Saint Anthony College of Nursing

Annual Security Report

2025





SAINT ANTHONY
COLLEGE OF NURSING

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Introduction

Saint Anthony College of Nursing ("the College") is committed to creating and maintaining an atmosphere at the College in which the administration, faculty, students, staff, College Board and volunteers may work, interact and learn free of all forms of harassment, violence, exploitation or intimidation.

Preparation of the Crime Statistics

The Dean of Institutional Effectiveness, Assessment Specialist prepares the crime statistics report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The full text of this report can be located on our web site on the Consumer Information page. This report is prepared in cooperation with the local law enforcement agencies.

Campus crime, arrest and referral statistics include those reported to the designated campus officials (including but not limited to deans, advisors to students, and student organization), and local law enforcement agencies.

Each year, an e-mail notification is made to all enrolled students that provides the web site to access this report. Faculty and staff receive similar notification. Copies of the report may also be obtained through the Dean, Support Services. Potential students are provided a link to the Annual Security Report (ASR) in correspondence that is sent out in response to their inquiry.

CLERY REPORTING GEOGRAPHY DESCRIPTIONS

On Campus

Definition: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls.

For SACN, these locations include:

Main Campus: Health Sciences Center 3301 N. Mulford Road Rockford, IL 61114	Parking Area: Rock Valley College Parking Lots 3B and 4

Non-Campus Buildings or Property

Definition: Any building or property owned or controlled by a student organization that is officially recognized the institution; or Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

For SACN, this includes locations where some BSN and RN-to-BSN courses are offered:

Guilford Square (GS) 698 Featherstone Drive Rockford, IL 61107

Anyone interested in seeing Rock Valley College's ASR may do so at RVC Annual Security Report.



Public Property
Public property includes thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Retrieval of Crime Statistics
The following sources were consulted to compile SACN's crime statistics:

- SACN Supervisor of Support Services
- SACN Dean for Support Services
- Rockford Police Department
- Rock Valley College Campus Police
- OSF Little Company of Mary Security Supervisor



SACN CRIME STATISTICS

Type of Offense	On-Campus			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Criminal Homicide									
Murder/Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Sex Offenses									
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Other Offenses									
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
VAWA Offenses									
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Arrests									
Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Disciplinary Actions									
Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Hate Crimes									
There were no hate crimes reported in 2022, 2023, or 2024.									
Unfounded Crimes									
There were no unfounded crimes in 2024. There was one unfounded crime in 2023 and one unfounded crime in 2025.									

Note. SACN does not have on-campus student housing facilities, so that column is not included in this table.

ISSUING TIMELY WARNINGS

In the event that a situation arises, either on or off campus, that, in the judgment of the President or his/her designee, constitutes an ongoing or continuing threat, a campus wide "timely warning" will be issued. The warning will be issued through the college e-mail and texting system to students, faculty, and staff.

Depending on the particular circumstances of the event, especially in all situations that could pose an immediate threat to the community and individuals, the President or his/her designee may also post a notice on the campus-wide electronic bulletin board on Canvas, providing the college community with more information, as appropriate. The electronic bulletin board is immediately accessible via computer by all faculty, staff and students. Anyone with information warranting a timely warning should report the circumstances to the President's office, by phone (815-282-7900 X27608) or in person at the main campus reception desk (3rd Floor Administration Area).

Saint Anthony College of Nursing has worked with Rock Valley College (RVC) Campus Police develop a Building Emergency Action Plan to coordinate efforts in the event of an emergency. If such an event did occur on the RVC Campus, both SACN and RVC would be responsible for issuing a timely warning to their own set of students. SACN will continue to monitor and address any concerns that occur on our non-campus facilities (Guilford Square).

VOLUNTARY CONFIDENTIAL REPORTING

A student who is a victim of a crime and does not want to pursue action within the College system may still want to consider making a confidential report. With the student's permission, the Associate Dean Support Services can file a report on the details of the incident without revealing the student's identity. The purpose of a confidential report is to comply with the student's wish to keep the matter confidential, while taking steps to ensure the future safety of others. With such information, the College can keep an accurate record of the number of incidents involving students, determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crimes statistics for the institution.

Limited Voluntary Confidential Reporting

The College encourages anyone who is the victim or witness to any crime to promptly report the incident to the police. Because police reports are public records under state law, the College cannot hold reports of crime in confidence.

SECURITY AND ACCESS

Access

Access to the building at Rock Valley College (RVC) is based on the individual community college needs. However, access to specific classrooms, labs and offices at Saint Anthony College of Nursing is based on the College's academic calendar and hours of operation. Offices have key-card access. During off-hours for Guilford Square or the current main campus (on the RVC campus), card or key access is required for entrance.

Security

Security of the main campus is provided by RVC Campus Police. All incidents of suspected criminal activity or security concern should be reported to SACN's Supervisor of Support Services and RVC Campus Policy, as both colleges need to file reports and respond appropriately. In an emergency situation, faculty, staff and students may use the emergency phones that are available throughout the campus, or call 911. Saint Anthony College of Nursing does not have a written Memorandum of Understanding with RVC for security, however, it is part of the lease agreement that RVC provides general maintenance and security for the Health Sciences Center (HSC), which includes SACN's main campus.

RVC Campus police do have arresting authority for action taken on or near the campus. They also assist with enforcement of restraining orders on campus.

Security at the Guilford Square location is handled through the Rockford Police Department. All incidents of suspected criminal activity and/or security concern should be reported to SACN's Supervisor of Support Services. In an emergency situation, faculty, staff and students should call 911.

Maintenance
Building maintenance at the main campus is provided by RVC Plant Operations and Maintenance or OSF Saint Anthony Medical Center Facilities Management, depending on the issue. Anyone with a concern should direct their questions to the reception desk in the administrative area on the third floor. Maintenance at Guilford Square is performed by OSF Saint Anthony Medical Center staff, located at the building. Faculty and staff have access to the appropriate person's phone and pager.

POLICIES AGAINST SEXUAL HARASSMENT (395)

I. INTRODUCTION

Saint Anthony College of Nursing ("The College") is committed to creating and maintaining an atmosphere at the College in which the administration, faculty, students, staff, College Board and volunteers may work, interact and learn in a safe and healthy educational and work environment. At the College, no member of the community is, on the basis of sex, excluded from participation in, denied the benefits of, or subjected to discrimination in any College program or activity. Sexual harassment, including sexual violence, is a form of sex discrimination in that it denies an individual equal access to the College's programs or activities.

The College's policies prohibiting sexual harassment and other sexual misconduct are designed to ensure a safe and non-discriminatory educational and work environment and to meet legal requirements, including: Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in the College's programs or activities; relevant sections of the Violence Against Women Reauthorization Act; Title VII of the Civil Rights Act of 1964, which prohibits discrimination on the basis of sex in employment; and Illinois laws that prohibit discrimination on the basis of sex, sexual orientation, and gender identity in employment and higher education. Further, the College does not tolerate sexual assault, sexual violence, domestic violence, dating violence, or stalking, regardless of whether these acts are based on an individual's sex. Domestic violence, dating violence and stalking are crimes in Illinois and are subject to criminal prosecution.

II. TITLE IX POLICY AGAINST SEXUAL HARASSMENT

This Title IX Policy Against Sexual Harassment (the "Policy") applies to sexual harassment, including sexual assault, dating violence, domestic violence, and stalking that occurs in the context of a College program or activity or in the context of admission or employment. Sexual harassment is a violation of Title IX of the Education Act Amendments of 1972 (and its implementing regulations), which provides, in pertinent 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 . . .*

Sexual harassment also may constitute a violation of other federal, state and local law, including Title VII of the Civil Rights Act of 1964, the Illinois Human Rights Act and the Illinois Preventing Sexual Violence in Higher Education Act. In addition to being illegal, sexual harassment violates the dignity of the individual and the integrity of the College as an institution of learning and all College policies, practices, and procedures are administered in a manner consistent with our Catholic identity.

Academic freedom can exist only when each person is free to pursue ideas in a non-threatening, non-coercive atmosphere of mutual respect. The College is therefore committed to fully investigating and addressing any instances of sexual harassment, sexual assault, domestic or dating violence and stalking of which it receives notice and that occur in the context of a College program or activity. Students found to have engaged in such acts will be subject to disciplinary action, up to and including expulsion. And employees (referred to as "Mission Partners") found to have engaged in such acts will be subject to disciplinary action, up to and including termination. Nothing in this Policy should be construed to abridge academic freedom and inquiry, principles of free speech or the College's educational mission.

Questions about the Application of Title IX may be directed to the College's Title IX Coordinator or the Office of Civil Rights:

Kevin Stephens, Dean Title IX Coordinator
511 NE Greenleaf Street
Peoria, Illinois 61603
Telephone: (309) 655-2291
Email: Kevin.N.Stephens@osfhealthcare.org

Office for Civil Rights
U.S. Department of Education Citigroup Center
500 West Madison Street, Suite 1475
Chicago, Illinois 60661-4544
Telephone: (312) 730-1560
FAX: (312) 730-1576; TDD: 800-877-8339

Email: OCR.Chicago@ed.gov

A. JURISDICTION

This Policy applies to everyone who is a part of the College community, including students, Mission Partners, visitors, volunteers and contractors, regardless of sex. It prohibits harassment occurring on campus, as well as conduct occurring off-campus when the conduct is related to the College's programs or activities and where the College has substantial control over the Prohibited Conduct and the respondent accused of having committed the Prohibited Conduct, as defined in this Policy.

B. NOTE ON TERMINOLOGY

Throughout this Policy, the term "complainant" is often used to denote an individual who is alleged to have been victimized by conduct prohibited under this Policy, including sexual harassment. Likewise, the term "respondent" is, at times, used to denote the individual alleged to have engaged in such prohibited conduct. The use of these terms is consistent with the language of the Violence Against Women Reauthorization Act of 2013 and Title IX, and should not be construed as a pre-judgment as to whether a violation of this Policy occurred. Finally, the term "Mission Partner" is used throughout this Policy and is intended to include all faculty members, administrators, staff and other employees of the College.

C. PROHIBITED CONDUCT

The College prohibits all forms of sexual harassment, including sexual assault, dating violence, domestic violence, and stalking. The following are the definitions of "Prohibited Conduct" under this Policy.[1]

i. Sexual Assault

No person may engage in sexual assault.

"Sexual assault" is actual or attempted sexual contact with another person without that person's *consent*. Sexual assault includes, but is not limited to:

- Intentional touching of another person's intimate parts without that person's *consent*; or
- Other intentional sexual contact with another person without that person's *consent*; or
- Coercing, forcing, or attempting to coerce or force a person to touch another person's intimate parts without that person's *consent*; or
- Penetration, no matter how slight, of (1) the vagina or anus of a person by any body part of another person or by an object, or (2) the mouth of a person by a sex organ of another person, without that person's *consent*.

[1] In view of the Executive Order issued on January 20, 2025 and the U.S. Department of Education's Enforcement Directive issued on February 4, 2025, allegations of harassment based on sexual orientation and/or gender identity are no longer addressed under this Policy and are, instead, prohibited by the College's Interim Other Sexual Misconduct Policy, effective September 10, 2025, in an effort to continue to comply with other governing law, including Title VII of the Civil Rights Act of 1964 and the Illinois Human Rights Act.

"Consent" must be informed, voluntary and mutual, and can be withdrawn at any time. There is no consent when there is force, expressed or implied, or when coercion, intimidation, threat or duress is used. Whether a person has taken advantage of a position of influence over another person may be a factor in determining consent. Silence or absence of resistance does not imply consent. Past consent to sexual activity with another person does not imply ongoing or future consent with that person or consent to that same sexual activity with another person. Evidence of a prior consensual dating relationship between the parties by itself does not imply consent or preclude a finding of sexual misconduct.

If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature or extent of the sexual situation, there is no consent; this includes impairment or incapacitation due to alcohol or drug consumption that meets this standard, or being asleep or unconscious.

ii. **Sexual Exploitation**

No person may engage in sexual exploitation.

"Sexual exploitation" occurs when a person takes sexual advantage of another person for the benefit of anyone other than that person without that person's *consent*. Examples of conduct that could rise to the level of sexual exploitation include:

- Prostituting another person;
- Recording images (e.g., video, photograph) or audio of another person's sexual activity, intimate body parts or nakedness without that person's *consent*;
- Distributing images (e.g., video, photograph) or audio of another person's sexual activity, intimate body parts or nakedness, if the individual distributing the images or audio knows or should have known that the person depicted in the images or audio did not *consent* to such disclosure and objects to such disclosure; and,
- Viewing another person's sexual activity, intimate body parts or nakedness in a place where that person would have a reasonable expectation of privacy, without that person's *consent*, and for the purpose of arousing or gratifying sexual desire.

"Consent" must be informed, voluntary and mutual, and can be withdrawn at any time. There is no consent when there is force, expressed or implied, or when coercion, intimidation, threats or duress is used. Whether a person has taken advantage of a position of influence over another person may be a factor in determining consent. Silence or absence of resistance does not imply consent. Past consent to a particular activity with another person does not imply ongoing or future consent with that person or consent to that same activity with another person. Evidence of a prior consensual dating relationship between the parties by itself does not imply consent or preclude a finding of sexual misconduct.

If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature or extent of the situation, there is no consent; this includes impairment or incapacitation due to alcohol or drug consumption that meets this standard, or being asleep or unconscious.

iii. **Harassment**

No person may engage in *harassment on the basis of sex* that creates a *hostile environment* in any program or activity of this College. No person who is a Mission Partner or agent of this College (including a student employee) may condition a decision or benefit on a student's or Mission Partner's submission to *unwelcome sexual conduct*.

"Sexual harassment" is *unwelcome* conduct of a sexual nature, including, but not limited to, *unwelcome* sexual advances, requests for sexual favors, or other verbal or nonverbal conduct of a sexual nature, including *sexual assault* and *sexual exploitation*. Sexual harassment includes *quid pro quo harassment,* where a Mission Partner or agent of the College (including a student employee) provides or denies an educational aid, benefit or service in connection with unwelcome sexual conduct. Sexual harassment also includes *hostile environment harassment,* when there is conduct on the basis of sex that is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectionably offensive that it effectively denies a person equal access to the College's education program or activity.

Conduct is considered "unwelcome" if the person did not request or invite it and considered the conduct to be undesirable or offensive. Unwelcome conduct may take various forms, including, name-calling, graphic or written statements (including the use of cell phones or the Internet) or other conduct that may be physically threatening, harmful or humiliating. Unwelcome conduct does not have to include intent to harm, be directed at a specific target or involve repeated incidents. Unwelcome conduct can involve persons of the same or opposite sex.

Participation in the conduct or the failure to complain does not always mean that the conduct was welcome. The fact that a person may have welcomed some conduct does not necessarily mean that the person welcomed other conduct. Also, the fact that a person requested or invited conduct on one occasion does not mean that the conduct is welcome on a subsequent occasion.

In determining whether *sexual harassment* has created a hostile environment, the College considers the conduct in question from both a subjective and objective perspective. It will be necessary, but not enough, that the conduct was *unwelcome* to the person to whom the conduct was directed. But, the College will also need to find that a reasonable person in the person's position would have perceived the conduct as so severe, pervasive, and objectionably offensive that it effectively denies a person equal access to the College's education program or activity.

To make the ultimate determination of whether a hostile environment exists for a person or persons, the College considers a variety of factors related to the severity, persistence or pervasiveness of the *sex-based harassment*, including: (1) the type, frequency and duration of the conduct; (2) the identity and relationships of persons involved; (3) the number of individuals involved; (4) the location of the conduct and the context in which it occurred; and (5) the degree to which the conduct affected one or more person's education or employment.

The more severe the *sex-based harassment*, the less need there is to show a repetitive series of incidents to find a hostile environment. Indeed, a single instance of sexual assault may be sufficient to create a hostile environment.

iv. **Sexual Harassment by Higher Education Representative**

No *higher education representative* may make any unwelcome sexual advances or requests for sexual favors to a student. No *higher education representative* may exhibit any conduct of a sexual nature toward a student, when such conduct has the purpose or effect of substantially interfering with the student's educational performance or creating an intimidating, offensive or hostile educational environment. No *higher education representative* may exhibit any conduct of a sexual nature toward a student when the higher education representative either explicitly or implicitly makes the student's submission to such conduct a term or condition of or uses the student's submission to or rejection of such conduct as a basis for, determining any academic decision.

A "higher education representative" includes the president, chancellor or other holder of any executive office on the administrative staff of an institution of higher education, and any member of the faculty of an institution of higher education, including, but not limited to, a dean or associate or assistant dean, a professor or associate or assistant professor and a full- or part-time instructor or visiting professor, including a graduate assistant or other student who is employed on a temporary basis of less than full-time as a teacher or instructor of any course or program of academic, business or vocational instruction offered by or through an institution of higher education or a member of the staff (full-time, part-time or student worker).

Conduct is considered "unwelcome" if the person did not request or invite it and considered the conduct to be undesirable or offensive. Unwelcome conduct may take various forms, including name-calling, graphic or written statements (including the use of cell phones or the Internet) or other conduct that may be physically threatening, harmful or humiliating.

Unwelcome conduct does not have to include intent to harm, be directed at a specific target or involve repeated incidents. Unwelcome conduct can involve persons of the same or opposite sex.

Participation in the conduct or the failure to complain does not always mean that the conduct was welcome. The fact that a person may have welcomed some conduct does not necessarily mean that the person welcomed other conduct. Also, the fact that a person requested or invited conduct on one occasion does not mean that the conduct is welcome on a subsequent occasion.

A "hostile educational environment" includes conduct which is severe or pervasive and which is objectively and subjectively offensive. Conduct is objectively offensive if a reasonable person would find such conduct to be egregious. Factors that will be considered when determining if an environment is objectively offensive include the frequency and severity of the conduct, whether it is humiliating or physically threatening and whether it unreasonably interferes with the student's educational performance.

An "academic decision" includes, but is not limited to:

- Whether the student will be admitted to an institution of higher education;
- The educational performance required or expected of the student;
- The attendance or assignment requirements applicable to the student;
- The courses, fields of study or programs, including honors and graduate programs, to which the student will be admitted;
- The placement or course proficiency requirements that are applicable to the student;

- The quality of instruction the student will receive;
- The tuition or fee requirements that are applicable to the student;
- The scholarship opportunities that are available to the student;
- The extracurricular teams the student will be a member of or the extracurricular competitions in which the student will participate;
- The grade the student will receive in any examination or in any course or program of instruction in which the student is enrolled;
- The progress of the student toward successful completion of or graduation from any course or program of instruction in which the student is enrolled; and
- The degree, if any, the student will receive.

v. **Domestic and Dating Violence**

No person shall engage in *domestic violence* or *dating violence* against any member of the College community, including students, Mission Partners, visitors, volunteers and contractors.

The term "domestic violence" includes felony or misdemeanor crimes of violence or *physical abuse* committed by:

- A current or former spouse or intimate partner of the complainant;
- A person with whom the complainant shares a child in common;
- A person who is cohabitating with or has cohabitated with the complainant as a spouse or intimate partner;
- A person similarly situated to a spouse of the complainant under the domestic or family violence laws of the State of Illinois; or
- Any other person against an adult or youth complainant who is protected from that person's acts under the domestic or family violence laws of the State of Illinois.

The term "dating violence" includes felony or misdemeanor crimes of violence or *physical abuse* committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant.

"Physical abuse" includes, but is not limited to:

- Sexual abuse;
- Knowing or reckless use of physical force, confinement or restraint;
- Knowing, repeated and unnecessary sleep deprivation; and
- Knowing or reckless conduct which creates an immediate risk of physical harm.

vi. **Stalking**

No person shall engage, on the basis of sex, in the *stalking* of any member of the College community, including students, Mission Partners, visitors, volunteers, and contractors.

"Stalking" is a course of conduct (i.e., a pattern of actions composed of more than one act over a period of time, however short, evidencing a continuity of conduct) directed at a specific person that would cause

a reasonable person to fear for his or her safety or the safety of others or suffer substantial emotional distress.

Stalking includes any behaviors or activities occurring on more than one occasion that collectively instill fear in a complainant and/or threaten her or his safety, mental health or physical health. Such behaviors and activities may include, but are not limited to, the following:

- Non-consensual communication, including face-to-face communication, telephone calls, voice messages, e-mails, text messages, written letters, gifts or any other communications that are undesired and place another person in fear;
- Use of online, electronic or digital technologies, including:
    - Posting of pictures or information in chat rooms or on Web sites
    - Sending unwanted/unsolicited email, text messages or talk requests
    - Posting private or public messages on Internet sites, social networking sites and/or school bulletin boards
    - Installing spyware on a complainant's computer
    - Using Global Positioning Systems (GPS) to monitor a complainant;
- Pursuing, following, waiting or showing up uninvited at or near a residence, workplace, classroom or other places frequented by the complainant;
- Surveillance or other types of observation including staring, "peeping";
- Trespassing;
- Vandalism;
- Non-consensual touching;
- Direct verbal or physical threats;
- Gathering information about an individual from friends, family, and/or co-workers; and,
- Threats to harm self or others, including pets.

D. **RETALIATION PROHIBITED**

The College prohibits retaliation of any kind (including, but not limited to, intimidating, threatening, coercing or in any way discriminating) against those who file a complaint or who otherwise participate in the investigative and/or disciplinary process. The College will take strong responsive action, up to and including expulsion or termination of employment, if retaliation occurs. The College also prohibits intimidation of any kind against any member of the College community with the purpose or intent of: preventing that person from reporting a violation of this Policy; causing that person to withdraw a complaint or recant a statement related to the violation of this Policy; or discouraging participation in the College's investigative and/or disciplinary process. The College will take strong responsive action if such intimidation occurs.

E. **REPORTING OPTIONS AND GRIEVANCE PROCESS**

i. **Right to an Advisor**

At all times during the reporting, investigation and adjudication process, the complainant and respondent each have the right to have an advisor present. This advisor can be anyone of the party's choosing, other

than the Title IX Coordinator or a member of the Hearing Committee, who has agreed to serve that function, including an advocate, attorney, friend or family member. However, this advisor may not participate in the College's investigation and must adhere to the policies and procedures set forth in the adjudication/hearing process.

ii. **Reporting Procedures**

Any member of the College community who has been subjected to or who is aware of Prohibited Conduct has a number of reporting options, as follows:

a. **Formal Reporting to College**

Prohibited Conduct may be reported to the College by notifying the Title IX Coordinator, Kevin Stephens, the Title IX Coordinator, may be reached by phone at (309) 655-2291, by email at kevin.n.stephens@osfhealthcare.org, or in person at 511 NE Greenleaf Street, Peoria, IL in Room 622 during normal business hours. All such reports of Prohibited Acts will be investigated by the College as set forth in Section II.G. "Investigation Procedures" of this Policy.

All Mission Partners of the College are required to notify the Title IX Coordinator of any notice they receive of Prohibited Conduct while acting as Mission Partners of the College. It should be noted that the College employs health care providers and priests as faculty members. These individuals, while engaged outside the College and when they are providing health care services or pastoral counseling, may receive confidential information that they are required to maintain. However, any notice of Prohibited Conduct that Mission Partners receive – outside providing health care services or pastoral counseling to the reporting party – while they are acting as Mission Partners of the College, will be reported to the Title IX Coordinator.

b. **Formal Reporting to Law Enforcement**

Reports to law enforcement may also be made at any time, regardless of whether a report has been made to the College. Saint Anthony College of Nursing students may contact the Rockford Police Department at any time at (815) 966-2900 (non-emergency) or 911 for emergency.

Reports to law enforcement will not automatically be shared with the College by the police; therefore, if a complainant of Prohibited Conduct wishes for the College to also investigate the matter, s/he should also make a report to the College.

c. **Privileged or Confidential Disclosures**

The College encourages victims of Prohibited Conduct to talk to somebody in order to get the support they need. Regardless of whether a complainant wishes to make a report to the College and/or law enforcement, a number of resources are available for confidential or privileged discussions regarding Prohibited Conduct. *See* Section II.M. "Reporting and Confidentiality" of this Policy for further information on confidentiality rules with respect to various resources.

d. **Third-Party Reporting**

Anyone can report Prohibited Conduct to the College regardless of whether the person making the complaint was the subject of the Prohibited Conduct. Third-party reports may be made to the Title IX Coordinator.

e. **Anonymous Reporting**

Anyone, including a victim, can make an anonymous report of Prohibited Conduct to the College by contacting the Title IX Coordinator and requesting to make an anonymous report. The complainant may request that this report be kept confidential and/or not be investigated by the College. If an individual discloses Prohibited Conduct to the College but wishes to maintain confidentiality or requests that no investigation into a particular incident be conducted, the College, through the Title IX Coordinator, must weigh that request against the College's obligation to provide a safe, non-discriminatory environment for all students, including the victim.

See Section II.M.ii(a) of this Policy for further information on how such a request will be considered.

f. **Other Policies and Rules**

Any individual participating in the investigation or adjudication of a complaint involving an alleged Prohibited Conduct (including the complainant, respondent and witnesses) will be given amnesty from any student conduct policy of the College, including the College's drug and alcohol policy, for acts discovered during the course of the College's investigation that are materially relevant to the Prohibited Conduct being investigated or adjudicated.

For example, should the College learn during an investigation into a reported sexual assault that the complainant and respondent were both violating the College's alcohol policies at the time of the incident, the College will grant amnesty to both complaint and respondent for that particular violation of the alcohol policy.

This grant of amnesty is intended to encourage open and honest reporting of information needed for the College to fully and fairly investigate allegations of Prohibited Conduct.

F. **Interim Safety and Supportive Measures**

Once the College has notice of potential Prohibited Conduct, it will immediately seek to ensure that the complainant is safe and is being provided the resources that are needed, regardless of whether the complainant wishes to make a formal complaint and/or participate in the College's grievance process.

Such measures are designed to restore or preserve equal access to the College's education program or activity without unreasonably burdening the complainant or respondent, including measures designed to protect the safety of all parties or the College's educational environment, or deter sexual harassment. Supportive measures may include:

- Assist the complainant in accessing available victim advocacy, academic support, counseling, disability, health or mental health services and legal assistance both on and off campus;
- Provide other security and support, which could include issuing a no-contact order, helping arrange a change of working arrangements or course schedules (including for the respondent pending the outcome of an investigation), leaves of absence, or adjustments to assignments or tests; and
- Inform the complainant of the right to report a crime to campus or local law enforcement and provide the complainant with assistance if the complainant wishes to do so.

Because the College is under a continuing obligation to address Prohibited Conduct campus-wide, reports of Prohibited Conduct (including non-identifying reports) will also prompt the College to consider broader remedial action, such as: increased monitoring, supervision or security at specific locations; increased education and prevention efforts, including to targeted population groups; conducting climate assessments/victimization surveys; and/or revisiting its policies and practices.

The College will maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the College to provide the supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

G. **Notice of Complaint and Investigation Procedures**

The College's Title IX Coordinator is responsible for overseeing the College's response to reports and complaints of Prohibited Conduct. Upon receipt of a formal complaint, the Title IX Coordinator will issue a written notice to the parties that encloses a copy of this Policy and provides notice of the allegations of Prohibited Conduct potentially constituting a violation of this Policy, including sufficient details known at the time, and providing the parties with sufficient time to prepare a response before any initial interview.

Unless a complainant specifically requests that an investigation not take place, the Title IX Coordinator will order and oversee an investigation into any formal complaint of Prohibited Conduct. (For further information on the Title IX Coordinator's role and responsibilities, *see* Section II.N. "Title IX Coordinator" of this Policy.) Should the complainant request that no investigation be performed, the Title IX Coordinator will exercise best efforts to comply with that request; however, should the nature of the facts known suggest an ongoing threat to the complainant or the campus community or otherwise demonstrate a compelling need to proceed with an investigation, the Title IX Coordinator may proceed with an investigation despite the complainant's request to the contrary.

Should the complainant wish to make a formal complaint but also request that her/his identity remain confidential, the ability of the College to investigate her/his complaint may be limited. (Please *see* Section II.M. "Reporting and Confidentiality" of this Policy for further information.)

The Title IX Coordinator will choose an investigator to investigate alleged Prohibited Conduct on a case-by-case basis. Any such investigator will be trained and qualified to perform investigations into the

specific type of Prohibited Conduct being alleged and will be neutral and impartial.

Investigations will be thorough and prompt. The burdens of proof and gathering of evidence in the investigation will be on the College. The investigation likely will include interviews with the complainant, respondent and witnesses, and the gathering, review and analysis of relevant evidence. Both the complainant and respondent will receive reasonable, advance, written notice of the date, time, and location of any investigatory interview or meeting. Investigations will be conducted with utmost attention to maintaining the privacy of complainants and respondents.

Consistent with the College's mission and values, the complainant and respondent will be provided equitable rights and will be treated fairly and respectfully throughout the investigation. Both complainant and respondent will have the opportunity to offer their accounts, provide names of witnesses and offer any other relevant evidence to the investigator. The College prohibits any party or witness from knowingly making false statements or knowingly submitting false information during the grievance process. The investigator's only responsibility is to collect evidence; the investigator makes no findings of responsibility under this Policy or otherwise.

At the conclusion of the investigation, but prior to the completion of the investigative report, the complainant and the respondent have the right to review all evidence collected, regardless of whether it is mentioned or relied upon in the final investigative report. The parties then have ten (10) days to submit a written response, which the investigator will consider prior to completion of the investigative report. The College will make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination.

The investigator will then create an investigative report that fairly summarizes the relevant evidence and, at least ten (10) days prior to a hearing, the investigator will send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response.

H. **Hearing Procedures**

The Hearing Committee consists of three members. The Committee will be formed from the following positions from Saint Anthony College of Nursing and from Saint Francis Medical Center College of Nursing (an OSF College of Nursing located in Peoria Illinois):

Saint Francis Medical Center College of Nursing	Saint Anthony College of Nursing:
Provost Dean of the Undergraduate Program Dean of the Graduate Program	Provost Dean, Undergraduate Affairs Dean, Graduate Affairs and Research

The Committee may include academic deans as members. However, the academic dean(s) on the committee will be the academic dean(s) to which the respondent does not report (ex.: if an

undergraduate student, the graduate dean serves; if a graduate student, the undergraduate dean serves). Any member of the Hearing Committee having a conflict of interest with respect to the complaint that might cause a reasonable person to question her/his objectivity shall recuse her/himself from the adjudication of the particular matter.

Both parties must be given the opportunity for the advisors (of their choice) to be present during the meetings of the Hearing Committee. If either party does not have an advisor and wants one, the Title IX Coordinator must provide one. The Hearing Committee reserves the right to require a pre-hearing meeting with both parties and their advisors to review appropriate policies, procedures and rules for conduct during the hearing. The hearing may be face-to-face or virtual (with technology enabling the Hearing Committee members and parties to simultaneously see and hear the party or the witness answering questions).

The Hearing Committee will review all evidence and examine all witnesses. Each party, by and only through their respective advisor, has the opportunity to cross-examine the other party and any witness. If a witness fails to appear or refuses to submit to cross-examination, that testimony cannot be included in the evidence reviewed by the Hearing Committee, regardless of what may be contained in the Investigator's Report.

Only relevant cross-examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the Hearing Committee must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent. The College will create an audio-visual recording of the hearing or a transcript, which it will make available to the parties for inspection and review.

I. **Determination**

The Hearing Committee will presume the respondent is not responsible for a policy violation, and will conclude that a violation of this Policy occurred only if it finds that such a conclusion is supported by a preponderance of the evidence.

The Hearing Committee will issue a written determination regarding responsibility for any violation of the Policy. This determination will include the following:

- identification of the allegations in the complaint and that were the subject of the investigation and hearing;
- a description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;

- findings of fact supporting the determination;
- conclusions regarding the application of the College's Policy and code of conduct to the facts;
- a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the College imposes on the respondent, and whether remedies designed to restore or preserve equal access to the College's education program or activity will be provided by the College to the complainant; and,
- a description of the procedures and permissible bases for the complainant and respondent to appeal.

In the event the Hearing Committee concludes that a violation of this Policy occurred, it will determine the appropriate responsive action to be taken, which may include remedies and/or accommodations to the complainant, remedies to the College community and sanctions for the person found in violation. Remedies to the complainant may include, but are not limited to: continuation of interim measures; issuance of no-contact orders; allowing a student to withdraw from or retake a class without penalty; providing access to tutoring and providing access to counseling. Remedies to the College community may include, but are not limited to: training and educational programs; and implementation of additional safety or security measures.

Sanctions against the respondent may include, but are not limited to: no-contact orders; suspension; expulsion; demotion; and termination of employment, as applicable.

If the complainant and respondent agree to do so, an appropriate responsive action may be mediation between the parties, facilitated by the College. However, mediation is not appropriate and will not be used if there has been a finding that a sexual assault occurred.

The Title IX Coordinator shall provide simultaneous written notice to the complainant and respondent of the Hearing Committee's written determination. For purposes of this Policy, "simultaneous" shall mean as close together in time as reasonably possible without requiring the complainant and respondent to be physically present in the same place at the same time.

The College will not require a party to abide by any nondisclosure agreement, in writing or otherwise, that would prevent the re-disclosure of information related to the outcome of the hearing.

J. **Appeal Procedures**

Either the complainant or respondent may appeal the Hearing Committee's determination regarding responsibility or sanctions, or from dismissal of a formal complaint, to the President of the College in writing within five (5) business days of receiving the Hearing Committee's written determination. However, an appeal may only be made on the following grounds:

- That a member of the Hearing Committee had a conflict of interest, or bias for or against complainants or respondents generally or the individual complainant or respondent, that affected the outcome of the matter;
- That there is new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter;

or

- That the investigation and/or hearing procedures set forth in this Policy were not followed and the procedural irregularity affected the outcome of the matter; or,
- That the sanction imposed is disproportionate with the violation.

In connection with the appeal, each party has an equal opportunity to submit a written statement in support of, or challenging, the determination.

The President of the College will either affirm and adopt the determination of the Hearing Committee, or reverse the determination of the Hearing Committee within ten (10) business days of receipt of the appeal. The President of the College will use the preponderance of the evidence standard when considering the appeal, and will issue a written statement describing the result of the appeal and the rationale for arriving at the result. The President's written statement on appeal will be provided simultaneously to both parties.

Any decision on appeal by the President of the College shall be final.

In the event the President of the College overturns the Hearing Committee's determination on appeal, s/he shall send the matter back to the Hearing Committee with one of the following instructions: 1) that a member or members of the Hearing Committee recuse her/himself; 2) that the Hearing Committee send the matter back to the investigator for consideration of additional evidence; or 3) that the Hearing Committee and/or investigator comply with the investigation and/or hearing procedures set forth in this Policy, specifying what procedures have not been properly followed, and reconsider the matter using the proper procedures.

The determination regarding responsibility becomes final either on the date that the College provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

K. **Timeframe**

The College will strive to resolve any matter falling under this Policy within a reasonable amount of time after receiving notice of a formal complaint, including investigation, hearing, determination and appeal. Any timeframe set forth in this Policy may be extended for good cause shown, and upon written notice to complainant and respondent describing the extension of time and the reason the action was taken.

L. **Options for Assistance**

i. Options for Assistance Following a Sexual Assault or Other Prohibited Conduct

Any individual who has experienced Prohibited Conduct has the option to receive supportive measures and is strongly encouraged to seek immediate emergency assistance from law enforcement, medical professionals or crisis counseling resources. The College recognizes that deciding whether to file a formal complaint can be a difficult decision that evolves over time. The College encourages any individual who has questions or concerns to seek the support of campus and community resources. These professionals can provide information about available resources and procedural options and assistance to either party. Individuals are encouraged to use all available resources, regardless of when or where the incident

occurred.

The College is committed to treating all members of the community with dignity, care, and respect. Any individual affected by Prohibited Conduct, whether a complainant, respondent, witness, or a third party, will have equal access to support consistent with their needs and available College resources. This section provides contact information for College resources, resources in the local community, and national resources.

Prompt intervention can do much to mitigate trauma associated with acts of Prohibited Conduct and enhance recovery. Complainants are encouraged to utilize appropriate resources whether or not they report the Prohibited Conduct to law enforcement or the College. Any community member in need of resources or assistance relating to any of the matters covered by this Policy is encouraged to contact one of the resources listed in this Policy.

In the immediate aftermath of a sexual assault, the most important thing is for the victim to get to a safe place. Whether it be the victim's home, a friend's home or with a family member, immediate safety is what matters most. When a feeling of safety has been achieved, it is vital for the victim to receive medical attention, and strongly recommended for the victim to receive a forensic examination.

DNA evidence is an integral part of a law enforcement investigation that can build a strong case to show that a sexual assault occurred and to show that the defendant is the source of any biological material left on the victim's body. Victims should make every effort to save anything that might contain the perpetrator's DNA and should not:

- Bathe or shower;
- Use the restroom;
- Change clothes;
- Comb hair;
- Clean up the crime scene; or
- Move anything the perpetrator may have touched.

Even if the victim has not yet decided to report the crime, receiving a forensic medical exam and keeping the evidence safe from damage will improve the chances that the police can access and test the stored evidence at a later date.

ii. **Resources for Immediate Assistance**

The resources below are available to anyone who experienced sexual assault or any other Prohibited Conduct.

a. **Title IX Coordinator**

At the College, the Title IX Coordinator, Kevin Stevens, can be contacted at (309) 655-2291 during normal business hours to assist in connecting with trained advocates and counselors who can provide an immediate response in a crisis situation, regardless of whether the complainant wishes to make a formal report or participate in the institutional disciplinary or criminal process.

The Title IX Coordinator can also provide assistance in contacting law enforcement, should the complainant wish to do so. The complainant has the right to decline to report to law enforcement. (*See* Section II.M. "Reporting and Confidentiality" of this Policy for further information.)

And, the Title IX Coordinator can provide information to the complainant about obtaining a no-contact order against the respondent, issued by a court. This option is available to the complainant regardless of whether s/he wishes to make a formal complaint with the College or report the matter to law enforcement.

b. **Employee Assistance Program (Available to Students Also)**

The College's free and confidential Employee Assistance Program is available to both students and Mission Partners 24 hours per day, 7 days per week. This program provides individuals with the services of licensed professionals, including counselors and legal consultants, at no charge to the victim.

- OSF HealthCare Employee Assistance Program
  (833) 475-0983

c. **Off-Campus Advocates and Counselors**

Immediate confidential assistance from off-campus advocates and counselors can be obtained from the following resources:

- Rockford Sexual Assault Counseling, Inc. (sexual assault resources)
  (815) 636-9811

- Remedies Renewing Lives (domestic/dating violence resources)
  (815) 962-6102

d. **Law Enforcement**

Regardless of whether the complainant wishes to make a report to the College, the option to report to local law enforcement is always available. Assistance can be obtained from law enforcement as follows:

- Rock Valley College Campus Police
  Emergency: 911
  Non-Emergency: (815) 921-4350
  3301 N. Mulford Road
  Rockford, IL 61114

In addition, there are Emergency Call Boxes throughout the RVC campus.

- Rockford Police Department
  Emergency: 911
  Non-Emergency: (815) 966-2900
  420 West State Street

Rockford, IL 61101

e. **Medical Care**

Immediate medical care for treatment of injuries, preventative treatment for sexually transmitted diseases and other health care services can be obtained from the following resources:



- OSF Saint Anthony Medical Center
  ER (815) 226-2000
  5666 E. State Street
  Rockford, IL 61108

- UW Health Swedish American Hospital
  ER (815) 489-4105
  1401 E. State Street
  Rockford, IL 61104

- Mercy Rockford, Rockton Avenue
  2400 N. Rockton Ave.
  Rockford, IL 61108
  815/971-5000

- Javon Bea Hospital-Riverside
  8101 E. Riverside Blvd.
  Loves Park, IL 61111
  815/971-7000



Both of these providers have trained Sexual Assault Nurse Examiners available to perform a rape kit in order to preserve evidence of a sexual assault. A victim of sexual assault does not need to make an immediate decision as to whether to seek criminal charges against a perpetrator; however, having a rape kit performed allows the victim the ability to preserve evidence should the victim choose to pursue criminal charges immediately or in the future.

iii. **Resources for Ongoing Assistance**

The resources below are available to anyone who has been effected by sexual assault or any other Prohibited Conduct.

a. **Title IX Coordinator**

At the College, the Title IX Coordinator, Kevin Stephens, can be contacted by phone at (309) 655-2291 or by email at kevin.n.stephens@osfhealthcare.org, to help connect with trained advocates and counselors

who can provide ongoing assistance, regardless of whether the complainant wishes to make a formal complaint or participate in the institutional disciplinary or criminal process. (See Section II.M. "Reporting and Confidentiality" of this Policy for further information.)

b. **Employee Assistance Program (Available to Students Also)**

Ongoing counseling and other assistance can also be obtained on-campus by contacting the College's Employee Assistance Program, which is a confidential resource available to both students and Mission Partners, at 833-475-0983.

c. **Off-Campus Advocates and Counselors**

Ongoing confidential assistance from off-campus advocates and counselors can also be obtained from the following resources:

- Rockford Sexual Assault Counseling, Inc. (sexual assault resources)
  (815) 636-9811
  4990 E. State Street
  Rockford, IL 61108

- Rape, Abuse and Incest National Network (RAINN)
  (800) 656-HOPE (4673)

- Remedies Renewing Lives (domestic/dating violence resources)
  (815) 962-6102
  220 Easton Parkway
  Rockford, IL 61102
- Illinois Domestic Violence
  Help (877) 863-6338
  (877) 863-6339 (TTY)

- Family Peace Center
  (779) 348-7600

- Prairie State Legal Services
  (815) 965-2134

M. **Reporting and Confidentiality**

i. **Talking About What Happened**

The College encourages anyone who has experienced sexual assault or any other Prohibited Conduct to talk to somebody in order to can get the support they need, and so the College can respond appropriately.

This Policy is intended to make the College community aware of the various reporting and confidential disclosure options available so individuals can make informed choices about where to turn. The College encourages anyone who has experienced sexual assault or other Prohibited Conduct to talk to someone

identified in one or more of these groups.

ii. **The Reporting Options**

a. **Privileged and Confidential Communications**

Individuals who wish to speak with someone in confidence have several options.

(i) **Professional Counselors**

Professional, licensed counselors who provide mental health counseling (including those who act in that role under the supervision of a licensed counselor) will not report any information about an incident to the College without a reporting party's permission.

Following is the contact information for these individuals provided by the College at no charge to the reporting party:

- OSF HealthCare Employee Assistance Program
  (833) 475-0983
  (This service is available to students as well as Mission Partners of the College.)

(ii) **Off-Campus Counselors and Advocates**

Off-campus counselors, advocates and health care providers will also generally maintain confidentiality and not share information with the College unless the reporting party requests the disclosure and signs a consent or waiver form.

Following is contact information for such off-campus resources:

- Rockford Sexual Assault Counseling, Inc. (sexual assault resources)
  (815) 636-9811

- Remedies Renewing Lives (domestic/dating violence resources)
  (815) 962-6102

(iii) **Exceptions to Confidentiality**

While professional and non-professional counselors and advocates may maintain a complainant's confidentiality with respect to the College, they may have reporting or other obligations under state law. Examples of such instances under Illinois law include the following:

- Physicians, nurses and/or medical facility administrators are required to notify local law enforcement when an individual who is not accompanied by a law enforcement official requests treatment at a medical facility and reasonably appears to be the victim of a crime; and
- Physicians, clinical psychologists, and other qualified examiners must report to the Illinois Department of Human Services any person who is determined to pose a clear and present danger to himself, herself or others. Other categories of individuals, including therapists, are

legally permitted to disclose information when they determine such disclosure to be necessary in order to protect against an imminent risk of injury to self or others. Such disclosure may include disclosure to law enforcement.

b. **Communications Which Are Not Privileged or Confidential**

(i) **Reporting to a College Mission Partner**

When a complainant tells a College Mission Partner about Prohibited Conduct, the complainant may expect the College to take immediate and appropriate steps to investigate what happened and to resolve the matter promptly and equitably.

A College Mission Partner should report to the Title IX Coordinator all relevant details about the incident shared by the complainant that the College will need to determine what happened – including the names of the complainant and respondent(s), any witnesses and any other relevant facts, including the date, time and specific location of the alleged incident. A formal complaint will not proceed unless the complainant files such a complaint with the Title IX Coordinator, or the Title IX Coordinator acts as the complainant to file a complaint because it is determined that the safety of the College's community may be at risk.

To the extent possible, information reported to a College Mission Partner will be shared only with people responsible for handling the College's response to the report. A College Mission Partner should not share information with law enforcement without the complainant's consent or unless responding to an authorized inquiry from law enforcement.

Before a complainant reveals any information to a College Mission Partner, the Mission Partner should try to ensure that the complainant understands the Mission Partner's reporting obligations and, if the complainant wants to maintain confidentiality, direct the complainant to confidential resources. If the complainant wants to tell the College Mission Partner what happened but also maintain confidentiality, the Mission Partner should tell the complainant that the College will consider the request, but cannot guarantee that the College will be able to honor it. In reporting the details of the incident to the Title IX Coordinator, the Mission Partner will also inform the Coordinator of the victim's request for confidentiality. College Mission Partners will not pressure a complainant to request confidentiality, but will honor and support the complainant's wishes, including for the College to fully investigate an incident. By the same token, the Mission Partner will not pressure a complainant to make a full report if the complainant is not ready or does not wish to do so.

c. **Requesting Confidentiality from the College**

If a complainant discloses an incident to a College Mission Partner but wishes to maintain confidentiality or requests that no investigation into a particular incident be conducted or disciplinary action taken, the College, through the Title IX Coordinator, must weigh that request against the College's obligation to provide a safe, non-discriminatory environment for all students, including the complainant. (For further information on how the decision to investigate is made, *see* Section II.G. "Notice of Complaint and Investigation Procedures" of this Policy.)

If the College honors the request for confidentiality, a complainant must understand that the College's

ability to meaningfully investigate the incident and pursue disciplinary action against the respondent(s) may be limited.

Although rare, there are times when the College may not be able to honor a complainant's request for confidentiality in order to provide a safe, non-discriminatory environment for all students. When weighing a complainant's request for confidentiality or request that no investigation or discipline be pursued, the Title IX Coordinator will consider a range of factors, including the following:

- The increased risk that the respondent will commit additional acts of misconduct or violence, such as:
    - whether there have been other complaints about the same respondent;
    - whether the respondent has a history of arrests or records from a prior school indicating a history of violence;
    - whether the respondent threatened further sexual violence or other violence against the victim or others;
    - whether sexual violence was committed by multiple respondents;
- Whether sexual or other violence was perpetrated with a weapon;
- Whether the victim is a minor;
- Whether the College possesses other means to obtain relevant evidence (e.g., security cameras or personnel, physical evidence); and
- Whether the complainant's report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.

The presence of one or more of these factors could lead the College to investigate and, if appropriate, pursue disciplinary action. If none of these factors is present, the College will likely respect the complainant's request for confidentiality.

If the College determines that it cannot maintain a complainant's confidentiality, the College will inform the complainant prior to starting an investigation and will, to the extent possible, only share information with people responsible for handling the College's response. The College will not require a complainant to participate in any investigation or disciplinary proceeding if the complainant does not wish to do so. If the College determines that it can respect a complainant's request for confidentiality, the College will make supportive measures available to the complainant, as applicable.

d. **Miscellaneous**

(i) Take Back the Night and Other Public Awareness Events

Public awareness events such as "Take Back the Night," the Clothesline Project, candlelight vigils, protests, "survivor speak outs" or other fora in which students disclose incidents of sexual violence are not considered notice to the College of sexual violence for purposes of triggering its obligation to investigate any particular incident(s).

(ii) **Clery Act Reporting**

Certain campus officials have a duty to report sexual misconduct and certain other Prohibited Conduct for federal statistical reporting purposes under the Jeanne Clery Disclosure of Campus Security Policy and

Campus Crime Statistics Act (the "Clery Act"). All personally-identifiable information is kept confidential – neither the identity of the complainant or respondent are ever revealed in the College's annual Campus Security Report – but statistical information regarding the type, date and general location of the incident (i.e., on-campus, off-campus, etc.) may be published. This report helps to provide the community with a clear picture of the extent and nature of campus crime, to ensure greater community safety.

(iii) **Emergency Notifications and Timely Warnings**

College administrators must issue immediate timely warnings for incidents reported to them that are confirmed to pose a substantial threat of bodily harm or danger to members of the campus community. The College will ensure that a complainant's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the danger. When it has been determined that a crime creates a threat of continuing danger to the campus community, a crime alert will be posted throughout the campus, and an e-mail will be sent to the campus community. The Dean, after agreement with the President, will be responsible for issuing the timely warnings.

(iv) **Appearance of a Conflict of Interest**

In the event that the incident, policy or procedure about which the student seeks to file a report or complaint creates the appearance of a conflict of interest with one of the Title IX Coordinator, the assigned investigator or the members of the Hearing Committee, students may contact any other member of the Hearing Committee or the Title IX Coordinator, or notify the President of the Colleges of Health Science.

N. **Title IX Coordinator**

i. Role of the Title IX Coordinator

Pursuant to federal law, the College's Title IX Coordinator has primary responsibility for coordinating the College's efforts to comply with and carry out its responsibilities under Title IX. The Title IX Coordinator oversees the College's response to reports and complaints that involve possible sex discrimination to monitor outcomes, identify and address any patterns, and assess effects on the campus climate, so the College can address issues that affect the wider College community.

A member of the College community should contact the Title IX Coordinator in order to:

- Seek information or training about individuals' rights and courses of action available to resolve reports or complaints that involve potential sex discrimination, including Prohibited Conduct;
- File a complaint or make a report of sex discrimination, including Prohibited Conduct;
- Notify the College of an incident or policy or procedure that may raise potential Title IX concerns;
- Get information about available resources (including confidential resources) and support services relating to sex discrimination, including Prohibited Conduct; and
- Ask questions about the College's policies and procedures related to sex discrimination, including this Policy.

ii. Title IX Coordinator's functions and responsibilities include the following:

a. **Training for Those Involved in Title IX Matters**

The Title IX Coordinator will monitor that appropriate training, as mandated by federal or state laws, will be provided to:

- The Title IX Coordinator;
- The Title IX Investigator(s);
- All members of the Hearing Committee; and,
- The President (as part of the Appeal Process)

b. **Training for Students and Mission Partners**

The Title IX Coordinator provides or facilitates ongoing training, consultation and technical assistance on Title IX for all students and Mission Partners, including:

- Regular training for Mission Partners outlining their rights and obligations under Title IX, including the appropriate response to reports of sexual harassment, the obligation to report sexual harassment to appropriate College officials and the extent to which counselors and advocates may keep a report confidential; and

- Regular training for students outlining their rights under Title IX; with regard to sexual harassment, this training will include: what constitutes sexual harassment and when it creates a hostile environment, the definition of consent, reporting options (including reports to Mission Partners, campus and local law enforcement, and confidential reporting to counselors or advocates), the grievance procedures used to process complaints, applicable disciplinary code provisions relating to sexual harassment and the consequences of violating those provisions, the role of alcohol and drugs in sexual harassment, the effects of trauma, strategies and skills for bystander intervention, the offices or individuals with whom students can speak confidentially, the offices or individuals who can provide support services, the Mission Partners who must report incidents to the Title IX coordinator and Title IX's protections against retaliation.

c. **Investigations**

The Title IX Coordinator oversees many aspects in connection with the reporting and investigatory processes under Title IX, including:

- Determining whether the report or complaint alleges conduct that may, upon investigation, constitute Prohibited Conduct under this Policy;
- Appointing an investigator upon such determination;
- Making certain that individual reports and complaints are handled properly and in a prompt and timely manner;
- Informing all parties regarding the grievance process;
- Confirming that all parties have been notified of any determination as a result of the grievance process and of the right to, and procedures for, appeal, if applicable;

- Maintaining information and documentation related to the investigation in a secure manner; and
- Monitoring compliance with timeframes specified in the grievance procedures.

The Title IX Coordinator also evaluates requests for confidentiality by those who report or complain about Prohibited Conduct in the context of the College's responsibility to provide a safe and nondiscriminatory environment for all students.

d. **Remedies, Including Interim Supportive Measures**

Upon learning of a report or complaint of Prohibited Conduct, the Title IX Coordinator will promptly take steps to ensure the complainant and respondent's equal access to the College's programs and activities and to protect the complainant, as necessary. Such steps include taking interim supportive measures before the final outcome of any investigation, providing remedial measures after the final outcome of investigation and making the complainant aware of all available resources, including victim advocacy, academic support, counseling, disability services, health and mental health services, and legal assistance.

Upon a determination that a policy violation occurred, the Title IX Coordinator determines whether campus-wide remedies should be adopted in response, including review and revision of the College's policies, increased monitoring, supervision or security at specific locations, and increased education and prevention efforts.

e. **Monitoring and Advising**

In order to address sexual harassment on campus and ensure ongoing compliance with Title IX, the Title IX Coordinator:

a. Coordinates campus climate surveys;
b. Analyzes data collected by any climate surveys to assess the rates and nature of sexual harassment, any location hot-spots or risk factors; knowledge of the College's sexual harassment policies, procedures and resources and the consequences of violating such policies; and the effectiveness of the College's efforts to ensure that the College is free from sexual harassment;
c. Reviews regularly all reports and complaints raising potential Title IX issues throughout the College to ensure that the College responded consistent with its Title IX obligations, even if the report or complaint was initially filed or raised with another individual;
d. Reviews regularly all reports and complaints raising potential Title IX issues throughout the College to identify and address any patterns;
e. Reviews regularly the College's policies and procedures to ensure that they comply with the requirements of Title IX;
f. Organizes and maintains files related to grievances, reports, complaints and other records of potential sex discrimination, including sexual harassment, in a secure manner;
g. Assesses regularly the College's compliance with, and the effectiveness of, policies and procedures related to sex discrimination, including sexual harassment, and recommends modifications where appropriate;

h. Consults regularly with the President of the College and campus stakeholders to promote campus-wide awareness and discussion of Title IX-related issues, and develop and implement any modifications of policies and procedures to prevent and eliminate sex discrimination, including sexual harassment; and
i. Ensures that appropriate policies and procedures are in place for working with local law enforcement and coordinating with local victim advocacy organizations and service providers, including rape crisis centers.

O. **Prevention, Education and Training**

The College is committed to providing prevention training and education to its community, including training on this Policy. The Title IX Coordinator shall ensure that training or educational programs are available to students and Mission Partners on an at least yearly basis on the topics of sexual harassment, sexual assault, and domestic/dating violence and/or stalking. The Title IX Coordinator shall also ensure that the Title IX Investigators, the Hearing Committee members, the President and all Mission Partners receive adequate training on issues related to sexual harassment, sexual assault, domestic/dating violence and stalking, as well as on this Policy.

P. **Administrative Contacts**

While the College strives to be able to resolve any complaints of Prohibited Conduct within the organization, the College acknowledges the right of an aggrieved person to contact federal or state entities for purposes of discussing and potentially filing a formal complaint.

An aggrieved individual may file a charge of sexual harassment with the Illinois Department of Human Rights and/or the Federal Equal Employment Opportunity Commission.

Illinois Department of Human Rights
100 West Randolph Street
James R. Thompson Center, Suite 10-100
Chicago, IL 60601
Telephone: (312) 814-6200

Illinois Human Rights Commission State of Illinois
100 West Randolph Street
James R. Thompson Center, Suite 5-100
Chicago, IL 60601
Telephone: (312) 814-6269

Equal Employment Opportunity Commission Chicago District Office
500 West Madison Street, Suite 2800
Chicago, IL 60661-2511
Telephone: (312) 353-2713

An aggrieved person may also file a complaint with the Office for Civil Rights under the U.S. Department of Education (the "OCR"). The OCR office for Illinois is located at:

Chicago Office

Office for Civil Rights
U.S. Department of Education
Citigroup Center
500 West Madison Street, Suite 1475
Chicago, IL 60661-4544

Telephone: (312) 730-1560
FAX: (312) 730-1576; TDD: 800-877-8339
Email: OCR.Chicago@ed.gov

Or, an aggrieved person may contact the Educational Opportunities Section of the Civil Rights Division of the U.S. Department of Justice at http://www.justice.gov/crt/complaint/#three.

III. INTERIM POLICY ON OTHER SEXUAL MISCONDUCT

The College's Title IX Policy Against Sexual Harassment is designed to address conduct that falls within Title IX of the Education Amendments of 1972 and its implementing regulations. This Interim Policy on Other Sexual Misconduct is designed to address sexual misconduct that falls outside the jurisdiction of the Interim Title IX Sexual Harassment Policy, including conduct that violates the Illinois Human Rights Act and the Illinois Preventing Sexual Violence in Higher Education Act, as set forth below.

This Interim Policy on Other Sexual Misconduct applies to other sexual misconduct that is committed by students, faculty, staff, or third parties, whenever the misconduct falls outside of the Title IX Policy Against Sexual Harassment and occurs: (1) on College property; or (2) off College property, if: a) the conduct was in connection with a College program or activity; or b) the conduct may have the effect of creating a hostile environment for a member of the College community.

"Other sexual misconduct" is unwelcome conduct on the basis of sex, including sexual orientation and gender identity. Other sexual misconduct includes unwelcome sexual advances; requests for sexual favors; and other verbal, nonverbal, graphic, or physical conduct of a sexual nature or based on sexual orientation or gender identity, that satisfies one or more of the following: (1) an employee of the College either explicitly or implicitly conditioning the provision of an aid, benefit, or services of the College, such as an individual's employment or academic standing (for example, academic evaluation, grades, or advancement) on an individual's participation in unwelcome sexual conduct (*quid pro quo*), which may occur whether a person resists and suffers the threatened harm or the person submits and avoids the threatened harm; or (2) unwelcome conduct determined by a reasonable person to be so severe, persistent, or pervasive that it effectively denies a person access to the College's education or work programs or activities (hostile environment). Whether the alleged behavior constitutes other sexual misconduct may depend on a variety of factors, including: the degree to which the behavior affected one or more person's education or employment; the type, frequency, and duration of the behavior; the relationship between the parties; the number of people involved; and the context in which the behavior occurred.

Conduct is unwelcome if a person did not consent to it. Consent is agreement, assent, approval or permission given voluntarily and may be communicated verbally or by actions. That a person welcomes some sexual contact does not necessarily mean that person welcomes other sexual contact. Similarly, that a person willingly participates in conduct on one occasion does not necessarily mean that the same conduct is welcome on a subsequent occasion. In addition, when a person is incapacitated, meaning so

impaired as to be incapable of giving consent, conduct of a sexual nature is deemed unwelcome, provided that the respondent knew or reasonably should have known of the person's incapacity.

The remedies (including interim supportive measures), resources and confidentiality provisions of the Title IX Policy Against Sexual Harassment also apply to other allegations of misconduct under this Interim Policy on Other Sexual Misconduct.

The College encourages the reporting of all concerns regarding other sexual misconduct. Sometimes individuals are hesitant to report instances of other sexual misconduct because they fear they may be charged with other policy violations, such as underage alcohol consumption. Because the College has a paramount interest in protecting the well-being of its community and remedying other sexual misconduct, other policy violations will be considered, if necessary, separately from allegations under this Policy.

It is the policy of the College to respond promptly and equitably to allegations of other sexual misconduct. Violations of this Interim Policy on Other Sexual Misconduct may result in the imposition of sanctions ranging from an admonition or warning up to, and including, termination or expulsion, as determined by the College. Pursuant to this Interim Policy on Other Sexual Misconduct, the College also may impose a variety of remedies, ranging from course-related adjustments and no contact orders to restrictions on access to campus, campus locations, or campus activities.

Retaliation against an individual for making a report or complaint of sexual harassment, or for participating or refusing to participate in any proceeding regarding such a complaint, or for opposing discriminatory practices is prohibited.

Submitting a complaint that is not in good faith or providing materially false or misleading information in any such proceeding is also prohibited, provided that a determination regarding responsibility or lack of responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

Sex Offender List

Each semester, Saint Anthony College of Nursing reviews the list of sex offenders attending local colleges through the Winnebago County Sheriff's Office website. The current semester's list is kept in the Supervisor of Support Services' office and may be reviewed upon request. If a current student is listed, that part of the list would be posted both at Guilford Square (commons area) and in the student lounge on the main campus. The Winnebago County's sex offenders list can be viewed at this online resource: https://sheriffalerts.com/cap_main.php?office=54993. Rock Valley College Campus Police post a copy of the list in the Support Services Building (SSB). The list from the State of Illinois may be found at Disclaimer (illinois.gov).

Alcohol and Substance Abuse

The health and safety of our students, patients, visitors and employees is of paramount concern. Saint Anthony College of Nursing will not tolerate drug or alcohol use that imperils the health and well-being of its students, patients, visitors and employees.

It is the policy of Saint Anthony College of Nursing that the unlawful possession, use, or distribution of drugs and alcohol by students and employees on the SACN campus of Saint Anthony College of Nursing, at a clinical site, a College sponsored event, community service event, or at any of the activities of the institution is prohibited.

In response to the "Drug-Free Schools and Communities Act Amendments of 1989", Public Law 101-226, Saint Anthony College of Nursing annually distributes the following information to each student and employee:

- Clearly state that the standards of conduct at the College of Nursing prohibit the unlawful possession, use, or distribution of drugs and alcohol by students and employees on campus or at any campus activities.
- Describe the health risks associated with the use of illicit drugs and the abuse of alcohol.
- Describe the drug and alcohol counseling treatment, or rehabilitation programs that are available to students and employees.
- Describe the legal sanctions under local, State, and Federal law for unlawful possession, use, or distribution of illicit drugs and alcohol.
- Describe the sanctions Saint Anthony College of Nursing will impose on students and employees for violation of this Policy.

Description of the health risks and legal issues are available through internet links on the College's website at https://www.osfhealthcare.org/sacn/about/consumer-information/. Upon admission or hire, all students and employees must sign a form verifying that they have read the Drug and Alcohol information provided on the College's website. In addition, each fall the Associate Dean for Support Services will disseminate updated information and collect an acknowledgement from every student and employee that they have received the updated information. The undergraduate students were assigned a mandatory module on substance abuse on October 18, 2021.

A biennial review of the College's drug and alcohol policies and program will be conducted by the Dean for Support Services, and reports filed with federal and/or state agencies as required.



Any questions regarding this document or how to file a report, please call the Supervisor for Support Services at 815/282-7900.