

Campus Administrative Manual

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SEXUAL MISCONDUCT (REV)

The original policy can be found at <https://cam.illinois.edu/policies/hr-79/>

Purpose

The purpose of this policy is to provide a safe and welcoming educational and work environment and to establish standards of conduct that are appropriate for our campus community; and to comply with Title IX of the Education Amendments of 1972 (“Title IX”), 20 U.S.C. § 1681 et seq., and its implementing regulations, 34C.F.R. Part 106; Section 304 of the Violence Against Women Reauthorization Act of 2013 (“VAWA”), 20 U.S.C.1092(f), and its implementing regulations, 34 C.F.R. Part 668.46; Title VII of the Civil Rights Act of 1964 (“Title VII”); the Illinois Human Rights Act; and the Illinois Preventing Sexual Violence in Higher Education Act, 110ILCS 155/1 et seq.

This policy was substantively revised in July 2020 as part of the effort to align the University’s policy and procedures with new Title IX regulations and to incorporate recommendations made by the Committee on Faculty Sexual Misconduct for addressing unwelcome sexual, sex or gender-based conduct by employees. When investigating and adjudicating complaints of “Title IX Sexual Harassment” (as defined below), federal regulations require the University to follow specific procedures, some of which are unique to Title IX. This policy also addresses other categories of sexual misconduct that do not fall within the definition of “Title IX Sexual Harassment” (for example, because of the nature of the alleged conduct, where it took place, or who was involved) but that may violate other conduct requirements.

The purpose of this policy in delineating which conduct is “Title IX Sexual Harassment” is not to imply that the University considers certain conduct more or less objectionable, nor to discourage any person from submitting a report. Rather, the purpose of this policy is to ensure that all persons who experience sexual misconduct described in this policy have full access to the rights and resources they are entitled to, and that every complaint is handled fairly and equitably, in a manner consistent with applicable law, and with the ultimate aim of maintaining an institutional climate of safety and accountability. Title IX requires a definition of “Title IX Sexual Harassment” that provides a floor—not a ceiling—to the varied forms of misconduct that can be prohibited at a university, and the University of Illinois has decided to go beyond this floor to promote a safe and welcoming culture and climate.

Relation to Other Laws and Policies

Conduct prohibited by this policy may violate other laws and policies, including, but not limited to, the University’s Nondiscrimination Policy, the University Code of Conduct, and the Student Code. Sexual misconduct that constitutes Title IX Sexual Harassment will be addressed pursuant to the University’s Title IX grievance procedure(s). Nothing in this policy prevents the University from addressing prohibited sexual misconduct that does not trigger the University’s Title IX response obligations under other applicable policies and procedures.

In addition, this policy does not cover every allegation of discrimination based on sex. Other University policies prohibit discrimination and harassment that would not constitute sexual misconduct, as defined in this policy. When an individual alleges discriminatory action that is not sexual misconduct, as defined in this policy, the allegations are assessed under the applicable University policy. For information regarding other University policies addressing discrimination and harassment, visit the Nondiscrimination Policy.

If the regulations implementing Title IX at 85 Fed. Reg. 30026, [30026-30579](#) are enjoined or invalidated by a Federal Court with jurisdiction over the University or reversed or replaced by any agency with sufficient authority, the *Prohibited Sexual Misconduct Processes* will immediately begin to apply to all reports and complaints of Prohibited Sexual Misconduct, including Title IX Sexual Harassment, and the *Title IX Sexual Harassment Process* will immediately be inoperative unless and until any such injunction, invalidation, reversal, or replacement is overturned.

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Policy Number:

HR-79 (Rev)

Responsible Office:

Office of the Chancellor

Policy Contact:

Danielle Fleenor

Title IX Coordinator Title IX Office

titleixcoordinator@illinois.edu

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Scope

1. This policy applies to the conduct of:
 1. All students, Registered Organizations, Registered Student Organizations, and others subject to student discipline pursuant to the Student Code;
 2. All university employees;
 3. Applicants for enrollment or employment with the University;
 4. Other affiliated individuals, including but not limited to, visiting faculty, visiting scholars, and post-doctoral fellows; and
 5. Third parties, including but not limited to contractors, subcontractors, volunteers, and visitors.
2. This policy applies to all university policies and practices.
3. This policy protects the rights of all persons under any academic, extracurricular, research, occupational training, or other education program or activity.

Authority

Office of the Chancellor.

Policy

The University of Illinois Urbana-Champaign (“University”) is committed to providing a safe and welcoming campus environment that is free from all forms of discrimination based on sex. Discrimination based on sex includes discrimination on the basis of sexual orientation or gender identity. The University does not discriminate against any person based on sex in its education programs or activities or in employment. This policy includes the processes to be used for all reports or complaints of sexual misconduct. The grievance processes for Title IX Sexual Harassment and other Prohibited Sexual Misconduct shall be distinct as set out in this policy.

The University also prohibits retaliation against any person who, in good faith, reports or discloses a violation of this policy, files a complaint, or otherwise participates in an investigation, proceeding, complaint, or hearing under this policy.

Title IX

The lead Title IX Coordinator is responsible for and authorized to coordinate the University’s efforts to comply with and carry out its responsibilities under Title IX, which prohibits sex discrimination in education programs and activities for institutions that receive federal financial assistance, as well as retaliation for the purpose of interfering with any right or privilege protected by Title IX. The lead Title IX Coordinator also oversees the University’s response to all reports and complaints of Prohibited Sexual Misconduct and Title IX Sexual Harassment to monitor outcomes, identify any patterns, and assess their effects on the campus climate. The lead Title IX Coordinator evaluates requests for confidentiality by those who report or complain about Prohibited Sexual Misconduct and Title IX Sexual Harassment in the context of the University’s responsibility to provide a safe and welcoming campus environment for all students free from discrimination based on sex. The lead Title IX Coordinator is also responsible for effective implementation of any supportive measures or remedies for Prohibited Sexual Misconduct and Title IX Sexual Harassment, and for overseeing the University’s recordkeeping obligations under Title IX. All formal complaints of Title IX Sexual Harassment shall be reviewed and addressed in accordance with the grievance process set forth in the University’s Title IX Sexual Harassment grievance procedures for Formal Complaints which are required to:

1. Treat complainants and respondents equitably in all manners, including by providing remedies to a Title IX Complainant where a determination of responsibility for Title IX Sexual Harassment has been made against the respondent, and by following the grievance process before the imposition of any disciplinary sanctions or other actions that are not supportive measures against a Title IX respondent;
2. Require an objective evaluation of all relevant evidence, including both inculpatory and exculpatory evidence, and provide that credibility determinations will not be based on a person’s status as a complainant, respondent, or witness;
3. Require that any individual designated by the University as a Title IX Coordinator, investigator, decision-maker, or any person designated by the University to facilitate an informal resolution process: a) not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent; and b) receive training on the definition of sexual harassment, the scope of the University’s education program or activity, how to conduct an investigation and grievance process, and how to serve impartially;
4. Require that any individual designated by the University as a decision-maker receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence;
5. Require that any individual designated by the University as an investigator receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.
6. Include a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process;
7. Include reasonably prompt timeframes for conclusion of the grievance process;

8. Describe the range of possible disciplinary sanctions and remedies or list the possible disciplinary sanctions and remedies that the University may implement following any determination of responsibility;
9. Base all decisions on the preponderance of the evidence standard;
10. Include the procedures and permissible bases for the complainant and respondent to appeal.
11. Describe the range of supportive measures available to complainants and respondents; and
12. Not require, allow, rely upon, or otherwise use questions or evidence that constitutes or seeks disclosure of, information protected under a legally recognized privilege unless the person holding such privilege has waived the privilege.

Danielle Fleenor serves as the University's lead Title IX Coordinator and can be contacted in person or by mail at 614 E. Daniel Street, Suite 303, Champaign, IL 61820; by phone at [\(844\) 616-7978](tel:8446167978); or by email at titleixcoordinator@illinois.edu.

A person should contact the lead Title IX Coordinator's office to:

1. seek information or training about rights and available actions to resolve reports or formal complaints involving potential sex discrimination, including Title IX Sexual Harassment and other Prohibited Sexual Misconduct;
2. file a formal complaint or make a report of sex discrimination, including Title IX Sexual Harassment and other Prohibited Sexual Misconduct;
3. obtain information about the availability of and for coordination of resources (including confidential resources) and supportive measures relating to sex discrimination, including Title IX Sexual Harassment and other Prohibited Sexual Misconduct;
4. notify the University of an incident, policy, or procedure that may raise potential Title IX concerns; and
5. ask questions about the University's policies and procedures related to sex discrimination, including Title IX Sexual Harassment and other Prohibited Sexual Misconduct.

Title IX Sexual Harassment Process

The Department of Education Office for Civil Rights amended in 2020 the regulations implementing Title IX. Under the regulations, Title IX prohibits sex discrimination, including Title IX Sexual Harassment, as defined below, in an education program or activity of the University against a person in the United States. An education program or activity of the University includes locations, events, or circumstances over which the University exercised substantial control over both the respondent and the context in which the alleged misconduct occurred, and also any building owned or controlled by a student organization that is officially recognized by the University.

Title IX Sexual Harassment is defined as conduct on the basis of sex that falls into one or more of the following categories as defined below in this policy: Quid Pro Quo Sexual Harassment, Hostile Environment Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, or Stalking. If a reported incident of sexual misconduct falls under the scope of Title IX (as determined by the Title IX Coordinator or their designee), the University will promptly contact the Complainant to review the University's Title IX Sexual Harassment grievance process, review and offer available supportive measures, and provide information on the University's process for filing a Formal Complaint of Title IX Sexual Harassment, if desired. If a Formal Complaint of Title IX Sexual Harassment is filed or if the Title IX Coordinator signs a Formal Complaint, the University will respond promptly in a manner that is not deliberately indifferent and will follow its Title IX Sexual Harassment grievance procedures. Additional information about the University's Title IX Sexual Harassment grievance procedures for Formal Complaints involving an employee respondent and for student conduct can be found in the Processes/Procedures/Guidelines below.

Reports of sexual misconduct that fall outside the University's jurisdiction for responding to complaints of Title IX Sexual Harassment will be dismissed under the University's applicable Title IX Sexual Harassment grievance procedure. Additionally, the University may dismiss a Formal Complaint of Title IX Sexual Harassment, or any allegations therein, if at any time during the investigation or hearing (1) the Complainant notifies the Title IX Coordinator in writing that they would like to withdraw the Formal Complaint or any allegations therein; (2) the respondent is no longer enrolled or employed by the University; or (3) specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or any allegations therein.

Prohibited Sexual Misconduct Processes

Reports or complaints of sexual misconduct that are not one of the categories included in Title IX Sexual Harassment will be addressed following the processes set out in the Office for Student Conflict Resolution's Student Conduct Procedures for Allegations of Non-Title IX Sexual Misconduct (for student respondents) or the Office for Access & Equity's Procedures for Addressing Discrimination, Harassment, and Non-Title IX Sexual Misconduct Complaints (for employee respondents). Additional information about these procedures can be found in the Processes/Procedures/Guidelines below.

Definitions

Sexual Misconduct means **Title IX Sexual Harassment, sexual harassment, sexual assault, dating violence, domestic violence, stalking on the basis of sex, unwelcome sexual, sex or gender-based conduct, sexual violence, or sexual exploitation**, as defined below.

Prohibited Sexual Misconduct means any conduct prohibited by this policy other than Title IX Sexual Harassment.

Title IX Sexual Harassment means conduct on the basis of sex that satisfies one or more of the following:

- Quid pro quo: A university employee conditioning the provision of an aid, benefit, or service of the university on an individual's participation in unwelcome sexual conduct
- Hostile environment: Unwelcome conduct that a reasonable person would determine to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the university's education program or activity;
- Sexual Assault (as defined in this policy);
- Stalking (as defined in this policy);
- Dating Violence (as defined in this policy); or
- Domestic Violence (as defined in this policy).

Sexual Assault (See 20 U.S.C. 1092 (f)(6)(A)(v)) means:

- **Nonconsensual Sexual Contact (Criminal Sexual Contact).** The intentional touching of the clothed or unclothed body parts without Consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation.

The forced touching by the victim of the actor's clothed or unclothed body parts, without Consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation.

This offense includes instances where the victim is incapable of giving Consent because of age or incapacity due to temporary or permanent mental or physical impairment or intoxication for the purpose of sexual degradation, sexual gratification, or sexual humiliation.

- **Incest.** Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Rape.** 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, or by a sex-related object, without the Consent of the victim.

This definition also includes instances in which the victim is incapable of giving Consent because of temporary or permanent mental or physical incapacity (including due to the influence of drugs or alcohol) or because of age. Physical resistance is not required on the part of the victim to demonstrate lack of Consent.

- **Statutory Rape.** Statutory Rape is nonforcible sexual intercourse with a person who is under the statutory age of consent.

Consent means mutually understood words or actions indicating a freely given, informed agreement to engage in a particular sexual activity with a specific person or persons. Consent must be voluntarily given and cannot be the result of Coercion. A person's lack of verbal or physical resistance or submission resulting from use or threat of force does not constitute consent. A person's manner of dress does not constitute consent. A person's consent to past sexual activity does not constitute consent to future sexual activity. A person's consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another. A person can withdraw consent at any time.

A person cannot consent to sexual activity if that person is unable to understand the nature, fact, or extent of the activity or give knowing consent due to circumstances including without limitation the following:

- the person is incapacitated due to the use or influence of alcohol or drugs;
- the person is asleep or unconscious;
- the person is under the legal age to provide consent; or
- the person has a disability that prevents such person from having the ability or capacity to give consent.

A person cannot consent to sexual activity if that person is unable to understand the nature, fact, or extent of the activity or give knowing consent due to circumstances including without limitation the following:

- the person is incapacitated due to the use or influence of alcohol or drugs;
- the person is asleep or unconscious;
- the person is under the legal age to provide consent; or
- the person has a disability that prevents such person from having the ability or capacity to give consent.

To be found responsible in a case involving a Complainant who could not consent to sexual activity, the Respondent must have known, or should have known, the Complainant was unable to understand the nature of the sexual activity or give knowing consent due to the circumstances. “Should have known” is an objective, reasonable person standard. That is, would a reasonable person have recognized that the Complainant could not consent to the sexual activity.

Coercion is the use of force, threats, intimidation, or severe or persistent pressure that would reasonably cause an individual to fear significant consequences if they refuse to engage in sexual contact. In evaluating whether Coercion was used, the University will consider: (1) the frequency, intensity, and duration of the pressure; (2) the degree of isolation of the person being pressured; and (3) any actual or perceived power differential between the parties in the context of their respective roles within the University. For example, when a person expresses a decision not to participate in a particular sexual activity, a decision to stop, or a decision not to go beyond a certain sexual interaction, continued pressure can be coercive.

Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others; or suffer substantial emotional distress. For the purposes of this definition:

- 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.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

This policy only covers stalking based on sex.

Dating Violence means violence committed by a person:

1. who is or has been in a social relationship of a romantic or intimate nature with the victim; and
2. where the existence of such a relationship shall be determined based on consideration of the following factors:
 1. the length of relationship;
 2. the type of relationship; and
 3. the frequency of interaction between the persons involved in the relationship.

Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence means any crime(s) committed against an individual by a current or former spouse or intimate partner (as defined under the family or domestic violence laws of Illinois), including but not limited to, domestic battery, aggravated domestic battery, stalking, aggravated stalking, cyberstalking, sexual assault, and sexual abuse.

Unwelcome Sexual, Sex or Gender-Based Conduct means any unwelcome sexual, sex-based, or gender-based conduct occurring within or having an adverse impact on the workplace or academic environment, regardless of how it is conducted (physically, verbally, in writing, or via an electronic medium) and regardless of the sexes or genders of the individuals involved. This category of misconduct comes in three forms, each of which may also qualify as Title IX Sexual Harassment or violate the Nondiscrimination Policy in some circumstances:

- Gender-Based or Sexual Hostility: Objectively offensive treatment of another person or group, through words or conduct, with hostility, objectification, exclusion, or as having inferior status based on sex, gender (including gender identity or gender expression), or sexual orientation.
- Unwanted Sexual Attention: Objectively offensive sexual attention, advances, or comments that a person reasonably should know are unwanted or which continue to occur or persist after the recipient has communicated a desire that the behavior stop.
- Sexual Coercion: Use of force, violence, threats, or other threats of harm by an individual to compel or attempt to compel another individual to engage in unwelcome sexual activity.

Unwelcome sexual, sex or gender-based conduct need not be illegal under existing laws to violate this policy. To be disciplined through a formal complaint process, however, the behavior must be by an employee acting in the course of employment. In investigating and responding to reports of violations, due consideration will be given to an individual’s rights to free speech, expression, and academic freedom. While speech can be used to harass or engage in unwelcome sexual, sex or gender-based conduct and can provide evidence of discriminatory intent, speech does not violate this policy just because it is subjectively offensive. A reasonable person must also find it offensive, it must lack bona fide academic purpose, and it must fall within one of the definitions of misconduct found in this policy. What sanctions or other responsive actions may be deemed appropriate, if any, will depend on the facts and circumstances of the case.

Sexual Harassment means unwelcome conduct of a sexual nature or unwelcome conduct based on sex, sexual orientation, or gender identity when:

(1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or educational opportunities, assessment or status at the university;

(2) submission to or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting such individual; or

(3) such conduct is sufficiently severe or pervasive; and objectively offensive; and unreasonably interferes with, denies, or limits a person's ability to participate or benefit from educational or employment opportunities, assessments, or status at the University.

Sexual Exploitation means the use of another person's nudity or sexual activity without consent for the purpose of sexual gratification, financial gain, or anyone's advantage or benefit other than the person whose nudity or sexual activity is being used.

Sexual Exploitation includes, but is not limited to:

- observing, recording, or photographing nudity or sexual activity of one or more persons without their consent in a location where there is a reasonable expectation of privacy;
- allowing another to observe, record, or photograph nudity or sexual activity of one or more persons without their consent; or
- otherwise distributing recordings, photographs, or other images of the nudity or sexual activity of one or more persons without their consent.

Sexual Violence means physical sexual acts attempted or perpetrated against a person's will or when a person is incapable of giving consent.

Retaliation means intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX, its implementing regulations, or this policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy. Retaliation may include, but is not limited to harassment, discrimination, threats, or adverse employment action. Any person or group within the scope of this policy who engages in prohibited retaliation is subject to a separate complaint of retaliation under this policy.

Processes/Procedures/Guidelines

For information about the University's sexual misconduct support, response, and prevention resources, visit wecare.illinois.edu.

The University's Online Reporting Form is available here: wecare.illinois.edu/report

Refer to the links below for more specific information:

For Employees

Employees' Responsibility to Report Sexual Misconduct

Information about who responsible employees are and their mandatory reporting obligations is available at:

wecare.illinois.edu/faq/employees Failure of a responsible employee to report an incident of sexual misconduct, as described in this policy, of which they become aware is a violation of this university policy and can be subject to disciplinary action for failure to comply.

Reporting Options

The University's Online Reporting Form is available here: wecare.illinois.edu/report More Information about University Reporting Options is available here: wecare.illinois.edu/help/report/#university

Confidential Advisors

Employees who have experienced or observed sexual misconduct have access to [confidentially consult with a Confidential Advisor](#) prior to, during, or after filing a formal complaint. Confidential Advisors offer confidential advocacy and support related to sexual misconduct including (but not limited to) safety planning, discussing a survivor's rights and options, supporting survivors in determining the best course of action for their own needs, addressing academic and employment needs, accessing safe housing, mental and physical health referrals, and support with both the criminal and university discipline systems.

Resources

wecare.illinois.edu/resources/employees

Supportive Measures (including interim measures and adjustments), are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed): wecare.illinois.edu/policies/campus/rights and wecare.illinois.edu/policies/campus/interim

Disciplinary Procedures for Employees

Procedures for Addressing Title IX Sexual Harassment Complaints wecare.illinois.edu/policies/campus

Procedures for Addressing Discrimination, Harassment, and Non-Title IX Sexual Misconduct wecare.illinois.edu/policies/campus

Prevention and Training Programs

wecare.illinois.edu/prevention/employees

Abused and Neglected Child Reporting Act (“ANCRA”)

All University personnel and volunteers are mandated reporters under ANCRA and, as such, are required to report all cases of suspected child abuse or neglect to the Department of Child and Family Services (DCFS). Additional information about an employee’s, volunteer’s or contractor’s responsibilities under ANCRA is available at:

nessie.uihr.uillinois.edu/pdf/Policy/EmployeePaperBasedTrainingANCRA.pdf

nessie.uihr.uillinois.edu/pdf/Policy/FAQminorspolicy.pdf

Frequently Asked Questions about Reporting: The FAQs explain the University’s ability to maintain an individual’s privacy as well as other issues related to confidentiality and amnesty. wecare.illinois.edu/faq/reporting

For Students

Rights and Options

The University is obligated to provide survivors with concise information, written in plain language, concerning the survivor’s rights and options upon receiving a report of an alleged violation of this policy. These survivor’s rights and options are available at:

wecare.illinois.edu/policies/campus/rights

Other information about University Options can be found here: wecare.illinois.edu/faq/university

Reporting Options

wecare.illinois.edu/help/report

University Reporting Options: The University’s Online Reporting Form, which allows for anonymous reporting if desired, is available here: wecare.illinois.edu/report

More Information about University Reporting Options is available here: wecare.illinois.edu/help/report/#university and wecare.illinois.edu/resources/students/#campus

Police Reporting Options: Information about reporting crimes to the police is available here: wecare.illinois.edu/help/report/#police

Additional information about how to contact the police as well as the interactions that will take place between the University and the police with regard to investigating reports of sexual misconduct are available in the FAQs: wecare.illinois.edu/faq/police

Confidential Advisors: Students who have experienced or observed sexual misconduct have access to confidentially consult with a Confidential Advisor prior to, during, or after filing a formal complaint. Confidential Advisors offer advocacy and support including (but not limited to) safety planning, discussing a survivor’s rights and options, supporting survivors in determining the best course of action for their own needs, addressing academic and employment needs, accessing safe housing, mental and physical health referrals, and support with both the criminal and university discipline systems.”

Amnesty Policy for Students who Report Sexual Misconduct: Information regarding the University’s policy on providing amnesty to students who report alleged violations of the University’s Sexual Misconduct Policy, as well as the victims of such crimes, is available at conflictresolution.illinois.edu/policies/medical-amnesty.

Frequently Asked Questions about Reporting: The FAQs explain the University’s ability to maintain a student’s privacy as well as other issues related to confidentiality and amnesty. wecare.illinois.edu/faq/reporting

Resources List

General Information about Resources: wecare.illinois.edu/help/talk/#support

Confidential Resources (including Confidential Advisors): wecare.illinois.edu/resources/students/#confidential

Steps to Consider if you have been sexually assaulted (including the importance of preserving evidence and seeking medical attention): wecare.illinois.edu/help/dontknow

Medical Resources (including where to obtain a free rape kit examination): wecare.illinois.edu/resources/students/#medical

Additional Campus, State and National Resources: wecare.illinois.edu/resources/students/#morecampus

Supportive Measures (including interim measures and adjustments), are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed): wecare.illinois.edu/policies/campus/rights and wecare.illinois.edu/policies/campus/interim

Disciplinary Procedures

The Student Disciplinary Process: wecare.illinois.edu/faq/discipline

Student Conduct Procedures for Allegations of Title IX Sexual Harassment: wecare.illinois.edu/policies/campus

Student Conduct Procedures for Allegations of Non-Title IX Sexual Misconduct: wecare.illinois.edu/policies/campus

Discussions of the possible sanctions for violations of this policy: conflictresolution.illinois.edu/policies/student-discipline/article11#section2-09 wecare.illinois.edu/policies/campus/sanctions

Prevention and Training Programs

Information about the University's Prevention and Training Programs is available here: wecare.illinois.edu/prevention/students

For PreK-12 Students

Procedures for Addressing Title IX Sexual Harassment Involving PreK-12 Students wecare.illinois.edu/policies/campus

Procedures for Addressing Discrimination, Harassment, And Non-Title IX Sexual Misconduct Complaints wecare.illinois.edu/policies/campus

Supportive Measures Information wecare.illinois.edu/policies/campus/interim

For Third Parties and Bystanders

Reporting Options

Third Parties/Bystanders can use the University Reporting Form to report sexual misconduct: wecare.illinois.edu/report

Exceptions

None.

Contact

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Campus Administrative Manual

Email: campusadminman@illinois.edu

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