

Lake Forest College prohibits discrimination on the basis of sex, sexual orientation, gender, and/or gender identity in any College program or activity, co(X)3

graduates or otherwise separates from the College and/or until the employee ceases employment. In reports involving allegations against individuals who are not affiliated with the College at the time of the complaint, the College will assess whether the individual may pose a risk to the the safety or well-being of members of the College community and take measures it deems appropriate to mitigate this risk or as otherwise needed to achieve the goals of this policy. Further information about Title IX and sex discrimination in education is available from the Office of Civil Rights (U.S. Department of Education, Citigroup Center, 500 Madison St., Suite 1475, Chicago, IL 60661-4544, 312-730-1560, OCRChicago@ed.gov, ed.gov.ocr), or the College's Title IX Coordinator as set forth in Section IV below.

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In determining whether alleged misconduct constitutes a violation of this policy, the College will consider the totality of the facts and circumstances of the incident, including the nature of the alleged misconduct and the context in which it occurred. Any of the prohibited misconduct set forth in this policy can occur between strangers or acquaintances, individuals involved in intimate or sexual relationships, and individuals of any sex, gender, sexual orientation, and/or gender identity. In addition, some of the prohibited misconduct also violates the criminal laws of the State of Illinois. For more information regarding Illinois' criminal laws, please consult the College's annual security report available online at [www.lakeforest.edu/about/ourcampus/safety/report.php](http://www.lakeforest.edu/about/ourcampus/safety/report.php) or in print at the Department of Public Safety.

Sex discrimination is adverse treatment of an individual based on sex or gender. Sex discrimination encompasses sexual misconduct, as defined below, but also includes other behavior that does not constitute sexual misconduct. Use of the terms "sex discrimination" and/or "gender discrimination" throughout this policy includes sexual orientation-based and gender identity-

graphic, or physical conduct of a sexual nature, without regard to whether the parties are of the same or different gender, when:

- x Submission to such conduct is either explicitly or implicitly a term or condition of an individual's employment or status in a course, program, or College-sponsored activity, or is used as the basis for employment or educational decisions affecting that individual (also referred to as "quid proquo" harassment); or
- x Such conduct is sufficiently severe, pervasive, or persistent that it has the purpose or effect of unreasonably interfering with an individual's educational experience or working conditions (also referred to as "hostile environment" harassment).

Some examples of sexual harassment may include:

- x Pressure for a dating, romantic, or intimate relationship, or for sexual activity
- x Unwelcome touching, kissing, hugging, rubbing, or massaging
- x Unnecessary references to genitalia
- x Sexual innuendos, jokes, humor, or gestures
- x Displaying sexual graffiti, pictures, videos or posters
- x Using sexually explicit profanity
- x Asking about, or telling about, sexual fantasies, sexual preferences, or sexual activities
- x Leering or staring

Non-consensual sexual penetration is any penetration of the sex organs or anus of another person when consent is not present; any penetration of the mouth of another person with a sex organ when consent is not present; or performing oral sex on another person when consent is not present. This includes penetration or intrusion, however slight, by an object or any part of the body, specifically including cunnilingus, fellatio, vaginal intercourse, and anal intercourse.

Non-consensual sexual contact is the intentional touching or fondling of a person's genitals, breasts, groin, or buttocks, when consent is not present or coercion and/or force is used. This includes contact done directly, through clothing, or with an object. It also includes causing or inducing a person to similarly touch, fondle, or contact oneself or someone else, when consent is not present.

Incest is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by the laws of the state in which the incident occurred.

Statutory rape is sexual intercourse with a person who is under the statutory age of consent under the laws of the state in which the incident occurred.

Sexual exploitation occurs when a person takes non-consensual or abusive sexual advantage of another individual(s) for personal benefit, or to benefit anyone other than the individual being exploited, and that behavior does not otherwise constitute one of the other sexual misconduct offenses in this policy. Examples of sexual exploitation include, but are not limited to:

- x Invasion of sexual privacy;
- x Prostituting another person or otherwise recruiting, providing, or obtaining another person for purpose of sexual exploitation;
- x Non-consensual photographing, video or audio-taping of sexual activity;
- x Distributing intimate or sexual information, images, or recordings about another person without that person's consent (applies even if the videos were obtained with consent);
- x Observing or permitting others to observe sexual activity of another person without that person's consent;
- x Knowingly transmitting a sexually transmitted infection (STI) to another without disclosing STI status;
- x Exposing one's genitals in non-consensual circumstances and/or inducing another to expose their genitals; or
- x Inducing incapacitation in another person with the intent to engage in sexual activity.

Dating violence is violence or the threat of violence (including but not limited to sexual or physical abuse) by another person with whom the individual is or has been in a social relationship of a romantic or intimate nature. The existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Sexual abuse includes sexual penetration without consent, sexual contact without consent, incest, and statutory rape. Physical abuse includes physical violence, which is the intentional use of physical force (e.g., shoving,



- x Freely given for a specific sexual act at a specific time; and
- x Can be withdrawn at any time.

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- x Coerced or compelled by duress, threat, or force, or fraudulently obtained through



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If you are in immediate danger, number for the . The Lake Forest College Department of Public Safety can also connect you to the Lake Forest Police Department. See Section F below for more information on reporting to law enforcement.

including , may be submitted by completing the form found at [www.lakeforest.edu/live/forms/147-report-sexual-misconduct](http://www.lakeforest.edu/live/forms/147-report-sexual-misconduct).

may be made to the : 866-943-5787.

The College will investigate and/or respond to anonymous reports made electronically, by phone, or otherwise to the extent possible based on the information provided. The College's ability to take disciplinary action against an accused may be limited in the case of anonymous reports.

. The privacy of all parties involved in reports of sexual misconduct will be respected to the extent permitted under relevant law. Information related to a report of sexual misconduct will be shared only with those College employees who need to know to assist in the investigation and/or resolution of the matter pursuant to the College's Sexual Misconduct Complaint Resolution Procedures. College employees who are involved in the review, investigation, or resolution of sexual misconduct complaints receive training regarding the safeguarding of private information.

. The College responds to reports of sexual misconduct and investigates and resolves complaints of sexual misconduct in accordance with the procedures set forth in its Sexual Misconduct Complaint Resolution Procedures available at: <http://www.lakeforest.edu/sexualmisconduct/policy.php>. The Procedures offer a formal resolution process and an informal resolution process. The formal resolution process includes an investigation and a determination of whether the preponderance of the evidence indicates that the respondent violated the Policy. For complaints where a policy violation is found, the College will impose disciplinary action. As an alternative to formal resolution, a complainant may seek informal resolution, which may include implementing supportive measures and accommodations, educational programming, and/or direct intervention with the respondent, but does not result in findings or formal disciplinary sanctions. Please see the Procedures for details on the processes and available sanctions.

. Upon receiving a report of sexual misconduct, the College will provide the complainant with a



Complainants have the right to request that law enforcement implement emergency protective or restraining orders or to pursue such orders through the civil court process, and the College can assist complainants who wish to do so. Complainants who receive protective or restraining orders through a criminal or civil process should notify the Title IX Coordinator so that the College can manage compliance with the order on campus.

Whether or not criminal charges are filed, the College will investigate and resolve complaints of sexual misconduct under this policy where appropriate. Because the standards for finding a violation of criminal law are different from the standards for finding a violation of this policy, criminal investigations or reports are not determinative of whether sexual misconduct, foro

not shower, bathe, douche, smoke, brush teeth, use the bathroom, eat, drink, or change clothes or bedding before seeking medical attention, and that medical attention be sought as soon as possible. Unwashed clothes worn during the incident can be transported to the hospital or medical facility in a paper bag. If an individual suspects that they may have been drugged, they should inform the hospital or law enforcement as soon as possible so that they can attempt to collect evidence.

Under Illinois law, the cost of emergency medical or forensic examinations for sexual violence survivors not covered by private insurance or Illinois Public Aid will be covered by the Illinois Department of Healthcare and Family Services. The Title IX Coordinator can provide more information regarding the procedure for obtaining this financial assistance.

Individuals who have experienced sexual misconduct are also encouraged to preserve evidence by saving text messages, instant messages, social networking pages, or other communications and by keeping pictures, logs, or other copies of documents.

The College encourages the reporting of sexual misconduct and seeks to remove barriers to an individual making a report. The College recognizes that a student who has been drinking or using drugs at the time of the incident may be hesitant to make a report because of the potential disciplinary consequences. Therefore, a student who reports sexual misconduct, either as a complainant or witness, will not be subject to disciplinary action by the College for their own personal consumption of alcohol or drugs at or near the time of the incident, provided that such consumption did not or does not place the health or safety of any other person at risk.

. Reports of sexual misconduct that are found to be intentionally false or made maliciously without regard for truth shall constitute a violation of this policy. This provision does not apply to reports made in good faith, even if the allegations in the report are not substantiated through an investigation. Likewise, a party or witness who intentionally provides false or misleading testimony may be subject to disciplinary action under this or other relevant College policy.

Retaliation against individuals engaging in protected activity under this policy is prohibited. Retaliation is materially adverse action taken against an individual as a result of that individual's participation in a protected activity under this policy. Protected activity includes, but is not limited to, making a good-faith complaint of sexual discrimination or misconduct, cooperating in good faith in the investigation of a complaint of sexual discrimination or misconduct, and/or testifying as a witness to any report of sexual discrimination or misconduct. An action is generally deemed retaliatory if it would deter a reasonable person in the same circumstances from opposing practices prohibited by this policy or participating in the reporting, investigation or resolution processes under this policy.

Alleged retaliation should be reported promptly to the Title IX Coordinator, the Dean of Students, the Dean of Faculty, or the Director of Human Resources.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act") requires institutions of higher education to compile and publish statistics on certain criminal offenses including sexual assault, domestic and dating violence, and stalking that occur on or adjacent to school properties. The Clery Act requires that certain crimes reported to certain campus employees, called Campus Security Authorities, be included in those annual statistics. All crimes reported and documented under the Clery Act will be recorded in an anonymous manner.

The College will also issue timely warnings of Clery Act crimes occurring within relevant geography that represent a serious or continuing threat to the community. A complainant will not be identified in a timely warning. For more details about institutional crime reporting, including information about which employees are designated Campus Security Authorities required to report crimes under the Clery Act, please f (m)1(c)8 (uR)8 (nui)14p areas43 ( )JMAN(m)1D (

The College provides educational programming and training regarding sexual misconduct, including:

