This information is provided in compliance with federal law, known as the Clery Act, the Illinois Campus Security Enhancement Act and Violence Against Women Act (VAWA).
Table of Contents

4 Introduction
5 President’s Letter
6 Prompt Reporting of an Emergency or Crime
6 Response to a Reported Crime
7 Campus Resources
7 Off-Campus Education Center Police Contact Numbers
8 Confidential Reporting Procedures
9 Campus Police Authority and Jurisdiction
11 Crime Prevention And Awareness Programs
12 Emergency Call Box Location Map
13 Safety In Residence Halls and Campus Buildings
14 Off-Campus Crime
14 Campus Safety Emergency Messaging Options
14 Emergency Preparedness
16 Emergency Response Planning
17 Notification of a Missing Student
17 Alcohol, Illegal Drugs and Substance Abuse Education
19 Alcohol and Drug Use Policy
21 Sex Offender Registration
22 Reporting Options for Sexual Misconduct
22 Victim’s Bill of Rights
23 Results of Disciplinary Proceedings
23 Abuse and Neglect Reporting
25 Letter from Chief of Police
26 Clery Act – Criminal Offenses in 2012, 2013, 2014
27 Arrests And Student Conduct Referrals In 2012, 2013, 2014
28 Criminal Offenses and Arrests and Student Conduct Referrals In 2012, 2013, 2014 at NIU Hoffman Estates, Naperville, Rockford And Lorado Taft Field Campuses
35 Policy Updates
35 Annual Fire Safety Report
36 Clery Act Reporting
36 Classifying Crime Statistics
37 Definitions of Reportable Crimes and Other Associated Terms
39 Hate Crime Definitions
40 Title IX : Sexual Misconduct Policy and Complaint Procedures for Employees and Students
50 Title IX Offenses
52 Safety Tips
Introduction

This Northern Illinois University 2015-2016 Annual Safety and Security Report is published in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"), the State of Illinois Campus Security Enhancement Act and Violence Against Women Act (VAWA). This report includes statistics for the previous three years concerning reported crimes that occurred on campus; in certain off-campus buildings or property owned or controlled by Northern Illinois University; and on public property within, or immediately adjacent to and accessible from university property. The report also includes institutional policies on campus security policies concerning alcohol and drug use, crime prevention, the reporting of crimes and other matters.

The full text of this report is available online at niu.edu/clery. This report is prepared in cooperation with local law enforcement agencies, the NIU Department of Police and Public Safety, Human Resource Services, the Division of Student Affairs and Enrollment Management, and the Office of the General Counsel. These entities provide updated information on their educational efforts and programs to comply with the Act.

Campus crime, arrest and referral statistics include those reported to the NIU Department of Police and Public Safety, designated campus security officials as defined under the Act and local law enforcement agencies. Each year, notification is sent to all enrolled students, faculty and staff. The notification provides information on how to access the Annual Security Report online. Copies of this report may also be obtained at the Department of Police and Public Safety at 395 Wirtz Drive in DeKalb. The policies in the report apply to all five campuses (DeKalb, Hoffman Estates, Lorado Taft, Naperville and Rockford) unless otherwise stated in a particular section of the report. The crime statistics in this report are presented in separate crime statistics charts for each campus, as required by law.
Letter from the President

Our goal at Northern Illinois University is to promote Student Career Success for everyone who joins us for the transformative power of a college education.

In return, NIU must furnish a safe and secure place to live and learn.

The safety of every member of our university community is a top priority, and we all are responsible for working to maintain high levels of comfort.

Led by Chief Tom Phillips, the NIU Department of Police and Public Safety employs more than 55 sworn officers, provides service and protection to the campus community, 24 hours a day, 365 days a year. All NIU police officers receive advanced training beyond basic law enforcement training and are required to be certified, or will be certified, as emergency medical technicians.

Cooperation between the NIU Police and off-campus colleagues is strong; the 2015 full-scale training exercise here demonstrated extraordinary and reassuring collaboration between our officers and the more than 200 police, fire and emergency medical first-responders from local and regional agencies.

In April of 2015, the DeKalb Police Department released data that showed violent crime in the city at a 10-year low. I was proud to see that Chief Gene Lowery "credited enhanced cooperation with Northern Illinois University Police in bringing more resources to bear."

Additional NIU safety services include:

- the Huskie Patrol, which offers 30 trained escorts who offer free chaperone to residence halls, parking lots or any other destination on campus;
- the Huskie Safe Line, which provides free shuttle service during late night hours, is available to NIU students, faculty and staff as well as community members with disabilities;
- Rape Aggression Defense (R.A.D.) self-defense training for women; and
- a TipLine to anonymously report information about illegal activities and/or violations of the Student Code of Conduct.

Visitors to our Campus Safety website (www.niu.edu/life-at-niu/safety/index.shtml) will find tips on staying safe, more information on our safety services, a mechanism to post questions and concerns and biographical information on our police officers.

NIU’s Emergency Information site (www.niu.edu/emergencyinfo/index.shtml) contains current safety bulletins, a way to subscribe to safety bulletins and important phone numbers.

While we are resolute in our mission to create and maintain a campus culture of safety, caring and cooperation, no community is immune from crime. I hope the information in this report will enhance awareness and help everyone to stay safe while they live, learn and prepare for career success on our campus.

Doug Baker

President, Northern Illinois University
Prompt Reporting of an Emergency or Crime

Community members, students, faculty, staff and visitors are expected to promptly and accurately report all crimes and public safety-related incidents to NIU Department of Police and Public Safety or the appropriate local police agency.

**Contact any of the following authorities, 24 hours a day:**

<table>
<thead>
<tr>
<th>Dial 911</th>
<th>Report emergencies or non-emergency criminal violations from a public, university building or residence hall phone or cell phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dial 815-753-1212</td>
<td>Report non-emergency requests for NIU Department of Police and Public Safety services or information</td>
</tr>
</tbody>
</table>
| **Emergency Assistance Call Boxes**         | Immediate connection to the NIU Department of Police and Public Safety  
Use any of the designated call boxes located throughout campus |
| **Off-Campus Police Departments**            | 815-748-8400 DeKalb Police Department  
815-895-2155 DeKalb County Sheriff’s Office  
815-895-2123 Sycamore Police Department      |
| **In Person**                               | Contact an NIU Department of Police and Public Safety officer on patrol, at any Community Safety Center in the residence halls, Northern View Community Center or the Department of Police and Public Safety at 395 Wirtz Drive in DeKalb |
| **Online**                                  | Email: NIU Department of Police and Public Safety at niupd@niu.edu                                                          |
| **Anonymous TipLines**                      | Report information about a crime anonymously  
Report information about illegal activities and/or violations of the Student Code of Conduct anonymously at 815-753-TIPS (8477) or Crimestoppers at 815-895-3272 or contact the DeKalb Police at cityofdekalb.com/612/iWatch with non-emergency information on any criminal activity |

Any suspicious activity or person(s) seen in the parking lots loitering around vehicles, inside buildings or around residence halls should be reported to police.

Crimes should be reported to the NIU Department of Police and Public Safety for the purpose of making timely warning reports to the community and for inclusion in the annual statistical disclosure.

**Response to a Reported Crime**

The NIU Department of Police and Public Safety personnel are trained to receive, document and investigate all crimes reported. An officer will work with individuals reporting a crime to obtain information and evidence, identify potential witnesses, and conduct a thorough investigation in an effort to identify the responsible party. When appropriate, crime suspects may be adjudicated through the student conduct system or criminal justice system.

The daily crime log is available electronically on the NIU Department of Police and Public Safety website at niu.edu/publicsafety under Daily Offense Log or at the Records Units located at the NIU Department of Police and Public Safety, 395 Wirtz Drive. The crime log contains information concerning reported crimes and typically includes the case number, classification of the crime, date reported, date occurred, time occurred, general location and disposition of the crime.
The NIU Department of Police and Public Safety maintains a working relationship with local, state and county police. The NIU Department of Police and Public Safety is a member of the DeKalb County Major Crimes Task Force and has a written memorandum of understanding with the DeKalb Police Department, the DeKalb County Sheriff’s Office and the Sycamore Police Department regarding the investigation of major criminal incidents.

The NIU Department of Police and Public Safety also has a membership with the Illinois Law Enforcement Alarm System (“ILEAS”), a statewide law enforcement mutual aid system that provides local law enforcement agencies with assistance for emergency response, terrorism prevention and other matters.
Confidential Reporting Procedures

We encourage anyone who witnessed or has been a victim of a crime to immediately report the incident by dialing 911 or for a non-emergency, 815-753-1212. Crimes can be reported on a voluntary, confidential basis for inclusion in the Annual Security Report. The NIU Department of Police and Public Safety can file a report on the details of an incident without revealing your identity. The purpose of a confidential report is to maintain anonymity, yet it allows the The NIU Department of Police and Public Safety to take steps to ensure your future safety and that of others. With such information, the university can keep an accurate record of the number of incidents involving students, employees and visitors and alert the campus community to potential danger if necessary. Reports filed on a confidential basis are counted and disclosed in the annual crime statistics for the university. The NIU Department of Police and Public Safety encourages all licensed mental health professionals and pastoral counselors to refer persons they are counseling to report crimes on a voluntary, confidential basis by contacting The NIU Department of Police and Public Safety, if and when they deem appropriate.

The NIU Office of the General Counsel collects these reports, if any, from the NIU Department of Police and Public Safety. Additionally, each year, all Campus Security Authorities report Clery-reportable crimes, if any were received. Each of these reports is reviewed by NIU Department of Police and Public Safety and the Office of the General Counsel to confirm it meets the requirements under the Clery Act.
Northern Illinois University’s main campus is located in DeKalb, Illinois, and is home to approximately 20,000 students and almost 5,000 faculty and staff. With a campus population of approximately 25,000 people, including undergraduate students, graduate and professional students, faculty, academic professionals and staff, as well as our many visitors, occasional criminal activity and emergencies may occur on campus.

The NIU Department of Police and Public Safety officers have full law enforcement authority, including the authority to effect arrests, granted by the Illinois General Assembly under 110 ILCS 685/30-45(11) in any county wherein the university and any of its branches or properties are located. Their jurisdiction includes all property owned or controlled by the university, as well as streets adjacent to and running through campus. NIU’s 55 police officers are sworn police officers in the State of Illinois. They are very well-trained and receive advanced training beyond basic law enforcement training.

With an agreement between the City of DeKalb and Northern Illinois University, NIU and DeKalb police formalized an ongoing initiative begun in Fall 2011 to assist the DeKalb police in their patrols off campus, particularly in the northwest portion of the city. The NIU Department of Police and Public Safety proactively patrols this area and if they observe a crime in progress, the agreement formalizes the city’s request for university police to intervene and stabilize the scene.

All the NIU Department of Police and Public Safety officers certified, or will be certified, as Emergency Medical Technicians. The NIU Department of Police and Public Safety has a number of paramedics as well; in fact all shifts have assigned paramedics.

NIU also operates non-residential education centers in Naperville, Hoffman Estates and Rockford. While the NIU Department of Police and Public Safety maintains primary law enforcement jurisdiction at these centers, the local municipal police departments where each center is located will in all likelihood be the first responders should an emergency occur. NIU’s Lorado Taft Outdoor Education Center in Oregon, Illinois, is a popular field trip destination for many local school districts and supplements the biology and outdoor ecology science curriculum at the elementary and middle school levels.

Access to and Security Of Campus Facilities and Residence Halls

The NIU campus is located within the City of DeKalb and, as such, is generally open to the public. Except as restricted in individual cases, the academic and administrative buildings are open to the public, at a minimum, during normal business hours. Most facilities have individual hours and the hours may vary at different
times of the year. Access to some of these buildings is also controlled by card access after normal business hours, and all of these buildings have varied levels of access.

Most academic and administrative buildings do not have a NIU Department of Police and Public Safety officer assigned to them. However, officers patrol the academic and administrative buildings on a regular basis. For information about the access protocol for a specific building, contact the Department of Police and Public Safety at 815-753-1212.

Access to residence halls is restricted to residents, their approved guests and other approved members of the university community. Residents gain entry by presenting their proximity cards (NIU OneCard) to the proximity card readers and using their university issued residence hall key. Residents are cautioned against permitting strangers to enter the buildings and are urged to require individuals seeking entry to use their own personal access cards. NIU Department of Police and Public Safety officers patrol the residence halls on a regular basis. Community advisors, hall directors, and complex coordinators also maintain security measures in the halls and work with residents to achieve a community respectful of individual and group rights and responsibilities.

Maintenance Of Campus Facilities

Facilities and landscaping are maintained in a manner designed to minimize the potential for hazardous conditions. The NIU Department of Police and Public Safety officers regularly patrol the campus and report malfunctioning lights and other unsafe physical conditions to the Physical Plant for correction. Campus lighting typically meets or exceeds the industry standard for pedestrian walkways, and parking lots are well-lit and routinely patrolled by the NIU Department of Police and Public Safety officers. Other members of the university community are helpful when they report equipment problems to the NIU Department of Police and Public Safety officers or to the Physical Plant. A website has been created to report campus safety concerns (lighting, shrubbery blocking clear sight lines, etc.) and can be accessed at niu.edu/life-at-niu/safety/staysafe/index.shtml.
Crime Prevention and Security Awareness Programs

The NIU Department of Police and Public Safety take a proactive approach to preventing crimes. The goal of crime prevention and security awareness programs is to eliminate or minimize criminal opportunities whenever possible and to encourage students, faculty and staff to be responsible for both their own safety and the safety of others. During new student Summer Orientation, students and their families are informed about the types of crimes that occur on campus and prevention resources offered by the NIU Department of Police and Public Safety.

During 2014, the NIU Department of Police and Public Safety presented 66 courses and 121.1 hours of educational programs on either a comprehensive crime prevention topic or a safety area to university groups. Of those 121.1 hours, 31 hours of education contained a sexual assault component presented to 705 attendees and 34.7 hours contained an alcohol-related program presented to 756 attendees. The programs included general crime prevention and security awareness programs, such as safety education forums, programs and discussions about topics such as alcohol abuse, domestic violence, self-defense, fire safety, emergency response and evacuation procedures, sexual assault prevention and theft prevention. Also included were classes in first aid and CPR.
The NIU Department of Police and Public Safety provided security awareness and crime prevention information to students and family members at New Student Orientation.

Emergency Assistance Call Boxes, Dekalb Campus

NIU has an extensive network of emergency assistance call boxes located throughout campus in well-lit areas, including the Campus Parking Deck and all elevators.

The call boxes are connected directly to the NIU Department of Police and Public Safety and are monitored 24-hours a day, 7 days a week, including all holidays.

The call boxes can be used to:
- Request help
- Report a crime
- Report suspicious activities
- Request an escort
- Report any other type of emergency you may encounter

If you need help, simply press the button on the call box. The call will be answered by a certified police dispatcher in the NIU Department of Police and Public Safety, who will ask you to explain your situation and will send the appropriate help to your location.

As part of safety preparedness, the campus is encouraged to be aware of the locations of the nearest emergency call boxes around campus.

Locations of the exterior emergency call boxes are located on the map to the right.

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Safety In Residence Halls and Campus Buildings

The university provides an effective structure for the protection of students in residence halls. The elements of this system include:

- Security personnel
- Door peepholes
- Locked entrance doors
- Proximity Card / Key access 24 hours a day for floor doors and elevators in high-rise residence halls
- Available information about steps students can take to maintain their safety
- Requirement that residents show identification and use proximity card (NIU OneCard) for entry between 11 p.m. and 5:30 a.m.
- Requirement that guests sign in between 11 p.m. and 5:30 a.m.
- Requirement that students escort
their guests at all times

- Required programming efforts in areas of safety and security

The university places restrictions on guests, building access and actions that may have a detrimental effect on student security. Such restrictions include:

- Building entrance only through designated areas
- Prohibition on assisting others to gain unauthorized entry
- Prohibition on propping open doors
- Security procedures at security checkpoints
- Prohibitions on duplicating or giving a room key to another person
- Prohibition on any activity that would endanger the safety of others

If a student is found in violation of any of the above restrictions, the university may impose sanctions or fines on the student. Additional information can be found in the Safety and Security section of the Residence Hall Handbook: Housing and Dining Policies and Procedures. It is available online at niu.edu/housing/halls/handbook/index.shtml.

Community Oriented Policing Strategies (COPS) Unit

To further promote safety in the residence halls, the Department of Police and Public Safety, in collaboration with Housing and Dining, has implemented the Community Oriented Policing Strategies (COPS) Unit. The unit consists of NIU Department of Police and Public Safety officers working together with Housing Staff in the Residence Halls. These officers provide information and assistance to students, as well as conduct proactive services intended to prevent crime in and around the residence halls.
Emergency Messaging Options

- Text (SMS) message
- NIU home page and Emergency Information website
- Broadcast voicemail message to landlines on campus
- Local TV and radio
- Sirens and weather radios
- Public address systems
- Social media (Facebook & Twitter)
- Advisory email

Off-Campus Crime

DeKalb police have primary jurisdiction for law enforcement services to off-campus residences—including sorority and fraternity houses. NIU Department of Police and Public Safety officers routinely respond and assist the DeKalb police at these off-campus locations. Off-campus student violations of the law or student code are addressed by the Student Conduct.

Criminal Activity Off-Campus

NIU Department of Police and Public Safety officers have primary jurisdiction over non-campus, university owned or leased properties within the city limits of DeKalb. DeKalb police routinely respond to calls for service as they may be closer to the incident. Reporting for any incidents is the responsibility of the NIU Department of Police and Public Safety. DeKalb police also monitor and record criminal activity at non-campus locations and work cooperatively with the NIU Department of Police and Public Safety, Student Conduct and the Division of Student Affairs and Enrollment Management to address problems as they arise. An NIU Department of Police and Public Safety supervisor attends a roll call meeting at the DeKalb Police Department daily, and NIU Department of Police and Public Safety detectives meet with detectives from area police agencies frequently to exchange information.

NIU may pursue disciplinary action for off-campus violations of university rules, whether or not the activity was criminal in nature.

Emergency Preparedness

As required by federal and state law, Northern Illinois University has a comprehensive emergency operation plan that details immediate response and evacuation procedures, including the use of electronic and cellular communication. The NIU Department of Police and Public Safety has the responsibility of responding to and summoning the necessary resources to mitigate, investigate and document any situation that may constitute an emergency or dangerous situation. In addition, the NIU Department of Police and Public Safety has a responsibility to respond to such incidents to determine if the situation does in fact pose a threat to the health and safety of the campus community.

NIU Department of Police and Public Safety officers and supervisors have received training in Incident Command and the National Incident Management System. When a serious incident occurs that causes an immediate threat to campus, the first responders to the scene are usually members of the NIU Department of Police and Public Safety with assistance as needed from the DeKalb Police Department, Sycamore Police Department, Sycamore Fire Department, Illinois State Police and DeKalb County Sheriff’s Office and they typically respond and work together to manage the incident. Depending on the size, scale and seriousness of the incident, other university departments and other local, state or federal agencies could be involved in confirming and responding to the incident.

NIU Alerts: Emergency Notifications

If a situation arises that poses an immediate threat to the health and safety of students or employees, an NIU Alert will be issued to expedite emergency response and/or evacuation procedures. The goal of an NIU Alert is to notify as many people as possible, as rapidly as possible, with adequate follow-up information as needed. Information will be disseminated via a variety of channels: The NIU Department of Police and Public Safety distributes information via: Everbridge Emergency Notification System (text message, recorded message via phone or email);
Students and employees who provide their mobile phone number in MyNIU (myniu.niu.edu) are automatically registered to receive NIU Safety Bulletins via text message.

Broadcast alerts to all logged-on computer terminals, campus TV channels, and/or public address systems through fire panels/loud speakers in campus buildings equipped with that feature. Marketing and Communications distributes information via: Twitter and Facebook) on a case-by-case basis and will post alerts and subsequent updates to the Current Safety Bulletins webpage. Local television and radio may broadcast emergency information. All buildings on campus are equipped with weather radios to warn campus officials of dangerous weather. Emergency sirens are located on and around campus. Some or all of these methods of communication will be used to provide follow-up information to the NIU community. Updates will also be posted on niu.edu/emergencyinfo/bulletins/index.shtml.

NIU students have the ability to register up to two additional contacts to receive emergency alerts. These contacts can be parents, spouses, family members or anyone else.

In the event of a situation that presents an imminent and verifiable danger to the campus community, notifications will be sent to the parents, spouses and others AFTER a message has been sent to all students and employees. The primary purpose of this service is to notify the people on campus as quickly as possible when an emergency occurs.

Please note: Timely Warnings and Community Bulletins are not sent to this group; only Emergency Alerts are.

NIU Alerts are issued for incidents such as an active threat/shooter, major hazardous materials release, major fire, extended power outage, infectious disease outbreak or a tornado that would directly impact campus.

NIU has implemented a formal process that gives the Chief of Police or designee the authority to confirm a significant emergency or dangerous situation; to develop the content; to determine the appropriate segment(s) of the campus community to receive the notification; and to initiate the Everbridge Emergency Notification System to send an emergency message to the campus community. The NIU Department of Police and Public Safety and the Division of Marketing and Communications share responsibility for developing content and initiating the communication systems, see list above for which systems are initiated by each department.

The process also stipulates that an immediate emergency message will be sent to the NIU community without delay, unless notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim, or to contain, respond to or otherwise mitigate the emergency. It also authorizes the Chief of Police or designee to create and initiate the NIU Alert. The Chief of Police or designee should also consult directly with Marketing and Communications to ensure an immediate notification is made to the campus via various emergency notification mechanisms.

**Timely Warning Notices:**

In the event that a crime is reported on campus or in/on property owned or controlled by NIU, that poses a serious or continuing threat to the NIU community, a campus timely warning notice (called an NIU Safety Bulletin) will be issued to the entire campus community. When a serious crime is reported to the NIU Department of Police and Public Safety and poses a threat to the campus community, the NIU Media and Public Relations Department personnel will typically develop the content and will issue a timely warning using some or all of the systems listed below.

Timely warnings are usually distributed for the following Uniform Crime Reporting (UCR) program classifications: major incidents of arson, criminal homicide and robbery. Incidents of aggravated assault and sex offenses are considered on a case-by-case basis after reviewing the facts and deciding whether there is a continuing danger to the campus community and the amount of information known by the NIU Department of Police and Public Safety for example, if an assault occurs between two students who have a disagreement, there may be no on-going threat to other NIU community members and a timely warning would not be distributed. In cases involving sexual assault, they are often reported long after the incident occurred, thus there is no ability to distribute a “timely” warning notice to the community. Sex offenses will be considered on a case-by-case basis depending on when and where the incident occurred, when it was reported, and the amount information known by the NIU Department of Police and Public Safety. Cases involving property crimes...
will be assessed on a case-by-case basis and alerts will typically be sent if there is a discernible pattern of crime. The NIU Department of Police and Public Safety Chief or designee reviews all reports to determine if there is an on-going threat to the community and if the distribution of a timely warning is warranted. Names and identifying information of victims will be held as confidential.

NIU will use some or all of the following systems to distribute timely warning notices: Everbridge Emergency Notification System (text message and email); post advisory to Current Safety Bulletins webpage; post link to Advisory on Emergency Information home page; and post to NIU Safety Bulletin social media accounts and monitor responses.

Emergency Response Planning

NIU Housing conducts two evacuation drills each semester for all on-campus student housing facilities, one announced and one unannounced. Students learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of an emergency. Evacuation drills are used as a way to educate and train occupants on issues specific to their building. During the drill, occupants ‘practice’ drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm. In addition, the process provides the university an opportunity to test the operation of fire alarm system components.

Evacuation drills are monitored by the NIU Department of Police and Public Safety, Environmental Health and Safety, and Housing to evaluate egress and behavioral patterns. Reports are prepared by participating departments which identify deficient equipment so that repairs can be made immediately. Recommendations for improvements are also submitted to the appropriate departments for consideration.

Housing students receive information about evacuation and shelter-in-place procedures during their first floor meetings and during other educational sessions that they can participate in throughout the year. The housing staff members are trained in evacuation procedures as well as emergency response procedures.

As a part of the comprehensive emergency operation plan for the university, announced and unannounced drills, exercises, and follow-through activities are conducted annually. Minimally, tabletop exercises are conducted for various campus units identified as having emergency

Emergency Contact Information

Put ICE (In Case of Emergency) in your cell phone, with a name and telephone number of an emergency contact, to help emergency services personnel in the event of an emergency.
response responsibilities in order to test response and evacuation procedures. All exercises are documented and appropriate after action reports are completed pursuant to the Illinois Campus Security Enhancement Act. After action reports are completed detailing lessons learned, follow-up items are identified with responsibilities assigned to appropriate campus entities.

Each employee receives an Emergency Guide in the beginning of each year that describes emergency procedures and housing staff reviews such procedures with students during the first floor meeting as well as throughout the year at floor meetings. The NIU Emergency Guide describes emergency response and evacuation procedures. These guides are tailored to the individual building that the employee works out of to indicate evacuation procedures and evacuation meeting location. This guide also provides information concerning the location in the building of fire alarms, emergency exits, emergency medical equipment and nearest emergency call box. This guide is reviewed each year by the Department of Police and Public Safety.

### Notification Of A Missing Student

If a member of the university community has reason to believe that a student is missing, he or she should immediately notify the NIU Department of Police and Public Safety at 753-1212. The NIU Department of Police and Public Safety will investigate, generate a missing person report, enter relevant student data into an appropriate database and involve other law enforcement agencies as necessary.

Should NIU Department of Police and Public Safety confirm that the student is missing, the university will notify the student’s missing person emergency contact no later than 24 hours after the student is determined to be missing. If the missing student is under the age of 18 and is not an emancipated individual, the university will notify the student’s parent or legal guardian immediately after law enforcement has determined that the student has been missing. NIU police will notify the appropriate local law enforcement agency within 24 hours of the determination that the student is missing.

In addition to registering an emergency contact, students have the option to identify confidentially an individual to be contacted by the university in the event the student is determined to be missing. If one wishes to identify a confidential contact, do so via MyNIU (myniu.niu.edu).

A student’s missing person contact information will be registered confidentially and will be accessible only by authorized campus officials and law enforcement in the case of a missing person investigation.

Each fall semester, students residing in on-campus housing will receive an e-mail and verbal notification of the missing student protocol. This information will explain the related law (with special emphasis on nuances related to students’ age and reporting requirements) and encourage students to frequently update emergency contact information, including a confidential missing person’s contact, with the university via MyNIU. Similar information is again shared during mid-semester meetings hosted by community advisor(s) on each residential housing floor. Students residing off-campus will also be able to create and update missing persons contact information in the emergency contact section of MyNIU.

### Alcohol, Illegal Drugs and Substance Abuse Education

The information in this section is in accordance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989.

Northern Illinois University is concerned about health and safety. Abuse of alcohol and controlled substances can seriously impair health and the ability to work and study. It

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**If You Need Help**

The university encourages any students and employees who may have a problem with the use of drugs or alcohol to seek professional advice and treatment. The university provides or can assist in arranging education, assessment, counseling, intervention, treatment, rehabilitation and aftercare. Some of these services may be without charge and the cost of others may be partially paid by student or employee health insurance programs.

**Students**
Wellness Promotion 753-9755
niu.edu/wellness

Counseling and Consultation Services
753-1206
niu.edu/counseling

**Faculty and Staff**
Employee Assistance Program
753-9191
niu.edu/go/eap/

**Community Resources**
Alcoholics Anonymous
800-452-7990
aa-nia.org

Ben Gordon Center
756-4875
bengordoncenter.org
A guideline for ensuring that your concentration of alcohol remains within legal limits is to consume no more than one drink per hour.

1 oz. liquor = 4 oz. wine = 1 (12 oz.) can beer

Substance abuse can pose a threat to the safety and well-being of others. The university promotes an environment that rejects substance abuse as an acceptable lifestyle, informs about resources for preventing or treating substance abuse, and helps people to make healthy decisions about alcohol and other drugs. It is important to be aware of NIU’s standard of conduct and disciplinary actions taken against students or employees who violate that standard (See Page 19).

Prevention of substance abuse is sought in several ways by:

- Promoting accurate information on drug use
- Encouraging healthy use of leisure time through recreation and other activities
- Enhancing skills for dealing with stress and
- Working through campus leaders and influencers to establish a healthy environment

**Wellness Promotion Alcohol and Drug Education and Prevention Initiatives**

NIU’s Wellness Promotion provides informational programs and prevention services for students. These services include:

- Ready availability of NIU Wellness Promotion’s drug and alcohol informational and educational materials during outreach hours.
- Alcohol and Other Drug Education Work Group – a committee of NIU students and staff tasked with ensuring that prevention education initiatives regarding alcohol and other drug education initiatives across campus are evidence-informed, consistent, educational and empowering.
- A year-long social norms media campaign containing a variety of harm reduction messages appear in a variety of print, digital and social media platforms.
- Wellness Promotion staff provides presentations and consultations to classes, student groups and residence hall floor groups. The department also partners with Student Involvement & Leadership Development to offer alcohol misuse education and risk reduction training to fraternities and sororities along with Social Policy Training.
- Bystander intervention education regarding alcohol and other drug use is offered to residence hall students, student organizations and classes.
- Wellness Promotion provides Brief Alcohol Screening and Intervention in College Students (BASICS) to students who violated the Student Code of Conduct.
- Student Health 101, an electronic newsletter sent to all NIU students, publishes articles regarding alcohol and other drugs.
- In partnership with Wellness Promotion, the City of DeKalb Police Department provides TIPS Server Training to NIU’s Greek Community.
- All newly enrolled freshmen and transfer students are required to take AlcoholEdu for College Students online educational module.

Wellness Promotion maintains a website at niu.edu/wellness, whereby students can obtain information on self assessment, services and educational opportunities regarding alcohol and other drugs.

**Other NIU Alcohol and Drug Education and Prevention Initiatives**

- Option to live on alcohol-free residence hall floor.
- Appropriate assessment, treatment, and aftercare services are provided by NIU’s Counseling and Consultation Center and Health Services, as well as referral to off-campus agencies.
- Wellness Promotion partners with Human Resource Services to disseminate the Drug Free Schools and Communities Act policy to all students, faculty and staff on an annual basis.

**How Drug Use Affects Your Health**

Adverse health effects can range from nausea and anxiety to coma and death. There are risks associated with the chronic use of all psychoactive drugs, including alcohol. A pregnant woman who uses alcohol, cigarettes or other drugs exposes her fetus to serious risks, including miscarriage, low birth weight and brain damage.

Substance abuse may involve controlled substances, illegal drugs and alcohol—all of which pose a health risk. When drugs are used in combination with each other, their negative effects on the mind and body are often multiplied beyond the effects of the same drugs taken on their own.

**Alcohol** is the drug most frequently abused on college campuses and in our society. Even small amounts of alcohol significantly impair the judgment and coordination required to drive a car, increasing the chances of having an accident. Consumption of alcohol may be a factor in the incidence of aggressive crimes, including rape and domestic abuse. Moderate to large amounts of alcohol severely impair your ability to learn and remember information. Because alcohol is a depressant, very large amounts can cause respiratory and cardiac failure, resulting in death.
Marijuana impairs short-term memory and comprehension. It can cause confusion, anxiety, lung damage and abnormalities of the hormonal and reproductive system. Hours after the feeling of getting high fades, the effects of the drug on coordination and judgment remain, heightening the risk of driving or performing other complex tasks. Cannabis, a fat-soluble substance, may remain in the body for weeks, and an overdose can cause paranoia, panic attacks or psychiatric problems.

Club Drugs refer to a wide variety of drugs including MDMA (Ecstasy), GHB, rohypnol, ketamine, methamphetamine and LSD, and are often used at raves, dance clubs and bars. No club drug is safe due to variations in purity, potency and concentration, and they can cause serious health problems or death. They have even more serious consequences when mixed with alcohol.

Depressants such as barbiturates, Valium and other benzodiazepines, Quaaludes and other depressants cause disorientation, slurred speech and other behaviors associated with drunkenness. The effects of an overdose of depressants range from shallow breathing, clammy skin, dilated pupils and weak and rapid pulse to coma and death.

Hallucinogens such as LSD, MDA, PCP (angel dust), mescaline and peyote can cause powerful distortions in perception and thinking. Intense and unpredictable emotional reactions can trigger panic attacks or psychotic reaction. An overdose of hallucinogens can cause heart failure, lung failure, coma and death.

Narcotics like heroin, codeine, morphine, methadone and opium cause such negative effects as anxiety, mood swings, nausea, confusion, constipation and respiratory depression. Overdose may lead to convulsions, coma and death. The risk of being infected with HIV/AIDS or other diseases increases significantly if you inject drugs and share needles, and there is a high likelihood of developing a physical and psychological dependence on these drugs.

Stimulants – cocaine, amphetamines and others – can cause agitation, loss of appetite, irregular heartbeat, chronic sleeplessness and hallucinations. Cocaine and crack cocaine are extremely dangerous and psychologically and physically addictive. An overdose can result in seizures and death.

Tobacco, with its active ingredient nicotine, increases heart rate and raises blood pressure. The tar in cigarette smoke is a major cause of cancer and other respiratory problems. Carbon monoxide in cigarette smoke can promote arteriosclerosis, and long-term effects of smoking include emphysema, chronic bronchitis, heart disease and lung cancer.

Alcohol and Drug Use Policy

The Drug-Free Workplace Act of 1988, the Drug-Free Schools and Communities Act of 1989 (see www.hr.niu.edu/policy/PolicyView.cfm?Policy=650 for the DFSCA Policy), and the policies of Northern Illinois University prohibit unlawful manufacture, dispensation, possession, use, sale, and/or distribution of controlled substances and alcohol on property owned, operated or controlled by Northern Illinois University, or in association with any university-related duties or activities. The NIU Department of Police and Public Safety enforces all state drinking laws, including underage drinking and enforces all state and federal drug laws.

The illegal use of controlled substances and abuse of alcohol may cause serious health problems, impair performance and endanger the safety and well being of students, faculty, staff and members of the general public. Because it is readily available and its use is not necessarily illegal, the drug which tends to have the greatest potential for harm to the most people is alcohol. Negative health and social consequences which may occur as a result of the use of alcohol include accidents, assaults (physical or verbal) and other problems related to health and productivity. The use of alcohol by pregnant women, alcoholics and people who are ill or on medication is especially dangerous. In all instances, the university observes relevant state of Illinois laws and regulations pertaining to alcohol.

Local, state and federal laws prohibit the unlawful possession, use, sale or distribution of drugs and alcohol. The courts may impose strict legal sanctions upon an individual who is found to have violated these legal prohibitions. When applicable, available legal sanctions include, but are not limited to: the imposition of fines, imprisonment, forfeiture of property, non-voluntary community service, probation, required
medical or psychiatric treatment, rehabilitation, treatment as approved by the Illinois Department of Human Services Office of Alcoholism and Substance Abuse and restitution. An individual’s status as a university student or employee in no way prevents a court from imposing any of these sanctions. It is also a violation of NIU’s policies for anyone to consume or possess alcohol in any public or private area of campus without prior university approval. Groups or organizations violating alcohol/substance policies or laws may be subject to sanctions by the university. Certain locations on campus are approved to serve alcohol for athletic and catered events. Prohibitions on underage drinking still apply at all such events.

Disciplinary Actions

Northern Illinois University may impose disciplinary sanctions upon any student or employee who is found to be in violation of laws or policies relating to the unlawful possession, use, sale or distribution of drugs and alcohol. For employees, such sanctions may include, without limitation, the following:

- Referral to an educational or rehabilitation program; (employees who are convicted of drug or alcohol-related offenses can be required to demonstrate satisfactory completion of such a program)
- Referral for fitness for duty evaluation
- Employee discipline (including suspension or dismissal) pursuant to provisions of the NIU Board of Trustees Regulations, NIU Constitution and By-Laws, NIU personnel policies, or those of the State Universities Civil Service System;
- Referral for criminal prosecution
- Additional procedures pertain to employees in designated positions subject to the Federal Department of Transportation Alcohol and Drug Testing Program regulations
- Students are subject to applicable sanctions listed in the preceding paragraph, and additionally without limitation, the following:
  - Student referral for action under the Student Code of Conduct (including the possibility of expulsion or suspension)
  - Referral for action under policies relating to residence halls
  - Referral to Wellness Promotion for BASICS (Brief Alcohol Screening and Intervention in College Students)

Drug or Alcohol Convictions in the Work Place

In addition to the measures outlined above, as a condition of employment, an employee directly engaged in work pursuant to a federal grant or contract must abide by the terms of this policy, and must notify the university no later than five days after any criminal drug statute conviction if the conviction is based occurred upon property owned, operated or controlled by the university. Each employee engaged in the performance of a federal grant or contract shall be given a copy of this policy notification. The university will notify the granting or contracting agency within ten days after receiving notice from a covered employee or otherwise receiving actual notice of such convictions.

The university encourages any students and employees who have a problem with the use of drugs or alcohol to seek professional advice and treatment. The university provides or can assist in arranging education, assessment, counseling, intervention, treatment, rehabilitation and aftercare. Some of these services may be without charge and the cost of others may be partially paid by student or employee health insurance programs. Students may obtain further information on any of these support services from Wellness Promotion (815-753-9755 or niu.edu/wellness) or the Counseling & Consultation Services (815-753-1206). Faculty and staff should contact the Employee Assistance Program (815-753-9191) for information and assistance. In addition, there are numerous community agencies including Alcoholics Anonymous (800-452-7990), the Ben Gordon Center (815-756-4875) and various private clinics and counselors listed in the yellow pages under Alcohol Abuse and Addiction.

Drug And Alcohol Use: Illinois Law

In Illinois, it is against the law to sell or deliver alcohol to anyone under 21 (twenty-one), or to any intoxicated person [235 ILCS 5/6-16]. Violations can result in fines of up to $1,000 and one year in jail. It is also illegal for a person under 21 to present false identification in an attempt to purchase alcohol. On-campus violations are strictly enforced by The NIU Department of Police and Public Safety, and additional penalties may be imposed:
• The Secretary of State is authorized to suspend or revoke without a hearing the driver's license or instruction permit of a person under 21 who has purchased or attempted to purchase alcohol from a duly licensed establishment or who has consumed alcohol on licensed premises.

• Local liquor commissioners have the duty to report to the Secretary of State any conviction for a violation of the Liquor Control Act, or a similar provision of a local ordinance, prohibiting a person under 21 from purchasing, accepting, possessing or consuming alcohol and prohibiting the transfer or alteration of identification cards, the use of the identification card of another or a false or forged identification card or the use of false information to obtain an identification card.

• The Secretary of State is authorized to suspend or revoke the driver's license or learner's permit of any person convicted of violating any of the prohibitions listed above or similar provisions of local ordinances.

Substantial penalties exist in Illinois for the operation of a motor vehicle by a driver with a blood or breath alcohol concentration of .08 or greater. Arrests are also possible at lower alcohol levels if driving is impaired. The first offense can result in a $1,000 fine, incarceration for up to one year and suspension or revocation of the offender’s driver’s license. Subsequent offenses entail penalties of significantly greater severity. Transporting open alcohol containers in a motor vehicle is also punishable under Illinois law.

Possession and delivery of illicit drugs are prohibited in Illinois through the Cannabis Control Act [740 ILCS 40/0.01 et seq.] and the Controlled Substances Act [720 ILCS 570/100 et seq. and 720 ILCS 570/401 et seq.]. Penalties vary with the amount of the drug confiscated; the type of drug found; the number of previous offenses by the individual; and whether the individual intended to manufacture, sell, or use the drug. A first-time conviction of possession of a controlled substance can result in a one- to three-year prison sentence, plus a fine of up to $15,000. More severe penalties may be imposed for conviction of class 2, 3 or 4 felonies involving manufacture or delivery to a minor. Vehicles used with knowledge of the owner in the commission of any offense prohibited by the Cannabis Control Act or Controlled Substances Act can be seized by the government, and all ownership rights are forfeited.

Drug And Alcohol Use: Federal Law

Under federal sentencing guidelines, federal courts can sentence simple-possession first offenders to one year in prison and a $100,000 fine. Penalties for subsequent convictions are significantly greater [21 U.S.C. 844(a)]. A sentence of life imprisonment can result from a conviction for possession of a controlled substance that results in death or bodily injury. Possession of more than five grams of cocaine can trigger an intent-to-distribute penalty of 10 to 16 years in prison [U.S.S.G.S. 2D2.1(b)(1)].

Sex Offender Registration

The Federal Campus Sex Crimes Prevention Act requires Northern Illinois University to inform the campus community where to find information on registered sex offenders. Illinois law requires sex offenders to register with their local police or sheriff, which places their names in a state-wide database. The State of Illinois Registered Sex Offenders database can be accessed at isp.state.il.us/sor.

If you need more information, contact your local law enforcement (police or sheriff) office or contact the NIU Department of Police and Public Safety at 815-753-1212, or on-line at niu.edu/publicsafety.

Effective January 1, 2012, the Sex Offender Registration Act (Public Act 97-0155) mandated any sex offender or sexual predator employed at or attending an institution of higher education register (within three days of beginning school or employment) with NIU Police. If you have questions about sex offender registration, please contact The NIU Department of Police and Public Safety at 815-753-1212.

Wellness Promotion Sexual Misconduct / Violence Prevention Education

NIU’s NIU’s Wellness Promotion provided informational programs and prevention education for students. These initiatives include:

• Per state mandate in Public Act 095-0764, a special email message is sent to all first-time students, containing URLs to NIU’s Advocacy Services, Wellness Promotion, NIU’s Department of Police and Public Safety and the Illinois Coalition Against Sexual Assault.

• Wellness Promotion maintains a comprehensive website at niu.edu/wellness. Students can obtain information on services for and educational opportunities regarding sexual assault, dating and domestic violence and stalking.

• Wellness Promotion staff and Pause Off! peer educators provides presentations and consultations to classes, student groups and residence hall floor groups.

• Wellness Promotion partners with DeKalb’s Safe Passage (community rape crisis center), NIU’s Advocacy Services and NIU’s Women’s Rights Alliance (among many other departments) in presenting campus-wide, capacity-building events such as Take Back the Night, the White Ribbon Campaign, Domestic Violence Awareness Month and Sexual Assault Awareness Month.

• Educational materials are available to all Community Advisors in Residence Life and during Wellness Promotion’s service counter hours.

• All newly enrolled freshmen and transfer students are required to take Haven–Understanding Sexual Assault online educational module

• Bystander intervention education regarding relationship violence prevention is offered to residence hall
Reporting Options for Sexual Misconduct

The University does not discriminate on the basis of sex or gender in any phase of its educational or employment programs; the University is required by Title IX and other laws to not discriminate. If the University knows or reasonably should know of possible sexual misconduct, a thorough, impartial, and confidential investigation will be conducted as promptly as possible to determine if there has been a violation of NIU’s Title IX Policy. Sexual misconduct includes sexual harassment, sexual assault, dating violence, domestic violence, and stalking.

Victims are not required to file a complaint but are encouraged to do so. Regardless if a victim chooses to report sexual misconduct, reasonable available accommodations or protective measures will be provided to the victim upon request.

File a Title IX Complaint

In addition to or instead of filing a criminal complaint, students who feel they have been a victim of sexual misconduct have the right to file a complaint with the University at any time, even if the police concluded there is not sufficient evidence for a criminal charge.

A complaint of this nature against a student, employee, or other person connected to NIU may be filed with Karen L. Baker, Title IX Coordinator, by calling 815-753-6017 or emailing klbaker@niu.edu.

Victim’s Bill of Rights

- Be informed of all reporting options.
- Be free from pressure to make a criminal report.
- Have any allegations of sexual misconduct, including sexual assault, harassment, domestic violence, dating violence and stalking, investigated and adjudicated by the appropriate campus, criminal and/or civil authorities.
- Be notified of existing campus and community medical services, victim advocacy, legal assistance, visa and immigration support, student financial aid assistance, order of protection support, counseling and mental health services, whether or not the incident is reported to campus, criminal and/or civil authorities.
- Receive, when required, the full prompt cooperation of campus personnel when obtaining, securing, and preserving evidence.
- Be informed of options for, available assistance in, and how to request changes to academic, living, dining, transportation, and working situations as well as protective measures offered by NIU.

File a Criminal Complaint

Victims of sexual assault may file a criminal complaint by contacting NIU Police & Public Safety at 815-753-1212 or in person at 375 Wirtz Drive. Victims may also call the DeKalb Police Department at 815-748-8400.

File an Anonymous/Confidential Complaint

Victims, third-parties, or bystanders may also file an anonymous/confidential complaint where disclosure of the sexual misconduct does not trigger an official investigation and the victim can still receive medical treatment, advocacy services, legal assistance, and counseling. Conversations with a confidential resource are privileged communications and are not disclosed to others, including law enforcement or university officials.

To speak with a confidential resource, contact the NIU Advocacy Coordinator, Counseling & Consultation Services, at 815-753-1206.

Questions regarding the Title IX Policy, process and/or complaint procedures may be referred to: Karen L. Baker, Associate Vice President and Title IX Coordinator, 815-753-6017, klbaker@niu.edu.

Questions may also be referred to the Office of Civil Rights by contacting OCR.Chicago@ed.gov.

What to Do if You are a Victim Of Sexual Assault

- **Get to a Safe Place**
- **Talk to Someone You Trust**
  NIU Counseling & Consultation Services provides confidential, no-cost support and advocacy to all students regardless of their sex, sexual orientation, gender identity, or gender expression. This includes assistance navigating resources and legal options.
- **Preserve Physical Evidence**
  Physical evidence may be necessary to prosecute the offender and be helpful in obtaining an order of protection. If at all possible, do not bathe, wash your hands, use the restroom, drink, smoke, change clothing, or brush your teeth following an assault.
- **Seek Medical Attention**
  Kishwaukee Hospital can provide medical services and evidence collection. Alternative medical services are also provided on campus by NIU Health Services. **FOR SEVERE INJURIES CALL 9-1-1 IMMEDIATELY.**
- **Report the Incident**
  Victims are encouraged to report incidents of sexual assault to NIU Police & Public Safety or to the DeKalb Police Department. This is not a requirement. Students have additional reporting options that can be discussed with the NIU Advocacy Coordinator in Counseling & Consultation Services, Campus Life 200, 815-753-1206. Retaliation against anyone who reports sexual misconduct is strictly prohibited. Reports of retaliatory behavior will be addressed immediately.
students, student organizations and classes.

• A year-long social marketing campaign containing educational bystander intervention messages appears in a variety of print, digital and social media platforms.

• Advocacy Services at Counseling & Consultation Services is available to current NIU students who have been impacted directly and indirectly by sexual assault, domestic violence, dating violence, and stalking. Advocacy Services collaborates with many university departments and off-campus agencies, and coordinates and provides assistance and support to students as they explore options regarding reporting and seeking support services. Services are confidential, free, and individualized to assist students in coordinating services to fit their individual needs. These services may include educating survivors on victimization, protective orders and available resources, assisting survivors file protective orders, referrals for counseling, academic advocacy and support, residence hall room changes, and support at administrative meetings. Students are not required to participate in counseling in order to receive advocacy assistance.

• The university’s Division of Marketing and Communications, Intercollegiate Athletics and the NIU Student Association partners to produce a series of television public services announcements for the It’s On Us campaign. The It’s On Us PSAs are in continuous rotation on Channel 20.1 of the university’s cable television system, campus dynamic (digital) signage assets and the NIU YouTube channel. The PSAs display during every NIU home football and men’s and women’s basketball games.

Abuse And Neglect Reporting

Illinois Public Act 97-011 was signed into law with an immediate effective date on June 27, 2012. The Abused and Neglected Child Reporting Act was amended to include institutions of higher education personnel, athletic program or facility personnel requiring a duty to report when they have “reasonable cause to believe a child known to them in their professional or official capacity may be an abused or neglected child...” The DCFS Hotline is 1-800-25ABUSE (22873). If you have questions regarding these requirements you can contact NIUPD at 815-753-1212 for assistance. NIU began to develop and implement this legislation immediately. NIU will inform all personnel of the duty to report, the method of making the reports and the subsequent procedures that will be followed after a report has been made. The information will be communicated to employees and posted on the university’s compliance administration website at niu.edu/compliance.

Paper-based and online training will be implemented for all new hires and rehires to the university. Training confirmation will be required before payroll processing can occur. For current employees, required compliance training sessions will include training on mandatory reporting, Title IX and sexual assault prevention.

Results of Disciplinary Proceedings

Appropriate legal, disciplinary or remedial actions may be taken against any persons or groups alleged to have or found to be responsible for engaging in crimes of interpersonal violence, to include rape, acquaintance rape or other forcible or non-forcible sex offenses. The accuser and the accused are entitled to the same opportunities to have others present during a disciplinary proceeding, and the accuser and accused shall be informed of the outcome of any institutional disciplinary proceeding alleging a sex offense or crime of violence (as that term is defined Appendix A to Part 99 Title 34, United States Code of Federal Regulations). If the alleged victim is deceased as a result of the crime or offense, the university will, upon written request, provide the results of the disciplinary hearing to the victim’s next of kin.
Read this Report Online

The full text of this 2015 Annual Safety and Security Report is available online at niu.edu/clery.
Letter from the Chief of Police

Thank you for taking the time to review the Northern Illinois University (NIU) Annual Security Report (ASR). The ASR is provided to you in compliance with the Jeanne Clery Disclosure of Campus Security Policy, the Campus Crime Statistics Act, and the Violence Against Women Act (VAWA). This report contains information about the crimes reported to the NIU Department of Police and Public Safety and is a part of an ongoing effort to inform you about the safety and security programs and services available to you while at NIU.

The NIU Department of Police and Public Safety is a full-service police agency dedicated to excellence in service in support of the advancement of knowledge and student-career and life success. Our primary goal is to ensure a safe and secure educational and working environment for students, faculty, staff, and visitors.

NIU police work closely with the City of DeKalb police and other law enforcement agencies to proactively reduce crime and address quality of life issues in our community. We take crimes committed against our community members very seriously and actively investigate crimes reported on our campus. Our staff treat all citizens with dignity and respect while providing fair and impartial police and public safety services to the campus community.

NIU Police and Public Safety fosters a shared responsibility in keeping our campus and city safe. Please consider participating in our crime prevention and awareness educational programs. We encourage everyone to report suspicious behavior and illegal acts to NIU Police and Public Safety. By working together in keeping our campus and city safe we can ensure your experience at NIU is both enjoyable and memorable.

Go Huskies!

Thomas R. Phillips, Sr.
Chief of Police and Public Safety
# Clery Act Crime Statistics

**Criminal Offenses—NIU DeKalb**

<table>
<thead>
<tr>
<th>Type of offense</th>
<th>Year</th>
<th>On campus²</th>
<th>Residence facilities³</th>
<th>Non-campus⁴</th>
<th>Public property⁵</th>
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</table>

**Hate crimes**

Note: In 2012, there was one vandalism hate crime involving sexual orientation bias in the on campus and residential facility categories. There were no reported hate crimes for 2013 or 2014.

Unfounded Crimes:
The following crimes were unfounded after a police investigation in 2014:
- Sexual Assault 2; Robbery 1; Motor Vehicle Theft 2; Burglary 1

NIU provided these statistics in conjunction with the DeKalb City Police, DeKalb County Sheriff’s Office and the Illinois State Police. Various local police departments in areas of off-site classes also provided statistics for non-campus property. The DeKalb Fire Department provided arson-related statistics.
## Arrests and Student Conduct Referrals—NIU DeKalb

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<tr>
<th>Type of offense</th>
<th>Year</th>
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<th>Residence facilities</th>
<th>Non-campus</th>
<th>Public property</th>
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In 2014, there were no unfounded crimes in the above listed categories.

NIU provided these statistics in conjunction with the DeKalb City Police, DeKalb County Sheriff’s Office and the Illinois State Police. Various local police departments in areas of off-site classes also provided statistics for non-campus property.

### Clery Geography

**On-Campus** – means all property, including on-campus housing facilities, owned or controlled by an institution within the same reasonably contiguous geographical area and used by the institution in direct support of, or in a manner related to, institutional educational purposes, including residence halls; and any building or property within the same reasonably contiguous geographic area of the institution that is owned by the institution but controlled by another person, is used by students and supports institutional purposes (such as a food or other retail vendor).

**On Campus Student Housing Facilities** – means property owned or controlled by the institution used to provide housing for the institution's students.

**Non-Campus** – means any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is being used in direct support of, or in relation to, the institution's educational purposes, is frequented by students and is not within the same reasonably contiguous geographic area of the institution.

**Note:** Greek houses are considered non-campus, however, for reporting purposes they are reported in the statistics provided by the City of DeKalb and the NIU Department of Police and Public Safety.

**Public Property** – means all public property, including thoroughfares, streets, sidewalks and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus. The Clery Act does not require disclosure of crime statistics for public property that surrounds non-campus buildings or property.
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In 2014, there were no unfounded crimes in the above listed categories.
### Arrests and Student Conduct Referrals—NIU Naperville

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NIU provided these statistics in conjunction with the City of Naperville Police Department.

In 2014, there were no unfounded crimes in the above listed categories.
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**NOTE:** There were no reported hate crimes for 2012, 2013 and 2014.

In 2014, there were no unfounded crimes in the above listed categories.
## Arrests and Student Conduct Referrals—NIU Hoffman Estates

NIU provided these statistics in conjunction with the City of Hoffman Estates Police Department.

In 2014, there were no unfounded crimes in the above listed categories.

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NOTE: There were no reported hate crimes for 2012, 2013 and 2014.

In 2014, there were no unfounded crimes in the above listed categories.
Arrests and Student Conduct Referrals—NIU Rockford

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NIU provided these statistics in conjunction with the City of Rockford Police Department.

In 2014, there were no unfounded crimes in the above listed categories.
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NOTE: There were no reported hate crimes for 2012, 2013 and 2014.

In 2014, there were no unfounded crimes in the above listed categories.
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NIU provided these statistics in conjunction with the Ogle County Sheriff’s Office.

In 2014, there were no unfounded crimes in the above listed categories.

### Policy Updates

The following university compliance policies have been updated and/or are available on the Human Resource Services and/or the Compliance Administration website.

**Americans with Disabilities Act**
www.hr.niu.edu/policy/PolicyView.cfm?Policy=680

**Title IX**
www.hr.niu.edu/policy/PolicyView.cfm?Policy=670

**Non-discrimination/Harassment Policy and Compliance Procedures**
www.niu.edu/go/nondiscrimination

**Workplace Violence Prevention**
www.hr.niu.edu/policy/PolicyView.cfm?Policy=310

### Annual Fire Safety Report

The Environmental Health and Safety Department (EHSD), located in the Dorland Building, Room 200, 180 Stadium Drive in DeKalb, compiles and maintains a fire safety log and report in compliance with the Higher Education Opportunity Act. The EHSD has developed the University’s Annual Fire Safety Report for 2015. A PDF of this report can be found at www.niu.edu/ehs/health-safety/fire/index.shtml
Classifying Crime Statistics

The statistics on the preceding pages are published in accordance with the standards and guidelines used by the Federal Bureau of Investigation Uniform Crime Reporting Handbook and the Clery Act.

The number of victims involved in a particular incident is indicated for the following crime classifications: murder/non-negligent manslaughter, negligent manslaughter, forcible and non-forcible sex offenses and aggravated assault. For example, if an aggravated assault occurs and there are three victims, this would be counted as three aggravated assaults in the crime statistics chart.

The number of incidents involving a particular offense is indicated for the following crime categories (includes one offense per distinct operation): robbery, burglary, larceny and arson. For example, if five students are walking across campus together and they are robbed, this would count as one instance of robbery in the crime statistics chart.

In cases of motor vehicle theft, each vehicle stolen is counted.

In cases involving liquor law, drug law and illegal weapons violations, each person who was arrested is indicated in the arrest statistics. If an arrest includes offenses for multiple liquor or drug law violations, it is only counted as a drug law violation since it is the more egregious offense.

The statistics captured under the “Referred for Disciplinary Action” section for liquor law, drug law, and illegal weapons violations indicate the number of people who are referred to the Student Conduct system and found responsible for violating those specific laws. Being found responsible includes a referral that resulted in disciplinary action being initiated by the judicial system and a record of the action being kept on file.

Statistics for hate crimes are counted in each specific Clery–reportable crime category and therefore are part of the overall statistics reported for each year. The only exception to this is the addition of a bias-motivated simple assault resulting in bodily injury; the law requires that this statistic be reported as a hate crime even though there is no requirement to report the crime in any other area of the compliance document.
Definitions of Reportable Crimes and Other Associated Terms

Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Negligent Manslaughter: The killing of another person through gross negligence.

Sexual Assault: Any nonconsensual sexual act proscribed by Federal or Illinois law, including when the victim lacks capacity to consent. An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s UCR program. (42 U.S. Code Section 13925 (a)(29))

Sex Offenses: Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

- Rape—The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- Fondling—The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- Incest—Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory Rape—Sexual intercourse with a person under the statutory age of consent.

Domestic Violence:

1. A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; (42 U.S. Code Section 13925 (a)(8)); or
2. Physical abuse, harassment, intimidation of a dependent, interference with personal liberty or willful deprivation of a family or household member, which includes 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, and persons who share or allegedly share a blood relationship through a child. (725 ILCS 5/112A-3; 750 ILCS 60/103).

Dating Violence:

1. Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence. Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting (42 U.S. Code Section 13925 (a)(9)and(10)); or
2. Threatening to use physical, mental, or emotional abuse to control another person who is in a dating relationship with the person (See 105 ILCS 110/3.10).
3. The existence of a dating relationship in 1 or 2 above shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Stalking:

1. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (A) fear for the person’s safety or the safety of others; or (B) suffer substantial emotional distress. For the purposes of this definition: (i) Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property; (ii) Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim; (iii) Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling; (iv) Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting (42 U.S. Code Section 13925 (a)(30)) or
2. (A) Knowingly and without lawful justification, on at least 2 separate occasions, following another person or placing the person under surveillance or any combination thereof and (i) at any time transmitting 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 (ii) 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; or (B) when, having been previously convicted of
stalking another person, knowingly and without lawful justification on one occasion, (i) follows that same person or places that same person under surveillance; and (ii) transmits a threat of immediate or future bodily harm, sexual assault, confinement or restraint to that person or a family member of that person. (720 ILCS 5/12-7.3).
3. Stalking may be accomplished by physical act or electronic means, such as computer or cell phone.

Robbery: The taking or attempting to take anything of value from the care, custody or control of a person or persons by force or threat of force, violence and/or causing the victim fear.

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.

Burglary: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or a felony, breaking and entering with intent to commit a larceny, housebreaking, safecracking and all attempts to commit any of the aforementioned.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including joy riding.)

Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling, house, public building, motor vehicle or aircraft, personal property, etc.

Liquor Law Violations: The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

Drug Abuse Violations: Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine), marijuana, synthetic narcotics (Demerol, methadone) and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Illegal Weapons Law Possession: The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.

Clery reportable offense crime definitions are taken from the FBI Uniform Crime Reporting Handbook.

Awareness programs: Community-wide or audience specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration.

Bystander intervention: Safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking.

Bystander intervention includes:
- Recognizing situations of potential harm
- Understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking actions to intervene

Ongoing prevention and awareness campaigns:
Programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution.

Primary prevention programs: Programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe direction.

Risk reduction: Options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

Prompt, fair, and impartial proceeding: A proceeding that is completed within reasonably prompt timeframes designated by an institution’s policy, including a process that allows for the extension of timeframes for good cause and 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 accused;
- Includes timely notice of meetings at which the accuser or accused, or both, may be present; and
- Provides timely and equal access to the accuser,
the accused, and appropriate officials to any information that will be used during informal and formal disciplinary meetings and hearings; and

- Are conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused
- Are conducted by officials who, at a minimum, receive annual training on the issues relating to dating violence, domestic violence, sexual assault, and stalking and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability

Advisor: Any individual who provides the accuser or accused support, guidance, or advice

Programs to prevent dating violence, domestic violence, sexual assault, and stalking: Comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking that:

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness, or outcome; and consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Programs to prevent dating violence, domestic violence, sexual assault, and stalking include both primary prevention and awareness programs directed at incoming students and new employees and ongoing prevention and awareness campaigns directed at students and employees.

Proceeding: All activities related to a non-criminal resolution of an institutional disciplinary complaint, including, but not limited to, fact finding investigations, formal or informal meetings, and hearings. Proceeding does not include communications and meetings between officials and victims concerning accommodations or protective measures to be provided to a victim.

Result: Any initial, interim, and final decision by any official or entity authorized to resolve disciplinary matters within the institution

The result must include any sanctions imposed by the institution.

Unfounded Crimes: An institution may withhold, or subsequently remove, a reported crime from its crime statistics in the rare situations where sworn or commissioned law enforcement personnel have fully investigated the reported crime and, based on the results of this full investigation and evidence, have made a formal determination that the crime report is false or baseless and therefore “unfounded.” Only sworn or commissioned law enforcement personnel may “unfound” a crime report for purposes of reporting under this section. The recovery of stolen property, the low value of stolen property, the refusal of the victim to cooperate with the prosecution, and the failure to make an arrest do not “unfound” a crime report.

Hate Crime Definitions

Hate Crimes: A criminal offense committed against a person or property which is motivated, in whole or part, by the offender’s bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, gender identity, religion, disability, sexual orientation or ethnicity/national origin.

NIU is required to report statistics for bias-related (hate) crimes by the type of bias as defined below for the following classifications: murder/non-negligent manslaughter, sex offenses (forcible and non-forcible), robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny-theft, simple assault, intimidation and destruction/damage/vandalism of property.

Larceny-Theft: The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another. Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness.

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property: To willfully or maliciously destroy, damage, deface or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

If a hate crime occurs where there is an incident involving intimidation, destruction/damage/vandalism of property, larceny-theft or simple assault, the law requires that the statistic be reported as a hate crime even though there is no requirement to report the crime classification in any other area of the compliance document.
I. PURPOSE

The mission of Northern Illinois University (NIU) is the mission of the University is to promote excellence and engagement in teaching and learning, research and scholarship, creativity and artistry, and outreach and service. The University is a community of those whose varied functions, responsibilities, and contributions are supportive of the instructional, research, and service mission of the institution. Civil and professional interactions among all faculty, staff and students are essential to support that mission in an effective, efficient, and ethical manner.

Pursuant to this mission of excellence, it is therefore crucial for the University to ensure that all members of its community, including guests and visitors, have the right to learn and work in the safest possible community and environment, and to be free from all forms of sex discrimination. Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq. provides in part, that no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

II. POLICY

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq. provides in part:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Northern Illinois University has jurisdiction over all Title IX complaints of sexual misconduct occurring at NIU.

Notice of Non-Discrimination

Academic and employment decisions based upon sex or gender and/or acts of sexual misconduct are forms of illegal sex discrimination under Title IX, additional federal and state laws, and are prohibited under this and other policies of Northern Illinois University. The University does not discriminate on the basis of sex, gender or gender identity in any phase of its educational or employment programs; the University is required by Title IX and other applicable laws to not so discriminate.

The University will not tolerate sex discrimination in the form of sexual misconduct. If the University knows or reasonably should know of possible sexual misconduct, a thorough, impartial, and confidential investigation will be conducted in as prompt a manner as possible to determine if there has been a violation of this Policy. If, as a result of that investigation, it is determined that any act of sexual misconduct has occurred, appropriate discipline will be imposed, and the University will take the necessary steps to address and stop the sexual misconduct, prevent its recurrence, and remedy its effects.

Retaliation Prohibited

Retaliation against any individual who opposes what they believe to be discrimination on the basis of sex, gender, gender identity or in the form of sexual misconduct is prohibited by this Policy. Any person who is found to have retaliated against another for making a Complaint of sexual misconduct under Title IX, being a witness for purposes of any such investigation, or being otherwise involved in the complaint and/or investigatory process (including the Respondent), will be subject to discipline, up to and including termination or expulsion, depending on the circumstances, even if no responsibility is found for the alleged sexual misconduct. Retaliation should be reported immediately to the Associate Vice President and Title IX Coordinator, Lowden Hall 101, DeKalb, IL 60115 (815) 753-6017, klbaker@niu.edu.

Application of this Policy

This Policy applies to all students, employees, and third parties, regardless of race, color, national origin, ancestry, sex, religion, age, physical and mental disability, marital status, veteran status, sexual orientation, gender identity, gender expression, political affiliation, or any other factor unrelated to professional or educational qualifications, and is in coordination with the Non-Discrimination/Harassment Policy and Complaint Procedures for Employees and Students, which prohibits discrimination at the University. However, this Policy serves,
primarily, as the governing document for Affirmative Action and Equity Compliance (AAEC) to conduct investigations of sexual misconduct involving employees and students.

This Policy also applies to all conduct in any academic, educational, extra-curricular, athletic, or other University program and activity, whether those programs and activities occur in University facilities, on or off campus. Even if the sexual harassment and/or misconduct did not occur in the context of an education program or activity, NIU will consider the effects of the off-campus sexual harassment when evaluating whether there is a hostile environment on campus or in an off-campus education program or activity. Accordingly, the University will investigate all complaints, regardless of where the alleged conduct occurs. Should the University become aware that any contractor, vendor, partner, or other affiliate engages in sexual misconduct, it will take appropriate action, up to and including termination of the business relationship or partnership.

Athletics
Northern Illinois University faculty, staff, and students with questions concerning the application of Title IX to the University’s intercollegiate athletic programs and activities may contact: Debra Boughton, Intercollegiate Athletics, Deputy Title IX Coordinator for Athletics, 1525 W. Lincoln Highway, DeKalb, IL, (815) 753-9541.

Responsible Employee
The University is obligated to address acts of sexual misconduct of which a responsible employee knew or should have known occurred. A “responsible employee” is any employee who:

1. Has the authority to take action to address sexual misconduct;
2. Has been given the duty of reporting incidents of sexual misconduct or any other misconduct by students; or
3. A student could reasonably believe has this authority or duty.

At Northern Illinois University, “responsible employees” include faculty members, administrators (Deans, Department Chairs, Directors, Vice Presidents, etc.), Community Advisors (CAs), Residence Life Administration, Complex Coordinators, Hall Directors, faculty advisors, police officers, building service workers, dining hall employees, and administrative professionals in a supervisory capacity or who have regular interactions with students.

Reporting Obligations
A responsible employee must report to the Title IX Coordinator all relevant details about alleged sexual misconduct that the student or other person has shared and that the University will need to determine what occurred and resolve the situation. This includes the names of the alleged Respondent (if known), the student or other person who experienced the alleged sexual misconduct, others involved in the alleged sexual misconduct, as well as relevant facts, including the date, time, and location of the incident. Additional definitions of terms can be found in a list at the end of this policy. Reports can be made at: http://niu.edu/conduct/Incidentreporting/index.shtml

Before a person reveals information that he or she may wish to keep confidential, a responsible employee should make every effort to ensure that the person understands: (1) the employee’s obligation to report the names of the alleged Respondent and person involved in the alleged sexual misconduct, as well as relevant facts regarding the alleged incident (including date, time, and location of the incident), to the Title IX Coordinator; (2) the person’s option to request that the University maintain confidentiality, which an appropriate committee composed of Title IX Coordinator(s), Title IX Investigator(s), an Advocacy Coordinator from Counseling and Consultation Services and a representative from the NIU Department Police and Public Safety when appropriate may consider; and (3) the person’s ability to share the information confidentially with the confidential resources identified herein.

A responsible employee should provide the following information to a Claimant: (1) the reporting obligations (discussed above) of the responsible employee; (2) Claimant’s option to request confidentiality and available confidential resources, as provided herein; (3) Claimant’s right to file a Title IX Complaint with the University; and (4) Claimant’s right to report a crime to campus or local law enforcement.

Training and Education
All persons involved in implementing a school’s grievance procedures (i.e., Title IX coordinators, others who receive complaints, investigators, and adjudicators) must have training or experience in handling sexual misconduct complaints, and in the operation of the school’s grievance procedures. Such training, should include, but is not limited to, working with and interviewing persons subjected to sexual misconduct, the proper standard of review for sexual misconduct complaints, information on consent, and the ability to consent with the role of drugs and alcohol.

Child Abuse and Neglect
All staff and faculty must report suspected or known child abuse to the Illinois Department of Children and Family Services (DCFS). 325 ILCS 5/4. Accordingly, all employees of NIU must report suspected sexual misconduct perpetrated against those under the age of 18 to DCFS. The DCFS hotline is (800) 252-2873, for additional information: http://www.hr.niu.edu/resources/files/other/DCFS%20Flowchart.pdf

III. TITLE IX COORDINATOR(S)
Questions or concerns regarding Title IX, this Policy, or other aspects of the University’s equal opportunity or affirmative action programs can be directed to Karen L. Baker, Associate Vice President and Title IX Coordinator, Lowden Hall 101, DeKalb, IL, (815) 753-6017, kbaker@niu.edu. Inquiries/questions regarding this policy and/or Title IX may also be referred to Office for Civil Rights, U.S. Department of Education, Citigroup Center, 500 W. Madison Street, Suite 1475, Chicago, IL 60661-4544, (312) 730-1560, OCR.Chicago@ed.gov. Questions and/or concerns may also be referred to the Deputy Title IX Coordinators listed below:

Anne Birberric, Vice Provost, Deputy Title IX Coordinator for Academic Affairs
Altgeld Hall 215, DeKalb, IL 60115,(815) 753-0494, annie@niu.edu.

Debra Boughton, Athletic Associate Director, Business Affairs, Deputy Title IX Coordinator for Athletics
Intercollegiate Athletics, Convocation Center, Room 200D, DeKalb, IL 60115, (815) 753-9541, dboughton1@niu.edu.

Jeanne Meyer, Director, Office of Student Conduct, Deputy Title IX Coordinator for Student Conduct
Office of Student Conduct, Campus Life Building, Room 280, DeKalb, IL 60115, (815) 753-3286, jeanne@niu.edu.

IV. PROCEDURE
Addressing Sexual Misconduct
Any student or employee (other than Responsible Employees) who witnesses and/or experiences what that person believes is a form of sexual misconduct as defined by this Policy is strongly encouraged to (1) file a Title IX Complaint, (2) file a criminal complaint, or (3) file anonymous/confidential complaint as described in this Policy.

This Policy also recognizes the ultimate decision of the victim/survivor not to pursue any formal method of reporting sexual misconduct and/or to seek confidential counseling and assistance in lieu of these formal methods.
**File a Title IX Complaint**

**Who May File a Title IX Complaint**

Any University student, employee, or third party on any NIU campus, or those acting on another’s behalf (for example, Departments, parents, or guardians), may file a Title IX/Sexual Misconduct Complaint to report acts of sexual misconduct in the treatment of students, employees, or third parties. A Title IX/Sexual Misconduct Complaint may also concern retaliation for filing a Complaint or participating in an investigation relating to acts of sexual misconduct. The University expects that all Title IX/Sexual Misconduct complaints will be filed in good faith. All incidents of sexual misconduct will be taken seriously by the University when formally reported, and such incidents will be investigated and properly resolved in accordance with the procedures contained herein.

**How to File a Title IX/Sexual Misconduct Complaint**

A formal Title IX/Sexual Misconduct complaint can be filed utilizing one of the following options:

- **Contact a Title IX Coordinator.** Any Title IX Coordinator may be contacted for an appointment to discuss the nature of the Complaint, during which the employee/student should be prepared to discuss all factual circumstances and information upon which the Title IX/Sexual Misconduct Complaint is based. This includes the names of the alleged Respondent (if known), the student or other person(s) who experienced the alleged sexual misconduct, others involved in or witnesses to the alleged sexual misconduct, as well as relevant facts, including the date, time, and location. The Title IX Coordinator will determine whether a Title IX investigation, further inquiry, follow-up, and/or other resolution methods are warranted.

- **File a Maxient Report.** The employee/student may file a Title IX Complaint by completing the online incident report utilizing the Maxient Reporting system, located through the Office of Student Conduct at: http://niu.edu/conduct/incidentreporting/index.shtml

- **Complete the AAEC Title IX/Sexual Misconduct Complaint form.** The Title IX/Sexual Misconduct complaint that is filed as an incident report and/or formal AAEC complaint, will be forwarded to the Title IX Coordinator, or designee, for review and follow-up.

Additional documents may be submitted with the Title IX/Sexual Misconduct Complaint (e.g., police report, e-mails), but is not required.

**What to Expect if a Title IX/Sexual Misconduct Complaint is filed**

If a formal Title IX/Sexual Misconduct complaint is filed, a preliminary review of the complaint will be conducted by the Title IX Coordinator to determine if there are enough facts, evidence, and/or information to warrant a Title IX investigation, further follow-up, inquiry, and/or resolution. The Title IX Coordinator, or designee, will review the facts of the alleged incident with the Complainant and develop a list of witnesses who can provide information regarding the alleged incident. If necessary, the Title IX Coordinator, or designee, will conduct a meeting with the Claimant in a confidential setting and provide the Claimant with information regarding all available options.

The issue of confidentiality and retaliation will also be discussed with the Complainant and information from Counseling and Consultation Services and/or services that are available within the community will be provided. The Complainant will have an opportunity to discuss the investigation process and ask questions regarding the possible outcomes and next steps within the process. The Complainant will also be provided with information on how to file a police report and information related to confidential counseling and advocacy services. An assessment of whether or not further involvement by the University Police is warranted will also be performed by the Coordinator and/or designee.

**File a Criminal Complaint**

**Who May File a Criminal Complaint**

Any student/employee may file a police report by contacting the NIU Department of Police and Public Safety or the DeKalb Police Department. The NIU Department of Police and Public Safety will forward the report to the Title IX Coordinator or designee, and the procedure outlined below in the Investigation Section will be followed.

Note: a criminal complaint with campus police or the DeKalb Police Department can be filed at any time and is encouraged to occur in cases of sexual violence, including but not limited to incidents of rape, sexual assault, violent sexual stalking, and/or sexual abuse.

**How to File a Criminal Complaint**

A police report may be filed utilizing the contact information listed below:

- **NIU Department of Police and Public Safety** – for incidents that occur on campus.
  - 375 Wirtz Drive
  - DeKalb, IL 60115
  - Emergency: 911
  - Non-Emergency: 815-753-1212
  - Email: niupd@niu.edu
  - www.niu.edu/publicsafety

- **DeKalb Police Department** – for incidents that occur off campus.
  - 700 West Lincoln Highway
  - DeKalb, IL 60115
  - Emergency: 911
  - Non-Emergency: (815) 748-8400
  - Email: dekalb.police@cityofdekalb.com
  - www.cityofdekalb.com/184/POLICE-Department

**What to Expect if a Police Report is Filed**

If you go to the NIU Department of Police and Public Safety, you can expect to meet with a full-time sworn officer to discuss the incident, and an official police report will be generated. The police report is not a complaint to the University and does not obligate you to take any further action.

The police officer will make you aware of services available to you, both on campus and off, and will put you in contact with an Advocacy Coordinator from Counseling and Consultation Services. The police officer may also accompany you to the hospital for evidence gathering, if you wish. Finally, the police officer will notify the Title IX Coordinator that an instance of sexual misconduct has occurred.

If it is a criminal matter, the police will then undertake an initial inquiry into the incident. When enough information is gathered, you may be asked to sign a criminal complaint, also known as filing charges. You do not have to sign a complaint or file charges.

If you do sign the complaint, it will be filed with the circuit clerk, and the DeKalb County State’s Attorney will become involved in the matter. A warrant for the Respondent’s arrest may be issued. Once the DeKalb County State’s Attorney is involved, your continued cooperation in the matter will be between you and the State’s Attorney’s Office.

You may obtain assistance making any report or complaint with any **Title IX Coordinator, Advocacy Coordinator at Counseling and Consultation Services,** (815) 753-1206, or **Safe Passage designee,** (815) 756-5228. See **Confidential Resources** section for more information.

**File an Anonymous/Confidential Complaint**

**Who Can Seek Confidential Counseling and Assistance**

Any employee or student may request that the matter
involving sexual misconduct remain confidential and/or anonymous as defined by this policy. Additionally, any student and/or employee may obtain assistance with filing a Title IX/Sexual Misconduct Complaint, Police Report, and/or information regarding available counseling resources on campus and in the surrounding community.

**What Confidential Resources are Available**
The University and DeKalb community provide confidential resources if you have suffered sexual misconduct. Services include confidential counseling and medical services, if needed. If you desire the act of sexual misconduct be kept completely confidential, but need assistance, you can speak with any of the following persons or offices. These resources will not provide notice to the University of the alleged sexual misconduct, an investigation into the matter will not result, and the matter will remain confidential to the extent permissible at law.

A report or complaint is not necessary to utilize these resources.

**NIU Advocacy Coordinator**
Counseling & Consultation Services
200 Campus Life Building
(815) 753-1206
www.niu.edu/counseling/advocacy

**NIU Health Services**
Wirtz Drive & Lucinda Avenue
(815) 753-1311
www.niu.edu/healthservices

**NIU Office of the Ombudsperson**
601 Holmes Student Center
(815) 753-1414
www.niu.edu/ombuds

**Employee Assistance Program**
700 Holmes Student Center
www.hr.niu.edu/ServiceAreas/EmployeeAssistance

**NIU Psychological Services Center**
Psychology/Math Building 86
(815) 753-0591
www.niu.edu/PSYC/psc

**NIU Couple & Family Therapy Clinic**
Wirtz Hall 146
(815) 753-1684
www.chhs.niu.edu/familytherapyclinic

**Kishwaukee Community Hospital**
One Kishwaukee Hospital Drive
DeKalb, IL 60115
(815) 756-1521
www.kishhealth.org

**Safe Passage, DeKalb**
(815) 758-7922
safepassagedv.org

**Ben Gordon Counseling Center**
12 Health Services Drive
Sycamore, IL 60178
(815) 756-4875
Crisis Line: (866)-242-0111
bengordoncenter.org

**Depression Crisis Hotline**
(630) 482-9696

**Suicide Hotline**
(800) 784-2433

**What to Expect When Confidentiality is Requested**
If a Claimant chooses to remain completely anonymous and utilizes resources listed above, no complaint will be filed. If a Claimant chooses to report an incident to any reporting entity on campus, but requests to remain confidential the Title IX Coordinator will determine if confidentiality should be maintained. Where there is a likelihood of further harm to the Claimant and/or the campus community, confidentiality may be revoked.

When confidentiality of the Claimant is maintained or the Claimant’s identity is unknown, the University’s ability to respond and take appropriate disciplinary action may be impeded. Nevertheless, the University will attempt to provide resources as provided herein and to take steps addressed to remedy the effects of the alleged sexual misconduct and to prevent its recurrence.

Nothing in this provision prohibits the Title IX Coordinator from determining whether or not to maintain the request for confidentiality and/or from consulting with appropriate university officials is warranted by the facts of the case.

**Title IX Investigation Process and Procedures**
The procedures outlined in this document may proceed independently of any other University grievance or disciplinary procedure provided for elsewhere by the University including, but not limited to, Faculty/Staff University Grievance Process, Affirmative Action Complaint Process, Grade Appeal Process, Student Conduct Process, Student Complaint Process, and Collective Bargaining Grievance Processes. The procedures herein will also proceed independent of any police investigation.

If the University knows (through the filing of a Title IX/Sexual Misconduct Complaint) or reasonably should know of possible sexual misconduct, a fair and equitable investigation will be conducted in as prompt a manner as possible to determine if there has been a violation of this Policy.

Where an act in violation of this Policy is undertaken for independently unlawful reasons (for example, because of the Claimant’s race or religion), both bases for violation of University Policy will be investigated and disciplined accordingly.

In all cases, the final decision on whether, how, and to what extent the University will conduct an investigation, and whether other measures will be taken in connection with any allegation of sexual misconduct, rests primarily within the discretion of the Title IX Coordinator, or designee.

**Investigative Procedure and Timeline**
The Title IX/Sexual Misconduct Complaint or report of sexual misconduct will be investigated by the Title IX Investigator(s), generally, in accordance with the following timeline:

**Day 1:** Title IX Complaint or report of sexual misconduct is received by the Title IX Coordinator or designee;

**Day 2-5:** Title IX Coordinator, or designee, determines extent of Title IX investigation (may be with assistance of a Title IX Committee). A preliminary investigation may be necessary, and interim measures may be implemented;

**Day 6-15:** The Title IX Investigator(s) will (1) provide notice to the Respondent of the Complaint/Report; (2) meet with the Claimant (if participating), the Respondent, and any identified witnesses. This Policy and the Procedure will be explained to Claimant and Respondent, and each will have the opportunity to share their version of events and suggest other witnesses during the meeting with the Title IX Investigator(s);
Day 23-28: Claimant and Respondent may provide a rebuttal to information in the preliminary report or suggest additional witnesses;

Day 29-35: The Title IX Investigator(s) will consider additional information provided by Claimant and Respondent, conduct any necessary additional interviews or investigation, and write a final report which contains: (1) conclusions of fact and (2) a finding or findings;

Day 36-38: The Title IX Coordinator, or designee, reviews and approves the final report;

Day 38-40: The Title IX Investigator sends notice of the findings(s) to Claimant and Respondent. Email is deemed an acceptable form of delivery. The Claimant and the Respondent will have five (5) days to appeal the finding(s) contained within the final report to the Executive Vice President and Provost (if the Respondent is an employee) or the Vice President for Student Affairs and Enrollment Management (if the Respondent is a student) and/or designee for review;

Day 41-45: Absent an appeal of the findings by either party, a Resolution Officer will be appointed by the Office of Student Conduct, and will receive a copy of the final report from the Title IX Investigator;

Day 46-55: If an appeal of the findings is submitted, the Executive Vice President and Provost or designee will render a decision with next steps communicated and implemented accordingly;

Day 41-45: The Resolution Officer attempts to resolve the sanction by agreement;

Day 45-55: If no agreement on sanction(s) is reached, the Resolution Officer will impose a sanction by decision on an employee. For students, a hearing officer will impose a sanction by hearing. Notice will be sent to Claimant and Respondent as provided herein. Email is an acceptable method of delivery;

Day 56-61: Five (5) day period to Appeal the finding(s) and/or any sanction imposed by decision/hearing;

Day 62-82: Appeal, if any, is processed.

Interim Measures
The University reserves the right to take whatever interim measures deemed necessary to protect the rights and personal safety of the Claimant, Respondent, and/or community members. Such measures include, but are not limited to, providing a police escort between classes and/or related to the workplace, no-contact orders, modification of class schedules and/or locations, employment and/or living arrangements, and interim suspension/administrative paid leave from campus pending an investigation. The remedies provided in the Remedies section herein are also available as interim measures. The individual receiving an interim measure may appeal the interim measure to the Office of Student Conduct or the Title IX Coordinator.

Voluntary Informal Resolution Mechanisms
If the investigator(s) believe the matter may be resolved by informal means, the investigator(s) may undertake to obtain such a result with the assistance of a third party (mediator or counselor) for as long as both Claimant and Respondent consent to such methods. The Claimant or Respondent may end informal resolution mechanisms and initiate a formal investigation at any point. The University reserves the right to ensure that any resolution is designed to stop problematic behavior. **NOTE** Informal means of resolution are not available in cases of alleged sexual violence.

Investigation Rules
The following rules apply to all Sexual Misconduct Investigations, resulting from the filing of a Sexual Misconduct Complaint as a result of sexual misconduct:

- Any investigation will proceed independent of any criminal or other legal proceedings. Further, the University reserves the right to forward any Sexual Misconduct Complaint to the appropriate law enforcement agency for criminal investigation and/or charges.
- Fairness to all individuals involved with a Sexual Misconduct Complaint is a priority. Both the Claimant and Respondent to a Sexual Misconduct Complaint will be given a copy of these procedures and will have the opportunity to respond to all allegations.
- The Claimant and Respondent may each have another person present at any meeting to provide support. Support persons may act in an advisory capacity only and may not speak on behalf of the party in any proceeding.
- Every Title IX Complaint of sexual misconduct will be investigated to the maximum extent practicable.
- The investigation and the imposition of any sanction will be completed within 45-60 calendar days unless circumstances require a longer time period for completion of the investigation process (to be determined by the Title IX Coordinator or designee).
- Any and all of the procedures outlined in this Policy will proceed regardless of whether the Claimant or Respondent has withdrawn from and/or has otherwise been separated from the University, including the imposition of sanctions related to suspensions (for proven conduct).
- The Claimant and Respondent shall each have access to a meeting with the Title IX Investigator(s) during which: (1) the proceedings under this Policy will be explained; (2) any questions of either party will be answered; and (3) each party will be given the opportunity to provide their version of events.
- The Claimant will receive periodic information on the status of the investigation, including when the Respondent receives notice of the Title IX/Sexual Misconduct Complaint. Email is an acceptable form of delivery.
- Claimant and Respondent shall receive notice of the identity of any investigator(s) or Resolution Officer and shall have the opportunity to challenge each for cause if such challenge is delivered within two (2) business days of such notice.
- The use of alcohol or drugs by Claimant at the time of the incident will be considered for purposes of determining consent or memory only and will not form the basis for independent proceedings or discipline.
- The sexual history or sexual character of Claimant shall not be presented in any investigation or hearing and may be considered as to Respondent only if it establishes a pattern of complaints or behavior.
- At the conclusion of the investigation, the investigator(s) will weigh all evidence received throughout the course of the investigation and will issue findings on the basis of a preponderance of the evidence (i.e., it is more likely than not that an act in violation of this Policy has or has not occurred.)
- If it is determined that a violation of this Policy has occurred, appropriate sanctions will be imposed by the Office of Student Conduct as outlined herein.
- Respondents found to have violated this Policy will be given the opportunity to agree to an appropriate sanction.
of the Office of Student Conduct. The Resolution Officer will
by a Resolution Officer in accordance with the hearing procedures
objects to the proposed agreement, the sanctions will be decided
required by the Sanction by Agreement process, or if the Claimant
agreement and/or fails to appear for the preliminary conference
Sanction by Hearing
will be permitted to appeal the finding(s) or sanction.
If the Respondent accepts the proposed agreement and the
the Respondent and the participating Claimant in a manner
consideration. If a Claimant or a Respondent meets with the
party separately or invite them to submit statements for
circumstances, the Director may ask to meet with each
Sanction by Agreement (students)
The Director of Student Conduct, or designee, will consult with the
consistency, as well as compliance with the University’s
Concerns, the Division Head and/or appropriate University
regarding imposition of corrective action. To ensure fairness
and consistency, as well as compliance with the University’s
Sanction by Decision (for employees and third party Respondents)
The Division Head must review the Final Report of Findings and
regarding the facts of the case, proposed resolution and
and Recommendations, and any written objections to the
Report of Findings will be forwarded to the Office of Student
Sanctions
Upon completion of the investigation, in cases involving student
Respondents, if there is a finding of sexual misconduct, a Final
Report of Findings will be forwarded to the Office of Student
Conduct to determine the appropriate sanction(s). The Title IX
Coordinator reserves the right to schedule individualized training and/or similar educational opportunities, including, but
not limited to, acts of community service, for either party when
there is no finding of sexual misconduct. Both the Claimant and
Respondent will receive a Final Report of Findings simultaneously. Witness(es) will receive a Final Closure Memorandum.
In matters involving an NIU employee or third parties, a Final Report of Findings and Recommendations will be forwarded to the Division Head, or designee, for review and implementation upon their discretion.
Sanction by Agreement (students)
The Director of Student Conduct, or designee, will consult with the participating Claimant, Respondent, Title IX Coordinator (or designee), and other affected parties, as appropriate, to gather input on potential sanctions. Depending on the circumstances, the Director may ask to meet with each party separately or invite them to submit statements for consideration. If a Claimant or a Respondent meets with the Director, they may be accompanied by a Support Person.
The Director will then prepare a proposed resolution agreement between the University and the Respondent, informed by input from the Respondent, the Claimant (if participating), and the University. The proposed agreement will be shared with the Respondent and the participating Claimant in a manner that honors due process and privacy considerations.
If the Respondent accepts the proposed agreement and the Claimant does not object to it, the agreement will become binding, the Respondent will be required to fulfill the sanctions included therein, and neither the Claimant nor the Respondent will be permitted to appeal the finding(s) or sanction.
Sanction by Hearing (for student Respondents only)
If the Respondent is a student and unwilling to enter into an agreement and/or fails to appear for the preliminary conference required by the Sanction by Agreement process, or if the Claimant objects to the proposed agreement, the sanctions will be decided by a Resolution Officer in accordance with the hearing procedures of the Office of Student Conduct. The Resolution Officer will determine appropriate sanctions after a hearing. The Resolution Officer will not modify the findings of the investigative report and will address only what sanctions are appropriate at the hearing. The Resolution Officer’s review will consist solely of (1) reviewing the investigative report, the proposed resolution agreement, and any written objections to the proposed resolution agreement submitted by the Claimant or Respondent; (2) consulting with appropriate University officials, including the Title IX Coordinator or designee; and (3) any witnesses or documents presented by Respondent or a participating Claimant. Witnesses and documents may be presented to the hearing officer as it relates to sanctions only.
The following rules will be followed during any hearing:
• Respondent and a participating Claimant shall receive notice of the identity of the Resolution Officer, and shall have the opportunity to challenge for cause if such challenge is delivered within two (2) academic days of such notice;
• Respondent and a participating Claimant may each have another person present at any hearing to provide support. Support persons may act in an advisory capacity only and may not speak on behalf of the party during the hearing;
• A hearing may be held regardless of whether Respondent or Claimant has withdrawn from the University;
• Claimant is not required to attend any hearing;
• Respondent and Claimant will each receive three (3) academic days’ notice prior to the hearing of the other’s evidence, including witnesses and documents, to be used at said hearing. Failure to provide a witness list and copies of documentary evidence three (3) academic days prior to the hearing may result in the inability to present said witness or evidence;
• All questions directed to the Claimant or Respondent will only be asked by the hearing officer;
• Claimant and Respondent may be allowed to testify or answer questions outside the direct physical presence of the other (e.g. via telephone or behind a screen, etc.); and
• All hearings conducted under this Policy shall be closed to the public.
Sanction by Decision (for employees and third party Respondents)
The Division Head must review the Final Report of Findings and Recommendations to determine the appropriate level of corrective action. The Title IX Coordinator also reserves the right to consult with appropriate University officials regarding imposition of corrective action. To ensure fairness and consistency, as well as compliance with the University’s Title IX obligations, the Division Head and/or appropriate University official, should consult with the Title IX Coordinator (or designee) regarding the facts of the case, proposed resolution and recommendations, and any written objections to the report of findings and recommendations. The Division Head or University Official will then either adopt the proposed resolution agreement or modify the recommendations as needed.
Once a decision has been reached, reviewed and approved by the Title IX Coordinator, or designee, the Division Head will issue a letter to the Respondent and Claimant sharing, in a manner appropriate to honor due process and privacy considerations, the corrective action that will be implemented. Any imposition of corrective action may be appealed in accordance with the Appeals section herein.
Possible Sanctions
Not all forms of sexual misconduct will be deemed to be equally serious offenses, and the University reserves the right to impose different sanctions depending on the severity of the offense and/or offender history.
Any student found responsible for violating this Policy may receive sanctions including, but not limited to, the following:

- Anger Intervention Assessment;
- Abuse Intervention Program;
- Banishment from all NIU property, functions, etc.;
- Community Service to NIU or the DeKalb community;
- Discretionary Sanction-required work assignments, written assignments, service to NIU or other related discretionary assignments;
- Educational Sanctions-includes, but is not limited, to the completion of an educational assignment (e.g., research paper, program presentation, etc.);
- Fines;
- Formal Written Warning;
- Loss of Privileges (e.g., inability to have visitors/guests, etc.);
- No Contact (direct or indirect) with the victim;
- Parental Notification;
- Probation;
- Residence Hall Expulsion;
- Residence Hall Suspension;
- Restitution;
- Revocation of Admission and/or Degree;
- Substance Abuse Assessment;
- Training on Sexual Misconduct;
- University Expulsion;
- University Suspension;
- Withholding Degree;

Any employee found responsible for violating this Policy may receive corrective action including, but not limited to, the following:

- Letter of warning;
- Official Reprimand;
- Referral to a required counseling program;
- Suspension from employment with pay;
- Suspension from employment without pay;
- Termination from employment;
- Training on Sexual Misconduct;
- Community Service;
- Any other sanction deemed appropriate by the Title IX Coordinator.

Any third party (visitor, guest, contractor, subcontractor, vendor, partner, or business affiliate) found responsible for violating this Policy will receive a sanction ranging from a written warning to being banned from any University property, activities, and/or programs, including the termination of any business contract with the University.

**Remedies**

In addition to the interim measures described in this document, the following remedies may be available at the conclusion of an investigation whether or not a Respondent is found to be responsible:

- Providing an effective escort to ensure that the Claimant can move safely between classes and activities;
- Ensuring the Claimant and Respondent do not share classes, extracurricular activities, or work space;
- Moving the Respondent or Claimant (if the Claimant requests to be moved) to a different residence hall;
- Providing comprehensive, holistic victim services including medical, counseling, and academic support services, such as tutoring;
- Arranging for the Claimant to have extra time to complete or re-take a class or withdraw from a class without an academic or financial penalty;
- Reviewing any disciplinary actions taken against the Claimant to see if there is a causal connection between the sexual misconduct and the disciplinary action that Claimant may have received;
- Training or retraining University employees on responsibilities to address allegations of sexual misconduct and how to conduct Title IX Investigations;
- Developing and distributing materials on sexual misconduct;
- Conducting bystander intervention and sexual violence prevention programs with students and employees;
- Issuing policy statements or taking other steps that clearly communicate that the University does not tolerate sexual misconduct and will respond to any incidents and to any student/employee who reports such incidents;
- Conducting, in conjunction with student leaders, a campus climate survey to assess the effectiveness of efforts to ensure that the University is free from sexual misconduct and using that information to inform future proactive steps that the school will take;
- Targeted training for a group of students, if, for example, the sexual misconduct created a hostile environment in a residence hall, fraternity or sorority, or on an athletic team; and
- Any other remedy that the Title IX Coordinator may consider appropriate.

**Appeals**

Sanction(s) will be implemented and in effect during the appeal process.

Appeals may be made only on the following grounds and only within five (5) business days of receipt of the decision regarding sanction(s):

- A material deviation from these procedures affected the outcome of the case;
- New and relevant information is available that was not available, with reasonable diligence and effort, at the time of the investigation that could reasonably affect the investigation finding(s);
- The sanction(s) is/are inappropriate or disproportionate to the determined finding(s); or
- A review of all available and relevant information indicates that the evidence does not clearly support the finding(s) and provides clear and definite support for modifying the original finding(s).

**If the Respondent is an NIU Student**

In cases where the Respondent is a student, the finding(s) and/or sanction(s) may be appealed by either the Claimant or Respondent on the grounds listed above to the Vice President of Student Affairs & Enrollment Management, or designee. The appealing party should submit a copy of the investigator’s decision and/or any sanction to the Vice President within five (5) business days of receipt of the decision regarding sanction(s).

**If the Respondent is an Employee of NIU or a Third Party**

In cases where the Respondent is an employee or third party, the finding(s) of the investigators and/or any sanction(s)/corrective action may be appealed by either the Claimant or Respondent.
VI. DEFINITIONS

- **Active:** consent must take the form of clearly understandable words or actions that reveal one’s expectations and agreement to engage in specific sexual activity. This means that silence, passivity, submission or the lack of verbal or physical resistance (including the lack of a “no”) should not- in and of themselves- be understood as consent. Consent cannot be inferred by an individual’s manner of dress, the giving or acceptance of gifts, the extension or acceptance of an invitation to go to a private room or location, or going on a date.

- **Anonymous Complaint:** is one where the identity of the Claimant is not known.

- **Claimant:** refers to the alleged victim; a person who alleges to have been subjected to any of the conduct prohibited by this Policy and/or person who files a formal complaint.

- **Confidential Complaint:** is one where the name of the Claimant is known, but does not want to file a complaint, pursue an investigation or to have their identity known.

- **Consent:** a clear, unambiguous, informed and voluntary agreement to engage in sexual activity. Consent must be mutually understandable by words or actions (i.e. a reasonable person would consider the words or actions to indicate mutual agreement to engage in the sexual activity). Consent is active and cannot be based on the absence of an affirmative statement or act of denial. Silence or lack of resistance does not constitute consent.

- **Consent to any sexual act or prior consensual sexual activity between or with any party does not in and of itself constitute consent to any other sexual act.

- **Consent may be initially given but withdrawn at any time. Consent cannot be given when a person is incapacitated (including, but not limited to, a person or someone with a physical or mental disability and/or level of intoxication that causes impairment resulting in incapacitation. Consent cannot be given when it is the result of coercion, intimidation, force, or threat of harm. The University prohibits any sexual activity that does not involve the consent of each individual.

- **Consent must be given to engage in the act of sexual activity, and consent should also be given to any person who records or photographs any aspect of the sexual encounter as well as third parties who wish to view the sexual activity either in person or via any electronic equipment, methods, or devices. Any of these acts will be deemed to be sexual exploitation. Sexual exploitation includes, but is not limited to, the following acts:**
  - Sexual voyeurism or allowing others to witness or observe the sexual or intimate activity of another person without that person’s full knowledge and consent;
  - Indecent or lewd exposure or inducing another person to expose themselves when consent is not present;
  - Recording any person engaged in sexual or intimate activity in a private space without that person’s full knowledge and consent, even if the person recording the sexual or intimate activity is also engaged in the consented to sexual activity;
  - Distributing sexual or intimate information, images, or recordings about another person without that person’s full knowledge and consent;
  - Recruiting, harboring, transporting,
providing, or obtaining another person for the purpose of sexual exploitation;

- Inducing incapacitation in another person with the intent to engage in sexual conduct, regardless of whether prohibited sexual conduct actually occurs. The definition of consent does not vary based upon a participant’s sex, sexual orientation, gender identity, or gender expression.

**Dating Violence**: (1) Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence. Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting (42 U.S. Code Section 13925 (a)(8)and(10)); or (2) Threatening to use physical, mental, or emotional abuse to control another person who is in a dating relationship with the person (See 105 ILCS 110/3.10). (3) The existence of a dating relationship in 1 or 2 above shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

**Domestic Violence**: (1): A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred (42 U.S. Code Section 13925 (a)(8)); or (2) Physical abuse, harassment, intimidation of a dependent, interference with personal liberty or willful deprivation of a family or household member, which includes 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, and persons who share or allegedly share a blood relationship through a child. (725 ILCS 5/112A-3; 750 ILCS 60/103).

**Force**: the use of physical violence and/or otherwise physically imposing on another person to gain sexual access. Also includes threats, intimidation, implied threats, and coercion that overcome resistance or produce consent.

**Gender-based Harassment or Discrimination**: acts of a verbal or nonverbal nature or physical aggression, intimidation, or hostility based upon sex/gender or sex/gender-stereotyping (even if those acts do not involve conduct of a sexual nature) that is sufficiently serious to limit or deny the ability to participate in or benefit from the University's programs and activities or the terms and conditions of employment. Example: the repeated sabotaging of female graduate students’ laboratory experiments by male students in the class.

**Incapacitation**: physical or mental impairment due to drugs or alcohol (whether such use is voluntary or involuntary); the lack of consciousness or being asleep; being involuntarily restrained; if any of the parties are under the age of 17, or if an individual otherwise cannot consent. Generally, an incapacitated individual is incapable of recognizing what is occurring and is not able to recognize the nature of sexual activity or the extent of a sexual situation;

**Intoxication**: when alcohol is involved, a person can be incapacitated due to intoxication. Some ways in which a person can be incapacitated as a result of alcohol use may include, but are not limited to, lack of control over physical movements, lack of awareness of circumstances or surroundings, or the inability to communicate for any reason. The individual may experience a blackout state in which they appear to be giving consent but does not actually have conscious awareness or the ability to consent. Therefore, individuals who engage in sexual activity of any kind must be aware of the other person’s level of intoxication;

**Knowingly**: Consent must demonstrate that all individuals understand, are aware of, and agree to the “who” (same partners), “what” (same acts), “where” (same location), “when” (same time), and “how” (the same way and under the same conditions) of the sexual activity.

**Physical and Mental Disability**: “a physical or mental impairment that substantially limits one or more life activities of an individual, such as caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working. This also includes the operation of a major bodily function, including but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.” (Americans with Disabilities Act).

**Proceeding**: all activities related to a non-criminal resolution of an institutional disciplinary complaint, including, but not limited to, fact finding investigations, formal or informal meetings, and hearings. Proceeding does not include communications and meetings between officials and victims concerning accommodations or protective measures to be provided to a victim.

**Rape**: the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

**Resolution Officer**: a representative from the Office of Student Conduct or Human Resource Services who will be appointed to administer sanctions.

**Respondent**: the alleged offender/ accused; a person alleged to have engaged in any of the conduct prohibited by this Policy.

**Responsible Employee**: is any employee who:

- Has the authority to take action to redress sexual violence;
- Has been given the duty of reporting incidents of sexual violence or any other misconduct by students; or
- Anyone a student could reasonably believe has this authority or duty.

**Result**: any initial, interim, and final decision by any official or entity authorized to resolve disciplinary matters within the institution. The result must include any sanctions imposed by the institution.

**Retaliation**: taking any adverse or hostile act, engaging in harassment and/or making an adverse employment/academic decision because an employee/student/third party has opposed violations of this Policy or other unlawful employment/academic practices by filing a complaint, testifying, assisting, or participating in an investigation, proceeding, or hearing. Respondents are also protected from Retaliation.

**Sanction by Agreement**: a proposed resolution
agreement between the University and the Respondent, informed by input from the Respondent, the Claimant (if participating), and the University. There shall be no appeal of a Sanction by Agreement.

- **Sanction by Decision:** (for employees & third parties only), the Resolution Officer will either adopt the proposed resolution agreement and impose the sanctions therein or modify the sanctions as needed.

- **Sanction by Hearing:** (for students only) a hearing officer shall, at the conclusion of a hearing as to sanctions only, impose appropriate sanction(s) as provided herein.

- **Sexual Assault:** (1) any nonconsensual sexual act proscribed by Federal or Illinois law, including when the victim lacks capacity to consent. An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s UCR program. (42 U.S. Code Section 13925 (a)(29))

- **Sex Discrimination:** treating a person differently because of their sex in the terms and conditions of educational programs, activities, and/or employment. Example: A professor requires all male students in a class to do an extra assignment that is not required of female students.

- **Sexual Exploitation:** taking non-consensual or abusive sexual advantage of another for your own benefit.

- **Sexual Harassment:** unwelcome, verbal, or physical conduct of a sexual nature (such as sexual advances or requests for sexual favors) sufficiently serious that it unreasonably interferes with or limits a person’s ability to participate in or benefit from the University’s educational programs, activities, and/or employment. Sexual harassment may be based on a power differential, the creation of a hostile environment (reasonably severe conduct that is sufficiently pervasive to have the purpose or effect of unreasonably interfering with work or educational performance, or creating an intimidating, hostile or offensive working or educational environment) , or retaliation.

The two types of sexual harassment are known as Quid Pro Quo and Hostile Environment. Quid Pro Quo is the Latin term for “this for that” and occurs when there is a demand for a sexual favor in exchange for some employment/academic benefit. Sexual harassment in the form of a hostile work and/or academic environment occurs when the harassing behavior unreasonably interferes with the employee/student work/academic performance and/or creates a hostile, intimidating, or offensive work/academic environment.

In order for the conduct to be considered sexual harassment, the behavior must be:

- Unwanted and/or unwelcome;

- Sexual in nature and/or related to the sex or gender of the employee/student;

- Sufficiently severe or pervasive enough to alter the conditions of the employee/student employment or academic environment (when describing sexual harassment resulting from a hostile work/academic environment).

Examples of sexual harassment include, but are not limited to, the following:

- A professor insists that a student have sex with him/her in exchange for a good grade;

- A student repeatedly sends sexually oriented jokes in an email list they created, even when asked to stop, causing one recipient to avoid the sender on campus and in the residence hall in which they both live;

- A professor demands that students discuss their past sexual experiences, yet the conversation is not in any way germane to the class;

- A staff member repeatedly touches and makes sexually suggestive remarks to a student while the two are waiting at a stop for the school’s shuttle bus, causing the student to walk long distances instead of taking the shuttle bus;

- One instance of rape and/or other acts of Sexual Violence;

Sexual Harassment also includes harassment of a sexual nature directed at gay or lesbian persons that is sufficiently serious to limit or deny the ability to participate in or benefit from the University’s educational and employment programs. Likewise, sexual harassment can occur where Claimant and Respondent are members of the same sex. Example: a male student or a group of male students target a gay student for physical sexual advances.

For purposes of this Policy, stalking may also be a form of sexual harassment. For more information regarding sexual harassment, please consult the Non-Discrimination Policy and Complaint Procedures for Employees and Students.

- **Sexual Misconduct:** one or more acts of sex discrimination, sexual harassment, sexual violence, dating violence, domestic violence, stalking or gender-based harassment or discrimination. Sexual misconduct can occur among, between or to heterosexual, lesbian, gay, bisexual and transgender individuals.

- **Sexual Penetration:** any contact, however slight, between the sex organ or anus of one person by an object, the sex organ, mouth, or anus of another person, or any intrusion, however slight, of any part of the body of one person or of any animal or object into the sex organ or anus of another person. Includes, but not limited to, cunnilingus, fellatio, or anal penetration.

- **Sexual Violence:** nonconsensual sexual acts: physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent (e.g., due to the Claimant’s age, use of drugs or alcohol, or a disability that prevents the Claimant from having the capacity to give consent). Conduct will be deemed sexual violence whether obtained by force or threat of force and whether completed or attempted. Sexual exploitation (taking non-consensual or abusive sexual advantage of another for your own benefit) may also be considered a form of sexual violence, depending on the circumstances. Examples: Rape, Sexual Assault, Sexual Abuse

- **Stalking:** (1) engaging in a course of conduct directed at a specific person that would cause a reasonable person to (A) fear for the person’s safety or the safety of others; or (B) suffer substantial emotional distress. For the purposes of this definition: (i) Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property; (ii) Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim; (iii) Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling; (iv) Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting (42 U.S. Code Section 13925 (a)(30)) or (2) (A) Knowingly and without lawful justification, on at least 2 separate occasions, following another person or placing the person under surveillance or any combination thereof and (i) at any time transmitting 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 (ii) 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; or (B) when, having been previously convicted of stalking another person, knowingly and without lawful justification on one occasion, (i) follows that same person or places that same person under surveillance; and (ii) transmits a threat of immediate or future bodily harm, sexual assault, confinement or restraint to that person or a family member of that person. (720 ILCS 5/12-7.3). (3) Stalking may be accomplished by physical act or electronic means, such as computer or cell phone.

- **Title IX Coordinator:** Karen L. Baker, Lowden Hall 101, DeKalb, IL 60115, (815) 753-6017, kibaker@niu.edu;
- **Voluntary:** Consent must be freely given and cannot be the result of force (violence, physical restraint, or the presence of a weapon), threats (indications of intent to harm, whether direct or indirect), intimidation (extortion, menacing behavior, bullying), coercion (undue pressure) or fraud (misrepresentation or material omission about oneself or the situation in order to gain permission for sexual or intimate activity).

- **Voyeurism:** the condition of one who derives sexual satisfaction from observing the sexual organs or acts of others, generally from a secret vantage point.


2 The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g) is a Federal law that protects the privacy of student education records.

3 This does not prevent the presentation and consideration of evidence regarding whether conduct was welcome or unwelcome.

### Title IX Offenses—NIU DeKalb

<table>
<thead>
<tr>
<th>Type of offense</th>
<th>Year</th>
<th>On campus</th>
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Unfounded Crimes

In 2014, there were 2 stalking crimes that were unfounded after a police investigation.

### Title IX Offenses—NIU Naperville

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Note: 2013 was the first year that Stalking, Domestic Violence and Dating Violence data was collected.
### Title IX Offenses—NIU Hoffman Estates

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Note: 2013 was the first year that Stalking, Domestic Violence and Dating Violence data was collected.
In 2014, there were no unfounded crimes in the above listed categories at the Naperville, Hoffman Estates or Lorado Taft campuses.

### Title IX Offenses—NIU Rockford

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### Title IX Offenses—Lorado Taft Field Campus

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Note: 2013 was the first year that Stalking, Domestic Violence and Dating Violence data was collected.
In 2014, there were no unfounded crimes in the above listed categories at the Naperville, Hoffman Estates or Lorado Taft campuses.
Safety Tips

- Always keep your doors and windows locked. Never leave personal property unattended.
- If possible, let a friend or roommate know where and with whom you’ll be and when you’ll return.
- Trust your instincts! If you feel uncomfortable about someone near you on the street, in an elevator or getting off a bus, head for a populated place or yell for help.
- Use well-lit and busy sidewalks.
- Avoid walking alone or walking near vacant lots, alleys, construction sites and wooded areas. Use the Huskie Safe Line or Huskie Patrol escorts.
- Learn the locations of all call boxes on campus.
- Carry a cell phone, whistle or a personal alarm to alert people that you need help.
- Attend an educational course and learn what can be done to avoid vulnerability to crimes like sexual assault, relationship violence and stalking.
- Try to park in an area that will be well-lit and heavily traveled when you return.
- Lock your car doors and roll up the windows completely, even if you’re only running a quick errand. Do not leave valuables in plain view.
- If you choose to drink, drink legally and responsibly. Remember that your ability to respond is diminished by over-consumption of alcohol.
- Stay alert at all times and call the police immediately to report suspicious activity.
- Follow all rules of the road when driving a car, riding a bike or using other forms of personal transportation such as rollerblades, skateboards or scooters.
- Put ICE (In Case of Emergency) in your cell phone, along with a name and telephone number of a loved one, to enable emergency services personnel to contact your family in the event of an emergency.
- Listening to loud music, wearing headphones or using your cell phone distracts you from being alert to potential safety issues. Unplug yourself and tune in to your immediate environment.
- Utilize crosswalks at all times and obey the signals at intersections when walking. Under Illinois law, as a pedestrian, you DO NOT have the right of way until you establish yourself in the crosswalk. If you are crossing at any location other than a crosswalk, you MUST yield to vehicular traffic.
- When driving, be aware of pedestrians and bicyclists and yield to them when required by law.
- Sign up for NIU Safety Bulletins at niu.edu/emergencyinfo/register.