations involve sexual misconduct.

Even after the Informal Resolution process has ended, the Equity Officer may decide that additional remedies are needed without involving the parties. These may include targeted training, coaching, or other community-based steps. These remedies are meant to educate the campus community, raise awareness, and help prevent future incidents of bias, harassment, discrimination, or retaliation.

G. Formal Resolution Option: Information-Gathering Process

After assessing the unwelcome behavior, the Equity Officers may determine that the appropriate responsive action is to conduct a formal information gathering process. In making this determination, the Equity Officers will consider: (1) The nature of the alleged conduct, (2) the severity of the alleged conduct, (3) the wishes of the Complainant, and (4) any other relevant factors. The Equity Officers or their Designee(s) will gather information regarding the potential policy violation and will promptly, fairly, and impartially determine an outcome as he or she deems appropriate. This process will include but not be limited to the following steps:

1. **Notice:** The Equity Officers or designee(s) will notify the Respondent of the allegations verbally or in writing, and the Respondent will be given the opportunity to respond.
2. **Interviews and Supporting Documentation:** Both parties will have the opportunity to provide details and supporting documentation about their unique perspective relevant to the allegations. The Parties will also be given the opportunity to provide names of other relevant witnesses. The Equity Officers or designee(s) will have the discretion to review documents, and interview witnesses they deem to be relevant and helpful to the resolution of the matter.
3. **Outcome:** After reviewing all of the relevant information gathered, the Equity Officers or designee(s) will then determine the outcome using the preponderance of the evidence standard. An Equity Officer will communicate the outcome and sanctions, if applicable, to the individuals.

H. **Corrective Action**

Respondents who are found to have violated this Policy will be subject to corrective action. In imposing any corrective actions and remedies for a policy violation, the College reserves the right to take measures deemed necessary to protect the rights and personal safety of the Complainant and the College community. Not all forms of bias, discrimination, or harassment are equally serious offenses. Therefore, different remedies or corrective actions may be imposed depending on the severity of the offense and any previous conduct violations.

In making this determination, the Equity Officers will consider:

- The ongoing safety of people on campus;
- The seriousness of the incident;
- The Respondent's response;
- The Respondent's conduct record; and
- The impact the conduct may have on the campus community.

The Equity Officers or their designee(s) will consult with Residence Life for students and Human Resources for employees. They will review the Respondent's conduct record and make sure any sanctions are consistent with College policies and past actions.

1. **Corrective actions for employees** may include but are not limited to: verbal or written warning, educational requirements, mandatory training or coaching, performance improvement plan, behavioral requirement, transfer, demotion, suspension without pay, loss of compensation, loss of privileges or leadership and/or access restrictions, loss of recognition, no contact and/or no trespass directives, restitution, termination of employment, and/or ineligibility for rehire. Any corrective actions imposed on a faculty member shall comply with any applicable terms of a faculty member's contract with the College and the College's Faculty Handbook.

2. **Corrective actions for students** may include, but are not limited to: verbal or written warning, educational requirements, mandatory training or coaching, parent notification, assessment conducted by the Dean of Student Wellness, community service, behavioral requirement, loss of privileges, or leadership positions and/or access restrictions, limitations or restrictions on housing or program eligibility, no contact and/or no trespass directives, restitution, probation, suspension, expulsion, and/or ineligibility for re-admission or employment.
3. **Corrective actions for third parties** (visitors, contractors, vendors) may include but are not limited to: Restrictions regarding access to campus properties, College facilities, programs, or activities; Termination of contracts, agreements, or business relationships with the College, and/or permanent ban from college property.

When an information-gathering process reveals that a campus organization (such as a student club, athletic team, campus academic department, or staff/faculty committee) has committed or promoted behavior that violates this Policy, the organization and its members may be disciplined. Corrective action to the organization may include, but is not limited to, loss of College privileges (including, but not limited to, prohibition of the organization's participation in certain activities and the use of College facilities), educational requirements for organization members, required additional oversight of organization activities, and temporary or permanent loss of funding and/or loss of recognition by the College, in addition to individual members of the organization who are determined responsible for a Policy violation being subject to the sanctions listed above. All campus organizations/departments are responsible for the actions of their members when those members are acting or operating in, with, or on behalf of the campus organization/department.

The Equity Officers or their designees have the sole right to determine whether conduct violates this Policy or is otherwise inappropriate.

I. Specific Procedures for Tenured Faculty Members

For cases involving Tenured Faculty Members as Respondent, the Provost or his/her Designee(s) will decide whether the policy was violated and what sanctions, if any, should be imposed. If the Provost or his/her Designee(s) imposes the sanction of employment termination, the Provost or his/her Designee(s) will follow the procedures for termination for cause set forth in the Faculty Handbook following the expiration of the relevant period for appeals. If the Faculty Handbook process results in a decision not to terminate the faculty member's employment, the matter will return to the Provost or Designee(s) to decide whether another sanction should be imposed. If the Provost has a conflict of interest and is unable to serve as decision maker, the Director of Equity and Title IX Coordinator or their designee will appoint an alternate decision maker such as an academic dean as the Provost's Designee.

J. Appeal

A Respondent may appeal an outcome involving termination, expulsion, or suspension. An appeal must be submitted in writing to the Director of Equity and Title IX Coordinator within five business days of the individual being notified of the outcome. The appeal must (1) provide a detailed statement of facts and argument for the grounds upon which the request for further review is based and (2) include or reference any new supporting documentation or evidence. If a Respondent does not appeal the outcome within the timeline set forth above, the outcome will be considered final.

1. Grounds for Appeal

A request for an appeal must be based on one or more of the following reasons:

- i. Procedural irregularity that substantially affected the outcome of the matter;
- ii. New evidence is presented that was not reasonably available at the time of the determination that could substantially affect the outcome of the matter; and
- iii. The Title IX Coordinator, Investigator(s), or Adjudicator(s) had a substantiated conflict of interest or a bias for or against Complainant or Respondent that could reasonably affect the outcome of the matter.

Any information included in the appeal that does not apply to the above three reasons for filing an appeal will not be considered in the appeal process.

2. Appeal Procedures

Upon receipt of an appeal request, the Director of Equity and Title IX Coordinator will:

- i. Notify the Complainant, and s/he will be provided a copy of the appeal;
- ii. Provide the Complainant with 5 days to submit a written response and supporting documentation.
- iii. Notify the Appeal Officer that an Appeal has been submitted.

A member of the Senior Administrative Cabinet or his/her Designee will serve as the Appeal Officer. After considering all relevant documentation and, if deemed necessary by the Appeal Officer, meeting with the parties or others, the Appeal Officer will make a final decision. The Appeal Officer's decision will be provided to both parties within a reasonable time after the conclusion of the Appeal Officer's review.

K. Procedural Discretion

The procedures set forth in this Policy reflect the College's desire to respond to reports of bias, harassment, discrimination and/or retaliation in good faith and in a manner that promotes fairness to all involved individuals. The College recognizes that each case is unique and that circumstances may arise which require the exercise of discretion and flexibility in responding to a particular matter. Accordingly, the College reserves the right to modify the procedures in this Policy or take other action as it finds to be appropriate under the circumstances.

In circumstances where a report is made of a violation of this Policy by an individual or about an individual who is not a student or an employee of the College, the College reserves discretion to use responsive actions or procedures other than those discussed in this Policy, as appropriate under the circumstances. If a report includes multiple allegations that could invoke more than one College policy or procedure, the Director of Equity and Title IX Coordinator shall determine in his or her discretion what process will be used to resolve the report(s) and will notify all parties of his or her determination.

L. Complaints Relating to Retaliation, Violation of Supportive Measures, and Other Procedural Violations

Any complaint relating to retaliation in violation of this Policy, violations of supportive measures, violation of the obligation to act in good faith, violation of the obligation to be truthful, or violations of sanctions should be reported promptly to the Director of Equity and Title IX Coordinator. The College will take appropriate action against any individual who retaliates against another person in violation of this Policy or who violates supportive measures, the obligation to act in good faith, the obligation to be truthful or violate sanctions.

When the College receives a complaint regarding any such violations the Director of Equity and Title IX Coordinator and/or Equity Officers may exercise discretion to determine an appropriate responsive process based on the facts and circumstances which may include a referral to an alternative College process such as Student Conduct or Human Resources for employees. In instances where the outcome of the process results in a suspension, expulsion, or termination of employment, the impacted individual may appeal the outcome in accordance with the appeal rights as set forth in this Policy. The College will notify the parties of the outcome of the complaint.

Rights of the Parties in an Institutional Proceeding:

During the course of the process described in the previous section, both the accuser and the individual accused of the offense are entitled to:

1. A prompt, fair and impartial process from the initial investigation to the final result.
 - A prompt, fair and impartial process is one that is:

- Completed within reasonably prompt timeframes designated by the institution's policy, including a process that allows for the extension of timeframes for good cause, with written notice to the accuser and the accused of the delay and the reason for the delay.
 - Conducted in a manner that:
 - Is consistent with the institution's policies and transparent to the accuser and the accused.
 - Includes timely notice of meetings at which the accuser or accused, or both, may be present; and
 - Provides timely access to the accuser, the accused and appropriate officials to any information that will be used during the informal and formal disciplinary meetings and hearings.
 - Conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused.
2. Proceedings conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
 3. The same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice. The institution may not limit the choice of advisor, but may establish limits regarding the extent to which that advisor may participate in the proceeding, as long as those limits apply equally to both parties.
 4. Have the outcome determined using the preponderance of the evidence standard .
 5. Simultaneous, written notification of the results of the proceeding, any procedures for either party to appeal the result, any change to the result, and when the result becomes final. For this purpose, "result" means "any initial, interim and final decision by an official or entity authorized to resolve disciplinary matters" and must include the rationale for reaching the result and any sanctions imposed.

Training addresses topics such as the definition of sexual harassment; the scope of the College's education programs and activities; how to conduct investigations, hearings, and appeals and informal resolutions (as applicable); relevant evidence and how it should be used during a proceeding; proper techniques for questioning witnesses; basic procedural rules for conducting a proceeding; and avoiding actual and perceived conflicts of interest.

The following 2025 training programs have been used to train the College's officials responsible for conducting investigations:

- 01.16.25 [TrainEd - Legal Landscape, Process, Investigation and Decision Making](#)
- 02.11.25 [National Association of Clery Compliance Officers and Practitioners - Anti Hazing](#)

- 03.26.25 [Title IX Investigator Interviewing Case Study and Simulation - D. Stafford & Associates](#)
- 04.17.25 [National Association of Clery Compliance Officers and Practitioners - Timely Warnings](#)

Possible Sanctions or Protective Measures that the College May Impose for Dating Violence, Domestic Violence, Sexual Assault or Stalking Offenses:

Sanctions and Remedies

The Adjudicator(s) will determine whether a violation of the Policy has occurred and propose any sanctions or remedies that are consistent with the Policy. The College must follow a grievance process before the imposition of any disciplinary sanctions or other actions that are not supportive measures, against the Respondent. Sanctions that may be imposed in the event of violation of this Policy include:

- Written or verbal apology;
- Mandatory training, educational programming, or counseling;
- Verbal or written warning;
- Community service;
- Probation;
- Removal from housing or other campus programs, activities, or leadership positions;
- Temporary or permanent restrictions regarding entering certain buildings, areas of campus, or access to campus more generally (e.g., a “No Trespass Order,” which prohibits individuals from being present on any College property);
- Issuing a “no contact” order or other contact restrictions or boundaries between the parties or others, including potential alteration of classes, class schedules, or housing assignments;
- Performance improvement/management process (employees only);
- Suspension from school or employment (for employees, with or without pay);
- Demotion (employees only);
- Termination of contract with the College;
- Revocation of an honorary degree, award, or associated honorific naming;
- In circumstances indicating particularly egregious behavior during enrollment, revocation of an academic degree;

- Dismissal, expulsion, or other separation from the College.

The Adjudicator(s) may impose sanctions from the above list that they believe is/are fair and proportionate to the Policy violation. In making this determination, the Adjudicator(s) will consider (1) ongoing safety of campus; (2) the seriousness of the incident; (3) the nature of the Respondent's response; (4) the Respondent's conduct record; and (5) the impact on the community of the conduct. The Adjudicator(s) will consult with Student Development (for students) and/or Human Resources (for employees) to gather information on the Respondent's conduct record and ensure the sanctions imposed are consistent with other policies of the College. The Adjudicator(s) may also impose remedies which are designed to restore or preserve equal access to the College's education programs or activities for the Complainant. The Title IX Coordinator is responsible for effective implementation of remedies and sanctions.

Corrective Action

Respondents who are found to have violated this Policy will be subject to corrective action. In imposing any corrective actions and remedies for a policy violation, the College reserves the right to take measures deemed necessary to protect the rights and personal safety of the Complainant and the College community. Not all forms of bias, discrimination, or harassment are equally serious offenses. Therefore, different remedies or corrective actions may be imposed depending on the severity of the offense and any previous conduct violations.

In making this determination, the Equity Officers will consider:

- The ongoing safety of people on campus;
- The seriousness of the incident;
- The Respondent's response;
- The Respondent's conduct record; and
- The impact the conduct may have on the campus community.

The Equity Officers or their Designee(s) will consult with Residence Life for students and Human Resources for employees. They will review the Respondent's conduct record and make sure any sanctions are consistent with College policies and past actions.

1. **Corrective actions for employees** may include but are not limited to: verbal or written warning, educational requirements, mandatory training or coaching, performance improvement plan, behavioral requirement, transfer, demotion, suspension without pay, loss of compensation, loss of privileges or leadership and/or access restrictions, loss of recognition, no contact and/or no trespass directives, restitution, termination of employment, and/or ineligibility for rehire. Any corrective actions imposed on a faculty member shall comply with any

applicable terms of a faculty member's contract with the College and the College's Faculty Handbook.

2. **Corrective actions for students** may include, but are not limited to: verbal or written warning, educational requirements, mandatory training or coaching, parent notification, assessment conducted by the Dean of Student Wellness, community service, behavioral requirement, loss of privileges, or leadership positions and/or access restrictions, limitations or restrictions on housing or program eligibility, no contact and/or no trespass directives, restitution, probation, suspension, expulsion, and/or ineligibility for re-admission or employment.
3. **Corrective actions for third parties** (visitors, contractors, vendors) may include but are not limited to: Restrictions regarding access to campus properties, College facilities, programs, or activities; Termination of contracts, agreements, or business relationships with the College, and/or permanent ban from college property.

When an information-gathering process reveals that a campus organization (such as a student club, athletic team, campus academic department, or staff/faculty committee) has committed or promoted behavior that violates this Policy, the organization and its members may be disciplined. Corrective action to the organization may include, but is not limited to, loss of College privileges (including, but not limited to, prohibition of the organization's participation in certain activities and the use of College facilities), educational requirements for organization members, required additional oversight of organization activities, and temporary or permanent loss of funding and/or loss of recognition by the College, in addition to individual members of the organization who are determined responsible for a Policy violation being subject to the sanctions listed above. All campus organizations/departments are responsible for the actions of their members when those members are acting or operating in, with, or on behalf of the campus organization/department.

The Equity Officers or their designees have the sole right to determine whether conduct violates this Policy or is otherwise inappropriate.

Specific Procedures for Tenured Faculty Members

For cases involving Tenured Faculty Members as Respondent, the Provost or his/her Designee(s) will decide whether the policy was violated and what sanctions, if any, should be imposed. If the Provost or his/her Designee(s) imposes the sanction of employment termination, the Provost or his/her Designee(s) will follow the procedures for termination for cause set forth in the Faculty Handbook following the expiration of the relevant period for appeals. If the Faculty Handbook process results in a decision not to terminate the faculty member's employment, the matter will return to the Provost or Designee(s) to decide whether another sanction should be imposed. If the Provost has a conflict of interest and is unable to serve as decision maker, the Director of Equity and Title IX Coordinator or their designee will appoint an alternate decision maker such as an academic dean as the Provost's Designee.

In addition, the College can make available to the victim a range of protective measures. They include: forbidding the accused from entering the victim's residence hall and from communicating with the victim, other institutional no-contact orders, security escorts, modifications to academic requirements or class schedules, changes in working situations, etc.

Supportive 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's educational programs and activities without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the College's educational environment, or deter sexual harassment. Supportive measures may include but are not limited to:

- Referral to counseling and health services;
- Employment accommodation (e.g. modification of work scheduled, referral to the Employee Assistance Program (for all employees and household members);
- Academic accommodation (e.g. course schedule modifications, referral to Learning and Accessibility Services;
- Housing and Dining accommodation;
- Mutual restrictions on contact between parties (no contact agreements);
- Campus escort services;
- Referral to Student Wellness (e.g. leave of absence);
- Increased security and monitoring of certain areas of the campus, and other similar measures.

Interim Measures for Safety

In cases where there is reasonable cause to believe the alleged Respondent is a threat to any person(s) or property, or where multiple Complainants have been directly impacted by the Respondent's conduct and a potentially significant pattern of harm may exist, the College may impose interim measures, including but not limited to:

- Interim suspension of a student pending resolution of the matter;
- Interim removal of an employee from campus or from specific duties, with or without pay, pending resolution;
- Interim restrictions on access to campus facilities or programs;

- Interim no-contact directives;
- Other measures necessary to protect health or safety.

Right to a Support Person

The Complainant and Respondent may bring a non-attorney support person to any meeting or interview related to a report under this Policy. In employee matters, a supervisor, subordinate, or peer from the same department may not serve as a support person because of possible conflicts of interest. The College may continue with any meeting, interview, document review, or report review even if a support person is not available. A support person may not speak for the individual or participate directly in meetings or proceedings. Support persons must also keep any records shared during the process confidential. These records may not be shared with others, made public, or used for any purpose not approved by the College. The College may limit or remove a support person's role if they do not follow these participation or privacy rules. Support persons will be required to sign the Support Person Expectation Agreement.

Publicly Available Recordkeeping

The College will complete any publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifiable information about victims of dating violence, domestic violence, sexual assault, and stalking who make reports of such to the College to the extent permitted by law.

Victims to Receive Written Notification of Rights

When a student or employee reports to the College that he or she has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the College will provide the student or employee a written explanation of his or her rights and options as described in the paragraphs above.

Sex Offender Registration Program

The Campus Sex Crimes Prevention Act of 2000 requires institutions of higher education to advise members of the campus community where they can obtain information provided by the state concerning registered sex offenders. It also requires sex offenders to notify the state of each institution of higher education in the state at which they are employed or enrolled or carrying on a vocation. The state is then required to notify the College of any such information it receives. Anyone interested in determining whether such persons are on this campus may do so by contacting the Director of Equity and Title IX Coordinator, Beth Maas at 630-752-7885. State registry of sex offender information may be accessed at the following link: <https://isp.illinois.gov/sor/disclaimer>.

Timely Warnings & Emergency Response

Timely Warnings

In the event of criminal activity occurring either on campus or off campus that in the judgment of the Chief of Public Safety or his designee constitutes a serious or continuing threat to members of the campus community, a campus-wide “timely warning” will be issued. Examples of such situations may include a sexual assault or a series of motor vehicle thefts in the area that merit a warning because they present a continuing threat to the campus community. Warnings will be communicated to students and employees via one or more of the methods discussed later in this section. Updates to the warnings will be provided as appropriate.

Anyone with information warranting a timely warning should immediately report the circumstances to:

- Chief of Public Safety, 630-752-5911
- Dean of Residence Life, 630-752-5427
- Vice President for Student Development, 630-752-5026
- Director of Equity & Title IX, 630-752-7885
- Chief Human Resources Officer, 630-752-5060
- Director of Athletics, 630-752-5079
- Director of Student Health Services, 630-752-5072
- Director of Wheaton in Chicago, 630-752-5730
- Director of Wheaton College Field Station, 605-342-6634
- Director of HoneyRock, 715-479-7474
- Director of Global Programs and Studies, 630-752-7309

The College has communicated with local law enforcement asking them to notify the College if it receives reports or information warranting a timely warning.

Emergency Response

The College has an emergency management plan designed to ensure there is a timely and effective response in the event of a significant emergency or dangerous situation occurring on campus involving an immediate threat to the health or safety of members of the campus community. Such situations include, but are not limited to: tornadoes, bomb threats, chemical spills, disease outbreaks, fires, active shooters, etc. The College has communicated with local police requesting their cooperation in informing the College about situations reported to them that may warrant an emergency response.

Students, staff and visitors are encouraged to notify the Public Safety Office at 630-752-5911 of any emergency or potentially dangerous situation.

Public Safety will access available sources of information, including municipal and county authorities, the National Weather Service, the DuPage County Emergency Radio Network (DCERN), or the DuPage Public Safety Communications (DuComm) to confirm the existence of the danger, and will be responsible for initiating the College’s response and for marshaling the appropriate local emergency response authorities for assistance. Depending on

the nature of the emergency, other College departments may be involved in the confirmation process.

Once the emergency is confirmed and based on its nature, Public Safety may consult with other appropriate College officials to determine the appropriate segment or segments of the College community to be notified.

The senior Public Safety Officer on duty will, without delay and taking into account the safety of the community, collaborate with other appropriate personnel to determine the content of the notification and who should be notified. Issuance of an emergency notification may be delayed or withheld only if it is the judgement of the responsible authorities that issuing a notification will compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency.

Depending on the segments of the campus affected by the emergency, the content of the notification may differ. When appropriate, the content of the notification will be determined in consultation with local authorities. Also as appropriate, the notification will give guidance as to whether its recipients should shelter in place or evacuate their location.

The senior Public Safety Officer on-duty will direct the issuance of emergency notifications, which will be accomplished using one or more of methods discussed later in this section, depending on the nature of the threat and the segment of the campus community being threatened.

The senior Public Safety Officer on duty will notify local law enforcement of the emergency if they are not already aware of it. In turn, the Wheaton Police Department will notify local media outlets, if deemed necessary, and take necessary measures to make the larger community outside the campus aware of the emergency.

Methods for Issuing Timely Warnings and Emergency Notifications

The method(s) listed below may be utilized when the College issues a timely warning or emergency notification to the campus community.

Method	Sign Up Instructions
Email	N/A - Sent to all College email addresses (optional opt-out)
Text Message	Keep contact information updated - Sent to all registered cellphones
Phone Call	Keep contact information updated - Calls all registered cellphone numbers
Audible Alarms via AlertUs	N/A - Sounds at fixed beacon locations on campus
Pop-Up Computer Message	N/A - Automatically sent via College network
Posted on College Website	N/A - Academic Information Technology will post information at wheaton.edu/emergency

Testing & Documentation

The College tests its Emergency Response and Evacuation Plan at least once every calendar year. The tests may be announced or unannounced. Also, the Emergency Management Team meets annually to train and to discuss various aspects of the College's emergency response plan.

The Chief of Public Safety maintains a record of these tests and training exercises, including a description of them, the dates and times they were held and an indication of whether they were announced or unannounced. In connection with at least one such test, the College will distribute to its students and employees information to remind them of the College's emergency response and evacuation procedures.

Stop Campus Hazing Policy and Programming

Wheaton College will not tolerate hazing. Participation or failure to intervene in hazing activities may lead to appropriate disciplinary action with individuals or organizations.

As a Christian community, we want to honor Jesus Christ in our relationships with one another. Each member of the College community, who acts in a covenant bond with others, should consciously strive to maintain relationships which support, encourage, and help others. Hazing is a perversion of Christian community and may be a crime under Illinois law.

Hazing Definition

Hazing is defined as 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 (1) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and (2) causes or creates a risk, above the reasonable risk encountered in the course of participation in the College or organization, of physical or psychological injury.

For the purposes of this document, a student organization means any organization at Wheaton College in which two or more members who are students enrolled at Wheaton College, regardless of whether or not the organization is officially recognized or established by Wheaton College. Examples include but are not limited to clubs, societies, athletic teams (varsity, club, or intramural), music groups, organizations or living areas (halls, floors, etc.). The College's Hazing Policy applies to all members of the Wheaton College community, including without limitation all students, faculty, staff, applicants for admission and employment, and third parties affiliated with College student organizations or educational programs or activities, including but not limited to coaches, advisors, volunteers, alumni, visitors, contractors and guests.

If a member of the Wheaton College community is aware that a person is being hazed, is planning or directed to haze someone, witnesses an act of hazing, or is made aware of hazing at or within the Wheaton College community, they are required to report it to the College.

If the hazing is life-threatening, dangerous, violent, or otherwise requires immediate attention, contact Wheaton College Public Safety at 630-752-5911, or call 911 if off campus. The reporter should make a non-emergency notification to the College through one of the following channels.

Hazing incidents or occurrences may be reported to any of the following:

- **Wheaton College Public Safety:**
 - Chase Service Center – Public Safety Office
 - 630-752-5911
 - public.safety@wheaton.edu

- **Dean of Residence Life:**
 - Student Services Building – Student Development Office Suite
 - 630-752-5427
 - reslife@wheaton.edu
- **Vice President of Student Development**
 - Student Services Building – Student Development Office Suite
 - 630-752-5022
 - student.development@wheaton.edu
- **Director of Equity & Title IX Coordinator:**
 - Student Services Building – Student Development Office Suite
 - 630-752-7885
 - equityandtitleix@wheaton.edu
- **Chief Human Resources Officer:**
 - Blanchard Hall – Human Resources Office
 - 630-752-5060
 - hr@wheaton.edu
- **Director of Athletics:**
 - Chrouser Sports Complex
 - 630-752-5079
 - athletics@wheaton.edu
- **Director of Health Services**
 - Student Health Services
 - 630-752-5072
- **Director of HoneyRock**
 - 715-479-7474
- **Director of Wheaton in Chicago**
 - 630-752-5730
- **Director of Wheaton College Field Station**
 - 605-342-6634
- **Director of Global Programs and Studies**
 - McAllister Hall - Room 170
 - 630-752-7309
- **Local Police Department:**
 - 9-1-1
- **Online:**
 - www.wheaton.edu/ethicscomplaints (click “Make an online report”).
 - The Equity & Title IX Office at https://cm.maxient.com/reportingform.php?WheatonCollegeIL&layout_id=5.

While reports may be made anonymously, it is important to include, at a minimum, the name of the organization and the exact activity being reported as hazing to ensure a prompt and thorough investigation.

Investigation and Conduct Resolution Process

Reported complaints of hazing involving students will be investigated and resolved promptly as described in the [Student Conduct Policy](#). Hazing incidents involving employees will be investigated and resolved promptly, involving the Provost or designee as needed for faculty members. The investigation will include interviews with any complainants and witnesses and will provide an opportunity for the accused to share relevant information and evidence.

Wheaton requires that members of the Wheaton College community comply with a spirit of cooperation, honesty, and integrity when asked to participate in investigations and conduct meetings about alleged violations of College policy.

Students found to have lied, deceived, or obstructed the truth in an investigation or conduct meeting will be considered in violation of the [Noncompliance Policy](#) and may be subject to disciplinary action.

Wheaton strictly prohibits retaliation against any person who in good faith reports a hazing incident or in good faith participates in a hazing investigation or report resolution process. Encouraging or assisting others to engage in retaliation also violates this policy. Retaliatory acts may include, but are not limited to: acts or comments that are intended to discourage a person from engaging in activity protected under this policy (e.g., self-reporting) or that would discourage a reasonable person from engaging in activity protected under this policy; adverse changes in employment status or opportunities; adverse academic action; adverse changes to academic, educational, and co-curricular opportunities; harassment; intimidation; acts or comments intended to embarrass the individual; and seeking to influence the participation or statements of parties or witnesses. Retaliatory conduct is prohibited regardless of whether it occurs on or off campus, in person, or through social media, email, or other form of communication, or whether it is committed by parties to the investigation, their friends, their representatives, or any other person. Retaliation may be present against a person even when the person's allegations of hazing are not substantiated. Any concerns of student retaliation should be reported to the Dean of Residence Life. Any concerns of employee retaliation should be reported to the Chief Human Resource Officer. An individual that engages in retaliation will be subject to disciplinary action.

Disciplinary Action

Following the completion of the conduct review process as described in the [Student Conduct Policy](#), individual students and/or student organizations found to be organizers of or participants in hazing will be subject to disciplinary action. The Dean of Residence Life, the Vice President for Student Development, or a hearing panel for a "sensitive matter" has authority to impose sanctions, which are described in the [Student Conduct Policy](#) section VI on Sanctions in Response to Student Misconduct. Following the outcome of the conduct review process, students may appeal the decision and any sanctions as described in the [Student Conduct Policy](#). In addition, employees who are found in violation of the hazing policy will be subject to disciplinary action. Incidents of hazing that involve possible criminal conduct will be referred to appropriate law enforcement agencies.

In determining the appropriate discipline for an individual or student organization, Wheaton will consider the following factors:

- The seriousness of the alleged offense;
- The individual's or student organization's response when confronted; and
- The individual's or student organization's conduct history.

Although not outcome determinative, Wheaton will also consider the impact of the incident on the participating students as well as on the larger community.

Hazing Prevention and Awareness Program

The College provides campus-wide hazing prevention and awareness programs that

- are research informed;
- are designed to reach students, staff, and faculty; and
- include primary prevention strategies intended to stop hazing before hazing occurs (e.g., skill building for bystander intervention, information about ethical leadership, the promotion of strategies for building group cohesion without hazing).

Student organizations should organize positive and affirming activities that are consistent with Wheaton's Christ-centered expectations of its community. In planning activities, the following questions should be considered:

- What purpose does the activity serve?
- How does the activity contribute to Wheaton's mission to educate whole people to serve Christ, church, and society as well as benefit the participating students?
- Is there a risk of physical harm or emotional distress?
- Has anyone ever been injured by this activity or a similar activity?
- Will the activity affect anyone outside of the organization, including on social media?
- How could the activity be interpreted by individuals outside the organization?
- If rituals and/ or symbols are used in the activity, how could they be interpreted by individuals outside the organization?

Consultation Process for Activities

Recognizing that some traditions can be positive and affirming, but also that others have the potential for perverting Christian community by crossing the line into activities that emphasize a power imbalance or cause discomfort or even harm to organization members, Wheaton has established a consultation process for student organizations to ensure that student-initiated traditions or other activities do not constitute hazing.

Student Development and the faculty or staff leader for each student organization have a joint responsibility to communicate the expectations of and the instructions for completing the consultation process outlined below.

In order to engage consultation, a student organization leader must submit a request in writing, at least one month prior to the date of the proposed activity, and include the following information:

- The student/ organization making the request
- The date and time of the proposed activity
- Who will participate in the activity (e.g., only freshmen, all members of the organization, or other subgroups)
- An explanation of all activities that will take place and how the event will be executed, including the role (s) of current members or nonmembers

Requests may be submitted to reslife@wheaton.edu.

A three-member Consulting Panel (the “Panel”) including the Dean of Residence Life and two additional employees (one from outside and one from within the department making the request) will serve as the consulting resources. The Panel will not include any employees who directly supervise or advise the student organizations requesting consultation.

The Panel will review the written requests and will contact the request-maker with any questions and/ or a request for resubmission with modification if the initial request is not supported. The Panel will examine the nature of the activity, its purpose, its potential impact, and whether it is consistent with Wheaton’s Christ-centered expectations of the Wheaton community. The Panel’s feedback is expected to be followed.

The Panel’s guidance applies only to the activities as described in the request and does not constitute support for any modification of, deviation from, or addition to the activities included in the request. Consultation will only need to be requested and received once as long as future implementation does not deviate from the scope of the original request.

Hazing State Laws

Summary (Code of Illinois)
(a) 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 this State, for the purpose of induction or admission into any group, organization, or society associated or connected with that institution, if: 1. the act is not sanctioned or authorized by that educational institution; and 2. the act results in bodily harm to any person. (a-1) It is not a defense to a prosecution under subsection (a) that the person against whom the hazing was directed consented to or acquiesced in the hazing. (b) Sentence. Hazing is a Class A misdemeanor, except that hazing that results in death or great bodily harm is a Class 4 felony. 720 ILCS § 5/12C-50. Additionally, it is unlawful for the school officials to fail to report hazing as described - a. For purposes of this Section, “school official” includes any and all paid school administrators, teachers, counselors, support staff, and coaches and any and all

Summary (Code of Illinois)

volunteer coaches employed by a school, college, university, or other educational institution of this State.

- b. A school official commits failure to report hazing when:
 - 1. while fulfilling his or her official responsibilities as a school official, he or she personally observes an act which is not sanctioned or authorized by that educational institution;
 - 2. the act results in bodily harm to any person; and
 - 3. the school official knowingly fails to report the act to supervising educational authorities or, in the event of death or great bodily harm, to law enforcement.
- c. Sentence. Failure to report hazing is a Class B misdemeanor. If the act which the person failed to report resulted in death or great bodily harm, the offense is a Class A misdemeanor.
- d. It is an affirmative defense to a charge of failure to report hazing under this Section 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.
- e. Nothing in this Section shall be construed to allow prosecution of a person who personally observes the act of hazing and assists with an investigation and any subsequent prosecution of the offender. 720 ILCS § 5/12C-50.1.

Missing Student Policy

If a member of the College community has reason to believe that a student residing in on-campus housing is missing, they should immediately notify Wheaton College Public Safety (WCPS) at 630-752-5911. WCPS will generate an internal missing person report, contact a dean in Student Development, and the College will initiate a thorough investigation.

During registration, Wheaton College will request that each new student voluntarily provide emergency contact information. In addition to designating an emergency contact, students residing in on-campus housing may confidentially identify a “missing person contact,” which is an individual to be contacted by Wheaton College if the student is officially determined to be missing.

Students who wish to designate or update a confidential contact may do so by notifying the Residence Life Office at residence.life@wheaton.edu. A student’s confidential contact designation will remain in effect until it is changed or revoked by the student during their enrollment at the College.

Missing person contact information will be accessible only to authorized campus officials and will not be disclosed except to law enforcement personnel in furtherance of a missing person investigation.

If an investigation results in the determination that a student has been missing for 24 hours or longer, Wheaton College will immediately notify the appropriate designated emergency contact, or “missing person contact” as prescribed by the missing student, as well as local law enforcement, if they have not already been notified during the investigation. If the missing student is not emancipated (i.e. under the age of 18), Wheaton College will immediately notify the student’s parents or legal guardian in addition to notifying any additional contact person designated by the student.

Crime Statistics

The statistical summary of crimes for this College over the past three calendar years follows:

Crime	On Campus			On Campus Housing			Non Campus			Public Property		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	2	0	2	2	0	1	0	0	0	0	0	0
Fondling	2	3	2	1	0	0	1	1	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	1	0	0	1	0
Burglary	3	8	2	2	2	2	6	1	1	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	1	1	1	0	0	0	0	0	0	0	0	0
Arson	1	0	0	1	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0	0	0	0	0
Arrest - Liquor Law Violation	0	0	0	0	0	0	0	0	1	0	0	1
Arrest - Drug Abuse Violation	0	0	0	0	0	0	0	0	0	1	0	1
Arrest - Weapon Violation	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Liquor Law Violation	0	0	5	0	0	3	0	0	0	0	0	0
Disciplinary Referral - Drug Abuse Violation	0	1	0	0	1	0	0	0	0	0	0	0
Disciplinary Referral - Weapon Violation	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	1	0	0	1
Dating Violence	12	2	0	11	0	0	0	0	0	0	0	0
Stalking	3	4	4	2	2	2	0	0	0	0	0	0

Hate crimes:

2025: No hate crimes reported.

2024: No hate crimes reported.

2023: No hate crimes reported.

Crimes unfounded by the College:

2025: 0 unfounded crimes.

2024: 0 unfounded crimes.

2023: 0 unfounded crimes.

Statistics for unfounded crimes provided by law enforcement agencies:

2025: 0 unfounded crimes.

2024: 0 unfounded crimes.

2023: 0 unfounded crimes.

Data from law enforcement agencies:

- The data above reflects statistics provided from law enforcement agencies related to crimes that occurred on the College's Clery Geography.
- The University was provided with some crime data from law enforcement agencies for which it cannot be determined whether any of the statistics apply to or include the College's Clery Geography.
- Certain law enforcement agencies did not comply with the College's request for crime statistics.

Annual Fire Safety Report

Housing Facilities and Fire Safety Systems

The College maintains on-campus housing for its students. Below is a description of fire safety systems and the number of fire drills conducted during the previous calendar year.

Campus: Wheaton College, 501 College Ave, Wheaton, IL 60187-5593

Facility	Fire Alarm Monitoring Done on Site	Partial Sprinkler System	Full Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans & Placards	Evacuation (fire) drills in previous calendar year
BAMFORD HOUSE, 733 IRVING AVE	X		X	X	X	X	2
BATSON HOUSE, 506 E HARRISON AVE	X		X	X	X	X	2
BEST HOUSE, 512 E HARRISON AVE	X		X	X	X	X	2
CAMPBELL HOUSE, 821 IRVING AVE	X		X	X	X	X	2
COLLEGE AVE APTS - 802, 802 COLLEGE AVE	X			X	X	X	2
COLLEGE AVE APTS - 814, 814 COLLEGE AVE	X			X	X	X	2
COLLEGE AVE APTS - 818, 818 COLLEGE AVE	X			X	X	X	2
COLLEGE AVE APTS - 904, 904 COLLEGE AVE	X			X	X	X	2
COLLEGE AVE APTS - 916, 916 COLLEGE AVE	X			X	X	X	2
COUNTRY HOUSE, 631 HOWARD ST	X			X	X	X	2
CRESCENT APARTMENTS, 700/704/708 CRESCENT ST	X			X	X	X	2

Facility	Fire Alarm Monitoring Done on Site	Partial Sprinkler System	Full Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans & Placards	Evacuation (fire) drills in previous calendar year
EVANS-MCMANIS HALL, 510 N. CHASE ST	X		X	X	X	X	2
FELLOWSHIP HOUSE, 612 HOWARD ST	X			X	X	X	2
FINE ARTS HOUSE, 515 KENILWORTH AVE	X			X	X	X	2
FISCHER HALL, 600 E HARRISON AVE	X		X	X	X	X	2
GRAHAM HOUSE, 217 N WASHINGTON ST	X			X	X	X	2
HEARTH HOUSE, 725 IRVING AVE.	X			X	X	X	2
HOLLATZ HOUSE, 729 IRVING AVE	X		X	X	X	X	2
HUNTER HOUSE, 705 IRVING AVE	X			X	X	X	2
INTERNATIONAL HOUSE, 626 HOWARD ST.	X			X	X	X	2
IRVING HOUSE, 707 IRVING AVE	X			X	X	X	2
KAY HOUSE, 618 HOWARD ST	X			X	X	X	2
KILBY HOUSE, 620 N WASHINGTON ST	X			X	X	X	2
LE BAR HOUSE, 703 HOWARD ST	X			X	X	X	2

Facility	Fire Alarm Monitoring Done on Site	Partial Sprinkler System	Full Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans & Placards	Evacuation (fire) drills in previous calendar year
MATHETAI HOUSE, 610 HOWARD ST	X			X	X	X	2
MICHIGAN APARTMENTS, 701/705/709 MICHIGAN ST	X			X	X	X	2
NELSON HOUSE, 741 IRVING AVE	X		X	X	X	X	2
OUTREACH HOUSE, 739 IRVING AVE	X			X	X	X	2
PERKINS HOUSE, 524 E HARRISON AVE	X			X	X	X	2
PHOENIX HOUSE, 715 IRVING AVE	X			X	X	X	2
SAINT & ELLIOT APTS - 418, 418 N PRESIDENT ST	X			X	X	X	2
SAINT & ELLIOT APTS - 424, 424 N PRESIDENT ST	X			X	X	X	2
SAINT & ELLIOT APTS - 430, 430 N PRESIDENT ST	X			X	X	X	2
SHALOM HOUSE, 522 E HARRISON AVE	X			X	X	X	2
SMITH HALL, 607 HOWARD ST	X		X	X	X	X	2
SWARTZ HOUSE, 825 IRVING AVE	X		X	X	X	X	2
TERESA HOUSE, 614 Washington St	X			X	X	X	2

Facility	Fire Alarm Monitoring Done on Site	Partial Sprinkler System	Full Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans & Placards	Evacuation (fire) drills in previous calendar year
TERRACE APTS - 1047, 1047 COLLEGE AVE	X			X	X	X	2
TERRACE APTS - 1051, 1051 COLLEGE AVE	X			X	X	X	2
TERRACE APTS - 1055, 1055 COLLEGE AVE	X			X	X	X	2
TERRACE APTS - 1057, 1057 COLLEGE AVE	X			X	X	X	2
TRABER HALL, 611 HOWARD ST	X		X	X	X	X	2
WILLISTON HALL, 536 E FRANKLIN ST	X		X	X	X	X	2
WRIGHT HOUSE, 520 E HARRISON AVE	X		X	X	X	X	2

Policies on Portable Appliances, Smoking and Open Flames

Window air conditioners and portable dishwashers are not permitted in student housing. Space heaters, toasters, microwave ovens, air fryers, and toaster ovens are not permitted in residence hall rooms due to the possibility of circuit overload and other fire safety concerns. Students may use other small appliances as long as they are Underwriters' Laboratory approved, they do not individually exceed 4 AMPS/480 Watts, 60 HZ, and 110/115/120 Volts, or cumulatively exceed 8 AMPS. If total ampere demand in residence hall rooms should exceed 8 AMPS, the installation must be inspected by a facilities management electrician.

Appliances that are capable of causing intense heat (e.g., sun lamps, infra-red lights, lamps that use halogen bulbs), that have a visible glowing heating element (e.g., certain space heaters), or employ an open flame are considered a fire hazard and may not be used in student dwellings.

Examples of appliances that may be used include hot air popcorn poppers, coffee pots, simmer pots, tart/candle warmers and potpourri warmers providing that such warmers do not use an open flame. These appliances do heat, but with normal use they are not capable of causing a fire.

Students are permitted to use cold-water humidifiers in their rooms. Hot-water humidifiers should not be used as they often set off fire alarms.

Cooking meals in student rooms is prohibited. Each residence hall is equipped with a kitchen, which includes at least one oven/stove, microwave, refrigerator, and minimal cooking utensils.

Students are permitted to use small grills outside their residences providing that the following conditions are met:

- The grill may only be used in a location that is approved by Facilities Management and Residence Life. These locations should be at least 30 feet from any campus building or cars.
- If charcoal grills are used, the briquettes must be started without use of charcoal lighter fluid, as this flammable liquid cannot be stored in any campus building. Students may use a charcoal chimney starter, provided that the starter is placed inside the grill when lit.
- After grilling, students must leave the grill in place (30 feet from any campus building or cars) until the risk of fire is eliminated. Before the grill is returned to storage, the hot coals must be extinguished, either by allowing them to sit in place for 48 hours, or by completely submerging the coals in water for 10 minutes. Extinguished coals must be disposed of in an outside metal dumpster.
- Students should keep their grills in unobtrusive locations to maintain a clean appearance of the apartment buildings. Students found in violation will have their grilling privileges revoked and will be asked to take their grill home.

Combustible and flammable liquids are not permitted in student dwellings, including storage areas. Due to the risk of fire, students are additionally prohibited from burning candles or incense, or using any device that produces an ember or open flame.

To ensure a high standard of quality for our indoor environment, Wheaton College maintains a smoke-free campus and complies with State and City smoking ordinances.

Falsely activating a fire alarm, or tampering with any security, fire, or life safety system are serious crimes under the Illinois Criminal Code 720 ILCS 5/26-1 & 720 ILCS 5/17-11.5, respectively. Students who violate these laws will face disciplinary action that may range from a minimum \$100 fine to expulsion, depending on the nature of the situation. Legal action, and City of Wheaton fines up to \$500, may be additionally pursued by the City of Wheaton Police.

Fire Evacuation Procedures

In the event of an activated fire alarm, all occupants of the affected building shall immediately evacuate by way of the route provided on the placards posted in the building. Once outside the affected building, evacuees shall move away from the building to a safe distance (minimum of 50 feet), making room for emergency vehicles and personnel. In case of inclement weather, evacuees may choose to seek shelter in nearby college-owned buildings, if they are open for public occupation. Once the alarm has been investigated and the building is cleared for re-entry, occupants will be advised by Public Safety Officers that

they may return. Students who do not cooperate in evacuating a building when a fire alarm is sounded (including fire drills) will be subject to disciplinary action and a \$75 fine.

Fire Education and Training Programs

All incoming students receive training in fire safety and prevention. This training includes discussion of the Fire Safety policy addressed in the Student Handbook, life safety equipment, the consequences of tampering with life safety equipment, the role of students in maintaining a safe environment, hazardous materials and activities, evacuation procedures, and more.

In preparation for the College's semiannual fire drills, Public Safety's Fire Safety Officer meets with Residence Life staff to discuss the College's fire safety and fire prevention policies. In addition, employees are provided training in the proper use of fire extinguishers each Fall.

Reporting Fires

The College is required to disclose each year statistical data on all fires that occurred in on-campus student housing. When a fire alarm is pulled and/or the fire department responds to a fire, these incidents are captured. If you encounter a fire that presents an emergency situation, ensure your own safety and then please call 911.

There may also be instances when a fire is extinguished quickly and an alarm is not pulled or a response by the fire department was not necessary. It is important that these incidents be recorded as well. Therefore, if you are aware of such a fire, see evidence of one or hear about one, you should contact the Clery Compliance Officer at clery.compliance@wheaton.edu, 630-752-5965. When providing notification of a fire, give as much information as possible about the location, date, time and cause of the fire.

Plans for Future Improvements

The College periodically reviews its fire safety protections and procedures. At this time, it has no plans for future improvements.

Fire Statistics

Wheaton College

2025

Reported Fires

Residential Facility	Total Number Fires
TRABER HALL	1

Additional Information about Reported Fires

Residential Facility	Cause of Fire(s)	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire
TRABER HALL	Intentional Fire (note that if the fire you are logging is classified as an Arson, you must log the fire here and also in the crime log)/Unknown person(s) placed plastic toys in a microwave and started it, causing the fire alarm system to be activated.	0	0	\$0-99

2024

No fires were reported in 2024.

2023

No fires were reported in 2023.