



SUPPORT FOR ACADEMICS AND STAFF EXPERIENCING DISCRIMINATION, HARASSMENT & SEXUAL MISCONDUCT

THE CENTER FOR AWARENESS, RESOLUTION, EDUCATION & SUPPORT

UChicago CARES works to prevent and respond to discrimination, harassment, and sexual misconduct within the University community. The Center supports students through prevention education and training; responding to reports; providing services, support, and resources; and facilitating resolution options. CARES staff coordinate compliance with federal, state and local regulations governing non-discrimination, including Title IX, Title VI, Title VII and VAWA.

- Academics and staff who have experienced any form of discrimination, harassment, or sexual misconduct are encouraged to report their concerns to UChicago CARES in order to receive full information on support, resources, and reporting options. Discrimination and harassment includes behavior on the basis of race, color, religion, sex, sexual orientation, gender, gender identity or expression, national or ethnic origin, shared ancestry, age, status as an individual with a disability, military or veteran status, genetic information or other protected classes under the law.
- Individuals are not obligated to engage with University offices or respond to University outreach regarding these matters. Academics and staff have the right to report to the University, to Law Enforcement, or both. UChicago CARES can assist individuals with navigating these processes.
- Reporting to UChicago CARES is private and does not mean the person who experienced the incident loses control of the process. Individuals may choose not to move forward with University resolution options or reporting to Law Enforcement and may still request support services and/or accommodations. In very rare circumstances, UChicago CARES may need to move forward with an investigation based on information already received. If this occurs, UChicago CARES will connect with the individual impacted to discuss.

Who on Campus Is Required to Report Incidents to the University?

University employees not designated as Confidential Resources must report all incidents of sexual misconduct to UChicago CARES. Individuals with Reporting Responsibilities include faculty and other academic appointees, resident assistants, resident heads, resident deans, TAs, deans of students, athletic coaches, UCPD staff, and other University employees. When an incident is reported to UChicago CARES, Individuals can expect to receive an email outreach outlining information on confidential supportive measures, resolution options, and resources and referrals. Individuals are not obligated to respond to this outreach or engage with UChicago CARES, and can choose not to move forward with resolution options and still receive support services.

University Policy & Resolution Options

The University has resolution options in place to investigate and resolve complaints of discrimination, harassment or sexual misconduct. UChicago CARES can discuss options with a individual who wishes to make a complaint or is considering making a complaint about students, faculty, other academic appointees, postdoctoral researchers, staff members, or others. Misconduct can be addressed under one of two policies: the Title IX Sexual Harassment Policy (titleixpolicy.uchicago.edu) or the Policy on Harassment, Discrimination, and Sexual Misconduct (harassmentpolicy.uchicago.edu). Retaliation of any kind is strictly prohibited for parties involved with the reporting and resolution of incidents.

Confidential Resources

The following resources are confidential resources for academics and staff and will not reveal a person's identity or report any identifiable details regarding incidents of sexual misconduct to a Title IX Coordinator without their consent.

Employee Assistance Program (Perspectives)

perspectivesltd.com

800.456.6327

- Available 24 hours a day, 7 days a week
- Serves as a Confidential Resource for faculty, other academic appointees, postdoctoral researchers, and staff

Ordained Religious Advisors

Spiritual Life

773.834.1885

cares.uchicago.edu/support-and-resources/

Support for Academics and Staff

Academics and staff who have reported misconduct have the right to request supportive measures and/or reasonable accommodations, including but not limited to:

- Referrals for assistance in obtaining an order of protection or no contact order in State court
- Medical assistance (including information on preserving evidence)
- Legal/law enforcement options
- On- and off-campus referrals and resources
- Referrals for accessing health and mental health services, counseling, and advocacy
- Up to 12 weeks of unpaid leave in any rolling 12-month period to address issues arising from domestic or sexual violence or economic exploitation for University employees who have experienced domestic or sexual violence (or who have a family or household member who experienced domestic or sexual violence). For more information: humanresources.uchicago.edu/benefits/timeoff/leaves/vessa.shtml

Report a Concern

cares.uchicago.edu/make-a-report/

Contact UChicago CARES

cares.uchicago.edu

titleix@uchicago.edu

Bridget Collier

Associate Provost, Equal Opportunity Programs & Title IX Coordinator
bcollier@uchicago.edu 773.834.6367

Rena DeSautel

Director, Response & Support Services
Deputy Title IX Coordinator
desautel@uchicago.edu 773.702.0438

24-Hour Resources

City of Chicago Police Emergency
911

University of Chicago
Police Department 773.702.8181 or
123 from any campus phone

University of Chicago Medicine
Emergency Room 773.702.6250
5656 S. Maryland Avenue

Sexual Assault Dean-on-Call
773.834.HELP(4357)

Student Counseling 773.702.9800
wellness.uchicago.edu

Additional Resources

City of Chicago Police
Non-Emergency 311 or
312.744.5000

Chicago Rape Crisis Hotline
888.293.2080

YWCA 866.525.9922

Illinois Domestic Violence
Hotline 877.863.6338



5525 S. Ellis Ave
Chicago, IL 60637
cares.uchicago.edu

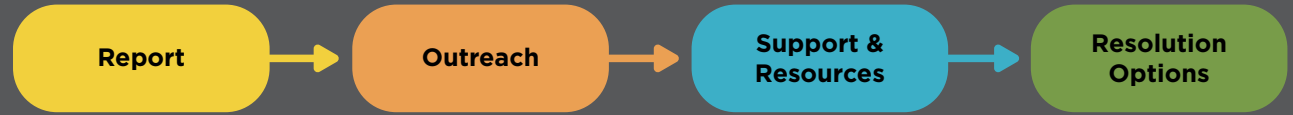


Working to prevent and
respond to harassment,
discrimination, and
sexual misconduct

WHAT HAPPENS WHEN A CONCERN IS REPORTED?

<https://cares.uchicago.edu>

Policies: <https://cares.uchicago.edu/policies/>



THE UNIVERSITY OF CHICAGO

THE CENTER FOR AWARENESS, RESOLUTION, EDUCATION, AND SUPPORT

CARES staff provides initial response, outreach, support and resources, and resolution options to reports of discrimination, harassment, and sexual misconduct.

CARES also works closely with other campus partners, including the Bias Education & Support Team (for non-sex-based allegations of discrimination and harassment against students), the Office of Disciplinary Affairs (for investigation and resolution of complaints against students) in Campus & Student Life, the Office of the Provost (for other concerns against academics), and Employee and Labor Relations (for complaints against staff).

