

STUDENT RESOURCES

Sexual Discrimination, Harassment, and Misconduct Policy

Know Your Rights

REPORTING OBLIGATIONS

Who: Students, employees, and third parties connected with PSC

What: Violations of the PSC Sexual Discrimination, Harassment and Misconduct Policy

Where: Violations that occur on college premises, at college-sponsored activities, and at off-campus locations (in specific circumstances outlined fully in policy)

The full policy, including important definitions, investigation, and resolution process, and FAQ's, is available on the PSC Website prairiestate.edu/

OPTIONS FOR ASSISTANCE

You do not need to determine whether or not a policy has been violated. If you think you have survived a violation of this policy, trained staff and resources can assist you.

Examples of conduct that constitute violations of this policy:

- A student who coerces his/her girlfriend/boyfriend who is also a student into having sex;
- A faculty member who gives a passing grade to a student in return for sexual favors;
- A staff member who assaults his/her partner who is also a staff member.

It is important to keep in mind that a violation of this policy is not your fault. Many resources exist, on and off campus, to assist you with recovery and any reports you wish to make, including:

Confidential Reporting Options (On-Campus)

1. Confidential Advisor: Shannon Word
2. Counseling and Academic Advising Center Counselors

Non-Confidential Reporting Options (On-Campus)

1. Title IX Coordinator: David Cronan, (708) 709-3585, Room 2403
2. PSC Police Department: (708) 709-7777, Room 1100
3. Responsible Employees: All faculty and some Staff can offer support and resources

AMNESTY FOR VICTIMS AND WITNESSES

If a student is hesitant to report an incident because of another violation occurring at the same time (e.g., under-age drinking) PSC offers amnesty for minor policy violations surrounding the incident.

INTERIM MEASURES

PSC will take ongoing steps to protect the survivor from retaliation or harm. Retaliation against a reporting party is a violation of this policy. Some interim measures include:

- Assisting the survivor in accessing legal, medical, and academic assistance
- Providing the survivor with security and other support (for example, rearranging a course schedule)
- Inform survivor of right to report incident to campus or law enforcement
- Educational measures that do not identify the survivor, but address violations

PSC Resources:

Title IX Coordinator
Tiffany Brewer, Rm. 2143
(708) 709-3653

Title IX Asst. Coordinator
David Cronan, Rm. 2403
(708) 709-3585

PSC Police, Rm. 1100
(708) 709-7777

Counseling and Academic
Advising; Confidential
Advisor, Shannon Word
Rm. 1190
(708) 709-3511

Off-Campus Resources:

Pillars 24-hour sexual
assault hotline
(708) 482-9600

Chicago Rape Crisis
Hotline (888) 293-2080

YWCA South Suburban
Agency (708) 748-5672

Muries Latinas en Accion
(773) 890-7676

Illinois Coalition Against
Sexual Assault
(217) 753-4117

Illinois Department of
Human Rights (312) 814-
6299

Cook County State's
Attorney's Office (708)
974-6250

Crisis Center for South
Suburbia (708) 429-7233

City of Chicago Domestic
Violence Help Line
(877) 863-6388

ROLES AND RESPONSIBILITIES TO KNOW

Role	Responsibility
Confidential Advisor	A Confidential Advisor is a designated PSC employee trained to provide ongoing support to student survivors of sexual violence.
Counselors	Counselors are PSC employees fully licensed and trained to assist students with mental health issues, including survivors.
Human Resources	Partners with Title IX Coordinator when complaint involves a college employee; responds to all complaints solely involving employees or third parties.
Title IX Coordinator	PSC employee who handles all Title IX cases; not a confidential advisor or resource.
Responsible Employee	Not confidential advisors or resource; a PSC employee who has the authority to redress violations of this policy, who has the duty to report incidents of student misconduct, or who a student could reasonably believe has this authority or duty; responsible employees are defined in the fully policy.
Mandated Reporter	A person who, by virtue of his or her job, is legally required to report to authorities any suspected or confirmed abuse of children. Illinois identifies seven groups of mandated reporters, including personnel of institutions of higher education. Mandated reporters are required to report suspected child maltreatment immediately when they have "reasonable cause to believe" that a child known to them in their professional or official capacity may be an abused or neglected child.
Campus Security Authorities - (CSAs)	Must report all applicable crimes to the Prairie State Police Department. CSAs include individuals associated with campus police department and other officials who have significant responsibility for student and campus activities; and individuals/units designated in PSC's campus security policy as persons/units to which students and employees should report criminal offenses.

FREQUENTLY ASKED QUESTIONS

Question	Response
What constitutes a violation of policy?	The full policy describes each type of violation. But, you do not have to determine whether a violation occurred; help is available to you regardless.
What if drugs and/or alcohol were involved?	The policy includes provisions to encourage survivors to report without concern regarding facing discipline for illegal activity occurring around the violation.
Will the parents be informed?	No, unless the survivor informs them.
Does the victim pay for medical/legal/counseling care?	Medical: Illinois law covers emergency medical care (i.e., rape kit) for victims. Counseling: Free through PSC and some off-campus resources. Legal: Survivors do not need to retain a private attorney but may do so if they wish.

RANGE OF SANCTIONS

Students or employees found in violation of this policy are subject to sanctions included in the Code of Conduct, employee guidebooks, collective bargaining agreements, etc.; up to and including expulsion or termination.

FROM THE PSC SEXUAL DISCRIMINATION, HARASSMENT AND MISCONDUCT POLICY

Members of the Prairie State College community, guests and visitors have the right to be free from all forms of sexual discrimination, harassment and misconduct, examples of which can include acts of sexual violence, sexual harassment, domestic violence, dating violence, and stalking. The college believes in zero tolerance for sexual discrimination. Zero tolerance means that when an allegation of misconduct is brought to an appropriate administrator's attention, protective and other remedial measures will be used to reasonably ensure that such conduct ends, is not repeated, and the effects on the victim and community are remedied, including serious sanctions when a responding party is found to have violated this policy.