

## Title IX: Notification of Rights & Options

Title IX of the Education Amendments of 1972 (“Title IX”) prohibits sex-based discrimination in any of Erikson Institute (“Erikson”) programs or activities. Erikson prohibits all forms of sexual misconduct, including but not limited to, sexual assault, stalking, dating or domestic violence, and sexual harassment. Such conduct violates the community values and principles of our institution, and disrupts the learning and working environment for students, faculty, staff, and other community members. In furtherance of this policy, Erikson has adopted and published its **Title IX Sex Discrimination/Misconduct Policy and Complaint Resolution Procedures**, which contains Erikson’s procedures for resolving Title IX covered complaints and can be found on Erikson’s website at <https://www.erikson.edu/>

Erikson’s definition of consent includes, but is not limited to, the expression through affirmative, voluntary words or actions mutually understandable to all parties involved; Consent can be withdrawn at any time. Consent cannot be assumed, coerced or be given by someone who, for any reason, cannot understand the facts, nature, extent, or implications of the sexual situation occurring.

### Erikson Reporting Options and Availability of Support

#### Title IX Coordinator

David Wilson  
Director, People & Culture  
451 N. LaSalle St.  
Chicago, IL 60654-4510  
312-755-2250  
Email: [dwilson@erikson.edu](mailto:dwilson@erikson.edu)

**Local Law Enforcement** Chicago  
Police Department 911

**Local Hospital**  
Northwestern Memorial Hospital  
251 E. Huron St.  
Chicago, IL 60611  
312-926-2000  
Website: <https://www.nm.org/>

#### Confidential Advisors and Local Crisis Centers

State of Illinois Domestic Violence Hotline 24/7  
877-863-6338 (hearing impaired 877-863-6339)

Rape Victim Advocates (RVA)  
The Chicago Rape Crisis Hotline  
888-293-2080

National Sexual Assault Hotline  
800-656-4673

YWCA RISE Center  
820 W. Jackson Blvd, Ste. 550  
Chicago, IL 60607  
312-733-2102

Erikson’s Employee/Student Assistance Program  
800-386-7055 or 800-292-2780

Whether the alleged incident of sexual misconduct occurred on or off campus, **Survivors are entitled to important rights and options indicated hereunder.** This is not an exhaustive list, and it should therefore be considered in conjunction with Erikson's Title IX Policy and applicable Federal and State Law (including the Illinois Preventing Sexual Violence in Higher Education Act of 2015).

## **Rights and Options—General**

- The right to report sexual misconduct to Erikson without discouragement, discrimination, or retaliation, and the right to have the report promptly, thoroughly, and fairly investigated;
- The right to report or not report the alleged incident to proper law enforcement authorities, and the right to request assistance from Erikson officials in notifying such authorities. (Please note that a criminal investigation does not relieve Erikson of its duty under Title IX to respond promptly and effectively);
- The right not to report the alleged incident to Erikson, if this is the Survivor's desire;
- The right to preservation of privacy, to the extent possible and allowed by law;
- The right to report the alleged incident to a confidential advisor, whom do not have a mandatory reporting duty under Title IX, and do not have to reveal any identifying information about the incident to Erikson;
- The right to be informed of, and request assistance with, available resources such as counseling, medical, mental health, law enforcement, or assistance services for Survivors;
- The right to notification of and option of interim protective measures after an alleged incident of such as sexual assault, domestic violence, dating violence, or stalking. Accommodations will be granted if requested and reasonably available (no formal complaint or investigation, institutional or criminal, need occur to avail self of available options). Accommodations may include but not limited to:
  - Referral to counseling and health services;
  - Referral to the Employee Assistance Program;
  - Modification of work arrangements and/or scheduling;
  - Campus escorts and/or changes to campus transportation arrangements;
  - "No Contact Orders" between the parties; and/or
  - Academic programming or scheduling adjustments
  - Leave of absence (paid or unpaid)

- The right to be treated with respect by Erikson officials;
- The right to pursue a formal investigation proceeding if complainant is dissatisfied with a determination rendered subsequent to an alternative resolution proceeding (Note: alternative resolution procedures are not available where allegations of sexual violence or nonconsensual sexual intercourse are raised);
- The right to be fully informed of the Title IX policy and Erikson's complaint resolution procedures.

## **Rights and Options—Complaint Resolution Procedures**

- The right to an adequate, objective, and impartial investigation which may result after a Title IX complaint is made to Erikson (Please note that Erikson will use a preponderance of the evidence standard ("more likely than not") in resolving all complaints of Title IX violations);
- The right to timely notice of all meetings;
- The right to be provided timely access to review relevant documents or materials, subject to privacy limitations imposed by state and federal law;
- The right to present relevant evidence and/or witnesses with personal knowledge of the circumstances bringing rise to the investigation and/or hearing;
- The right to have an advisor present during all meetings with investigators, Title IX representatives (Please note, advisors may not advocate on behalf of either party, and may only serve in a support role);
- The right to be informed in writing of the outcome and sanction(s) of any investigation involving sexual misconduct within sixty (60) calendar days of the date the complaint was received;
- The right to an investigative report and notice of sanction (if applicable). Sanctions may include, but are not limited to the following:
  - Verbal or written warning;
  - Mandatory educational programming such as a sexual harassment sensitivity program;
  - Community service;
  - Probation;
  - Removal from campus programs/ activities/ leadership positions;
  - Restrictions regarding entering the building or areas of campus;
  - Suspension from school or employment (without pay, in the case of an employee);
  - Dismissal or other separation from Erikson
  - Any other sanction deemed appropriate by Erikson.
- The right to appeal the findings and sanction(s), in accordance with the appeals process.