

# University of Illinois Springfield

## Preventing Sexual Violence in Higher Education Annual Report Covering Calendar Year 2021

|                                       |  |
|---------------------------------------|--|
| Name of Higher Education Institution: | University of Illinois Springfield                       |
| Campus (if applicable):               |  |
| Completed By/Primary Contact:         | Shelby Bedford   |
| Address:                              | One University Plaza MS HRB 30 Springfield IL 62703-5407 |
| Phone Number:                         | 217.206.6222   |
| Email Address:                        | TitleIX@uis.edu  |

### Part A

The University of Illinois Springfield’s comprehensive policy addressing sexual misconduct is available online at: <https://www.uis.edu/policy/sexual-misconduct-policy> . This policy complies with 110 ILCS 155/10. This policy is also attached as Attachment A. Appendices to this policy, which include relevant definitions and procedures, are attached as Attachment B. The procedures used for complaints involving employees are attached as Attachment C, while procedures used for student complaints are attached as Attachment D.

The University of Illinois Springfield provides a concise, written notification of survivor rights and options to individuals who disclose incidents of sexual misconduct. These rights and options are available for all individuals to view online at: <https://www.uis.edu/aeo/title-ix/rights-support-options>. This list of rights and options is compliant with 110 ILCS 155-15. This document is also attached as Attachment E.

### Part B

#### **Campus Training, Education and Awareness.**

The University of Illinois Springfield provides training and awareness programs to the campus community on an annual and ongoing basis. Information about these programs can also be found on the UIS Title IX Webpage at: <https://www.uis.edu/aeo/title-ix/prevention-awareness>

#### **Education and Prevention Programs - Sexual Misconduct**

UIS engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking that:

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

Educational programming consists of primary prevention and awareness programs for all incoming UIS students and new employees and ongoing awareness and prevention campaigns for students, staff, and faculty that:

- Identify domestic violence, dating violence, sexual assault and stalking as prohibited conduct.
- Define what behavior constitutes domestic violence, dating violence, sexual assault, and stalking.
- Define what behavior and actions constitute consent to sexual activity in the State of Illinois.
- Provide safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than the bystander.
- Provide information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims to promote safety and to help individuals and communities address conditions that facilitate violence.
- Provide information regarding:
  - Procedures victims should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs
  - How UIS will protect the confidentiality of victims and other necessary parties
  - Existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available within UIS and in the community
  - Options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective/supportive measures; and,
  - Procedures for UIS disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking.

UIS primary prevention and awareness programs include the following:

- At the beginning of the academic year, all new students are instructed to complete the Voices for Change training. Voices for Change is an online learning experience to enable academic communities of engaged bystanders who can identify harmful situations and have the motivation and skills needed to intervene. With a focus on self-reflection and concept application, Voices for Change weaves bystander engagement and intervention through four topic areas including: Identity and Inclusion, Consent and Sexual Violence, Alcohol and Other Drugs, and Hazing and Intimidation. Any new students who do not complete their Voices for Change training will have a hold that prevents all registration activity placed on their account for the upcoming semester until the coursework is complete.
- Title IX training and sexual misconduct prevention training are required every year for faculty and staff.
- Presentation by the Dean of Students in conjunction with the Title IX Coordinator during Welcome (Fall and Spring), New International Student Orientation, and New First Year and Transfer Students Orientation.
- During Fall Welcome, programming is offered through the Women's Center & Student Life on safe dating and consent.

UIS has developed an ongoing prevention and awareness campaign consisting of:

- Mandatory online training for faculty and staff each spring semester reminding university employees of terms, school policies, and their responsibilities regarding sexual misconduct.
- Online sexual misconduct prevention training is provided to all returning students at the start of the academic year.
- A presentation by the Dean of Students to Residence Life and Housing professional resident directors and student resident advisers during New and Continuing Resident Advisor (RA) Orientation: “What Residence Life Leaders and First Responders Must Know: Sexual Misconduct Awareness, Prevention, and Reporting Obligations for Campus Resident Assistants and Directors”.
- An online program, “Sexual Violence Prevention,” continuously available for students, faculty, and staff on the UIS Counseling Center website.
- A Campus Task Force: convened by the Title IX Coordinator and including members from UIS Police, Undergraduate Education, Graduate Education, the Counseling Center, the Women’s Center, the Diversity Center, Athletics, New Student Orientation, the University Ethics and Compliance Office, Residence Life and Housing, the Dean of Students, and relevant community partners to identify, propose, present and evaluate targeted, culturally relevant, inclusive, and effective educational awareness and prevention programming.
- Annual “Take Back the Night” march and rally on campus with the purpose of ending sexual, relationship, and domestic violence in all forms.
- “It’s On Us” week of programs intended to raise awareness regarding sexual violence, and the role students could play as bystanders in preventing violence. Programs included a consent workshop, and a pledge drive.
- “10 Signs of Healthy and Unhealthy Relationships” workshop available on demand through the UIS Women’s Center, teaches students about recognizing signs that a relationship could become abusive and how to intervene.
- Counseling services and informational tables for students addressing issues of concern including sexual assault, sexual abuse, domestic violence, dating violence, stalking, sexual harassment, alcohol abuse, drug abuse, and Lesbian, Gay, Bisexual, Pansexual, Transgender, Genderqueer, Queer, Questioning, Intersex, and their cisgender and heterosexual allies (LGBTQIA+) issues.
- Safe Zone Training: Safe Zone members are trained to be better allies to LGBTQIA+ students. Members agree that they work to provide a personal space that is free from homophobia, heterosexism, and transphobia while serving as a resource to LGBTQIA+ and allied students. All students, staff, and faculty are eligible to join.
- Brochures and website materials are available for all full- and part-time students, faculty, staff, and members of the public on the UIS Access and Equity Website.
- Distribution of educational materials.
- Passive education on bulletin boards and campus social media outlets.

The Title IX Coordinator, Women’s Center, Residence Life, Department of Athletics, Counseling Center, and Gender and Sexuality Student Services are creative in offering a variety of educational programs, forums, conversations, and activities. The programs cover topics such as dating relationships, alcohol, abuse and perpetrators, sexual violence, and related topics,

including rights and compliance obligations and requirements under VAWA and Title IX and how to intervene as an active bystander to assist potential victims and prevent sexual misconduct.

**A. Student Training, Education and Awareness**

In accordance with 110 ILCS 155/30(b), the University of Illinois Springfield provides annual training to all members of the campus community on the prevention of sexual violence. A list of these programs is found below:

Name: Get Inclusive! Voices for Change – Comprehensive

Description: Primary and Ongoing Prevention and Awareness

Dates: 2021 Calendar Year

Location: Online

Target Audience: Mandatory for all new undergraduate students. All returning undergraduate students are provided with the training and encouraged to complete it.

Number of Student Completions: 1111

Name: Get Inclusive! Voices for Change – Comprehensive

Description: Primary and Ongoing Prevention and Awareness

Dates: 2021 Calendar Year

Location: Online

Target Audience: Mandatory for all new graduate students. All returning graduate students are provided with the training and encouraged to complete it.

Number of Student Completions: 658

**B. Employee Training**

In accordance with 110 ILCS 155/30(c), University of Illinois Springfield provides training to employees who, with respect to reports of sexual violence, domestic violence, dating violence, or stalking: (1) receive student reports, (2) refer or provide services to survivors or (3) participate in the complaint resolution procedures.

Name: Preventing Harassment and Discrimination

Description: Primary and Ongoing Prevention, Awareness, and Reporting Obligations

Dates: 2021 Calendar Year

Location: Online

Target Audience: All Employees (Full Time, Part Time, Seasonal, Temporary)

Number of Employee completions: 1335

In addition, all employees who participate in the complaint resolution procedures receive annual training on Title IX rights and protections and trauma-informed care.

Information about these trainings can be found on the UIS Title IX Webpage at:

<https://www.uis.edu/aeo/title-ix/prevention-awareness>.

**I. Reports**

The reports listed below occurred in Clery reportable locations (Clery geography) or where the location was not known or not disclosed see “Preventing Sexual Violence in Higher Education Act: Frequently Asked Questions Regarding Reporting Requirements,” <http://www.illinoisattorneygeneral.gov/rights/PSVHEAFAQs.pdf>)

|   | Reports to the Title IX Coordinator or Responsible Employees | Reports to Confidential Advisors |
|---|--|----------------------------------|
| Fondling/Sexual Violence/Sexual Assault | 12   | 2                                |
| Domestic Violence                       | 0  | 0                                |
| Dating Violence                         | 4  | 1                                |
| Stalking                                | 4  | 0                                |

**A. Responses to Reports to the Title IX Coordinator or Responsible Employees**

|   | Survivor did not request to proceed with the complaint resolution procedure | HEI investigated allegation | HEI referred allegation to local or State law enforcement | HEI resolved allegation through complaint resolution procedure |
|---|---|-----------------------------|---|--|
| Fondling/Sexual Violence/Sexual Assault | 9   | 3                           | 0   | 3  |
| Domestic Violence                       | 0   | 0                           | 0   | 0  |
| Dating Violence                         | 4   | 0                           | 0   | 0  |
| Stalking                                | 3   | 1                           | 0   | 1  |

**B. Complaint Resolution Procedure Outcomes**

|   | Found Not Responsible for violation of comprehensive policy | Dismissed/expelled | Suspended | Otherwise Disciplined |
|---|---|--------------------|-----------|-----------------------|
| Fondling/Sexual violence/sexual assault | 0   | 0                  | 2         | 3                     |
| Domestic Violence                       | N/A   | N/A                | N/A       | N/A                   |
| Dating Violence                         | N/A   | N/A                | N/A       | N/A                   |

|  |   |   |   |   |
|--|---|---|---|---|
| <b>Stalking*</b>   | 0 | 0 | 0 | 0 |
| *The Respondent in this case left the University prior to the completion of the investigation. A registration hold was placed on their account preventing them from re-enrolling until they complete the complaint resolution process. |   |   |   |   |

**II. Closing Notes**

All individuals who report experiencing any form of sexual violence, dating/domestic violence, or stalking are informed of their rights and options for reporting to the UIS Title IX Coordinator or relevant police department as well as their options for accessing supportive measures. The UIS Sexual Misconduct Policy allows UIS the ability to respond to allegations between two members of the UIS community regardless of where an incident occurs. However, if an alleged individual is not a member of the UIS campus community, individuals are still provided with information about their rights and options, including the option to request assistance reporting to the police and the option to access supportive resources on campus.

Those reviewing this report should keep in mind that due to the use of different definitions in compliance with state and federal law as well as UIS policy, the incident numbers listed here may not match the incident numbers listed in UIS’s Annual Security Report.

The Office of the Attorney General shall maintain on its Internet website for public inspection a list of all higher education institutions that fail to comply with the annual reporting requirements as set forth in this subsection (b). (Source: P.A. 99-426, eff. 8-21-15.)

This completed report is submitted via mail or email to the addresses below by November 1, 2022:

- Office of the Illinois Attorney General Civil Rights Bureau  
100 W. Randolph Street, 11th Floor  
Chicago, IL 60601  
[civilrights@atg.state.il.us](mailto:civilrights@atg.state.il.us)
- Illinois Department of Human Rights  
555 West Monroe St.  
7<sup>th</sup> Floor  
Chicago, IL 60601  
[IDHR.Webmail@Illinois.gov](mailto:IDHR.Webmail@Illinois.gov)

In addition, UIS posts copies of these reports online at <https://www.uis.edu/aeo/title-ix/prevention-awareness>.