

RIGHTS, OPTIONS, & RESOURCES FOR PARTIES

Wheaton College maintains a comprehensive policy on Discrimination, Harassment, and Sexual Misconduct (the “Policy”) and Complaint Resolution Procedures. These documents can be found at wheaton.edu/sexualassaultresponse.

REPORTING SEXUAL MISCONDUCT

Survivors of sexual misconduct may report conduct in violation of the Policy to the College, law enforcement, or both.

Reporting Sexual Misconduct to the College (Non-Confidential)

Survivors of sexual misconduct are encouraged to report sexual misconduct through the following reporting options:

- Title IX Coordinators/Discrimination Complaint Officers:
 - Diane Padilla (Coordinator & Dir. Equity Investigations): (630) 752-7885 or diane.padilla@wheaton.edu
 - Carrie Williams (Deputy for Students): (630) 752-5797 or carrie.williams@wheaton.edu
 - Karen Tucker (Deputy for Employees): (630) 752-5060 or karen.tucker@wheaton.edu
- Public Safety: (630) 752-5911 or public.safety@wheaton.edu (to speak with a non-student, ask for an officer)
- Anonymous Report: www.wheaton.edu/ethicscomplaints or call (888) 416-1302

All College employees other than the Confidential Resources listed below who receive a report are required to report all details of the incident to one of the Title IX Coordinators/Discrimination Complaint Officers. All reports will be handled as respectfully and privately as possible. The College will make every effort to honor requests for confidentiality, but must weigh such requests against the College’s obligation to provide a safe, non-discriminatory environment.

Reporting Sexual Misconduct to Law Enforcement (Non-Confidential)

Survivors of sexual misconduct are also encouraged to contact law enforcement authorities (e.g., by calling 911), including local police, about possibly filing a criminal complaint. Complaints may be made to the Wheaton Police by calling (630) 260-2161. The Title IX Coordinator/Discrimination Complaint Officers, Confidential Advisors, and Public Safety officials are available to assist students, employees, and others in making contact with appropriate law enforcement authorities upon request, or to assist individuals who have further questions. Except in the case of an allegation involving an individual under the age of 18, the College will not contact law enforcement without the student requesting the College to do so. Any pending criminal investigation or criminal proceeding may have some impact on the timing of the College’s investigation, but the College will commence its own investigation as soon as is practicable under the circumstances.

Seeking Medical Assistance & Preserving Evidence

Survivors of sexual violence are encouraged to seek immediate assistance from a medical provider for emergency services, including treatment of any injury, testing for and treating of sexually transmitted infections, and to collect and preserve physical and other forms of evidence. Seeking medical attention helps preserve the full range of options, including working through the College’s Complaint Resolution Procedures and/or filing a criminal complaint. Many services regarding sexual violence are free. Local medical assistance can be obtained at the following locations:

- Northwestern Medicine Central DuPage Hospital 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

An individual may choose to allow the collection of evidence by medical personnel even if he or she chooses not to make a report to the police. In order to best preserve forensic evidence, it is recommended that an individual not shower, bathe, douche, clean, use the bathroom (if possible), smoke, or change clothes or bedding before seeking medical attention, and that medical attention be sought as soon as possible. If the individual decides to change clothes, s/he should bring the unwashed clothes worn during the incident to the hospital or medical facility in a clean paper bag.

Under Illinois law, certain medical personnel are required to alert police when the individual requesting treatment appears to have sustained injury as a victim of a criminal offense, including sexual violence. However, the individual may choose whether to speak to the police and is not required to do so.

COMPLAINT RESOLUTION PROCEDURES

Wheaton College maintains comprehensive Complaint Resolution Procedures to administer complaints brought under the College's Discrimination, Harassment, and Sexual Misconduct Policy. Key provisions include the following:

Resolution Time Frame. The College is committed to prompt and impartial resolution of complaints and allegations of conduct in violation of the Policy. In matters involving sexual misconduct, the College aims to resolve all reports and appeals within 60 calendar days. This time may be extended as necessary for good cause by notifying the parties and providing an explanation for the extension.

Initial Review and Assessment. Upon receipt of a report of a violation of the Policy, the Title IX Coordinator & Director of Equity Investigations will conduct an initial review and assessment. Where there is reasonable cause to believe a violation of the Policy may have occurred, the College will proceed, in consultation with the Complainant, under its Procedures.

Interim Measures. The College will provide prompt, appropriate, and reasonably available interim measures to support and protect the parties and prevent any further violations of the Policy. Such interim measures can include, but are not limited to referral to counseling and health services; referral to the Employee Assistance Program (for full-time employees only); removing a student, employee, or other individual from campus, modifying course schedules, work arrangements, dining accommodations, or housing; offering campus escorts; and issuing a "no contact" order between the parties.

Support Persons. The Parties are entitled to bring a support person of their choice, at their expense, to any meeting or interview in connection with the resolution of a report of a violation of the Policy. For cases of sexual violence, the parties may be accompanied to any related meeting or proceeding by a support person of their choice. For all other cases related to the Policy, the parties shall have the same opportunity to be accompanied to any related meeting or interview by a non-attorney support person. For all cases, the support person may not speak on behalf of the individual during, or participate directly in, meetings or other proceedings, because the purpose of the support person is to provide support. Support persons are likewise expected to maintain the privacy of any information shared during the process.

Remedies-Based Resolution. Where appropriate, the College will take non-adjudicatory action to stop alleged conduct in violation of the Policy, address its effects, and prevent recurrence without a formal investigation and determination of a Policy violation. The College will not compel a Complainant or Respondent to engage in mediation, to directly communicate with one another, or to participate in any particular form of remedies-based resolution. Mediation, even if voluntary, may not be used in cases involving sexual violence. Participation in remedies-based resolution is voluntary, and the parties can request to end their participation in remedies-based resolution at any time.

Formal Investigation. When a report of conduct in violation of this Policy cannot be resolved through remedies-based resolution, a formal investigation will be initiated. Formal investigation includes a prompt, thorough, and impartial investigation into the allegations of discrimination, harassment, or sexual misconduct, including the following steps:

- Assignment of Investigator(s) and Adjudicator(s). The College will assign Investigator(s) and/or Adjudicator(s) that have received required training. Any individual participating in the investigation, adjudication, or appeals process must disclose any potential or actual conflict of interest. The Parties will also be provided with an opportunity to request replacement if s/he believes the Investigator(s) and/or Adjudicator(s) have a conflict.
- Investigation. Following the interviews of the Parties and witnesses, and after collecting all pertinent information, the Investigator(s) will complete an official report. The report will be shared with the Parties, to the extent permitted by law, along with an invitation to provide a written response.
- Adjudication. The Adjudicator(s) will review the report, including the written responses of the Parties, make a determination whether the Policy was violated, and issue the College's decision, including whether to impose sanctions. The standard 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.
- Appeals. The Parties may request further review on the grounds set forth in the Procedures within five (5) business days of notification of the outcome. Appeals will be heard by a Cabinet member or his/her designee, or, in cases involving tenured faculty members, the President. The Appellate Officer's decision will be final.

CAMPUS & COMMUNITY RESOURCES

The Title IX Coordinators/Discrimination Complaint Officers are available to assist in navigating these resources.

Confidential Advisors & Other Confidential Campus Resources

Survivors of sexual misconduct may speak with one of the College's designated Confidential Advisors. Confidential advisors are available to provide emergency and ongoing support to individuals who have experienced sexual misconduct:

JoAnn Nishimoto, Psy.D.
Wheaton College Counseling Center
Tue, Thu, Fri: (630) 752-5321
All other times: (847) 337-7892

Travis Satterlee, LCPC, CADC
Heritage Professional Associates
During business hours: (630) 653-9700
After hours: (847) 421-7632

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: (630) 752-5087

These confidential resources only report to the Title IX Coordinators/Discrimination Complaint Officers that an incident occurred without revealing any personally identifiable information, and will not trigger any College investigation. However, limitations on confidentiality may exist when the allegations involve individuals under the age of 18.

Community Resources

The following off-campus agencies also employ individuals available to discuss incidents of misconduct in confidence.

Sexual assault crisis centers and other sexual assault advocacy and resources:

- National Sexual Assault Hotline: 1-800-656-HOPE (4673): Information and referrals for sexual misconduct.
- 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) Address: 415 W. Golf Rd., Suite 47, Arlington Heights, IL: Medical and legal advocacy and counseling services

Legal assistance resources:

- Illinois Legal Aid: how to get an order of protection ([video](#))
- Illinois Attorney General: [resources for crime victims](#), including programs that assist with medical and other expenses

Visa and immigration assistance:

- U.S. Citizenship and Immigration Services (USCIS): provides resources to [Find Help in your Community](#) and [Find Legal Services](#).
- Board of Immigration Appeals (BIA): [lists attorneys](#) who provide free and reduced cost immigration services.
- American Immigration Lawyers Association (AILA): [immigration lawyer referral service](#)

Additional resource for full-time employees:

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

Disclosures to these entities will not trigger the College's investigation into an incident. However, limitations on confidentiality may exist for individuals under the age of 18.