

September 29, 2017

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ATTORNEY GENERAL

Annual Report for Southern Illinois University Carbondale
for the period of January 1, 2016 through December 31, 2016

This section is presented pursuant to requirements under the amended Illinois Board of Higher Education Act (Act), 110 ILCS 205/9.21. Specifically, the Act requires each public institution of higher education to "report annually to the Department of Human Rights and the Attorney General on each adjudicated case in which a finding of racial, ethnic or religious intimidation or sexual harassment made in a grievance, affirmative action or other proceeding established by that institution to investigate and determine allegations of racial, ethnic or religious intimidation and sexual harassment..."

Number of adjudicated sexual harassment cases submitted for 2016: 22

Number of adjudicated racial or ethnic discrimination, religious intimidation, and sexual harassment cases submitted for 2016: 29

Case ID:	2015-259
Type of Case:	Sexual Harassment / Stalking
Date Adjudicated:	February 3, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Complainant, a student, alleged that the Respondent, also a student, touched her inappropriately and repeatedly contacted her via text and social media.
Findings:	The complaint was substantiated.
Case ID:	2015-223
Type of Case:	Sexual Harassment / Sexual Assault
Date Adjudicated:	February 10, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Respondent, [REDACTED] The Respondent initially brought the case to the Office of Diversity and Equity (ODE). [REDACTED] ODE initiated the complaint.
Findings:	The complaint was substantiated.
Case ID:	2015-272
Type of Case:	Sexual Harassment / Sexual Assault
Date Adjudicated:	February 16, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Complainant, a student, alleged that the Respondent, also a student, sexually assaulted her.
Findings:	The complaint was substantiated.
Case ID:	2015-257
Type of Case:	Sexual Harassment / Sexual Assault
Date Adjudicated:	February 26, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Complainant, a student, alleged that the Respondent, also a student, sexually assaulted her.
Findings:	The complaint was unsubstantiated.
Case ID:	2015-262
Type of Case:	Sexual Harassment / Sexual Assault
Date Adjudicated:	February 29, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Complainant, a student, alleged that the Respondent, also a student, sexually assaulted her.
Findings:	The complaint of sexual harassment was unsubstantiated; the complaint of sexual assault was substantiated.

Case ID:	2016-023
Type of Case:	Sexual Assault / Sexual Harassment / Forcible Fondling
Date Adjudicated:	March 8, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Complainant, a student, alleged that the Respondent, also a student, touched/kissed her hips, buttocks and breasts, and digitally penetrated her anus without her permission.
Findings:	The complaint was substantiated.
Case ID:	2016-007
Type of Case:	National Origin, Racial and Religious Discrimination
Date Adjudicated:	March 9, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Complainant [REDACTED] applicant, alleged that the Respondents, faculty on the graduate admissions committee in the Department of [REDACTED] denied his admission to the program based on his race, religion and national origin.
Findings:	The complaint was unsubstantiated.
Case ID:	2016-053
Type of Case:	Sexual Harassment
Date Adjudicated:	May 4, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The third-party Complainant, the SIU Department of Public Safety, alleged that the Respondent, a student, threatened to rape a female student.
Findings:	The complaint was unsubstantiated.
Case ID:	2016-064
Type of Case:	Sexual Harassment
Date Adjudicated:	May 11, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Complainant, a graduate student/assistant, alleged that the Respondent, also a graduate student/assistant, came to her home, grabbed her by the thighs and twice tried to kiss her.
Findings:	The complaint was substantiated.
Case ID:	2016-071
Type of Case:	Sexual Harassment
Date Adjudicated:	May 19, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Complainants, University Housing staff, alleged that the Respondents, students, yelled out "cat calls" to women walking by the window of their residence hall.
Findings:	The complaint was unsubstantiated.

Case ID:	2016-116
Type of Case:	Racial Discrimination
Date Adjudicated:	June 10, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Complainant [REDACTED] alleged that the Respondent, a faculty member, [REDACTED]
Findings:	The complaint was unsubstantiated.
Case ID:	2016-120
Type of Case:	Sexual Harassment / Sexual Assault
Date Adjudicated:	June 14, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Complainant, a student, alleged that the Respondent, also a student, kissed her and touched her vagina without her consent.
Findings:	The complaint was substantiated.
Case ID:	2016-085
Type of Case:	Sexual Assault
Date Adjudicated:	June 14, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Complainant, not affiliated with SIU, alleged that the Respondent, a student, coerced her into having sexual intercourse on multiple occasions.
Findings:	The complaint was unsubstantiated.
Case ID:	2016-110
Type of Case:	Sexual Harassment
Date Adjudicated:	June 14, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The third-party Complainant [REDACTED] alleged that the Respondent, [REDACTED]
Findings:	The complaint was unsubstantiated.
Case ID:	2016-107
Type of Case:	Sexual Harassment
Date Adjudicated:	June 15, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Complainant, a student, alleged that the Respondent, also a student, entered her room and got into bed with her, hugged her, and put his finger in her mouth, all without her consent.
Findings:	The complaint was substantiated.

Case ID:	2016-187
Type of Case:	National Origin Discrimination
Date Adjudicated:	June 17, 2016
Nature of Adjudication:	External legal counsel conducted an investigation on behalf of the SIU School of Medicine Springfield.
Summary of Allegations:	The Complainant, [REDACTED] alleged that the Respondent, [REDACTED] made discriminatory remarks regarding the Complainant's ethnic origin.
Findings:	The complaint was substantiated.
Case ID:	2016-080
Type of Case:	Sexual Assault
Date Adjudicated:	June 23, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Complainant, not SIU affiliated, alleged that the Respondent, a student, had sexual intercourse with her after she had said no.
Findings:	The complaint was unsubstantiated.
Case ID:	2016-092
Type of Case:	Sexual Harassment
Date Adjudicated:	June 23, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Complainant, a student, alleged that the Respondent, also a student, put his hands under her dress and into her underwear, and touched her vagina without her consent.
Findings:	The complaint was substantiated.
Case ID:	2016-090
Type of Case:	Racial and National Origin Discrimination
Date Adjudicated:	June 30, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Complainant, a student, alleged that the Respondents, also students, chalked discriminatory messages on sidewalks, made discriminatory comments and used racial slurs.
Findings:	The complaint was unsubstantiated.
Case ID:	2016-117
Type of Case:	Racial Discrimination / Sexual Harassment
Date Adjudicated:	June 30, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Complainant, a student, alleged that the Respondent, a faculty member, discriminated against her by not supporting the teaching of diversity; and sexually harassed her by placing his hand on her knee during a meeting.
Findings:	The complaint was unsubstantiated.

Case ID:	2016-170
Type of Case:	Sexual Harassment
Date Adjudicated:	July 18, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Respondent, a graduate student/assistant, was alleged to have made inappropriate and sexually explicit comments to a former student.
Findings:	The complaint was unsubstantiated.
Case ID:	2016-147
Type of Case:	Racial Discrimination
Date Adjudicated:	July 27, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Complainant, a graduate student/assistant, alleged that the Respondent, a staff member, treated African American graduate assistants differently, made derogatory comments regarding African Americans, and used a racial slur.
Findings:	The complaint was unsubstantiated.
Case ID:	2016-152
Type of Case:	Sexual Harassment
Date Adjudicated:	July 29, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Complainant, a student [REDACTED] alleged that the Respondent, [REDACTED] made inappropriate and sexual comments to her and another female student [REDACTED]
Findings:	The complaint was unsubstantiated.
Case ID:	2016-168
Type of Case:	Sexual Harassment (and Stalking)
Date Adjudicated:	August 11, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Complainant, a student, alleged that the Respondent, also a student, made sexual comments to her and stalked her in person and electronically.
Findings:	The complaint was unsubstantiated.
Case ID:	2016-177
Type of Case:	Racial Discrimination
Date Adjudicated:	September 8, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The Complainant, a student, alleged that the Respondent, a faculty member, treated him differently in class because of his race.
Findings:	The complaint was unsubstantiated.

Case ID:	2016-185
Type of Case:	Sexual Harassment
Date Adjudicated:	September 14, 2016
Nature of Adjudication:	The Office of Diversity and Equity conducted an investigation.
Summary of Allegations:	The third-party Complainant, a staff member, alleged that the Respondent, also a staff member, told a student employee she was beautiful several times, making her uncomfortable.
Findings:	The complaint was unsubstantiated.
Case ID:	2016-249
Type of Case:	Sexual Harassment
Date Adjudicated:	November 14, 2016
Nature of Adjudication:	The Office of Equity and Compliance (formerly Diversity and Equity) conducted an investigation.
Summary of Allegations:	The third-party complainant [REDACTED] alleged that the Respondent, [REDACTED]
Findings:	The complaint was substantiated.
Case ID:	2016-236
Type of Case:	Sexual Harassment
Date Adjudicated:	November 16, 2016
Nature of Adjudication:	The Office of Equity and Compliance conducted an investigation.
Summary of Allegations:	The third-party Complainant, a resident assistant, alleged that the Respondent, a student, touched another student inappropriately, made inappropriate/sexual comments to the student, and followed the student without consent.
Findings:	The complaint was substantiated.

This section is presented pursuant to requirements under the Illinois Board of Higher Education Act (Act), 110 ILCS 205/9.21 and Illinois Public Act 099-0426 Preventing Sexual Violence in Higher Education Act for the period of January 1, 2016 through December 31, 2016.

1. Comprehensive Policy: Policy on Sexual Harassment (Attachment A)
Policy on Gender-Based Violence (Attachment B)
2. Survivor's Rights and Options: SAFE Brochure (Attachment C)
3. Primary Prevention and Awareness Programming
(List training, type of training, and number of attendees at each)

Title of Training	Type/Topic of Training	No. Attended
AOD Education Intervention	Sexual Comm/Consent	251
APA Training	Gender-Based Violence	31
Black Women's Sexual Health	Sexual Health/Consent	42
Consent and Sexual Health	Consent	278
Consent is Sexy	Consent	120
Delta Zeta Sorority Training	Gender-Based Violence	110
Domestic Violence Awareness Month Activities Fall 2016	Domestic Violence	34
Gender Expression	Gender-Based Violence	20
Graduate Assistant Training	Intimate Partner Violence	3
Graduate Assistant Training	Sexual Assault	3
Greek 101	Sexual Assault	301
Greek Leader Training	Hazing	25
Harm Reduction	Gender-Based Violence	18
I ♥ Consent	Consent	21
In the Headlines	Sexual Assault	35
Information Advisor Training	Sexual Harassment/ Gender-Based Violence	16
LGBTQAAI Health	Sexual Assault	115
Naked Truth	Sexual Health/Consent	7
New Employee Training	VAWA/Title IX	49
Online Consent & Respect Training 2016	Gender-Based Violence/Bystander	14,149
Online Preventing Discrimination & Sexual Violence 2016	Title IX, VAWA, & Clery Act	2,754
Open Campus Training	Sexual Harassment/ Gender-Based Violence	90
Open Campus Training	VAWA/Title IX	42
Psychology TA Training	Gender-Based Violence	25

Title of Training	Type/Topic of Training	No. Attended
Rec Center GA & Staff Training	Gender-Based Violence	25
Resident Assistant Training	Gender-Based Violence	434
ROTC Training	Sexual Harassment/ Gender-Based Violence	61
Sexcessful Communications	Sexual Assault/Consent	80
Sexual Health & Decision Making	Consent	1785
Sexual Health LGBTQ	Consent	20
SHS Services	Sexual Health/Consent	120
Women's Reproductive Health Panel	Sexual Health/Consent	15
Women's Sexuality	Sexual Comm/Consent	25
Working with Trans* Students	Gender-Based Violence	55

4. Number of incidents reported to the Title IX Coordinator:
 - a. Sexual violence: 63
 - b. Domestic violence: 62
 - c. Dating violence: 01
 - d. Stalking: 62

5. Number of confidential and anonymous incidents reported:
 - a. Sexual violence: 25
 - b. Domestic violence: 04
 - c. Dating violence: 06
 - d. Stalking: 05

6. Number of allegations in which the survivor requested not to proceed:
 - a. Sexual violence: 54
 - b. Domestic violence: 35
 - c. Dating violence: 01
 - d. Stalking: 51

7. Number of allegations investigated:
 - a. Sexual violence: 09
 - b. Domestic violence: 27
 - c. Dating violence: 00
 - d. Stalking: 11

8. Number of allegations referred to local or State law enforcement*:
 - a. Sexual violence: 0
 - b. Domestic violence: 0
 - c. Dating violence: 0
 - d. Stalking: 0

*Complainants are given the SAFE brochure. Most cases received by OEC are based on police reports. Others have not requested police intervention.

- 9. Number of allegations reviewed through university complaint resolution procedures:
 - a. Sexual violence: 63
 - b. Domestic violence: 62
 - c. Dating violence: 01
 - d. Stalking: 62

- 10. Number of student disciplinary actions regarding allegations of sexual violence, domestic violence, dating violence, and stalking
 - a. Dismissed or expelled: 02
 - b. Suspended: 11
 - c. Otherwise disciplined: 25
 - d. Found not responsible: 02



Kay Doan, Interim Director
Office of Equity and Compliance

KD/dl

- Atts. Policy on Sexual Harassment
- Policy on Gender-Based Violence
- SAFE Brochure