

**Approving University Officials:** Provost; Senior Vice President  
for Business and Finance  
**Responsible Office:** Office of Equity

## I. Policy

- A. Policy Statement:** Northwestern prohibits discrimination and harassment on the basis of race, color, religion, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, parental status, marital status, age, disability, citizenship status, veteran status, genetic information, or any other classification protected by law (referred to as housing, or services, or in the educational programs or activities Northwestern operates. Such conduct students, faculty, staff, and other community members.

**Individuals impacted by discrimination or harassment may contact the Office of Equity to receive support, resources, and information even if they do not wish to move forward with the Complaint Resolution Process described in Section III below.**

- B. Sexual Misconduct:** Prohibited sex discrimination includes sexual misconduct (dating/domestic violence, sexual assault, sexual exploitation, sexual harassment, and stalking). **Individuals impacted by sexual misconduct may contact the Office of Equity to receive support, resources, and information even if they do not wish to move forward with the Complaint Resolution Process.** Please see the [Comprehensive Policy on Sexual Misconduct](#) or contact the Office of Equity for additional information. <https://www.northwestern.edu/equity/>.

**C. Jurisdiction:**

harassment. Northwestern may investigate any reported violations of this policy that occur in the context of a University program or activity or that othe regardless of whether the reported conduct occurred on or off campus. For every report, the University will review the circumstances of the reported conduct to determine whether the University has jurisdiction over the parties involved and take steps within its control to eliminate, prevent, and address the reported conduct. If the respondent is not a member of the University community or is no longer affiliated with the University at the time of the report or at the time the Complaint Resolution Process is initiated (including when the respondent has graduated or left the University), the University typically is unable to take disciplinary action or conduct an investigation.

- D. Purpose:** Northwestern is committed to fostering an environment in which all members of our community are safe, secure, and free from prohibited discrimination and harassment. When learning of conduct or behavior that may not meet these standards, community members and the University are expected to take an active role in upholding this policy and promoting the dignity of all individuals.
- E. Accessibility:** The Office of Equity is committed to making our services accessible to all members of the Northwestern community. The Office is cognizant of the physical accessibility of our space, the cultural competency of our staff, and the method and tone of the services we provide. Accessibility includes but is not limited to: providing reasonable accommodations to persons with disabilities, including mental health

housing, or services, or in the educational programs or activities Northwestern operates.<sup>1</sup>

In determining whether discrimination occurred, the Office of Equity examines whether there was an

Reporting Incidents to the University: An individual who has experienced discrimination or harassment

#### **4. Retaliation**

Northwestern strictly prohibits retaliation against any member of its community for reporting an incident of discrimination or harassment or for participating, in any manner, in an investigation or hearing related to a report of discrimination or harassment. The University considers such actions to be protected activities in which all members of the Northwestern community may freely engage.

Members of the community are prohibited from engaging in actions, directly or through others, which are aimed to deter a reasonable party or a witness from reporting discrimination or harassment or participating in an investigation or hearing or done in retribution for such activities. A detailed definition of retaliation

## **II. Resources**

### **A. Confidential On-Campus Resources**

The following confidential resources are available for individuals to discuss incidents and issues related to discrimination and harassment. Confidential resources are available to













### Acceptance of Responsibility

Prior to the conclusion of an investigation, the respondent may elect to take responsibility for the prohibited conduct by contacting the Director, Equal Opportunity and Access, in writing. The Director, Equal Opportunity and Access or designee will issue a brief outcome determination summarizing the allegations and stating the respondent has accepted responsibility, and refer the matter to the appropriate office for sanctioning as delineated below. Following the determination of sanctions, parties may appeal the sanctions but not the finding(s) of responsibility.

### Withdrawal of Complaint

Prior to the conclusion of an investigation, the complainant may request to withdraw the complaint by contacting the Director, Equal Opportunity and Access, in writing. The Director, Equal Opportunity and Access or designee will determine whether to close the case or conclude the investigation without

### Investigation

The Office of Equity investigates complaints proceeding through formal resolution. Depending upon the circumstances, one or more investigators will be assigned from the Office of Equity. In some cases, another University office may conduct an investigation under the direction of the Office, or an





**An appeal of a finding in a complaint against a faculty member should be addressed to:**

Kathleen Hagerty  
Associate Provost for Faculty  
Rebecca CrowS ICrn bot41Ary

x Procedural errors within the investigation or resolution process that may have substantially affected the fairness of the process; or

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