

Comprehensive Policy on Sexual Violence, Domestic Violence, Dating Violence, and Stalking

In accordance with 110 ILCS 155/10

1. Policy Statement

The Jane Addams Resource Corporation (JARC) is committed to maintaining a safe and inclusive educational and working environment, free from all forms of sexual violence, domestic violence, dating violence, and stalking. These behaviors are strictly prohibited and will not be tolerated.

Any individual found to have committed such acts will be subject to appropriate disciplinary action. We encourage all JARC associates to report such incidents and seek help when needed.

This policy outlines prevention, reporting, and response procedures in compliance with the Preventing Sexual Violence in Higher Education Act (110 ILCS 155/10) and relevant federal regulations including Title IX and the Clery Act.

2. Definitions

Consistent with Illinois law and federal guidance, the following definitions apply:

- **Sexual Violence:** Any sexual act performed without consent, including rape, sexual assault, sexual battery, sexual coercion, and unwanted sexual touching.
- **Domestic Violence:** Abuse committed by a current or former spouse, intimate partner, roommate, or family member.
- **Dating Violence:** Violence committed by a person in a romantic or intimate relationship with the victim.
- **Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or suffer substantial emotional distress.
- **Consent:** A freely given, informed, and mutual agreement to engage in sexual activity. Consent cannot be given by someone who is incapacitated, under duress, or underage.

3. Reporting Procedures

A. Reporting Options

Individuals may report incidents of sexual violence, domestic violence, dating violence, or stalking to:

- **Programs Department**

- **Austin/Aspire Primary Contact for Reports:**

- Emily Peters
 - Phone: 773.751.7112
 - Email: Emilyp@jane-addams.org
 - Address: 976. N Kilbourn

- **Ravenswood Primary Contact for Reports:**

- Marianna Zapata
 - Phone: 773.751.7106
 - Email: Mariz@jane-addams.org
 - Address: 4222 N Ravenswood

- **Local Law Enforcement:**

- **Austin**

- 15TH District Austin Police department
 - Phone: 312-743-1440
 - Address: 5701 W Maddison St Chicago Il 60644

- **Ravenswood**

- 20th District Police Department
 - Phone: 312-742-8714
 - Address: 5400 N Lincoln Ave, Chicago Il 60625

- **Confidential Advisors: Resilience**

- Phone 312-443-9603
 - Email: info@ourresilience.org

- **Online Reporting Form:** <https://jarctraining.org/explore/contact/>

Reports can be made in person, via phone, in writing, or electronically and may be made anonymously. Anonymous reports will be accepted but may limit our ability to respond.

Bystander and Third-Party Reports:

Reports may be submitted by individuals other than the victim, including friends, witnesses, or other third parties. All reports will be taken seriously, regardless of who submits them.

B. Confidentiality

Reports to Confidential Advisors will remain confidential unless the individual consents to further disclosure. All other JARC employees (except those designated as confidential) are mandated reporters and must forward reports to the Human Resource department.

C. Amnesty for Reporters

To encourage reporting, individuals who report in good faith will not face disciplinary action for personal alcohol or drug use violations discovered in connection with the incident.

4. Response Guidelines

A. Immediate Response

Upon receiving a report, JARC will:

1. Offer immediate safety and referrals to support resources (medical care, counseling, housing, training adjustments, etc.).
2. Conduct an initial safety and risk assessment.
3. Provide information about legal and site-based resolution options.

B. Investigation and Resolution

- The assigned programs officer will conduct a prompt, fair, and impartial investigation.
- Both the complainant and respondent will have equal rights to:
 - Present evidence and witnesses,
 - Be accompanied by an advisor,
 - Receive written notice of findings and outcomes.

C. Disciplinary Actions

If a violation is found, sanctions may include:

- Suspension or expulsion (trainees),
- Termination or other employment actions (employees),
- No-contact orders

Appeals

Both the complainant and the respondent have the right to appeal the outcome of the investigation.

- Appeals must be submitted in writing to the Vice President of Client Services
 - Emily Doherty
 - emilyd@jane-addams.org
- Appeals must be received within 10 business days of receiving the written outcome.
- Grounds for appeal include:
 - A procedural error that significantly affected the outcome.
 - New evidence that was not reasonably available during the investigation.
 - A conflict of interest or bias that may have affected the result.

The VP- of Client Services will review the appeal and issue a written response. Their decision is final.

D. Supportive Measures

Regardless of formal action, the university will provide appropriate supportive measures including:

- Academic accommodations
- Class schedule changes
- Referrals to medical, counseling, or legal resources
- No-contact directives

These are non-punitive, non-disciplinary, and offered to both parties as appropriate.

5. Prevention and Education

JARC will implement ongoing, evidence-based prevention and awareness programs for trainees and employees, including:

- Mandatory training on consent, bystander intervention, and recognizing abuse,
- Annual trainee climate surveys,

- Distribution of this policy to all staff and trainees

6. Retaliation Prohibited

Retaliation against anyone who reports, assists, or participates in an investigation under this policy is strictly prohibited. Any acts of retaliation will result in disciplinary action.

7. Collaboration with Community-Based Victim Services Provider

JARC maintains an active partnership with Resilience (www.ourresilience.org), a leading Chicago-based organization that provides trauma-informed services to survivors of sexual violence.

Through this partnership, we:

- Coordinates support and referral services for trainees affected by sexual violence, domestic violence, dating violence, and stalking,
- Consults with trained victim advocates and prevention specialists to strengthen school policies and responses,
- Promotes access to crisis intervention, counseling, and education resources.

In accordance with the Preventing Sexual Violence in Higher Education Act (110 ILCS 155/10(b)), JARC will continue to collaborate with Resilience and other regional stakeholders as needed to enhance prevention and response strategies. If a formal regional task force is formed in the future, the school is committed to participating.

8. Policy Review and Publication

This policy will be reviewed annually and updated as necessary to remain in compliance with state and federal law. It will be published:

- On the university website,
- In trainee and employee handbooks,

Responsible Office: Human resource and Programs Department

Last Reviewed: 9.26.25