

2025

Annual Security Report

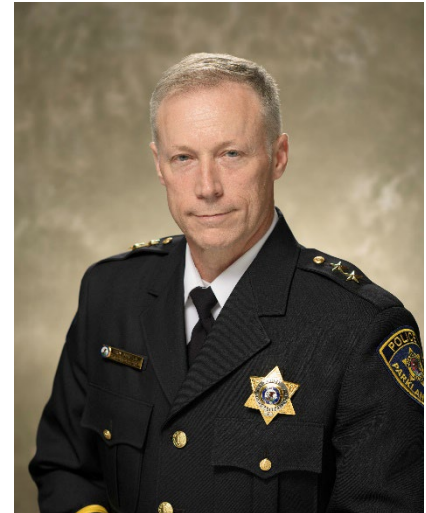


Parkland College Department of Public Safety

Information provided herein is part of Parkland College's commitment to safety and security, to ensure compliance with the federal Student Right-to-Know Act and the Crime Awareness and Campus Security Act of 1990 (also known as the Clery Act).

Dear Campus Community:

The Jeanne Clery Campus Safety Act (Clery Act) requires each institution of higher learning to publish on an annual basis a safety and security report. Parkland College provides this report as a means of informing you of the policies put into place to help ensure your safety, as either a student or an employee, while you are on campus. Within this report, you will find ways in which the Parkland College Police Department works with the college to maintain an atmosphere that is conducive to a safe and productive learning environment. The report also contains statistics regarding Clery Act reportable crimes related to Parkland College properties.



As a current student or employee, you have a right to know the information contained in the report. The report can be found on the Parkland College website under Public Safety Clery Act Compliance (parkland.edu/AnnualSecurityReport). A paper copy of this report is available by contacting the Department of Public Safety. If you have any questions regarding the details in the report, please do not hesitate to contact me or the College's Compliance Office. We will be glad to offer any further insight or clarification you might need.

The Parkland College Department of Public Safety is a uniformed department with certified police officers on campus 24 hours a day, 7 days a week. Our police officers provide a law enforcement function for the college; however, one of our primary goals is to work with our staff and students to maintain a peaceful environment while respecting the Constitutional rights of all. We cannot sustain a safe campus alone. If you believe there is a threat to public safety on our campus, please do not hesitate to contact us. We are located in room A160 and can also be reached by phone at (217) 351-2369. There are also labeled phones and call boxes inside and outside the campus buildings that will call the front desk the Department of Public Safety. In addition, if there is an emergency, you may dial 911.

Please reach out to us if we can help in any way. Welcome to Parkland College, and please enjoy our campus while you are here!

Troy Daniels
Chief of Police / Director of Public Safety
Parkland College Police Department
2400 W. Bradley Ave. Rm A160
Champaign, IL 61821
(217) 351-2369

Parkland College Police will, with all due diligence, preserve the safety of all patrons of the college.

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Parkland College Department of Public Safety

The Parkland College Department of Public Safety (hereinafter also “Public Safety”) provides law enforcement and security services to Parkland College. The department is comprised of state-certified police officers, telecommunicators, and departmental support staff.

Police Functions

Parkland College police officers are certified by the Illinois Law Enforcement Training and Standards Board. The police department’s legal mandate and authority is derived from Illinois Compiled Statutes, Chapter 110 Section 805/3-42.1, 1993. This authorizes community colleges to have members be conservators of the peace and as such, all powers possessed by police officers, including enforcement of all traffic and criminal laws, either state or municipal.

The statutes authorize law enforcement officials’ jurisdiction, county-wide, of the counties contained within Community College #505. Parkland College District 505 includes the following counties: Champaign, Coles, Dewitt, Douglas, Edgar, Ford, Iroquois, Livingston, McLean, Moultrie, Piatt, and Vermillion [See Appendix A].

Public Safety is authorized to enforce the rules and regulations of Parkland College in the following ways: dispersing activities not permitted under campus guidelines; issuing of parking tickets; verbal warnings to cease unauthorized activity; escorting violators from campus facilities; and making lawful arrests (including state felonies, state misdemeanors, and city ordinance violations).

In addition, our agency has sophisticated communications and radio systems to provide for instant communication between local and state agencies in times of emergency.

All Parkland College police officers are also Certified First Responders trained to evaluate and triage medical emergencies that may arise on campus.

Please visit Public Safety’s website at parkland.edu/police. This site includes detailed information about our services, along with a link to a directory of key department personnel.

Support Functions

Parkland College Department of Public Safety also provides other safety and support functions across Parkland College. The Department maintains National Incident Management System (NIMS) compliance, National Campus Safety Initiative compliance, and a command officer serves as the emergency operations coordinator for the campus.

Public Safety coordinates with the Compliance Office to ensure that multiple aspects of institutional compliance are provided for faculty, staff, and visitors. In coordination with multiple departments throughout the College, the Compliance Office is responsible for assisting with the management of federal and state requirements regarding various oversight programs, including, The Jeanne Clery Campus Safety Act (Clery Act), Violence Against Women Act (VAWA), Title IX, Drug Free Schools and Communities Act, Preventing Sexual Violence in Higher Education Act, and the Office of Civil Rights.

Public Safety utilizes telecommunicators for patrol operations. The telecommunicators answer radio traffic, handle phone inquiries, and assist Parkland patrons who walk up to the office. They are also responsible for records management and other office support services.

Clery Act Crime Statistics

Parkland College prepares this Annual Security Report in compliance with the Jeanne Clery Campus Safety Act (“Clery Act”) which requires colleges and universities to disclose information about the College’s crime and security policies annually and statistics about crime activity occurring on or near campus. This information is provided so current students, prospective students, employees, and visitors are aware of their environment as it relates to campus safety and security. Statistical information for certain non-campus locations or property owned or controlled by the College, as well as public property within or immediately adjacent to and accessible from the main campuses, are collected or requested from the applicable local and state law enforcement agencies.

This annual report, titled Annual Security Report, may be found on the Parkland College website (parkland.edu/AnnualSecurityReport), or a paper copy may be provided upon request by contacting Public Safety at 217/351-2369 or visiting the Public Safety office at Room A160 of the Main Campus.

At this time, only the 2020 Title IX policies and procedures will be included in this report. Parkland College is included in the list of schools enjoined from implementing the 2024 Title IX regulations by the *State of Kansas v. U.S. Department of Education* ruling.

Preparing Annual Statistics

The annual crime statistics are prepared by completing a comprehensive review of all incident reports taken by the Parkland College Department of Public Safety, all crime information requested and received from Parkland Campus Security Authorities, and all crime information requested and received from relevant local and state law enforcement agencies, including Champaign Police Department, Urbana Police Department, University of Illinois Police Department, Champaign County Sheriff’s Office, and Illinois State Police. To have the most comprehensive crime information, all criminal activity should be reported to Public Safety. For statistical purposes, crime statistics are recorded in the calendar year the crime was reported. Parkland College submits the annual crime statistics published in this report to the Department of Education (ED) and is available to the public through the ED website.

Parkland College’s annual crime report information is collected by the Compliance Director with coordination of the Director of Public Safety. Information is reviewed by the Clery Act Compliance Committee consisting of the Vice President of Student Services, Director of Public Safety, Compliance Director, and assigned Patrol Supervisor.

Crime Statistics Classifications and Categories

The Clery Act requires higher education institutions to report specific crimes that occur in specific locations. Reporting of statistics under the Clery Act uses federal offense definitions that allow comparability across campuses/locations, regardless of the state/location in which the campus is located. Below are the definitions of these crimes and locations used to gather the statistics in this report.

Parkland Geography

Parkland College’s geography is made up of the Main Campus at 2400 W Bradley Ave in Champaign, the Mattis Campus at 1300 N Mattis in Champaign, and the Institute of Aviation at 1 Airport Road in Savoy.

Parkland College does not have any student housing facilities and does not have any officially recognized student organizations with non-campus locations.

Geography Classifications

On-Campus: immediate vicinity of the main campus grounds including academic and research areas, athletic fields and buildings, and parking lots.

Non-Campus: buildings, grounds, or property not on the college's main campus, but are owned or controlled by Parkland College.

Public Property: public streets, sidewalks, and parking facilities that may be contiguous, but are deemed not to be a part of campus grounds.

[See Appendix B]

Crime Categories

Murder/Non-Negligent Manslaughter: The willful (non-negligent) killing of one human being by another. NOTE: Deaths caused by negligence, attempts to kill, assaults to kill, suicides, accidental deaths, and justifiable homicides are excluded.

Manslaughter by Negligence: The killing of another person through gross negligence

Aggravated Assault: The Clery Act definition of aggravated assault is an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. (This is the equivalence to aggravated battery in the state of Illinois.) This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.

Robbery: Taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Burglary: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or a felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (Motor vehicle theft classifications are all cases where motor vehicles are taken by persons not having lawful access, even though the vehicles are later abandoned, including joy riding.)

Arson: The willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, or personal property of another kind.

Weapon Law Violations: The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.

Drug Abuse Violations: Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include opium or cocaine

and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Liquor Law Violations: The violation of laws or ordinance prohibiting the manufacture, sale, transporting, furnishing, and possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. Drunkenness and driving under the influence are not included in this definition.

Domestic Violence*: A felony or misdemeanor crime of violence committed –

- By a current or former spouse or intimate partner of the Complainant;
- By a person with whom the Complainant shares a child in common;
- By a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner;
- By a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Illinois;
- By any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Illinois.

*To categorize an incident as Domestic Violence, the relationship between the Respondent and the Complainant must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship.

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition –

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to –

- Fear for the person's safety or the safety of others; or
- Suffer substantial emotional distress.

For the purposes of this definition –

- i. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- ii. Reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant.
- iii. Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

Hate Crime Violations: The Clery Act requires institutions to separately report all Hate Crime statistics on any of the previously mentioned offenses or any other crime involving bodily injury reported to local police agencies or to a campus security authority, that manifest evidence that the victim was intentionally selected because of the perpetrator's bias or the perpetrator perceived the person to be in one of the protected group categories. In addition to the crime categories as noted above, a hate crime occurs where there is an incident involving intimidation, vandalism, larceny, simple assault, or other bodily injury that is motivated by the offender's bias based on one or more of the following categories: race, religion, ethnicity, gender, sexual orientation, disability, national origin, and gender identity.

Sexual Assault: An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."

- Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- Fondling: The touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

Violence Against Women Reauthorization Act (VAWA)

The Violence Against Women Reauthorization Act (VAWA) imposes obligations for colleges and universities under its Campus Sexual Violence Act ("SaVE Act") provision, Section 304 including disclosing annual statistics for dating violence, domestic violence, sexual assault, and stalking. Parkland College strictly prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking.

Under VAWA, colleges and universities are required to:

- Report domestic violence, dating violence, and stalking beyond crime categories the Clery Act already mandates;
- Adopt certain student discipline procedures, such as for notifying purported victims of their rights; and
- Adopt certain institutional policies to address and prevent campus sexual violence, such as to train pertinent institutional personnel.

Parkland College Crime Statistics

Main Campus

Criminal Offenses by Hierarchy		On Campus	Public Property	Non-Campus Property
Murder				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Manslaughter by Negligence				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Rape				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Fondling				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Incest				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Statutory Rape				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Robbery				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Aggravated Assault				
	2024	1	0	0
	2023	0	0	0
	2022	0	0	0
Burglary				
	2024	5	0	0
	2023	0	0	0
	2022	0	0	0
Motor Vehicle Theft				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Arson				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0

Violence Against Women Act Offense		On Campus	Public Property	Non-Campus Property
Domestic Violence				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Dating Violence				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Stalking				
	2024	2	0	0
	2023	4	0	0
	2022	0	0	0

Arrests and Referrals for Disciplinary Action		On Campus	Public Property	Non-Campus Property
Liquor Law Arrests				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Drug Law Arrests				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Weapons Law Arrests				
	2024	1	0	0
	2023	0	0	0
	2022	0	0	0
Liquor Law Violations Referred for Disciplinary Action				
	2024	1	0	0
	2023	0	0	0
	2022	1	0	0
Drug Law Violations Referred For Disciplinary Action				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Weapons Law Violations Referred For Disciplinary Action				
	2024	0	0	0
	2023	0	0	0
	2022	1	0	0

Parkland on Mattis Campus

Criminal Offenses by Hierarchy		On Campus	Public Property	Non-Campus Property
Murder				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Manslaughter by Negligence				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Rape				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Fondling				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Incest				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Statutory Rape				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Robbery				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Aggravated Assault				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Burglary				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Motor Vehicle Theft				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Arson				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0

Violence Against Women Act Offense		On Campus	Public Property	Non-Campus Property
Domestic Violence				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Dating Violence				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Stalking				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0

Arrests and Referrals for Disciplinary Action		On Campus	Public Property	Non-Campus Property
Liquor Law Arrests				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Drug Law Arrests				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Weapons Law Arrests				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Liquor Law Violations Referred for Disciplinary Action				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Drug Law Violations Referred For Disciplinary Action				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Weapons Law Violations Referred For Disciplinary Action				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0

Institute of Aviation Campus

Criminal Offenses by Hierarchy		On Campus	Public Property	Non-Campus Property
Murder				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Manslaughter by Negligence				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Rape				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Fondling				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Incest				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Statutory Rape				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Robbery				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Aggravated Assault				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Burglary				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Motor Vehicle Theft				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Arson				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0

Violence Against Women Act Offense		On Campus	Public Property	Non-Campus Property
Domestic Violence				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Dating Violence				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Stalking				
	2024	0	0	0
	2023	2	0	0
	2022	0	0	0

Arrests and Referrals for Disciplinary Action		On Campus	Public Property	Non-Campus Property
Liquor Law Arrests				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Drug Law Arrests				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Weapons Law Arrests				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Liquor Law Violations Referred for Disciplinary Action				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Drug Law Violations Referred For Disciplinary Action				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Weapons Law Violations Referred For Disciplinary Action				
	2024	0	0	0
	2023	0	0	0
	2022	0	0	0

Hate Crimes

On the Main campus in 2024, there was 1 reported damage of property with a bias of Sexual Orientation.

On the Main campus in 2023, there were 0 hate crimes.

On the Main campus in 2022, there were 0 hate crimes.

On the Mattis campus in 2024, there were 0 hate crimes.

On the Mattis campus in 2023, there were 0 hate crimes.

On the Mattis campus in 2022, there were 0 hate crimes.

On the Institute of Aviation campus in 2024, there were 0 hate crimes.

On the Institute of Aviation campus in 2023, there were 0 hate crimes.

On the Institute of Aviation campus in 2022, there were 0 hate crimes.

Unfounded Crimes

On the Main campus in 2024, there were 0 unfounded crimes.

On the Main campus in 2023, there were 0 unfounded crimes.

On the Main campus in 2022, there were 0 unfounded crimes.

On the Mattis campus in 2024, there were 0 unfounded crimes.

On the Mattis campus in 2023, there were 0 unfounded crimes.

On the Mattis campus in 2022, there were 0 unfounded crimes.

On the Institute of Aviation campus in 2024, there were 0 unfounded crimes.

On the Institute of Aviation campus in 2023, there were 0 unfounded crimes.

On the Institute of Aviation campus in 2022, there were 0 unfounded crimes.

Daily Crime Log

The Department of Public Safety maintains a Daily Crime Log that records, by the date the incident was reported, all crimes that occur within the Parkland College Police Department's patrol footprint [See Appendix B].

The Daily Crime Log is available for public inspection at the Public Safety office located in Room A160. Additionally, it can be found on the Parkland College Website at parkland.edu/CrimeLog.

The log reports include the nature, date, time, and general location of each incident reported to the Department, as well as the disposition of the complaint, if this information is known at the time the log is created.

The Department posts specific incidents within two business days of receiving a report of an incident and reserves the right to exclude reports from the log in certain circumstances, such as ongoing investigations or cases in which reporting would hinder investigations.

Campus Counselors Exemption

Campus "Pastoral Counselors" and Campus "Professional Counselors," when acting as such, are not considered to be a Campus Security Authority and are not required to report crimes for inclusion in the annual disclosure of crime statistics. Parkland College does not have any procedures that encourage Pastoral Counselors or Professional Counselors to inform their clients of any procedures to report crimes.

Parkland College is also not required to issue a Timely Warning with respect to crimes reported to a pastoral or professional counselor.

Counselors in these roles are defined as follows:

Pastoral Counselor

A person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling and is functioning within the scope of that recognition as a pastoral counselor. Parkland College does not employ pastoral counselors.

Professional Counselor

A person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of the counselor's license or certification. Professional Counselors at the Counseling and Advising Center encourage clients to report crimes on a voluntary, confidential basis for inclusion of crime statistics in accordance with the Clery Act.

Campus Safety and Crime Prevention

The Parkland College Department of Public Safety is committed to providing a safe and secure campus. In addition to responding to incidents, Public Safety also provides information regarding campus safety, security, and crime prevention programs. This information may be disseminated and or communicated as follows (but is not limited to these measures):

- Classroom presentations are given at various times throughout the year at the request of instructors on a variety of safety issues. In 2024 approximately 35 presentations were given by Public Safety Officers.
- Brochures are available on various topics (domestic violence, identity theft, sexual assault, and parking regulations) at the main office (Room A160), satellite office (Room U136), and various places on campus.
- An all-hazards presentation to faculty and staff is given at various times throughout the year.
- Rape Aggression Defense System (R.A.D.) classes are offered at various times. This class, currently offered at the University of Illinois Urbana campus, is usually offered in four three-hour sessions and includes lecture, discussion, and self-defense techniques. www.rad-systems.com/
- ALICE Training for faculty, staff, and students is presented throughout the year and can be made available by request.
- Information can be obtained through the Public Safety website, parkland.edu/police, as well as the web-based student/faculty portal site my.parkland.edu

Public Safety will facilitate (per departmental discretion) various awareness campaigns based on the Public Safety education calendar and with consideration for the specific needs of the college and community. Public Safety provides these types of security awareness programs designed to inform students and employees about campus security procedures and practices and to encourage students and employees to be responsible for their own security and the security of others.

Reporting Crime, Suspicious Activities, and Emergencies

Parkland College encourages accurate and prompt reporting of all crimes to the campus police and the appropriate police agencies, when the victim of a crime elects to, or is unable to, make such a report.

All students, employees, and guests are encouraged to promptly report incidents of crime, suspicious activity, and emergencies as noted below:

- Parkland College phones: Dial 911 or 911 button (located in the upper right corner of office phones). Please note that these will directly go to METCAD (Champaign County's emergency dispatch center). They will then relay the information to Parkland's in-house dispatchers.
- Parkland College offices/classrooms: Click the 911 icon (located on the desktop of most networked computers)
- Calling 911 from a Mobile Phone. Note that even on Parkland's Campus, dialing 911 from your mobile phone will go directly to METCAD.

Crimes should also be reported to Parkland College Police Department for the purpose of determining if a crime warrants a Timely Warning report to the community, daily crime log entry, and for possible inclusion in the annual statistical disclosure. Crimes may also be reported to the Title IX Coordinator, Dean of Students, or any Campus Security Authority on a voluntary, confidential basis if an individual doesn't want to report to campus police for the purpose of making Timely Warning reports, daily crime log entries, and the annual statistical disclosure.

Reasons to Call 911

- You observe someone that appears to need immediate medical care.
- You hear a scream or call for help.
- You observe a crime that is occurring or notice evidence that a crime has occurred.
- You observe a suspicious vehicle or person loitering or repeatedly driving up and down a specific area.
- If you see something, say something.

Upon receipt of a report of criminal actions or other emergencies occurring on campus, Parkland College Police Department will dispatch an officer to investigate and determine appropriate course of action in response to these reports.

Parkland College Public Safety is available for service 24 hours per day, 7 days per week, 365 days per year.

Off-Campus Crime Reporting

Parkland College relies on close working relationships with local law enforcement agencies to receive information about incidents involving students on campus. The Department of Public Safety will actively investigate any allegation of crime it receives concerning or involving a member of the campus community. If the college is notified of a situation in which a campus member is the victim of a crime, Public Safety may issue a Campus Safety Alert. This alert will detail the incident and provide information so that the campus and affiliated community members will be made aware of the particular crime activity, as a measure to ensure the prevention of any increased crime activity.

When off campus, members of the Parkland College community are encouraged to report all crimes and public safety incidents to the local police agency in a timely manner. In cases of emergency, call 911.

Confidential Reporting

We encourage anyone who witnessed or has been a victim of a crime to immediately report the incident by calling 911, or for a non-emergency, 217/351-2369. Police reports in the state of Illinois are public records, and Parkland College Police Department cannot hold reports of crime in confidence.

Parkland College Public Safety collects reports of Clery reportable crimes from Campus Security Authorities. These authorities are defined by the Clery Act as Parkland College Public Safety employees, individuals who have responsibility for campus security but who do not work for Parkland Police, or officials who have significant responsibility for student and campus activities, including but not limited to campus activities, student discipline, and campus judicial proceedings. An official is defined as any person who has the authority and duty to take action or respond to particular issues on behalf of the institution.

Campus Security Authorities report Clery-reportable crimes they have received throughout the year. Each of these reports is reviewed by the Parkland College Clery Committee to confirm that they meet the requirements under the Clery Act.

If you are the victim of a crime and do not want to pursue action within the college or the criminal justice system, you may want to consider making a confidential report. Information disclosed as part of a confidential report will be maintained in a confidential manner to the extent allowable by law and will not be disclosed without your consent to anyone outside of the office to which it is reported. However, consent may not be required in limited situations, such as suspected child or adult abuse or neglect, court orders or subpoenas, or danger to self or others.

Some on-campus resources offer confidentiality, sharing options and advice without having an obligation to report to anyone, unless the complainant wants them to. This privilege is limited to the Counseling Center. Those who make confidential reports may authorize the disclosure of certain information about the incident to campus authorities for inclusion in the annual crime reporting statistics.

The Parkland College Department of Public Safety (and its partners in Clery Act compliance) encourages, but does not limit, crime reporting in the following manners:

Parkland College Public Safety Staff: Confidential and direct communication with Parkland College Public Safety staff (Title IX Coordinator or other Campus Security Authority) may be made, in which a personal consultation occurs to discuss the crime report. Information and matters discussed will be held in strict confidence subject only to release in accordance with regulations as established in a court of law, or by definition in the Clery Act.

Campus Security Authority Form: The Parkland College Public Safety Department encourages all members of the campus community to report crime. However, under the Clery Act, Campus Security Authorities (CSAs) are required to report Clery Act-qualifying crimes which occurred on campus, in public areas bordering campus and in certain non-campus buildings owned or leased by the college. The Parkland College Campus Security Authority reporting form is available online.

CART Referral Form: The Parkland College CART Referral form is available online. This reporting tool allows information about erratic or disruptive behavior, drug and/or alcohol abuse, disturbing writings, talk of suicide or other worrisome behaviors to be anonymously reported to the Concern and Response Team (CART) without identifying the person(s) submitting the CART Referral report. With consideration of this tool's usage intent, the CART and the Department of Public Safety will not attempt to make contact with persons opting to submit a Person of Concern report (excluding cases whereby potential for imminent danger exists for the person submitting the report or potential danger to the college and its community), but will investigate claims made in the report to remedy safety and/or crime concerns or take proactive measures toward education and/or crime prevention.

Amnesty for 911 callers

In general, it is the intention of the college and surrounding community public safety officials to support students who are taking steps to ensure others' safety. Both Illinois state law and college procedures protect students from experiencing legal or academic consequences for certain violations, like underage consumption of alcohol, when they call 911 in an emergency. This protection applies to both the caller and the person in need of emergency assistance. These guidelines are intended to help students take appropriate action in high-risk situations by reducing students' fear of legal or disciplinary consequences to the victim or themselves.

Relationship with Local Law Enforcement

The Parkland College Department of Public Safety maintains close working relationships with the following agencies: Champaign Police Department (CPD), Champaign County Sheriff's Office (CCSO), Illinois State Police (ISP), University of Illinois Police (UIPD), Urbana Police Department (UPD), and other law enforcement agencies.

Public Safety works closely with these agencies when incidents arise that require joint investigative efforts, resources, crime-related reports, alleged criminal incidents, and exchanges of information as deemed necessary. There is a county-wide Mutual Aid Agreement between the aforementioned agencies and other agencies within Champaign County, as well as an informal agreement regarding the investigation of alleged criminal offenses.

Public Safety relies on these relationships for support on several levels. In addition to sharing critical information, Public Safety has direct contact with 911 services through Champaign Police and Fire Departments and METCAD. This arrangement gives Parkland College immediate access to mutual aid and support from all area emergency service agencies.

Sex Offender, Murderer, and Violent Offender Against Youth Registry

The federal Campus Crimes Prevention Act requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by the State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice, as required, under State Law, of each institution of higher education in that State at which a person is employed, carries on a vocation, volunteers' services, or is a student. Parkland College is required to inform the campus community that a list (as well as other associated information) of registered sex offenders, murderers, and violent offenders against youth is available through the Illinois State Police website. Parkland College is located in Champaign County and the zip code is 61821.

- Sex Offender: www.isp.state.il.us/sor/
- Murderer and Violent Offender Against Youth Registry: www.isp.state.il.us/cmvo/

Campus Safety and Security

Public Safety is committed to a continual partnership with Parkland College administrators, department chairs, and community emergency response agencies to ensure that adequate policies, training programs, and resources are in place to prevent violence and crime on college property as well to provide Timely Warnings regarding the same. Below, a variety of systems, procedures, and policies are detailed how Parkland College works to maintain a safe and secure environment.

Mass Notification System – Parkland Alerts

Parkland College uses an emergency alert system called Parkland Alerts, designed to send out messages in the case of an on-campus emergency or other pertinent incidents. When a person registers for classes or begins employment they are automatically enrolled in this service with the information they provided. Parkland Alerts allows Parkland College Public Safety personnel to send a message by email, text, and/or phone call. In addition, the system can also deliver messages to Parkland networked computers and Cobravis monitors. The nature of the incident determines how the message will be delivered.

Parkland Alerts are classified by four separate and distinct categories, some required by federal law, i.e. the Clery Act. The categories include Emergency Notification, Timely Warning, Safety Notice, and Information Notice. Please see Appendix C for full details of each category.

Timely Warning and Emergency Notifications

Timely Warning – The Clery Act requires the campus community to be alerted of certain crimes in a manner that is timely, that withholds the names of victims as confidential, and that will aid in the prevention of similar crimes.

A Timely Warning is issued when a crime involving Clery statistics presents a serious or continuing threat to students and employees. Timely Warnings shall be issued for crimes required to be evaluated under the Clery Act. Timely Warnings may not be issued for reports received over a week from the incident, or as inappropriate for the incident in question. The Department of Public Safety will be primarily responsible for creating and issuing Timely Warnings, with input from the Vice Presidents' office. These crimes can be reported to the Department of Public Safety or any Campus Security Authority. Parkland College is not required to issue a Timely Warning with respect to crimes exclusively reported to a pastoral or professional counselor.

The decision to issue a Timely Warning will be considered on a case-by-case basis depending on when and where the incident occurred, when it was reported, and the amount of information known by the Department of Public Safety. Such notices shall be provided to students and employees in a manner that is timely, that withholds the names of victims as confidential and that will aid in the prevention of similar occurrences by text and email. For example, if an assault occurs between two students who have a disagreement, there may be no ongoing threat to campus community members and a Timely Warning would not be distributed. Cases involving sexual assault are sometimes reported long after the incident occurred, thus there is no opportunity to distribute a "timely" warning notice to the community.

In the event a situation arises either on or near campus that, in the judgment of the Director of Public Safety (or his designee) or other senior Parkland official(s), constitutes an ongoing or continuing threat to the campus community, a campus-wide Timely Warning notice will be issued. The content of the Timely Warnings will be written by the Vice President for Student Services, Chief of Police, or designee. The Clery committee will be consulted when appropriate. The Timely Warning will then be issued by the Vice President for Student Services, Chief of Police, or designee. The College will use its emergency notification systems to disseminate the notice via email, text, phone, or other means.

Emergency Notification – Any significant emergency or dangerous situation involving the immediate threat to the health or safety of students or employees on the campus would qualify for an Emergency Notification. Parkland College will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification

will, in the professional judgement of responsible authorities, compromise efforts to assist a victim or to contain, respond to, otherwise mitigate the emergency.

When an initial notification comes in that an emergency may be taking place on campus, the Department of Public Safety will dispatch an officer to investigate and confirm the emergency. The Department of Public Safety will determine which segments of the population should be notified of the emergency through the course of the investigation if the threat is limited to a particular building or segment of the population. Notification will be made by using some or all of the following methods: text, phone, computer alerts, public address systems, Cobravisision, and social media.

Upon confirmation of a significant emergency or dangerous situation by a member of the Department of Public Safety involving an immediate threat to the health and safety of students or staff on campus, the Director of Public Safety, or in his absence the highest-ranking Public Safety member, shall initiate an Emergency Notification. This notice shall be sent out by the on-shift telecommunicator, and will result in a text, email, phone message, or on-screen notification for college computers logged on to the college network system. The following individuals may be involved in deciding who receives the message, what information the message contains, and sending the message itself: Vice President of Student Services, Vice President of Communication and External Affairs, Director of Public Safety, Sergeant, Compliance Director, Officer on duty, or Telecommunicator. Following the conclusion of an emergency, a follow up message shall be sent by any of the initial notification options.

The local news media may be utilized to disseminate emergency information to members of the larger community, including neighbors, parents, and other interested parties. The larger community can access emergency information via parkland.edu and/or social media.

Emergency Notifications and Timely Warnings are both required by The Clery Act. However, the circumstances in which they are required are different. If there is an immediate threat to the health or safety of students or employees occurring on campus, Parkland College must follow the Emergency Notification procedures. In following the Emergency Notifications procedures, Parkland College is not required to issue a Timely Warning based on the same circumstances; however, Parkland must provide adequate follow-up information to the community as needed. This may take the form of a follow-up campuswide text, email, phone message, audible PA message, or media release, as is appropriate for the originating emergency.

Anyone with information believed to warrant a Timely Warning or Emergency Notification should report the circumstances to the Department of Public Safety by phone (217/351-2369) or in person (Room A160). In any emergency, it is always appropriate to contact local emergency services at 911.

Workplace/Campus Violence

Parkland College will not tolerate violence or threats on campus or in connection with college events.

Employees found to have violated this policy may be subject to discipline which may include a verbal warning, written warning, unpaid suspension, or termination. The severity of a violation will determine the severity of the discipline and some steps along the continuum may be skipped if appropriate.

Students found to have violated this policy may be subject to discipline which may include the following: expulsion with a re-entry petition period ranging from one to two years minimum; suspension ranging

from one semester to two years; psychiatric or psychological evaluation; anger management program completion; conduct probation ranging from one semester to a year; mandatory counseling; campus restrictions with limited access to facilities or places, limited access to services, or limited time on campus; domestic violence counseling program completion; mandatory sensitivity training; substance abuse counseling program completion; administrative withdrawal from current classes(standalone sanction, independent of administrative withdrawals associated with suspensions or expulsions); mandatory behavior contract; no contact order; mandatory conflict resolution program completion; community service; mandatory referral to Wellness Coordinator; employment verification. Disciplinary measures are determined on a case-by-case basis and the above list should not be considered exhaustive of all possible disciplinary options.

Individuals who intentionally bring false charges against another may also be subject to the same disciplinary measures.

Weapons on Campus

Unless given special permissions from the Parkland College Department of Public Safety, pursuant to Illinois law 720 ILCS 5/24-1, Unlawful Use of Weapons, all weapons are prohibited on any and all Parkland College campuses. Except for sworn police officers or other law enforcement officials, it is illegal to bring or possess ANY firearm on any Illinois school, college, or university campus.

Firearm restrictions include but may not be limited to any air soft gun, air gun (including pellet and BB guns that utilize air, CO2, or spring pressure to propel a projectile), or any toy gun which strongly resembles a real gun. In addition to firearms, large knives, swords, dirks, daggers, and ice picks are prohibited, as well as slingshots, and explosives of any kind (including fireworks).

If any person is seen carrying or concealing a weapon in or at any facilities owned, operated, or controlled by Parkland College, information regarding same should immediately be reported to Public Safety and/or the local 911 call center. Any unauthorized person in possession of a weapon on campus is in violation of Illinois state law and is subject to arrest. Public Safety reserves the right to confiscate any device that is or could be deemed dangerous or hazardous to self or others.

In accordance with Illinois law 430 ILCS 66/65 (15), Firearm Concealed Carry Act, there is a parking lot exemption for Concealed Carry License holders in prohibited places. Any licensee prohibited from carrying a concealed firearm into the parking area of a prohibited location shall be permitted to carry a concealed firearm on or about his or her person within a vehicle into the parking area and may store a firearm or ammunition concealed in a case within a locked vehicle or locked container out of plain view within the vehicle in the parking area. A licensee may carry a concealed firearm in the immediate area surrounding his or her vehicle within a prohibited parking lot area only for the limited purpose of storing or retrieving a firearm within the vehicle's trunk, provided the licensee ensures the concealed firearm is unloaded prior to exiting the vehicle.

Crisis Management Team

Parkland College is concerned for the safety and well-being of its students, faculty, staff, and visitors. In response to this concern, we have created a Crisis Management Team.

In the event of a large-scale emergency on campus, the Crisis Management Team is responsible for managing the crisis and the aftermath. Once the immediate emergency is over, the Crisis Management Team assists in returning the campus to normal functioning as soon as possible. The Crisis Management Team determines what services are needed to meet the needs of those impacted by the disaster and arranges for those services to be provided.

The Vice President for Student Services will serve as Director of the Crisis Management Team. The Crisis Management Team includes the following Parkland College representatives:

- Vice President for Student Services
- Director of Public Safety
- Public Safety Patrol Sergeant
- Dean of Students
- Vice President for Academic Services
- Dean of Counseling Services
- Director of Physical Plant
- Vice President for Communications and External Affairs
- Administrative representative from the area or areas directly impacted by the emergency (Department Chair, Campus Technology, other vice presidents, etc.) as determined by the Crisis Management Team Director.

Concern and Response Team (CART)

Parkland College is concerned about the care, welfare, safety, and security of the campus community, including all of its students, faculty, staff, and visitors. The Concern and Response Team (CART) assesses and responds to individuals who need support or are at risk of harm to self or others.

CART uses a collaborative, cross-functional, threat assessment and case management approach to support individuals while mitigating risk to self or others. This proactive approach to campus safety, care and concern fosters a culture of reporting in order to intervene via educational, rather than punitive, means according to an established protocol and transparent procedures. CART provides training and education as it works together to promote campus community success and student development.

Access to Campus Facilities

Access to Parkland College campus buildings and grounds is a privilege extended to students, faculty, staff, and authorized guests. The College encourages an open environment with limited constraints to ensure the reasonable protection of all members of the campus community. Most campus facilities are open during weekday business hours. The main campus is generally open from 6am to 10pm. The Mattis Campus is open from 8am to 6pm. The Institute of Aviation is not open to the public, and their doors remain locked at all times. Individuals who wish to access college buildings or property during non-business hours or for special events should contact the appropriate department chair and/or Public Safety. Public Safety conducts foot patrols throughout the Main Campus as well as the Mattis Campus and conducts vehicle patrols around the campus grounds and in between the Main and Mattis Campuses.

In 2023, Parkland College began shifting campuswide door access from physical brass keys to key cards tied to a digital system. This system will allow Public Safety to control access to main entry doors,

classrooms, and offices. The majority of the Main Campus, Mattis location, and Institute of Aviation have transitioned to the digital system. The project is expected to be completed by the end of 2025.

Many cultural and athletic events held in college facilities, such as the gymnasium, the planetarium, and the theater, are open to the public with the purchase of tickets. Other facilities such as the bookstore, library, and cafeterias are also open to the public during operating hours.

Arrangements to open buildings for special programs that are scheduled throughout the College should be made with the Parkland College Department of Public Safety utilizing the 25Live scheduling software system. Upon request, faculty and staff will be given access to their offices. Faculty and staff can use their faculty/staff ID to enter the building through certain doors equipped with swipe card access. Students are generally not allowed on campus after normal business hours without faculty or staff supervision.

Maintenance of Campus Facilities for Security Considerations

Parkland College is committed to campus safety and security. Exterior lighting and landscape control are a critical part of that commitment. Representatives from various departments continually conduct security surveys to ensure campus lighting is adequate, landscape is appropriately controlled, and other unsafe physical conditions do not exist. Parkland College Public Safety officers conduct routine checks of lighting on campus during regularly assigned patrol duties. If lights are out or dim, officers will initiate a work order, which is acted upon by representative(s) of the Parkland College Physical Plant, usually within 24 hours or next business day. We encourage community members to report any deficiency in lighting to the Physical Plant at 217/373-3769. Any guest or community member who has a concern about physical security should contact Public Safety at 217/351-2369.

Public Safety and Physical Plant representatives work together to identify inoperative locking mechanisms. We encourage community members to promptly report any locking mechanism deficiency to the Physical Plant Department at 217/373-3769 or the Department of Public Safety at 217/351-2369.

Public Safety is available to respond to calls for service regarding unsafe facility conditions or for personal safety and property protection. These conditions may also include unsafe steps or handrails, unsafe roadways on campus, and unsecured equipment.

Emergency Response and Evacuation

As required by federal and state law, the Parkland College has a comprehensive Emergency Operation Plan that details immediate response and evacuation procedures, including the use of electronic and cellular communication. Parkland's Emergency Operations Plan includes information about Incident Management Teams, incident priorities; shelter-in-place and evacuation guidelines; and overall command and control procedures.

Should the decision be made to evacuate the building, a message will be sent out via similar means and decision-making channels, but not limited to, those used to issue an Emergency Notification. As a commuter campus, most students, faculty, staff, and visitors would be expected to provide their own transportation off campus. For those without access to a vehicle, Parkland has a relationship with CU-MTD to provide bus transportation to predetermined reunification areas.

Parkland College has Areas of Rescue Assistance spread strategically throughout the campus where those with mobility issues can receive help with guidance to evacuate or shelter-in-place. There are designated shelter areas in many sections of the campus, where employees can take shelter from hazardous weather or other emergency situations.

Emergency Preparedness

Parkland College is proactive in being prepared for emergency situations. The college activated the Emergency Management Initiative in 2005 under the leadership of the Department of Public Safety and the support of college administrators. This program has facilitated the development of a collaborative college community that is ready and willing to support and protect the campus.

- Through the National Incident Management System (NIMS), Parkland College has developed techniques that support requirements in emergency operations with a focus on Incident Command Systems and Unified Command.
- The Illinois Emergency Management Agency (IEMA) has designated Parkland College as a Ready to Respond Campus. The IEMA designation certifies that Parkland College has passed the program's rigorous campus safety criteria. These criteria address hazard identification, risk assessment and/or consequence analysis, operational planning, incident management, training, and exercise.
- The National Oceanic and Atmospheric Administration (NOAA) National Weather Service (NWS) has designated Parkland College as a StormReady College. The NOAA NWS StormReady designation certifies that Parkland College is better prepared to save lives from the onslaught of severe weather through advanced planning, education and awareness. No community or campus is storm proof, but StormReady can help save lives.
- Partnerships have been developed with all local emergency service agencies.
- A Memorandum of Understanding Agreement was signed by representatives of Parkland College and the Department of Public Health designating Parkland College as an emergency relocation center for the Red Cross and the Clinton Power Station.
- Parkland College is an active member of the International Association of Campus Law Enforcement Administrators (IACLEA).
- Parkland College is also a charter member of the Illinois Campus Law Enforcement Administrators (ICLEA)
- Parkland College maintains a robust mass messaging system, Parkland Alerts, to allow authorized officials of the college to send news and instructions simultaneously to individuals through phone calls, text messaging, email, CobraVison, and computer alerts within moments of a reported critical incident.
- The Parkland College Department of Public Safety's police division actively coordinates and hosts practical response drills.
- All Public Safety police officers are First Responder-certified.

In the event of a significant emergency or dangerous situation on campus that involves an immediate threat to the health and safety of the campus population, the Parkland College Department of Public Safety will initiate, without delay, an Emergency Notification. The notification may be issued with use of any or all of the following communication options:

- Text messages

- Voice messages through phone calls
- College-wide email system to all students, faculty, and staff
- College-wide “pop-up” messaging for all college computers logged on to the college network system
- Messages appearing on CobraVison across campus

Considering the safety of the community, the notification will be sent to all parties in the Parkland College campus alert system unless issuance of the notification will, in the professional judgment of the responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. The content of the message will vary depending on the situation.

Further information for those not immediately connected to the campus can be found by monitoring appropriate social media channels, as well as local news media.

After an emergency, such as a tornado, telephone lines may have reduced capacity and telecommunicators will be extremely busy during this time. It is not recommended to attempt to call Parkland College Public Safety immediately after an emergency unless it is to report a life safety situation. This practice will allow lines to remain open for emergency services and communications.

Emergency Operations and Testing

As a part of the comprehensive Emergency Operation Plan for the College, regularly scheduled drills, exercises, and follow-through activities are conducted annually. The College conducts an annual announced test centering on procedures to test the College’s emergency response and evacuation procedures. The fire alarm is tested as well as the PA system, and a test of the text/email/phone call alert is done. All tests are documented with description of exercise, date, time and whether announced or unannounced. Appropriate after-action reports are completed and submitted to the state of Illinois for review pursuant to the Illinois Campus Security Enhancement Act. After-action reports detail lessons learned, and follow-up items are identified with responsibilities assigned to appropriate campus entities. Parkland has open lines of communication with METCAD and local police agencies where they inform Parkland about situations reported to them that may warrant an emergency response.

On May 31st, 2024, an Active Shooter tabletop exercise was completed by the Department of Public Safety to test Parkland’s emergency preparedness. Members of the Champaign County EMA, Champaign County Sheriff’s Office, City of Champaign, City of Urbana, Urbana Police Department, Champaign Police Department, University of Illinois Police Department, Champaign County, Champaign Fire Department, and Urbana Fire Department also participated in the exercise.

Sex and Gender-Based Discrimination, Harassment, and Violence

Parkland College Sex-Based Misconduct Policy

Parkland College is committed to maintaining a safe and healthy educational and employment environment that is free from discrimination, harassment, and other misconduct on the basis of sex, which includes sexual orientation and gender-related identity. The College prohibits all forms of sex-based misconduct, including but not limited to sex discrimination, sexual harassment, sexual violence, domestic violence, dating violence, and stalking [See Appendix D for definitions]. The College also prohibits discrimination and harassment on the basis of sex, sexual orientation, gender-related identity and

expression, pregnancy, and parental status under its Policy 8.26 Harassment/Discrimination – Students and Policy 3.02 Harassment/Discrimination - Employees.

It is the policy of Parkland College to comply with Title IX of the Education Amendments of 1972 (“Title IX”), the Violence Against Women Reauthorization Act (“VAWA”), Title VII of the Civil Rights Act of 1964 (“Title VII”), the Illinois Human Rights Act, the Jeanne Clery Campus Safety Act (“Clery Act”), the Preventing Sexual Violence in Higher Education Act, and all other applicable laws and local ordinances regarding unlawful sex-based discrimination, harassment or other misconduct.

Individuals found to have violated this policy may be subject to discipline which may include the following: expulsion with a re-entry petition period ranging from one to two years minimum; suspension ranging from one semester to two years; psychiatric or psychological evaluation; anger management program completion; conduct probation ranging from one semester to a year; mandatory counseling; campus restrictions with limited access to facilities or places, limited access to services, or limited time on campus; domestic violence counseling program completion; mandatory sensitivity training; substance abuse counseling program completion; administrative withdrawal from current classes (standalone sanction, independent of administrative withdrawals associated with suspensions or expulsions); mandatory behavior contract; no contact order; mandatory conflict resolution program completion; community service; mandatory referral to Wellness Coordinator; employment verification. Disciplinary measures are determined on a case-by-case basis and the above list should not be considered exhaustive of all possible disciplinary options.

Consent

Parkland College recognizes the definition of consent as a knowing and voluntary agreement to engage in sexual activity. Coercion, force, or the threat of either invalidates consent. Consent may not be inferred from silence, passivity, or a lack of verbal or physical resistance. A person’s manner of dress does not constitute consent. Past consent to sexual activities does not imply ongoing or future consent. Consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another person. Consent may be withdrawn at any time. A person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent due to circumstances, including without limitation the following:

- 1) the person is incapacitated due to the use or influence of alcohol or drugs;
- 2) the person is asleep or unconscious;
- 3) the person is under age; or
- 4) the person is incapacitated due to a mental disability.

The State of Illinois defines consent [720 ILCS 5/11-1.70] as

“...freely given agreement to the act of sexual penetration or sexual conduct in question. Lack of verbal or physical resistance or submission by the victim resulting from the use of force or threat of force by the accused shall not constitute consent. The manner of dress of the victim at the time of the offense shall not constitute consent. (b) It shall be a defense under subsection (b) and subsection (c) of Section 11-1.50 and subsection (d) of Section 11-1.60 of this Code that the accused reasonably believed the person to be 17 years of age or over. (c) A person who initially consents to sexual penetration or sexual conduct is not deemed to have consented to any sexual penetration or sexual conduct that occurs after he or she withdraws consent during the course of that sexual penetration or sexual conduct.”

Education and Prevention Programs

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

1. 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
2. considers environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Educational programming to prevent dating violence, domestic violence, sexual assault, and stalking includes both primary prevention and awareness programs directed at all incoming students and new employees and ongoing awareness and prevention campaigns for students and employees that:

- States Parkland College prohibits the crimes of sexual assault, domestic violence, dating violence, and stalking.
- Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct.
- Defines using definitions provided both by the Department of Education as well as state law what behavior constitutes domestic violence, dating violence, sexual assault, and stalking.
- Defines what behavior and actions constitute consent to sexual activity in the State of Illinois and at Parkland College.
- Provides a description of safe and positive options for bystander intervention. Bystander intervention means safe and positive option that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognizing situation of potential harm, understanding institutional structures and cultural condition that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.
- Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.
- Provides an overview of information contained in the Annual Security Report in compliance with the Clery Act.

Parkland College has developed an annual educational campaign consisting of presentations that include distribution of educational materials to new students and presenting information and materials during new employee orientation.

Procedures for Reporting a Complaint

Parkland College has procedures in place that serve to be sensitive to those who report sexual assault, domestic violence, dating violence and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as, academic, transportation and working accommodations, if reasonably available. Parkland College will make such accommodation, if the victim requests them and if they are reasonable and available, regardless of

whether the victim chooses to report the crime to Parkland College Public Safety or local law enforcement. Crimes may also be reported to the Title IX Coordinator.

Those who experience an incident of sexual assault, domestic violence, dating violence or stalking have the option to notify law enforcement, including Parkland College Police Department at 217/351-2369 or room A160; be assisted by the Title IX Coordinator, the Chief of Police, or designee in notifying law enforcement if the victim so chooses; and can decline to notify such authorities. Individuals may also seek orders of protection, “no contact” orders, restraining orders, or similar lawful orders from criminal or civil courts. Individuals are encouraged to notify Public Safety of any such orders if granted to expedite the execution of those orders in the case of a violation. Parkland will provide written notification of resources available to complainants upon request.

When a student or employee reports to Parkland College that the student or employee has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus Parkland College will provide the student or employee with a written explanation of the students or employee’s rights and options. This includes the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred; information about how Parkland College will protect the confidentiality of victims and other necessary parties, where allowed; information about victim services within Parkland and in the community; options for assistance in, and how to request accommodations to academic, [living, transportation,]¹ and working situations and protective measures; and an explanation of the procedures for institutional disciplinary action.

The first priority in a sexual assault is the victim’s safety. Those who may have experienced sexual assault, domestic violence, or dating violence are encouraged not to be afraid to seek medical attention and/or to contact the Parkland College Department of Public Safety or other trusted college official to receive resources, professional assistance, and guidance.

If you have been a victim of sexual assault, domestic violence, stalking, or dating violence, give immediate consideration to the following:

Seek medical attention immediately. With the intent of preserving evidence, and not disturbing the crime scene, victims should not shower, change clothes, or disturb the scene of the attack, but should go to the emergency room of a hospital. It is suggested that a friend accompany the victim to the hospital, if possible.

Local hospital/sexual assault resources:

- OSF Medical Center
- Carle Foundation Hospital
- R.A.C.E.S. (Rape Advocacy, Counseling, and Education Services)

Hospital personnel will treat the physical consequences of assault (injury, infection, disease, and pregnancy). Hospitals can also collect evidence that will be needed in the event the victim decides to report the crime to law enforcement. Hospitals are required to inform local law enforcement agencies of sexual assault cases; however, the victim may choose whether to speak with police personnel, college counseling services, or to Public Safety personnel. In the event a victim of sexual assault does not have

¹ Parkland College does not provide housing or transportation services.

the financial means (healthcare insurance, self-pay, etc.) to pay for medical treatment resulting from the assault, upon request, local hospitals do have resources that use grant funding to pay for expenses related to sexual assault including medical procedures, exams, prescriptions, and other medications.

Procedures for Reporting a Complaint to Police

Although it is not required and is entirely left to the discretion of the victim, the Parkland College Department of Public Safety encourages reporting sexual assault, domestic violence, dating violence and stalking to the police. Police officers are specially trained to handle such situations with sensitivity and compassion, and victims can feel free to bring a friend or an advocate to accompany a police interview regarding the crime.

When a sexual assault, domestic violence, dating violence or stalking case is reported to the police department, the assigned officer will respond to meet the victim in a location preferred by the victim. The victim may request to speak with a male or female officer, depending on personal preference (if there is a preference). The officer will take a preliminary statement in order to obtain the basic facts of the case and will likely recommend the victim seek medical attention if an assault has occurred.

Some victims of sexual assault, domestic violence, dating violence, or stalking are not certain if they want to pursue criminal charges. This is a personal decision that must be made by the victim. Regardless of the choice, the Parkland College Department of Public Safety and the college will respect the decision of the victim as to whether criminal charges are pursued. As a means of preventing recurrence of similar crimes, the victim is encouraged to report the crime and the name of the accused so that necessary resources can be dedicated to recurrence prevention. Additionally, reporting allows for the provision of expanded support service information to the victim.

Victims of sexual assault, domestic violence, dating violence and stalking are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to College hearing boards and police.

For sexual assault, domestic violence, dating violence and stalking that occurs on Parkland College properties or at any Parkland College sanctioned event or activity, contact should be made with the Department of Public Safety at 217/351-2369. Calling 911 on your cell phone will put you through to METCAD. They will take your information and pass it to the Parkland College Police Department, who will respond.

For off-campus incidents, victims may also feel free to contact the Parkland College Police Department as noted above, or the corresponding local law enforcement agency for the location in which the incident occurred. Victims may also report incidents directly to the Title IX Coordinator.

Immediate Care and Preservation of Evidence

If you experience sex- or gender-based discrimination, harassment, or violence; or incidents of rape, acquaintance rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence, some or all of these safety suggestions may guide you after an incident has occurred:

1. Go to a safe place and speak with someone you trust. Tell this person what happened. If there is any immediate danger, contact the Parkland Police Department at 217/351-2369 or room A160 if you are on campus or call 911 if you are off campus.
2. Consider securing immediate professional support (e.g., counseling, victim advocacy, medical services, etc.) to assist you in the crisis.
3. If you are on campus during regular business hours, you may go to Parkland College Counseling Services in room U267 for support and guidance. This is a confidential resource. After regular business hours, or in any situation where an individual wishes, local resources are also available and may be able to provide confidential assistance.
4. For your safety and well-being, immediate medical attention is encouraged. Further, being examined as soon as possible, ideally within 120 hours, is important in the case of rape or sexual assault.
 - To preserve evidence that may assist in proving a criminal offense occurred or may be helpful in obtaining a protection order, it is recommended that you do not bathe, shower, douche, eat, drink, smoke, brush your teeth, urinate, defecate, or change clothes before receiving medical attention. Even if you have already taken any of these actions, you are still encouraged to have prompt medical care, and evidence may still be recoverable.
 - Typically, if police are involved or will be involved, they will obtain evidence from the scene, and it is best to leave things undisturbed until their arrival. They will gather bedding, linens or unlaundered clothing, and any other pertinent items that may be used for evidence. It is best to allow police to secure items in evidence containers, but if you are involved in transmission of items of evidence, such as to the hospital, secure them in a clean paper bag or clean bedsheet to avoid contamination.
 - If you have physical injuries, photograph or have them photographed, with a date stamp on the photo.
 - Record the names of any witnesses and their contact information. This information may be helpful as proof of a crime, to obtain an order of protection, or to offer proof of a campus policy violation.
 - Try to memorize details (e.g., physical description, names, license plate number, car description, etc.), or even better, write notes to remind you of details, if you have time and the ability to do so.
 - If you obtain external orders of protection (e.g., restraining orders, injunctions, protection from abuse), please notify Parkland College Police Department or the campus Title IX Coordinator so that those orders can be observed on campus.
5. Even after the immediate crisis has passed, consider seeking support from Parkland College Counseling Services and/or the help centers listed on pages 38-39.
6. Contact the Title IX Coordinator if you need assistance with Parkland College concerns, such as no-contact orders or other supportive measures. Parkland College is able to offer reasonable academic supports, transportation resources or modifications, safety escorts, no contact orders, counseling services access, and other supports and resources as needed by a victim. Parkland College is able to offer information about legal assistance, visa/immigration assistance, and student financial aid considerations for victims.

College Services for Victims

The Parkland College Department of Public Safety, in collaboration with other college departments and service providers, offers provision of the following services to victims of sexual assault, domestic violence, dating violence and stalking:

- Assurance of confidentiality regarding reporting and associated choices and investigation.
- Private meeting for report submission, guidance, and referrals at a time and place as determined by the victim.
- Assistance with notice of the assault to individuals(s) designated by the victim, if the victim chooses to give this type of notice.
- Assistance with reporting the assault to law enforcement, if the victim chooses to report the crime and the crime occurred off campus.
- Assistance and/or referral in arranging for medical services.
- Referral to local counselor and resource services.
- Assistance in arranging alternative academic class schedule within 24 hours of receipt of report.

Note: College policy violations are not subject to enforcement for victims of assault or other violent crimes.

Disciplinary Procedures Related to Sexual Assault

With reported cases of sexual assault, domestic violence, dating violence and stalking that come under disciplinary review, both the accuser and the accused are entitled to the following:

- The accuser and the accused are entitled to the same opportunities to have others present during a disciplinary proceeding.
- Both the accuser and the accused are entitled to equal disbursement of information regarding disciplinary proceedings and/or associated investigations.
- Both the accuser and the accused are entitled to the same information regarding the outcome of any institutional disciplinary proceeding that is brought alleging the offense.

Risk Reduction

Although we cannot guarantee that you will never be a victim, there are steps that can be taken to minimize those chances. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence. The following are suggestions to incorporate into daily routines:

On the Street:

- Do not walk alone unless it is absolutely necessary.
- Be aware of what is happening in your surroundings. Know where you are and where you are going.
- If you walk regularly, vary your route. Do not be predictable! Walk away from bushes, alleys and dark entryways. Stay in well-lit areas.
- Take precautions to prevent being surprised. Attackers rely on the element of surprise. Do not wear headphones when walking alone.
- Trust your instincts. If you think you are being followed, walk toward a busy, lighted area.

- Scream loudly to attract attention and tell someone to call the police.
- If someone bothers you from a car, turn and walk in the opposite direction. If possible, get a license plate number. When you are in a safe place, call 911.

Jogging in Parks and Streets:

- When possible, run with a friend or in a group.
- Try to avoid running alone during the evening hours.

Social Situations:

- When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, get a new one.
- Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from punch bowls or other large, common, open containers.
- Watch out for your friends and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had or is acting out of character, get him or her to a safe place immediately.
- If you suspect you or a friend has been drugged, contact law enforcement immediately. Be explicit with doctors so they can give you the correct tests (You will need a urine test and possibly others). Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
- If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.
- If you need to get out of an uncomfortable or scary situation here are some things that you can try:
 - Remember that being in this situation is not your fault. You did not do anything wrong; it is the person who is making you uncomfortable that is to blame.
 - Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
 - Have a code word with your friends or family so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
 - Lie. If you don't want to hurt the person's feelings, it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else you need to be, etc.

In Your Vehicle:

- Always have keys in your hand as you approach your vehicle. Avoid having to look through bags or purses to find keys.

- Always maintain focus and attention on surroundings. Be aware of what is happening around you. Always look inside your vehicle in the back seat, and on the floor before you get into it.
- Upon entry into your vehicle, immediately lock doors. Keep the car doors locked and your windows up when driving.
- Always have plenty of fuel in the tank of your car.

Preparing for Vehicular Emergencies:

- Know how to change a flat tire. Make certain that the spare tire is in good condition and that the proper auto safety equipment is in your car.
- If your car breaks down at night, turn on your emergency flashers. Remain in your car with the doors locked and the windows closed until the police arrive.
- If another motorist stops to assist you, roll the window down slightly, and ask him or her to call the police or towing service.
- Always carry your cell phone or enough money to make an emergency call.

How to be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up or do something about it. We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking.

Bystander intervention includes:

- recognizing situations of potential harm,
- understanding institutional structures and cultural conditions that facilitate violence,
- overcoming barriers to intervening
- identifying safe and effective intervention options, and
- taking action to intervene.

We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

- Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are okay.
- Confront or report people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
- Speak up when someone discusses plans to take sexual advantage of another person.
- Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- Refer people to on or off campus resources listed in this report for support in health, counseling, or with legal assistance.

Implementing Parkland's Policy Prohibiting Sex-Based Misconduct

The College is committed to maintaining a safe and healthy educational and employment environment that is free from discrimination, harassment, and misconduct on the basis of sex, which includes sexual orientation or gender-related identity. The purpose of these Procedures is to implement the College's Policy Prohibiting Sex-Based Misconduct and Policy 8.26 Harassment/Discrimination – Students and Policy 3.02 Harassment/Discrimination - Employees, ensure a safe and healthy educational and employment environment, and meet legal requirements in accordance with: Title IX of the Education Amendments of 1972 ("Title IX"), which prohibits discrimination on the basis of sex in the College's education programs or activities; relevant sections of the Violence Against Women Reauthorization Act ("VAWA"); Title VII of the Civil Rights Act of 1964 ("Title VII"), which prohibits discrimination on the basis of sex in employment; relevant sections of the Illinois Human Rights Act, which prohibits discrimination on the basis of sex or sexual orientation, including gender-related identity; the Jeanne Clery Campus Safety Act ("Clery Act"), which requires Timely Warning to the community of certain immediate threats; the Preventing Sexual Violence in Higher Education Act; and other applicable law and local ordinances.

The College has an affirmative duty to take immediate and appropriate action once it knows or its management should know of an act of sex-based discrimination, sexual harassment or other sex-based misconduct in any of its educational or employment programs or activities. The College will promptly and thoroughly investigate any complaints of sexual discrimination, harassment and/or misconduct in accordance with the procedures set forth below.

The College's Policy Prohibiting Sex-Based Misconduct and these implementing Procedures apply to students, faculty, staff, appointees, or third parties, regardless of sexual orientation or gender-identity, whenever the misconduct occurs:

- A. On College property; or
- B. Off College property if:
 - i. The conduct was in connection with a College or College-recognized program or activity; or
 - ii. The conduct may have the effect of creating a hostile environment for a member of the College community.

These Procedures govern sex-based misconduct in various forms, many of which may trigger legal obligations under one or more state and federal laws. In no case does the inapplicability of a particular legal framework require the College not to address an act of misconduct falling within the scope of these Procedures.

Options for Assistance Following an Incident of Sex-Based Misconduct

Immediate and Ongoing Assistance

The following on- and off-campus counselors and advocates can provide an immediate confidential response in a crisis situation:

Parkland College Counseling and Advising Department
Room U267
217-351-2219

Hours: When College is open, 8 AM-5PM

24-Hour Crisis Lines

- Courage Connection Domestic Violence for Women and Children: (217) 384-4390
- Mental health/suicide (Rosecrance/Community Elements): (866) 330-8729
- (Rape, Abuse, and Incest National Network) hotline: (800) 656-4673
- Rape, Advocacy, Counseling & Education Services: (217) 384-4444
- Illinois Coalition Against Domestic Violence: (877) 863-6338

Note: While the above-listed counselors and advocates may maintain a reporting person's confidentiality vis-à-vis the College, they may have reporting or other obligations under State law.

Emergency Response

Anyone who experiences or observes an emergency situation should immediately call 911 and/or one of the phone numbers listed below:

Parkland College Department of Public Safety
Room A160
2400 W. Bradley Avenue
(217)351-2369
PublicSafety@parkland.edu

Champaign Police Department
82 E. University Avenue
Champaign, IL 61820
(217)351-4545
Police@champaignil.gov

Champaign County Sheriff
204 E. Main Street
Urbana, IL 61801
(217)384-1204
sheriff@co.champaign.il.us

University of Illinois Police Department
1110 W. Springfield Ave.
Urbana, IL 61801
(217)333-1216
police@illinois.edu

Urbana Police Department
400 S. Vine Street
Urbana, IL 61801
(217)384-2320

On- and Off-Campus Health Care Options

Individuals may seek treatment for injuries, preventative treatment for sexually transmitted disease, and/or other health services by contacting one of the following health care providers:

Carle Foundation Hospital
611 W. Park St., Urbana, IL 61801
(217)383-3311
Emergency Department - 24 hours/day, 365 days/year
• Offers evidence collection (rape kit) and medical treatment*

OSF Medical Center
1400 W. Park St., Urbana, IL 61801
(217)337-2000
Emergency Department - 24 hours/day, 365 days/year

Promise Healthcare - Frances Nelson
819 Bloomington Rd, Champaign, IL 61820
Phone: (217)600-7000

Champaign- Urbana Public Health
201 W. Kenyon Rd. Champaign, IL 61820
Phone: (217)352-7961
• Preventative treatment for sexually transmitted disease
• FREE STI Testing
• Does not require proof of citizenship

Planned Parenthood
302 E Stoughton St., Suite #2, Champaign, IL 61820
Phone: (217)359-8022
• Offers medical abortions up to 11 weeks

Avicenna Community Health Center
201 W Kenyon Rd, Champaign, IL 61820
Phone: (309)306-1358
• FREE healthcare for the Uninsured and Underinsured
• Does not require proof of citizenship

*Indicates health care options which provide medical forensic services (rape kits) and/or Sexual Assault Nurse Examiners at no cost, pursuant to the Sexual Assault Survivors Emergency Treatment Act (410 ILCS 70).

Seeking medical treatment also serves to preserve physical evidence of sexual violence.

Off-campus health care providers will generally maintain confidentiality and not share information with the College unless the reporting person requests the disclosure and signs a consent or waiver form. Note, however, that while these health care providers may maintain a reporting person's confidentiality vis-à-vis the College, they may have other reporting obligations under State law.

Parkland Employees may rely on all of the above services, as well as the use of the College's Human Resource office and the Employee Assistance Program:

Resolutions Employee Assistance Program
24-hour hotline: 1-800-228-6380 or (217) 383-3202

State of Illinois Sexual Harassment and Discrimination Helpline

The Illinois Department of Human Rights has established a helpline for individuals to obtain information about their reporting options and referrals to other resources. The helpline is available Monday through Friday, from 8:30 a.m. to 5:00 p.m., at (877) 236-7703.

Making a Report of Alleged Sex-Based Misconduct

Any student, employee or community member who wishes to avail himself or herself of these Procedures may do so by making a report to the Title IX Coordinator or Deputy Title IX Coordinator(s). Students may also make a report to any Responsible Employee, as defined below. Detailed information concerning student and employee reporting follows below.

Student Reporting

The College encourages students who have experienced sex-based misconduct to talk with someone about what happened so that they can get the support they need and so that the College can respond appropriately. Different employees on campus have different reporting obligations with regard to alleged sex-based misconduct. Some College employees (referred to as "Responsible Employees") are required to report all incidents of sex-based misconduct to the Title IX Coordinator, including the identities of the persons involved in the incident. While only designated Responsible Employees are required to report all incidents of sex-based misconduct to the Title IX Coordinator, all members of the College community (including students) are encouraged to report such incidents to the Title IX Coordinator.

The various reporting options available are set forth in further detail below. Regardless of to whom a report is made, the College will provide the person alleged to be the victim, if identified, with concise information, written in plain language, of the person's rights and options pursuant to these Procedures.

Immunity for Good Faith Reporting: Students who in good faith report an alleged violation of the College's Policy Prohibiting Sex-Based Misconduct will be granted immunity and will not receive a disciplinary sanction for a student conduct violation (such as underage drinking) revealed during the course of reporting. Immunity will not be provided for student conduct violations which the College determines are egregious, including without limitation misconduct which places the health or safety of another person at risk.

Student Reporting to the Title IX Coordinator

Students are encouraged to report alleged incidents of sex-based misconduct to the Title IX Coordinator(s) directly. The College's Title IX Coordinator(s) are:

Contact information for the Title IX Coordinator is as follows:
Vice President for Student Services
Parkland College
Room U334

2400 W. Bradley Avenue
Telephone: (217) 351-2551
Email: Title_IX@parkland.edu

Contact information for the Title IX Deputy Coordinator(s) is as follows:

Dean of Students
Parkland College
Room U243
2400 W. Bradley Avenue
Telephone: (217) 353-2048
Email: Title_IX@parkland.edu

Chief Human Resource Officer
Parkland College
Room A116
2400 W. Bradley Avenue
Telephone: (217) 353-2024
Email: Title_IX@parkland.edu

Student Reporting to the Responsible Employees

A Responsible Employee, as defined in Appendix D, must report to the Title IX Coordinator all relevant details about an alleged incident of sex-based misconduct shared by a student, including the date, time and specific location of the alleged incident, and the names of all involved individuals. To the extent possible, information shared with a Responsible Employee will be disclosed only to the Title IX Coordinator and/or those individuals responsible for handling the College's response to the report.

The following categories of employees are the College's Responsible Employees:

- College Administrators
- Title IX Coordinator
- Faculty
- Campus Police
- Coaches
- All faculty/staff advisors to a Recognized Student Club/Organization
- All full-time Assistants to the President/Vice-Presidents
- All full-time Dean of Students Office staff
- All full-time Human Resources staff

Before a student reveals any information to Responsible Employee, the employee should ensure that the student understands the employee's reporting obligations. If the student wants to make a confidential report, the Responsible Employee should direct the student to the confidential resources listed below.

If the student wants to tell the Responsible Employee what happened but also maintain confidentiality, the employee should tell the student that the College will consider the request, but that the College cannot guarantee it will be able to honor it. In reporting the details of the incident to the Title IX Coordinator,

the Responsible Employee will also inform the Title IX Coordinator of the student's request for confidentiality.

Student Confidential Reporting

Students who wish to confidentially report an incident of sex-based misconduct may make a confidential report to:

Parkland College Counseling Services
Room U267
217-351-2219
Hours: When College is open, 8 AM-5PM

Parkland College Counselors are Confidential Advisors, as defined in Appendix D. Professional, licensed counselors who provide mental health counseling to students (including counselors who act in that role under the supervision of a licensed counselor) are not required to report any information about an alleged incident to the Title IX Coordinator without a student's permission.

Note: While the individuals listed above may maintain a student's confidentiality vis-à-vis the College, they may have reporting or other obligations under State law. Any College employee who suspects or receives knowledge that a minor student may be an abused or neglected child or, for a student aged 18 through 21, an abused or neglected individual with a disability, is required to: 1) immediately report or cause a report to be made to the Illinois Department of Children and Family Services (DCFS) on its Child Abuse Hotline; and 2) follow directions given by DCFS concerning filing a written report within 48 hours with the nearest DCFS field office.

Also Note: If the College determines that a person alleged to be the perpetrator of sexual misconduct poses a serious and immediate threat to the College community, College Police may be called upon to issue a Timely Warning to the College community. Any such warning will not include any information that identifies the person alleged to be the victim.

Employee Reporting

Alleged Sex-Based Misconduct of a Student

In addition to the reporting requirements for Responsible Employees, all College employees who have information regarding sex-based misconduct of a student should report it to the Title IX Coordinator or any Responsible Employee.

Alleged Sex-Based Misconduct of an Employee

An employee should notify the Title IX Coordinator or Human Resources Department if he or she believes that the College or a member of the College community has engaged in sex discrimination, sexual harassment or other sex-based misconduct in violation of the College's Policy 3.01 Prohibition of Sex-Based Misconduct.

Prohibition on Retaliation

Any form of retaliation, including intimidation, threats, harassment and other adverse action taken or threatened against any complainant or person reporting or filing a complaint alleging sexual discrimination, harassment or misconduct or any person cooperating in the investigation of such

allegations (including testifying, assisting or participating in any manner in an investigation) is strictly prohibited. Action is generally deemed adverse if it would deter a reasonable person in the same circumstances from opposing practices prohibited by the College's Sex-Based Misconduct Policy and these Procedures. Retaliation may result in disciplinary or other action independent of the sanctions or supportive measures imposed in response to the allegations of sexual discrimination, harassment or misconduct.

Reporting Party's Requesting Confidentiality from the College

Although rare, there are times when the College may not be able to honor a reporting party's request to provide a safe, non-discriminatory environment for all students and employees. When issuing Timely Warning Notices and Emergency Notifications, no personally identifying information will be included. Similarly, no personally identifying information will be published on the Daily Crime log when listing incidents.

The College has designated the following individual(s) to evaluate requests for confidentiality:

- Title IX Coordinator
- Deputy Title IX Coordinators
- Chief of Campus Police

When weighing a reporting party's request for confidentiality or that no investigation or discipline be pursued, a range of factors will be considered, including the following:

- The increased risk that the alleged perpetrator(s) will commit additional acts of sexual
- discrimination, harassment or misconduct, such as:
 - Whether there have been other sexual discrimination complaints about the same alleged perpetrator;
 - Whether the alleged perpetrator has a history of arrests or records from a prior school indicating a history of misconduct or violence;
 - Whether the alleged perpetrator threatened further sexual discrimination or violence against the student victim or others;
- Whether the sexual discrimination was committed by multiple perpetrators;
- Whether the sexual discrimination, harassment or misconduct was perpetrated with a weapon;
- Whether the student victim is a minor;
- Whether the College possesses other means to obtain relevant evidence of the sexual discrimination, harassment or misconduct (e.g., security cameras or physical evidence); And
- Whether the reporting party's report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.

The presence of one or more of these factors could lead the College to investigate and, if appropriate, pursue disciplinary action. If none of these factors is present, the College will likely respect the reporting party's request for confidentiality.

If the College determines that it can respect a reporting party's request for confidentiality, the College will take immediate action as necessary to protect and assist the reporting party.

If the College determines that it cannot maintain a reporting party's confidentiality, the

College will inform the reporting party at the earliest point possible and will, to the extent possible, only share information with people responsible for handling the College's response. The College will also take immediate action as necessary to protect and assist the reporting party.

If a party's request for confidentiality limits the College's ability to formally investigate a particular allegation, the College may take steps to limit the effects of the alleged sexual discrimination, harassment and/or misconduct and prevent its recurrence without initiating formal action against the alleged perpetrator or revealing the identity of the complainant.

Such action may include, but is not limited to:

- Providing increased monitoring, supervision, or security at locations or activities where the alleged misconduct occurred;
- Providing training and education materials for students and employees;
- Revising and publicizing the College's policies regarding sexual discrimination, harassment and misconduct; and
- Conducting climate surveys regarding sexual misconduct.

Parkland's Response to Reports

Processing of Report

Upon receipt of a report, the Title IX Coordinator will analyze the report to determine the appropriate method for processing and reviewing it.

For any report alleging sexual harassment, as defined under Title IX, and/or alleging sexual violence, domestic violence, dating violence or stalking pursuant to the Preventing Sexual Violence in Higher Education Act, the Title IX Coordinator will promptly contact the person alleged to be the victim (hereinafter "complainant") to:

1. Discuss the availability of supportive measures;
2. Consider the complainant's wishes with respect to supportive measures
3. Inform the complainant of the availability of supportive measures with or without the filing of a formal complaint; and
4. Explain to the complainant the process for filing a formal complaint.

Supportive Measures

Supportive measures (also referred to as "interim protective measures") are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to a complainant or respondent, irrespective of whether a formal complaint has been filed.

Examples of supportive measures that the College may offer include, but are not limited to:

- Counseling, mental health support, and wellness support;
- Extensions of deadlines or other course-related adjustments;
- Leaves of absence;
- Changes to academic, dining, transportation and/or working schedules or situations;
- Increased security and monitoring of certain areas of campus;
- Issuance and enforcement of mutual campus no contact orders; and
- Enforcement of an order of protection or no contact order entered by a State civil or criminal court.

A report of alleged sex-based misconduct may also prompt the College to consider broader remedial action, such as increased monitoring, supervision or security at locations where the alleged incident occurred; increased education and prevention efforts, including to targeted population groups; the use of climate assessments and/or victimization surveys; and/or revisions to the College's policies and practices.

The College will maintain as confidential any supportive measures provided to a complainant or respondent, to the extent that maintaining such confidentiality would not impair the College's ability to provide the supportive measures.

The Title IX Coordinator(s) is/are responsible for coordinating the College's implementation of supportive measures.

Emergency Removals and/or Administrative Leave

Prior to initiating or completing the Grievance Process in response to a formal complaint or in the absence of a formal complaint, the College may remove a respondent from the College's education program or activity on an emergency basis. Where the alleged conduct, if proven, would constitute sexual harassment as defined under Title IX, the College will effectuate an emergency removal only where the College has determined, based on an individualized safety and risk analysis, that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal. In such cases, the College will provide the respondent with notice and an opportunity to challenge the decision immediately following the removal.

In addition, the College may place an employee on administrative leave during the pendency of the Grievance Process in response to a formal complaint.

Clery Act Reporting Obligations

Pursuant to the Jeanne Clery Campus Safety Act ("Clery Act"), 20 U.S.C. § 1092(f), the College will issue Timely Warnings to the campus community about crimes that have already occurred but may continue to pose a serious or ongoing threat to students and employees. The Clery Act also requires the College to maintain a public crime log and publish an Annual Security Report ("ASR") available to all current students and employees. The ASR documents three calendar years of select campus crime statistics (including statistics regarding incidents of dating violence, domestic violence, and stalking), security policies and procedures, and information on the basic rights guaranteed to victims of sexual assault. Parkland College will protect the confidentiality of victims and other necessary parties, such as personally identifying information, in publicly available recordkeeping, including in Timely Warnings and the ASR.

Grievance Process for Complaints

For purposes of this Grievance Process, a formal complaint is a document filed by a complainant or signed by the Title IX Coordinator, alleging (a) sexual harassment in violation of Title IX and/or (b) sexual violence, domestic violence, dating violence or stalking in violation of the Preventing Sexual Violence in Higher Education Act; and requesting that the College investigate the allegation. At the time of filing a formal complaint pursuant to this Grievance Process, the complainant must be participating in or attempting to participate in the College's education programs or activities, either as a student or an employee. Should a formal complaint be filed, the Title IX Coordinator will investigate the formal complaint or appoint a qualified person to undertake the investigation on his or her behalf.

Notice of Allegations

Within 10 school days after signing a formal complaint or receiving a formal complaint filed by a complainant, the Title IX Coordinator will provide written notice to the parties who are known of the following:

1. This Grievance Process, including the informal resolution process, where applicable.
2. The allegations potentially constituting sexual harassment under Title IX and/or sexual violence, domestic violence, dating violence or stalking under the Preventing Sexual Violence in Higher Education Act, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview.
3. That the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.
4. That the parties may have an advisor of their choice, who may be, but is not required to be, an attorney.
5. That the parties may inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint, including evidence upon which the College does not intend to rely in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence, whether obtained from a party or other source.
6. The College Code of Conduct provision(s) that prohibit knowingly making false statements or knowingly submitting false information during the grievance process.

If, during the course of an investigation, the College decides to investigate allegations that are not included in the initial written notice of allegations, the Title IX Coordinator will provide subsequent written notice of the additional allegations to all known parties.

Informal Resolution

At any time after receiving the initial notice of allegations, and prior to a determination regarding responsibility being reached, the complainant and respondent may request to participate in an informal resolution process. Informal resolution will only occur with both parties' voluntary, written consent. At any time prior to agreeing to a resolution, any party will have the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint.

The College does not permit informal resolution in cases involving alleged sexual harassment, sexual violence, domestic violence, dating violence or stalking by a College employee toward a student.

Consolidation of Formal Complaints

The Title IX Coordinator may consolidate formal complaints as to allegations against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual misconduct arise out of the same facts or circumstances.

Dismissal of Formal Complaints

If, during the course of an investigation or following an investigation into a formal complaint, the Title IX Coordinator or designated Investigator determines that the conduct alleged in the formal complaint would not constitute sexual harassment as defined in 34 C.F.R. § 106.30 (Title IX) even if proved, did not occur in the District's education program or activity, or did not occur against a person in the United States, then the Title IX Coordinator will dismiss the formal complaint with regard to that conduct for purposes of Title IX. In cases where the College determines that Title IX is not applicable, but the College still intends to apply this Grievance Process to resolve the alleged misconduct, the College will inform the parties that Title IX is inapplicable but that such Process will nevertheless be applied. In addition,

dismissal of a formal complaint for purposes of Title IX does not preclude action under other College policies and procedures.

The Title IX Coordinator may dismiss a formal complaint, or any allegations therein, at any time during an investigation if: (1) the complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein; (2) the respondent is no longer enrolled or employed by the College; or (3) specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Upon dismissal—either of a complaint altogether, or of a complaint for purposes of Title IX—the Title IX Coordinator or Investigator will promptly send written notice of the dismissal and reason(s) for the dismissal simultaneously to the parties. Dismissal of a formal complaint under this Process does not preclude action under other College policies and procedures.

Investigation of Formal Complaint

The Title IX Coordinator will appoint one or more trained investigators to undertake an investigation into a formal complaint. Throughout the investigation, the parties will be afforded an equal opportunity to present witnesses including fact and expert witnesses, and other inculpatory and exculpatory evidence. The Investigator will not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence. Any proceeding, meeting, or hearing held to resolve formal complaints pursuant to this Grievance Process will protect the privacy of the participating parties and witnesses. The proceedings will be prompt, fair, and impartial.

Both parties will be afforded an opportunity to be accompanied to any meeting or proceeding by an advisor of their choice, who may be, but is not required to be, an attorney. Parkland College will not limit the choice of advisor. The advisor's role is limited to providing support, guidance and/or advice, and to conducting cross-examination during the live hearing (see Hearing section below). A party's advisor may not speak on behalf of the party during any meeting, interview or hearing and must comply with all behavioral rules and expectations set forth in these Procedures. If a party's advisor violates these Procedures or engages in behavior that harasses, abuses or intimidates a party, witness or individual resolving a complaint, that advisor may be prohibited from further participation.

When a party's participation is invited or expected at an investigative interview or other meeting, the Investigator will provide that party with written notice of the date, time, location, participants, and purpose of said interview or meeting at least three (3) school days prior to the interview or meeting.

At the conclusion of the investigation and prior to the Investigator's completion of his/her investigative report, the Investigator will send to each party (and the party's advisor, if any) the evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint, in electronic format and/or in hard copy. The parties will have 10 school days to submit a written response to the evidence, which the Investigator will consider prior to completion of his/her investigative report.

After receiving and reviewing the parties' written responses, if any, the Investigator will create an investigative report that fairly summarizes the relevant evidence and will forward a copy of his/her report to the Title IX Coordinator. Upon receipt of the Investigator's Report, the Title IX Coordinator will schedule a hearing. At least ten (10) school days prior to the hearing, the Title IX Coordinator will:

1. Provide both parties with written notice of the hearing date, time, location, participants (including the name of the appointed Hearing Officer) and purpose of the hearing; and

2. Send to each party (and the party's advisor, if any) the investigative report [in electronic format or hard copy] for their review and written response. Any written response submitted by a party to the Title IX Coordinator will be provided to the decision-maker, for the decision-maker's review and consideration, in making a determination of responsibility.

Hearings

A hearing will be conducted by a Hearing Officer appointed by the College. Both parties will have the opportunity to request a substitution if the participation of the appointed Hearing Officer poses a conflict of interest. A party wishing to request a substitution must contact the Title IX Coordinator within three (3) school days after the party's receipt of the notice of hearing to make such a request.

At the request of either party, the College will arrange for the live hearing to occur with the parties located in separate rooms, with technology enabling the Hearing Officer and parties to simultaneously see and hearing the party or witness answering questions. A party wishing to request that the live hearing occur with the parties located in separate rooms must contact the Title IX Coordinator to request such an arrangement at least three (3) school days in advance of the hearing. The College may conduct any live hearing virtually, with the participants in one or more separate geographical locations, and with technology enabling participants simultaneously to see and hear each other.

At the live hearing, each party's advisor will be permitted to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination will be conducted directly, orally, and in real time by the party's advisor of choice and may never be conducted by a party personally.

The College will assign each party an advisor of the College's choice, free of charge, to conduct cross-examination for that party at the live hearing. Each party will be given notice of such assignment at least ten (10) days prior to the hearing. Each party may elect to bring an advisor of their own choosing instead of the assigned advisor. If a party has already secured an advisor of their own choosing, that party must notify the College of such within three days of receiving notice of the College-assigned advisor.

Only relevant questions, as determined by the Hearing Officer, may be asked of a party or witness. Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant and will not be permitted, except where:

1. The questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant; or
2. The questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

If a party or witness does not submit to cross-examination at the live hearing, either due to absence from the hearing or due to the party's or witness's refusal to answer cross-examination or other questions, the Hearing Officer will not rely on any statement of that party or witness in reaching a determination regarding responsibility; however, the Hearing Officer will not draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.

The College will make all evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint available for the parties' inspection and review during the hearing. In addition, the College will create an audio or audiovisual recording, or transcript, of the live hearing, which the Title IX Coordinator will make available to the parties for inspection and review upon request.

Determination Regarding Responsibility

Within ten (10) school days after the conclusion of the hearing, the Hearing Officer will make a decision regarding responsibility. The Hearing Officer will apply a preponderance of the evidence standard when determining responsibility. Within seven (7) school days of reaching his/her decision, the Hearing Officer will issue a written determination to both parties simultaneously. The written determination will include:

1. Identification of the allegations potentially constituting sexual harassment as defined in 34 C.F.R. § 106.30 (Title IX) and/or constituting sexual violence, domestic violence, dating violence or stalking pursuant to the Preventing Sexual Violence in Higher Education Act;
2. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
3. Findings of fact supporting the determination;
4. Conclusions regarding the application of the College Code of Conduct or other conduct standards to the facts;
5. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the College imposes on the respondent, and whether remedies designed to restore or preserve equal access to the College's education program or activity will be provided by the College to the complainant; and
6. The procedures and permissible bases for the complainant and respondent to appeal.

Appeals

Both parties will have the right to appeal any determination regarding responsibility, and any dismissal of a formal complaint or allegations therein, to the Title IX Coordinator or designee. An appeal must be based on one or more of the following grounds:

1. A procedural irregularity occurred;
2. New evidence or information exists that could affect the outcome of the matter;
3. The Title IX Coordinator, Investigator or Hearing Officer had a conflict of interest or bias for or against complainants or respondents generally, or the individual complainant or respondent, that affected the outcome of the matter; and/or
4. The sanction is disproportionate with the violation.

A party who wishes to appeal a determination regarding responsibility or a dismissal of a formal complaint or allegations therein must submit a written appeal request to the Title IX Coordinator within seven (7) school days of the party's receipt of the written determination or written dismissal notice. The written appeal request must identify the ground(s) on which the party seeks to appeal the determination or dismissal.

Within seven (7) school days of the Title IX Coordinator's receipt of an appeal request, the Title IX Coordinator will forward the appeal request to a designee assigned by the Title IX Coordinator and will notify the other party in writing that an appeal has been filed. Before reaching a determination regarding the appeal, the designee assigned by the Title IX Coordinator will afford both parties an equal opportunity to submit a statement in support of, or challenging, the determination or responsibility or dismissal that is the subject of the appeal. Within seven (7) school days after the designee has concluded his/her review of the appeal, the designee will issue a written decision simultaneously to both parties, describing the outcome of the appeal and the rationale for the outcome. The designee's decision is final.

Training

The Title IX Coordinator(s) and anyone else involved in the receipt of reports of, responding to, investigating or adjudicating alleged incidents of sexual discrimination, harassment or other misconduct, or involved in the referral or provision of services to survivors receive annual education and training on primary prevention, bystander intervention, risk reduction, consent, reporting obligations, investigation procedures, confidentiality requirements, relevant College policies and procedures, retaliation, survivor-centered and trauma-informed response, relevant definitions, and other pertinent topics.

In addition to the above training, individuals who investigate or resolve complaints, including through informal resolutions, receive at least 8-10 hours of annual training on issues related to Preventing Sexual Violence in Higher Education Act offenses including sexual violence, domestic violence, dating violence, and stalking; the scope of the College's education program or activity; the Title IX and College definitions of sexual harassment; how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias; and how to conduct the College's Grievance Process. Decision-makers in particular receive training on any technology to be used at live hearings and on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant. Investigators in particular receive training on issues of relevance so as to enable them to create an investigative report that fairly summarizes relevant evidence.

All Confidential Advisors receive 40 hours of training on sexual violence before being designated a Confidential Advisor. Annually thereafter, Confidential Advisors attend a minimum of six (6) hours of ongoing educational training on issues related to sexual violence. Confidential Advisors also receive periodic training on the College administrative process, interim protective measures and accommodations, and the College's Grievance Process.

The College, in conjunction with its Parkland College Sexual Violence Prevention task force established pursuant to the Campus Security Enhancement Act of 2008 (110 ILCS 12/10), will annually review its training offerings to identify ways in which to enhance its effectiveness.

Any materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process, will not rely on sex stereotypes and will promote impartial investigations and adjudications of formal complaints of sexual harassment.

Stop Campus Hazing Act

The College is committed to making the campus a safe and welcoming place for everyone, and hazing in all its forms is strictly prohibited. In support of the Stop Campus Hazing Act, the following policy and procedures have been adopted:

Hazing will not be tolerated at Parkland College:

- (a) College student groups (e.g. registered student organizations, intramural, club and varsity athletic teams, and other recognized student groups) and individual students are prohibited from hazing.
- (b) Hazing is prohibited in any form both on campus and off campus.

Definition of Hazing

In accordance with the Stop Campus Hazing Act, “Hazing” is defined as any intentional, knowing, or reckless act committed by a person—either individually or in concert with others—against another person or persons, regardless of the willingness of such persons to participate.

To be considered hazing, the act must be committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a student organization, and it must cause or create a risk—beyond what is reasonably expected in the context of participation in the institution of higher education or the organization (such as physical preparation for athletic teams)—of physical or psychological injury. Such acts include, but are not limited to:

- whipping, beating, striking, electronic shocking, or placing a harmful substance on someone's body;
- causing or coercing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or similar activities;
- inducing another person to consume food, liquids, alcohol, drugs, or other substances; coercing or inducing another person to perform sexual acts;
- engaging in any activity that places another person in reasonable fear of bodily harm through threats or conduct; any act that includes a criminal violation of local, State, Tribal, or Federal law;
- and any act that induces or requires another person to perform a duty or task that involves a criminal violation of law.

For the purposes of this regulation, hazing includes observation of hazing activities by individuals in a position to intervene but who fail to intervene, including organization officers/leaders who are aware of planned hazing activities and who condone and/or fail to prevent that hazing from occurring, regardless of their participation.

Making a Report of Hazing

Any person having knowledge of any activity or conduct which may constitute hazing can report their concerns to:

Dean of Students
Parkland College
Room U243
2400 W. Bradley Avenue
Telephone: (217) 353-3048
Email: deanofstudents@parkland.edu

Parkland College Department of Public Safety
Room A160
2400 W. Bradley Avenue
(217)351-2369
PublicSafety@parkland.edu

Reports can also be made online using the online reporting form: [Hazing Report Form](#).

Self-Reporting of Incidents: Student organization/team members and officers/captains should immediately report any hazing incidents that occur within their organization to the Dean of Students office, providing a detailed description of the events that have transpired, the names of any individuals

involved, and a description of any actions taken by the organization. Upon receiving the report, the Dean of Students office will investigate as described in this regulation and the organization president and advisor/coach will be notified. The investigation and adjudication will proceed related to the regulation violations by the individual(s) implicated in the report, unless evidence discovered in the investigation proves the incident to have been sanctioned by the organization. If the incident appears to have been sanctioned by the organization, a follow-up investigation into the organization's role may be undertaken. If the student organization is affiliated with a national organization, the national headquarters will be notified.

Investigation of Hazing Reports

Upon receiving a report of alleged hazing, the Dean of Students, or their Designee, will assign the case to the Compliance Office or an external independent investigator. As part of the investigation, the College will:

- a) Make contact (if possible) with the individual(s) bringing forward the allegations of hazing;
- b) Make contact with the individual(s) alleged to have perpetrated the hazing. If the conduct is organizational in nature, the investigator will contact the advisor and president of the organization under investigation;
- c) Conduct interviews with all parties, including victims, the accused student(s) and any witnesses. The investigator may, at his/her discretion, recommend interim action (as described in the Student Code of Conduct) to the Dean of Students at any point during the investigation;
- d) The investigator may, at his or her discretion, require students, or a select group of students (i.e. all new members of an organization) to participate in an investigatory meeting at a pre-determined time and location and may exercise discretion regarding the communication of students during the investigation process, including but not limited to restriction on the use of any electronic devices during the investigation process.
- e) The investigator may, at his or her discretion, require students to undergo a physical examination by a campus health center staff member, particularly when allegations of physical abuse are part of a hazing investigation. The results of these physical examinations will be protected by applicable health privacy laws, but a summary of any physical signs of hazing (i.e. bruises, burns, etc.) will be provided to the investigator by the medical professional conducting the examinations.
- f) The investigator will provide a written investigative report to the Dean of Students or Designee. Upon receipt of this report, the Dean of Students (or designee) will determine if charges are warranted. If charges are warranted, the Dean of Students Office will charge the individual student(s), the involved student group(s), and/or the President or other responsible officers of the involved student group(s) or any other complicit bystanders in accordance with the Student Code of Conduct.

Adjudication shall be conducted pursuant to the Student Code of Conduct (or other specific language in College policy related to organizational misconduct, if applicable).

The College will, on a case-by-case basis, determine whether any violations of this policy are individual or organizational in nature. In determining whether or not a violation is organizational in nature, the College will consider the following:

- a) How many members were present when the alleged violation occurred or had specific knowledge of the alleged violation?
- b) What knowledge the appropriate chapter officers and/or advisors had of the alleged violation?

- c) What action the appropriate chapter officers and/or advisors took in addressing/preventing the alleged violation?
- d) Were chapter members acting in concert, or did the individual's membership in the chapter serve as an impetus for the alleged violation
- e) Did the violation arise out of a chapter sponsored, financed or endorsed event?
- f) Is there a pattern of individual violations that have occurred without proper action by the chapter?

Amnesty for Hazing Reporters

Students who make a hazing complaint in good faith, or victims of hazing who participate in an investigation, will not be charged with other College policy violations that are brought to light in the course of the investigation that arose out of, or were committed as a direct result of, the hazing incident(s) under investigation (i.e. students forced to consume alcohol as part of a hazing incident will not be charged with violations of the College's alcohol policy). The College reserves the right to follow up with those students related to those issues as appropriate in a non-disciplinary setting.

Hazing Sanctions

Sanctions for violations of this regulation shall be administered by the Dean of Students and may include the following:

- a) Student groups subject to College jurisdiction and individual students found responsible for violations of this regulation shall be sanctioned in accordance with the Student Code of Conduct. For student groups, sanctions may include, but are not limited to, revocation of registration or denial of application for registration, loss of College privileges such as the ability to host social events, to formally meet on campus and to use campus facilities, or to represent the College
- b) Sanctions imposed by the College for violations of this regulation may be in addition to any penalty imposed for violation of the criminal laws of the State of and for violation of any other College regulations or policies.
- c) For groups that are formally associated with the College (i.e. varsity athletic teams, performing arts groups such as theatre productions, or any other groups supported or sponsored by the College that are not required to register as student organizations), sanctioning for violations of this policy shall be determined by the Vice President of the administrative unit that sponsors/supports the group in consultation with the Dean of Students/Designee.

Retaliation

It is a violation of this policy and these procedures to retaliate or take adverse action towards any person for reporting an alleged violation of this policy or for cooperating with a College investigation related to this policy. Retaliation includes, but is not limited to, verbal or implied threats, physical or psychological abuse, intimidation, harassment (verbal or written), isolation, or any other action intended to create a hostile environment for the intended target of the retaliation.

Drug and Alcohol-Free Campus and Workplace

In compliance with the Drug-Free Workplace Act of 1989 and the Drug-Free Schools and Campuses Amendment of 1989, Parkland College prohibits the unlawful possession, use, manufacture, distribution, or sale of illegal drugs, alcoholic beverages, and unlawful substances by students or by employees on campus property or as part of any college activities. The unlawful possession, use, manufacture, distribution, or sale of illegal drugs, alcoholic beverages and unlawful substances is prohibited in the

workplace and as part of the campus environment. The “workplace” encompasses all of the Parkland College campus, and any property controlled by the college.

Employees found to have violated this policy may be subject to discipline which may include a verbal warning, written warning, unpaid suspension, or termination. The severity of a violation will determine the severity of the discipline and some steps along the continuum may be skipped if appropriate.

Students found to have violated this policy may be subject to discipline which may include the following: expulsion with a re-entry petition period ranging from one to two years minimum; suspension ranging from one semester to two years; psychiatric or psychological evaluation; anger management program completion; conduct probation ranging from one semester to a year; mandatory counseling; campus restrictions with limited access to facilities or places, limited access to services, or limited time on campus; domestic violence counseling program completion; mandatory sensitivity training; substance abuse counseling program completion; administrative withdrawal from current classes (standalone sanction, independent of administrative withdrawals associated with suspensions or expulsions); mandatory behavior contract; no contact order; mandatory conflict resolution program completion; community service; mandatory referral to Wellness Coordinator; employment verification. Disciplinary measures are determined on a case-by-case basis and the above list should not be considered exhaustive of all possible disciplinary options.

Individuals found to have violated this may also be subject to referral for prosecution for illegal activity, consistent with local, state, and federal laws. In addition, as the campus and all college properties are a smoke-free work environment, the use of any tobacco products is prohibited. This includes but is not limited to smokeless tobacco and electronic cigarettes.

State Laws on Drug and Alcohol Use

In Illinois, it is against the law to sell or deliver alcohol to anyone under 21 or to any intoxicated person. Violations can result in fines of up to \$1,000 and one year in jail. It is also illegal for a person under 21 to present false identification in an attempt to purchase alcohol. On-campus violations are strictly enforced by Parkland Police, and additional penalties may be imposed:

- The Secretary of State is authorized to suspend or revoke without a hearing the driver’s license or instruction permit of a person under 21 who has purchased or attempted to purchase alcohol from a duly licensed establishment or who has consumed alcohol on licensed premises.
- Local liquor commissioners have the duty to report to the Secretary of State any conviction for a violation of the Liquor Control Act, or a similar provision of a local ordinance, prohibiting a person under 21 from purchasing, accepting, possessing or consuming alcohol and prohibiting the transfer or alteration of identification cards, the use of the identification card of another or a false or forged identification card, or the use of false information to obtain an identification card.
- The Secretary of State is authorized to suspend or revoke the driver’s license or learner’s permit of any person convicted of violating any of the prohibitions listed above or similar provisions of local ordinances.

Substantial penalties exist in Illinois for the operation of a motor vehicle by a driver with a blood or breath alcohol concentration of .08 or greater. Arrests are also possible at lower alcohol levels if driving is impaired. The first offense can result in a \$1,000 fine, incarceration for up to one year, and suspension or

revocation of the offender's driver's license. Subsequent offenses entail penalties of significantly greater severity. Transporting open alcohol containers in a motor vehicle is also punishable under Illinois law.

Except as otherwise provided in the Illinois Cannabis Regulation and Tax Act [410 ILCS 705], the possession, sale and delivery of controlled substances is prohibited in Illinois under the Illinois Cannabis Control Act [720 ILCS 550/] and the Illinois Controlled Substances Act [720 ILCS 570/]. Under the Illinois Cannabis Control Act as amended by the Illinois Cannabis Regulation and Tax Act, courts can set penalties that increase in accordance with the amount of any substance containing cannabis in each case. In regard to both the Illinois Cannabis Control Act and the Illinois Controlled Substances Act, penalties vary with the amount of the drug confiscated, the type of drug found, the number of previous offenses held by the individual, and whether the individual intended to manufacture, deliver or possess with intent to deliver [720 ILCS 550/4 through 550/10] [720 ILCS 570/401 through 570/408].

Federal Laws on Drug and Alcohol Use

In addition to prohibiting the unlawful possession of controlled substances [21 U.S.C. 844], the federal Controlled Substance Act [21 U.S.C. 801 and following] prohibits the manufacture, distribution, or dispensation, or possession with intent to manufacture, distribute, or dispense, of controlled substances [21 U.S.C. 841(a)]. The Act also prohibits the creation, distribution, or dispensation, or possession with intent to distribute or dispense, of counterfeit substances [21 U.S.C. 841(a)]. Individuals can be penalized on the quantity of confiscated drugs, the type of drug(s) found, the number of previous offenses by the individual, and whether the individual intended to manufacture, sell, or use the drug.

For additional information on federal drug trafficking penalties, consult the federal Drug Enforcement Agency publication [Drugs of Abuse](#).

Drug and Alcohol Abuse Education Programs

The following information regarding programming comes from the current Biennial Review as required by the Drug Free School and Communities Act (DFSCA). For further information please reference that document. The programs listed below are categorized by segment of the college.

Student Services

1. Parkland College has continued its involvement with the Illinois Higher Ed Center through Eastern Illinois University.
2. Every new degree-seeking student is required to attend an orientation program called "SOAR" (Student Orientation, Advising, and Registration). Those who attend are given a packet which includes brochures about alcohol and drug use, alcohol poisoning, and legal ramifications of under-age drinking and driving.
3. Each semester, the Vice President for Student Services distributes an electronic copy of the alcohol policy to all enrolled students.

Counseling Center

The Counseling Support Center is staffed with experienced mental health clinicians who are available to assist students with alcohol and/or other drug-related issues and other personal problems and difficulties. They have specific training in Screening, Brief Intervention, and Referral to Treatment which is an evidenced-based approach to help identify students who are in need of a referral for substance abuse services.

Upon request or evidenced by need, information was provided on alcohol support groups and treatment options in the Champaign-Urbana area and within and outside the Parkland College district. Every effort was made to assist students in connecting with services. These providers include:

- Adult Children of Alcoholics
- Alcoholics Anonymous
- Alanon
- Alateen
- Carle Addiction Recovery
- Celebrate Recovery (New Horizon United Methodist Church)
- Narcotics Anonymous
- Spanish 12 Step Group
- The Pavilion
- Prairie Center for Substance Abuse
- Rosecrance
- Women for Sobriety

Brochures and pamphlets on a variety of issues related to alcohol are available free of charge in the Counseling Support Center (CSC).

Activities Held by CSC that included information on Drug and Alcohol misuse during this time period include:

- 3/28/24 Confidentiality and When to Seek Help
- 9/24/24 Athletic Orientation & SAA
- 9/25/24 ADHD and Me
- 11/6/24 Boundaries & Relationships
- 11/14/24 De-Stressing
- 11/14/24 Navigating College
- 11/15/24 De-Stressing
- 12/18/24 HCCTP Class presentation

The Wellness Center

Students at Parkland are encouraged to become involved in activities that do not involve the use of alcohol or other drugs. Students are invited to become active in campus organizations, student government, the student newspaper, and athletics. The Student Activities Board and student clubs host several entertainment events throughout the year.

- There are 7 Wellness Boards throughout the campus that feature flyers promoting health and wellness-related issues that include healthy eating and healthy lifestyles, alcohol, and other drug awareness, managing healthy life choices, and current wellness-related activities scheduled for the semester.
- The Wellness Board Located in Student Life is a passive display of smoking cessation with multiple flyers from Champaign Urbana Public Health District showing the effects of smoking.

- Each Wellness Board features informational posters from the Illinois Department of Public Health & the American Lung Association & Illinois Tobacco Quitline. The posters show the Illinois Hotline number to call for those who wish to stop smoking.

Alcohol Awareness Day was held on March 4, 2024. This event was held in partnership with Public Safety where they demonstrated a field sobriety test, including additional obstacles to simulate the lack of motor skills caused by inebriation. Pamphlets were provided to students as well as facts about alcohol in the games that were played by students.

Class presentations/training that included alcohol messages:

First Year Experience courses include a wellness module that includes statistics and information on alcohol use and abuse.

New Employee Orientation includes a presentation from Public Safety that provides information on the College's Drug and Alcohol policies and procedures and distributes a copy of the College's Annual Notification to the employees.

Co-Educational Resources and Referrals:

- Two students were seen by the counseling center after a faculty referral for alcohol or drug-related issues.
- 52 students were seen as walk-ins through the counseling center for alcohol or drug-related issues.

Human Resources

The college complies with Department of Transportation 49 CFR part 40 regulations. Drivers with a CDL who operate vehicles with a gross vehicle weight rating of 26,001 or more pounds or designed to carry 16 or more persons (including the driver) are subject to random drug and alcohol testing. Parkland College participates in a Random Drug Testing Consortium administered by Carle Clinic, Urbana, IL. Testing is scheduled quarterly and names are determined randomly by the Consortium. Testing is also performed when there is a reasonable suspicion of drug/alcohol use.

All public safety officers are screened for alcohol and other drugs as part of their pre-employment process. Random testing may also be done on all officers up to twice a year. Drug or alcohol testing may also be done on individual officers when the College has "reasonable suspicion" that an officer is under the influence of alcohol, marijuana or a controlled substance during work hours.

During the encompassing time frame, there were no formal supervisory referrals, and zero employees requested assistance for substance abuse/addiction through Parkland's Employee Assistance Program (EAP).



The college posts monthly newsletters from Carle for both employees and supervisors, on the internal portal site. We also post these articles in campus news on the portal. This is available to all full and part time employees of the College. EAP posters are mounted in approximately 25 locations.

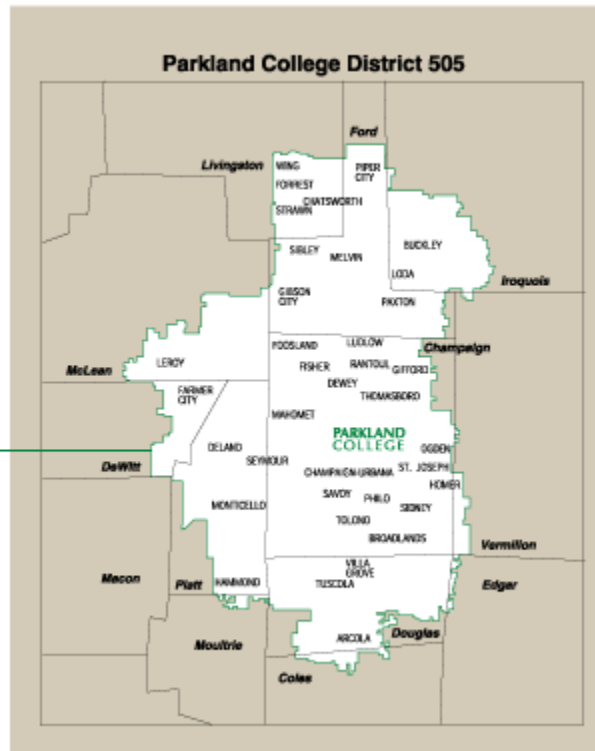
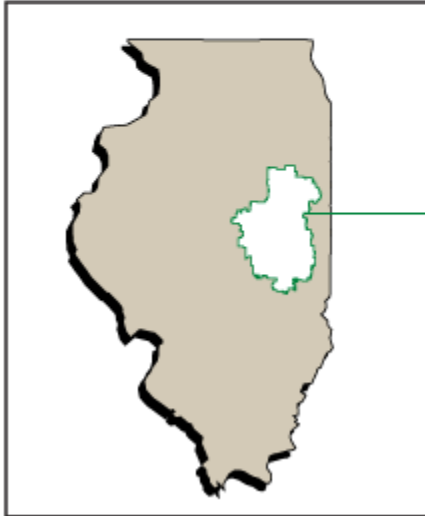
Parkland College posts Parkland's employee drug and alcohol policy on the public website as well as the employee portal.

APPENDICES

Appendix A: Parkland College District 505

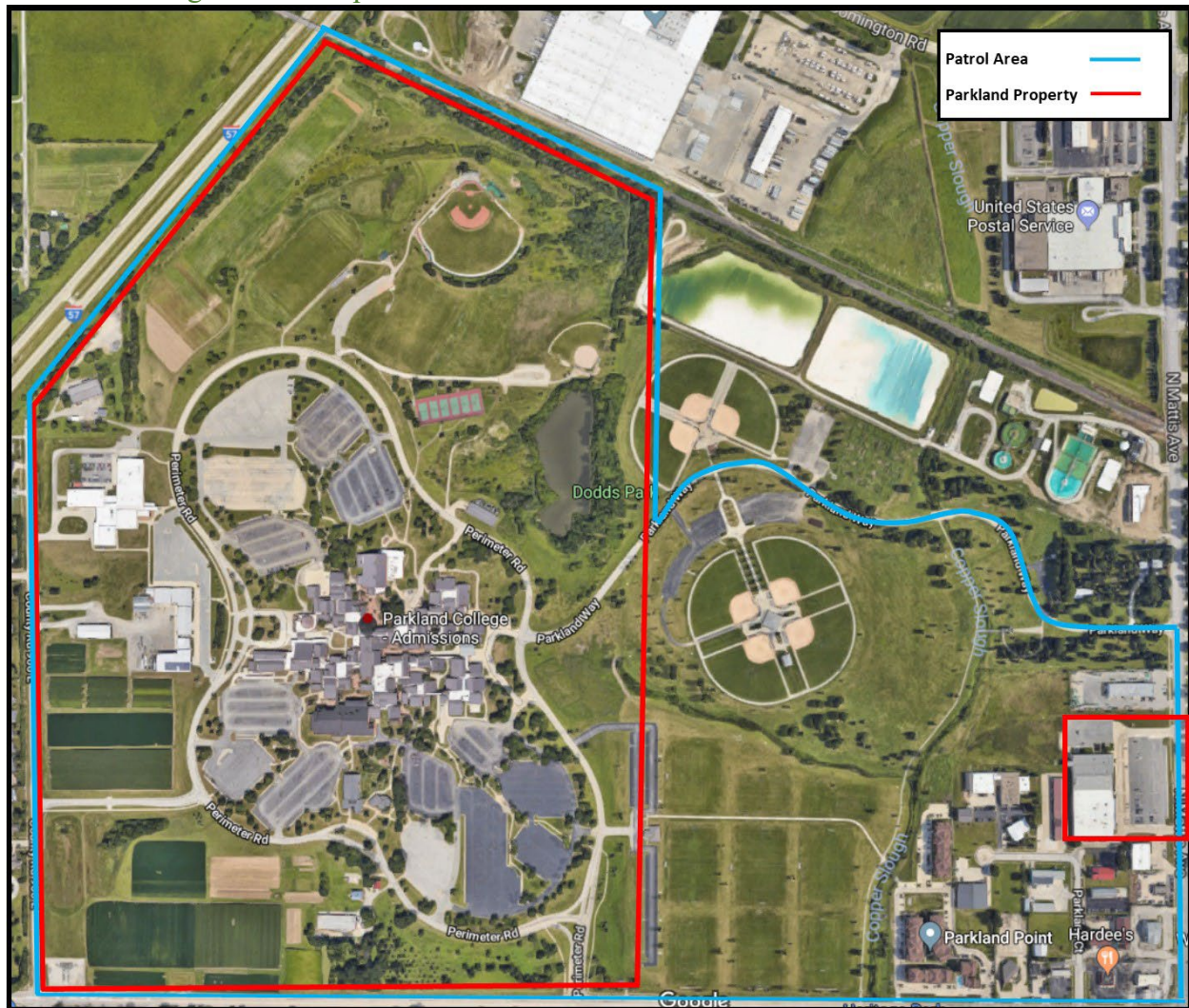
TUITION INFORMATION

-  In-district 505 Illinois residents:
-  Out-of-district Illinois residents:



Appendix B: Parkland College Clery Geography

Parkland College Main Campus and Parkland on Mattis



Parkland College Institute of Aviation



Appendix C: Parkland Alert Requirements

PARKLAND ALERTS: EMERGENCY NOTIFICATION, TIMELY WARNING, SAFETY NOTICE, AND INFORMATION NOTICE—Separate and distinct requirements



	EMERGENCY NOTIFICATION	TIMELY WARNING	SAFETY NOTICE	INFORMATION NOTICE
When should this alert be sent?	Confirmation of an <i>immediate threat</i> to the health and safety of the Parkland community or a segment of the Parkland Community.	Clery crimes reported that pose a <i>serious or ongoing threat</i> to the Parkland community.	When a serious crime or a series of crimes do not qualify for federal requirements for an emergency notification or timely warning.	Non-criminal events that warrant notification of the Parkland Community, e.g. weather closures, non-serious illness outbreaks.
Does the location of the incident matter?	On-campus emergencies only. - Main campus - Parkland on Mattis - Aviation Institute	Only <i>required</i> for Clery crimes occurring on Parkland Property that pose a serious or ongoing threat to the Parkland Community.	Crimes occurred within reasonable proximity to campus—generally within or near the patrol area. Special consideration given to Parkland Point and Fair Oaks where we have a high concentration of students.	Events that <i>possibly</i> expose the Parkland Community to risk, regardless of location.
How is the determination made to send the alert?	PCPD officers or METCAD <i>confirms</i> whether a significant emergency exists.	Case-by-case analysis by the Clery Committee if a serious or ongoing threat exists.	Case-by-case analysis by the Clery Committee and upper administration if there is a potential risk to the Parkland Community.	Case-by-case analysis by the Vice President of Student Services and the department involved
What should this alert contain?	<ul style="list-style-type: none"> Information about the nature of the emergency What changes one needs to make immediately as a result Evacuation procedures if necessary Assurance that an all-clear will be sent when the emergency is over 	<ul style="list-style-type: none"> Date, nature, location of the incident Prevention tips How to report a similar occurrence 	<ul style="list-style-type: none"> Information for community members to make educated decisions about safety 	<ul style="list-style-type: none"> Information about the event Actions one can take to mitigate risk
Who may issue the alert?	<ul style="list-style-type: none"> Telecommunicator position Vice President for Student Services (as leader of the crisis management team) or designee 	<ul style="list-style-type: none"> Telecommunicator position at the request of the Clery Committee Chief of Police (or designee) Vice President for Student Services President (as leader of the crisis management team) or designee 	<ul style="list-style-type: none"> Chief of Police (or designee) Vice President for Student Services President (or designee) 	<ul style="list-style-type: none"> Chief of Police (or designee) Vice President for Student Services Dean of Students Wellness Coordinator
Who should receive this alert?	Can be segmented, if appropriate	Must reach entire campus community	Per discretion—not required by law	Per discretion—not required by law
How should it be disseminated?	Best delivery mode—text, phone, email, Alertus (computer alerts, CobraVision), social media	Text and email	Email	Best delivery mode—text, phone, email, Alertus (computer alerts, CobraVision), social media

Please see additional flowcharts for more detail.

Updated: August 17, 2021



Appendix D: Definitions for Parkland College's Sex-Based Misconduct Procedures

Bystander Intervention: see Section 5 of the Preventing Sexual Violence in Higher Education Act, 110 ILCS 155/5.

Complainant: an individual who is alleged to be the victim of conduct that could constitute sex-based misconduct.

Confidential Advisor: a person who is employed or contracted by the College to provide emergency and ongoing support to student survivors of sexual violence. Confidential Advisors may include persons employed by a community-based sexual assault crisis center with whom the College partners. Individuals designated as "Responsible Employees" in Section VI of these Procedures are not Confidential Advisors.

Consent: knowing and voluntary agreement to engage in sexual activity. Coercion, force, or the threat of either invalidates consent. Consent may not be inferred from silence, passivity, or a lack of verbal or physical resistance. A person's manner of dress does not constitute consent. Past consent to sexual activities does not imply ongoing or future consent. Consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another person. Consent may be withdrawn at any time. A person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent due to circumstances, including without limitation the following:

- 1) the person is incapacitated due to the use or influence of alcohol or drugs;
- 2) the person is asleep or unconscious;
- 3) the person is under age; or
- 4) the person is incapacitated due to a mental disability.

Dating Violence: violence committed by a person:

- 1) who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- 2) where the existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Domestic Violence: includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the State of Illinois, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the State of Illinois.

Education Program or Activity: a location, event, or circumstance over which the College exercised substantial control over both the respondent and the context in which the sex-based misconduct occurs, and also includes any building owned or controlled by a student organization that is officially recognized by the College.

Hate Crime: an act or an attempted act that violates a criminal statute by any person that in any way constitutes an expression of hostility toward the victim because of his or her sex, race, ethnicity, religion, age, disability, national origin, sexual orientation, or gender-related identity, color, marital status, military status or unfavorable military discharge.

Hostile Environment Caused by Sexual Harassment: a sexually harassing hostile environment is created when conduct by an individual is so severe, pervasive or persistent that it denies or limits an individual's ability to participate in or receive the benefits, services or opportunities of the College's educational programs or activities or the individual's employment access, benefits or opportunities. In determining whether a hostile environment has been created, the conduct in question will be considered from both a subjective and an objective perspective of a reasonable person in the alleged victim's position, considering all the circumstances.

Incapacitation: when a person is incapable of giving consent due to the person's age, use of drugs or alcohol, or because an intellectual or other disability which prevents the person from having the capacity to give consent.

Intimidation: to intentionally make another timid or fearful, to compel or deter by or as if by threats. Intimidation is a form of retaliation prohibited by the College's Policy Prohibiting Sex-Based Misconduct and these Procedures.

Preponderance of the Evidence: when considering all the evidence in the case, the decision-maker is persuaded that the allegations are more probably true than not true.

Respondent: an individual who has been reported to be the perpetrator of conduct that could constitute sex-based misconduct.

Responsible Employee: a College employee who has the authority to redress sex-based misconduct, who has the duty to report incidents of such misconduct or other student misconduct, or whom a student could reasonably believe has this authority or duty. Section VI of these Procedures lists categories of employees who are Responsible Employees for the College.

Retaliation: Any form of retaliation, including intimidation, threats, harassment and other adverse action taken or threatened against any complainant or person reporting or filing a complaint alleging sexual discrimination, harassment or misconduct or any person cooperating in the investigation of such allegations (including testifying, assisting or participating in any manner in an investigation) is strictly prohibited. Action is generally deemed adverse if it would deter a reasonable person in the same circumstances from opposing practices prohibited by the College's Sex-Based Misconduct Policy and these Procedures. Retaliation may result in disciplinary or other action independent of the sanctions or supportive measures imposed in response to the allegations of sexual discrimination, harassment or misconduct.

Sexual Assault: any type of sexual contact or behavior that occurs by force or coercion, without consent of the recipient of the unwanted sexual activity, or in a familial relationship of a degree that would prohibit marriage. It includes sexual acts against a person who is unable to consent either due to age or lack of capacity or impairment. Examples include forcible sexual intercourse, forcible sodomy, forcible fondling, child molestation, incest, attempted rape, statutory rape and rape. Sexual assault can occur between members of the same or opposite sex. Sexual assault includes any forced act against one's will where sex is the weapon.

Sex-Based Misconduct: Misconduct on the basis of sex, sexual orientation or gender-related identity. Such misconduct includes sex discrimination, sexual harassment, sexual assault, sexual exploitation, dating violence, domestic violence, sexual violence and stalking.

Sexual Exploitation: when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not meet the definition of sexual assault. Sexual exploitation includes prostituting another person, non-consensual visual or audio recording of sexual activity, non-consensual distribution of photos or other images of an individual's sexual activity or intimate body parts with an intent to embarrass such individual, non-consensual voyeurism, knowingly transmitting HIV or a sexually transmitted disease to another, or exposing one's genitals to another in non-consensual circumstances.

Sexual Harassment: Unwelcome sexual advances, requests for sexual acts or favors, and other verbal, non-verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment, academic advancement, evaluation, or grades;
- Submission to or rejection of such conduct by an individual is used as a basis for employment, academic advancement, evaluation, or grading decisions affecting that individual;
- Such conduct has the purpose or effect of substantially interfering with an individual's employment or educational performance or creating an intimidating, hostile, or offensive employment or educational environment; or
- Such conduct denies or limits an individual's ability to participate in or receive the benefits, services or opportunities of the College's educational programs or activities or the individual's employment access, benefits or opportunities.

Examples of conduct of a sexual nature may include:

- Verbal: Specific demands for sexual favors, sexual innuendoes, sexually suggestive comments, jokes of a sexual nature, sexual propositions, or sexual threats, whether spoken or in emails, articles, documents, or other writings.
- Non-Verbal: Sexually suggestive objects or pictures, graphic commentaries, suggestive or insulting sounds or gestures, leering, whistling, or obscene gestures.
- Physical: Touching, pinching, brushing the body, or any unwelcome or coerced sexual activity, including sexual assault.

Sexual Violence: physical sexual acts attempted or perpetuated against a person's will or where a person is incapable of giving consent (e.g., due to the person's age, use of drugs or alcohol, or because an intellectual or other disability prevents the person from having the capacity to give consent). Sexual violence includes, but is not limited to, rape, sexual assault, sexual battery, sexual abuse and sexual coercion. All such acts of sexual violence are forms of sex discrimination prohibited by Title IX.

Survivor: an individual who has experienced sexual violence, domestic violence, dating violence, or stalking while enrolled, employed, or attending an event at a higher education institution.

Survivor-Centered: See Section 5 of the Preventing Sexual Violence in Higher Education Act, 110 ILCS 155/5.

Stalking: engaging in a course of conduct directed at a specific person that would cause a reasonable person to: 1) fear for his or her safety or the safety of others; or 2) suffer substantial emotional distress.

Threat: any oral or written expression or gesture that could be interpreted by a reasonable person as conveying an intent to cause harm to persons or property.

Trauma-Informed Response: See Section 5 of the Preventing Sexual Violence in Higher Education Act, 110 ILCS 155/5.

Appendix E: State of Illinois Applicable Laws

Criminal Sexual Assault [720 ILCS 5/11-1.20(a)]

A person commits criminal sexual assault if that person commits an act of sexual penetration and: (1) uses force or threat of force; (2) knows that the victim is unable to understand the nature of the act or is unable to give knowing consent; (3) is a family member of the victim, and the victim is under 18 years of age; or (4) is 17 years of age or over and holds a position of trust, authority, or supervision in relation to the victim, and the victim is at least 13 years of age but under 18 years of age.

Sexual Penetration [720 ILCS 5/11-0.1]

"Sexual penetration" means any contact, however slight, between the sex organ or anus of one person and an object or the sex organ, mouth, or anus of another person, or any intrusion, however slight, of any part of the body of one person or of any animal or object into the sex organ or anus of another person, including, but not limited to, cunnilingus, fellatio, or anal penetration. Evidence of emission of semen is not required to prove sexual penetration.

Consent [720 ILCS 5/11-0.1]

"Consent" means a freely given agreement to the act of sexual penetration or sexual conduct in question. Lack of verbal or physical resistance or submission by the victim resulting from the use of force or threat of force by the accused shall not constitute consent. The manner of dress of the victim at the time of the offense shall not constitute consent.

Aggravated Criminal Sexual Assault [720 ILCS 5/11-1.30] (a)

A person commits aggravated criminal sexual assault if that person commits criminal sexual assault and any of the following aggravating circumstances exist during the commission of the offense or, for purposes of paragraph (7), occur as part of the same course of conduct as the commission of the offense:

1. The person displays, threatens to use, or uses a dangerous weapon, other than a firearm, or any other object fashioned or used in a manner that leads the victim, under the circumstances, reasonably to believe that the object is a dangerous weapon;
2. The person causes bodily harm to the victim, except as provided in paragraph (10);
3. The person acts in a manner that threatens or endangers the life of the victim or any other person;
4. The person commits the criminal sexual assault during the course of committing or attempting to commit any other felony;
5. The victim is 60 years of age or older;
6. The victim is a person with a disability;
7. The person delivers (by injection, inhalation, ingestion, transfer of possession, or any other means) any controlled substance to the victim without the victim's consent or by threat or deception for other than medical purposes;
8. The person is armed with a firearm;
9. The person personally discharges a firearm during the commission of the offense; or
10. The person personally discharges a firearm during the commission of the offense, and that discharge proximately causes great bodily harm, permanent disability, permanent disfigurement, or death to another person.

(b) A person commits aggravated criminal sexual assault if that person is under 17 years of age and (i) commits an act of sexual penetration with a victim who is under 9 years of age; or (ii) commits an act of sexual penetration with a victim who is at least 9 years of age but under 13 years of age and the person uses force or threat of force to commit the act. (c) A person commits aggravated criminal sexual assault if that person commits an act of sexual penetration with a victim who is a person with a severe or profound intellectual disability.

Predatory Criminal Sexual Assault of a Child [720 ILCS 5/11-1.40]

A person commits predatory criminal sexual assault of a child if that person is 17 years of age or older, and commits an act of contact, however slight, between the sex organ or anus of one person and the part of the body of another for the purpose of sexual gratification or arousal of the victim or the accused, or an

act of sexual penetration, and: (1) the victim is under 13 years of age; or (2) the victim is under 13 years of age and that person: (A) is armed with a firearm; (B) personally discharges a firearm during the commission of the offense; (C) causes great bodily harm to the victim that: (i) results in permanent disability; or (ii) is life threatening; or (D) delivers (by injection, inhalation, ingestion, transfer of possession, or any other means) any controlled substance to the victim without the victim's consent or by threat or deception, for other than medical purposes.

Criminal Sexual Abuse [720 ILCS 5/11-1.50]

A person commits criminal sexual abuse if that person: (1) commits an act of sexual conduct by the use of force or threat of force; or (2) commits an act of sexual conduct and knows that the victim is unable to understand the nature of the act or is unable to give knowing consent. b. A person commits criminal sexual abuse if that person is under 17 years of age and commits an act of sexual penetration or sexual conduct with a victim who is at least 9 years of age but under 17 years of age. c. A person commits criminal sexual abuse if that person commits an act of sexual penetration or sexual conduct with a victim who is at least 13 years of age but under 17 years of age and the person is less than 5 years older than the victim.

Aggravated Criminal Sexual Abuse [720 ILCS 5/11-1.60]

A person commits aggravated criminal sexual abuse if that person commits criminal sexual abuse and any of the following aggravating circumstances exist (i) during the commission of the offense or (ii) for purposes of paragraph (7), as part of the same course of conduct as the commission of the offense: (1) the person displays, threatens to use, or uses a dangerous weapon or any other object fashioned or used in a manner that leads the victim, under the circumstances, reasonably to believe that the object is a dangerous weapon; (2) the person causes bodily harm to the victim; (3) the victim is 60 years of age or older; (4) the victim is a person with a physical disability; (5) the person acts in a manner that threatens or endangers the life of the victim or any other person; (6) the person commits the criminal sexual abuse during the course of committing or attempting to commit any other felony; or (7) the person delivers (by injection, inhalation, ingestion, transfer of possession, or any other means) any controlled substance to the victim for other than medical purposes without the victim's consent or by threat or deception. b. A person commits aggravated criminal sexual abuse if that person commits an act of sexual conduct with a victim who is under 18 years of age and the person is a family member. c. A person commits aggravated criminal sexual abuse if: (1) that person is 17 years of age or over and: (i) commits an act of sexual conduct with a victim who is under 13 years of age; or (ii) commits an act of sexual conduct with a victim who is at least 13 years of age but under 17 years of age and the person uses force or threat of force to commit the act; or (2) that person is under 17 years of age and: (i) commits an act of sexual conduct with a victim who is under 9 years of age; or (ii) commits an act of sexual conduct with a victim who is at least 9 years of age but under 17 years of age and the person uses force or threat of force to commit the act. d. A person commits aggravated criminal sexual abuse if that person commits an act of sexual penetration or sexual conduct with a victim who is at least 13 years of age but under 17 years of age and the person is at least 5 years older than the victim. e. A person commits aggravated criminal sexual abuse if that person commits an act of sexual conduct with a victim who is a person with a severe or profound intellectual disability. f. A person commits aggravated criminal sexual abuse if that person commits an act of sexual conduct with a victim who is at least 13 years of age but under 18 years of age and the person is 17 years of age or over and holds a position of trust, authority, or supervision in relation to the victim.

Sexual Relations Within Families [720 ILCS 5/11-11]

A person commits sexual relations within families if he or she: (1) Commits an act of sexual penetration; and (2) The person knows that he or she is related to the other person as follows: (i) Brother or sister, either of the whole blood or the half blood; or (ii) Father or mother, when the child, regardless of legitimacy and regardless of whether the child was of the whole blood or half-blood or was adopted, was 18 years of age or over when the act was committed; or (iii) Stepfather or stepmother, when the stepchild was 18 years of age or over when the act was committed; or (iv) Aunt or uncle, when the niece or nephew was 18 years of age or over when the act was committed; or (v) Great-aunt or great-uncle, when the grand-niece or grandnephew was 18 years of age or over when the act was committed; or (vi) Grandparent or step-grandparent, when the grandchild or step-grandchild was 18 years of age or over when the act was committed.

Domestic Violence [750 ILCS 60/103]

“Domestic violence” means physical abuse, harassment, intimidation of a dependent, interference with personal liberty or willful deprivation but does not include reasonable direction of a minor child by a parent or person in loco parentis. “Physical abuse” includes sexual abuse and means any of the following: (i) knowing or reckless use of physical force, confinement or restraint; (ii) knowing, repeated and unnecessary sleep deprivation; or (iii) knowing or reckless conduct which creates an immediate risk of physical harm. “Harassment” means knowing conduct which is not necessary to accomplish a purpose that is reasonable under the circumstances; would cause a reasonable person emotional distress; and does cause emotional distress to the petitioner. Unless the presumption is rebutted by a preponderance of the evidence, the following types of conduct shall be presumed to cause emotional distress: (i) creating a disturbance at petitioner’s place of employment or school; (ii) repeatedly telephoning petitioner’s place of employment, home or residence; (iii) repeatedly following petitioner about in a public place or places; (iv) repeatedly keeping petitioner under surveillance by remaining present outside his or her home, school, place of employment, vehicle or other place occupied by petitioner or by peering in petitioner’s windows; (v) improperly concealing a minor child from petitioner, repeatedly threatening to improperly remove a minor child of petitioner’s from the jurisdiction or from the physical care of petitioner, repeatedly threatening to conceal a minor child from petitioner, or making a single such threat following an actual or attempted improper removal or concealment, unless respondent was fleeing an incident or pattern of domestic violence; or (vi) threatening physical force, confinement or restraint on one or more occasions. “Intimidation of a dependent” means subjecting a person who is dependent because of age, health or disability to participation in or the witnessing of: physical force against another or physical confinement or restraint of another which constitutes physical abuse, regardless of whether the abused person is a family or household member. “Interference with personal liberty” means committing or threatening physical abuse, harassment, intimidation or willful deprivation so as to compel another to engage in conduct from which she or he has a right to abstain or to refrain from conduct in which she or he has a right to engage. “Willful deprivation” means willfully denying a person who because of age, health or disability requires medication, medical care, shelter, accessible shelter or services, food, therapeutic device, or other physical assistance, and thereby exposing that person to the risk of physical, mental or emotional harm, except with regard to medical care or treatment when the dependent person has expressed an intent to forgo such medical care or treatment. This paragraph does not create any new affirmative duty to provide support to dependent persons.

Domestic Battery [720 ILCS 5/12-3.2, 720 ILCS 5/12-0.1]

A person commits domestic battery if he or she knowingly without legal justification by any means: (1) causes bodily harm to any family or household member; (2) makes physical contact of an insulting or provoking nature with any family or household member. “Family or household members” include

spouses, former spouses, parents, children, stepchildren, and other persons related by blood or by present or prior marriage, persons who share or formerly shared a common dwelling, persons who have or allegedly have a child in common, persons who share or allegedly share a blood relationship through a child, persons who have or have had a dating or engagement relationship, persons with disabilities and their personal assistants, and caregivers. For purposes of this Article, neither a casual acquaintanceship nor ordinary fraternization between 2 individuals in business or social contexts shall be deemed to constitute a dating relationship.

Stalking [720 ILCS 5/12-7.3]

A person commits stalking when he or she knowingly engages in a course of conduct directed at a specific person, and he or she knows or should know that this course of conduct would cause a reasonable person to: (1) fear for his or her safety or the safety of a third person; or (2) suffer other emotional distress. a-3. A person commits stalking when he or she, knowingly and without lawful justification, on at least 2 separate occasions follows another person or places the person under surveillance or any combination thereof and: (1) at any time transmits a threat of immediate or future bodily harm, sexual assault, confinement or restraint and the threat is directed towards that person or a family member of that person; or (2) places that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement or restraint to or of that person or a family member of that person. a-5. A person commits stalking when he or she has previously been convicted of stalking another person and knowingly and without lawful justification on one occasion: (1) follows that same person or places that same person under surveillance; and (2) transmits a threat of immediate or future bodily harm, sexual assault, confinement or restraint to that person or a family member of that person. c. Definitions. For purposes of this Section: 1. "Course of conduct" means 2 or more acts, including but not limited to acts in which a defendant directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, engages in other non-consensual contact, or interferes with or damages a person's property or pet. A course of conduct may include contact via electronic communications. 2. "Electronic communication" means any transfer of signs, signals, writings, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photoelectric, or photo-optical system. "Electronic communication" includes transmissions by a computer through the Internet to another computer. 3. "Emotional distress" means significant mental suffering, anxiety or alarm. 4. "Family member" means a parent, grandparent, brother, sister, or child, whether by whole blood, half-blood, or adoption and includes a step-grandparent, step-parent, step-brother, step-sister or step-child. "Family member" also means any other person who regularly resides in the household, or who, within the prior 6 months, regularly resided in the household. 5. "Follows another person" means (i) to move in relative proximity to a person as that person moves from place to place or (ii) to remain in relative proximity to a person who is stationary or whose movements are confined to a small area. "Follows another person" does not include a following within the residence of the defendant. 6. "Non-consensual contact" means any contact with the victim that is initiated or continued without the victim's consent, including but not limited to being in the physical presence of the victim; appearing within the sight of the victim; approaching or confronting the victim in a public place or on private property; appearing at the workplace or residence of the victim; entering onto or remaining on property owned, leased, or occupied by the victim; or placing an object on, or delivering an object to, property owned, leased, or occupied by the victim. 7. "Places a person under surveillance" means: (1) remaining present outside the person's school, place of employment, vehicle, other place occupied by the person, or residence other than the residence of the defendant; or (2) placing an electronic tracking device on the person or the person's property. 8. "Reasonable person" means a person in the victim's situation. 9. "Transmits a threat" means a verbal or written threat or a threat implied by a pattern

of conduct or a combination of verbal or written statements or conduct. d. Exemptions. 1. This Section does not apply to any individual or organization (i) monitoring or attentive to compliance with public or worker safety laws, wage and hour requirements, or other statutory requirements, or (ii) picketing occurring at the workplace that is otherwise lawful and arises out of a bona fide labor dispute, including any controversy concerning wages, salaries, hours, working conditions or benefits, including health and welfare, sick leave, insurance, and pension or retirement provisions, the making or maintaining of collective bargaining agreements, and the terms to be included in those agreements. 2. This Section does not apply to an exercise of the right to free speech or assembly that is otherwise lawful. 3.

Telecommunications carriers, commercial mobile service providers, and providers of information services, including, but not limited to, Internet service providers and hosting service providers, are not liable under this Section, except for willful and wanton misconduct, by virtue of the transmission, storage, or caching of electronic communications or messages of others or by virtue of the provision of other related telecommunications, commercial mobile services, or information services used by others in violation of this Section.

Aggravated Stalking [720 ILCS 5/12-7.4]

A person commits aggravated stalking when he or she commits stalking and: (1) causes bodily harm to the victim; (2) confines or restrains the victim; or (3) violates a temporary restraining order, an order of protection, a stalking no contact order, a civil no contact order, or an injunction prohibiting the behavior described in subsection (b)(1) of Section 214 of the Illinois Domestic Violence Act of 1986. a-1. A person commits aggravated stalking when he or she is required to register under the Sex Offender Registration Act or has been previously required to register under that Act and commits the offense of stalking when the victim of the stalking is also the victim of the offense for which the sex offender is required to register under the Sex Offender Registration Act or a family member of the victim. c. Exemptions. 1. This Section does not apply to any individual or organization (i) monitoring or attentive to compliance with public or worker safety laws, wage and hour requirements, or other statutory requirements, or (ii) picketing occurring at the workplace that is otherwise lawful and arises out of a bona fide labor dispute including any controversy concerning wages, salaries, hours, working conditions or benefits, including health and welfare, sick leave, insurance, and pension or retirement provisions, the managing or maintenance of collective bargaining agreements, and the terms to be included in those agreements. 2. This Section does not apply to an exercise of the right to free speech or assembly that is otherwise lawful. 3.

Telecommunications carriers, commercial mobile service providers, and providers of information services, including, but not limited to, Internet service providers and hosting service providers, are not liable under this Section, except for willful and wanton misconduct, by virtue of the transmission, storage, or caching of electronic communications or messages of others or by virtue of the provision of other related telecommunications, commercial mobile services, or information services used by others in violation of this Section.

Cyberstalking [720 ILCS 5/12-7.5]

A. A person commits cyberstalking when he or she engages in a course of conduct using electronic communication directed at a specific person, and he or she knows or should know that would cause a reasonable person to: (1) fear for his or her safety or the safety of a third person; or (2) suffer other emotional distress. a-3. A person commits cyberstalking when he or she, knowingly and without lawful justification, on at least 2 separate occasions, harasses another person through the use of electronic communication and: (1) at any time transmits a threat of immediate or future bodily harm, sexual assault, confinement, or restraint and the threat is directed towards that person or a family member of that person; or (2) places that person or a family member of that person in reasonable apprehension of immediate or

future bodily harm, sexual assault, confinement, or restraint; or (3) at any time knowingly solicits the commission of an act by any person which would be a violation of [the Criminal] Code directed towards that person or a family member of that person. a-5. A person commits cyberstalking when he or she, knowingly and without lawful justification, creates and maintains an Internet website or webpage which is accessible to one or more third parties for a period of at least 24 hours, and which contains statements harassing another person and: (1) which communicates a threat of immediate or future bodily harm, sexual assault, confinement, or restraint, where the threat is directed towards that person or a family member of that person, or (2) which places that person or a family member of that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement, or restraint, or (3) which knowingly solicits the commission of an act by any person which would be a violation of [the Criminal] Code directed towards that person or a family member of that person. c. For purposes of this Section: 1. “Course of conduct” means 2 or more acts, including but not limited to acts in which a defendant directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, engages in other non-consensual contact, or interferes with or damages a person’s property or pet. The incarceration in a penal institution of a person who commits the course of conduct is not a bar to prosecution under this Section. 2. “Electronic communication” means any transfer of signs, signals, writings, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photoelectric, or photo-optical system. “Electronic communication” includes transmissions through an electronic device including, but not limited to, a telephone, cellular phone, computer, or pager, which communication includes, but is not limited to, e-mail, instant message, text message, or voice mail. 3. “Emotional distress” means significant mental suffering, anxiety or alarm. 4. “Harass” means to engage in a knowing and willful course of conduct directed at a specific person that alarms, torments, or terrorizes that person. 5. “Non-consensual contact” means any contact with the victim that is initiated or continued without the victim’s consent, including but not limited to being in the physical presence of the victim; appearing within the sight of the victim; approaching or confronting the victim in a public place or on private property; appearing at the workplace or residence of the victim; entering onto or remaining on property owned, leased, or occupied by the victim; or placing an object on, or delivering an object to, property owned, leased, or occupied by the victim. 6. “Reasonable person” means a person in the victim’s circumstances, with the victim’s knowledge of the defendant and the defendant’s prior acts. 7. “Third party” means any person other than the person violating these provisions and the person or persons towards whom the violator’s actions are directed. d. Telecommunications carriers, commercial mobile service providers, and providers of information services, including, but not limited to, Internet service providers and hosting service providers, are not liable under this Section, except for willful and wanton misconduct, by virtue of the transmission, storage, or caching of electronic communications or messages of others or by virtue of the provision of other related telecommunications, commercial mobile services, or information services used by others in violation of this Section.