

What to Report

Millikin University takes all reports of sexual harassment seriously. Conduct prohibited under Millikin University Title IX policy includes the following:

Sexual Harassment

Sexual harassment is any conduct on the basis of sex that satisfies one of the following:

- » **Quid Pro Quo Harassment:** An employee of the University conditioning the provision of an aid, benefit or service of the University on an individual's participation in unwelcome sexual conduct
- » **Hostile Environment Harassment:** Unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to the University's educational programming or activities
- » **Specific offenses, including:**
 - Sexual assault
 - Dating violence
 - Domestic violence
 - Stalking

Sex-Based Discrimination

Sex-based discrimination is unequal or disadvantageous treatment of an individual or group of individuals based on gender or sex including, but not limited to, athletics, clubs or educational programs.

Campus Resources

Millikin University Health Clinic

150 S. Fairview Ave., Decatur, IL 62522
217.424.6360
millikin.edu/healthclinic

Student Mental & Behavioral Health Services

150 S. Fairview Ave., Decatur, IL 62522
217.424.6360
millikin.edu/counseling

Employee Assistance Program (EAP)

877.234.5151

Millikin Office of Public Safety

Walker Hall, First Floor, North End
217.464.8888
millikin.edu/publicsafety

Community Resources

Growing Strong Sexual Assault Center

(CONFIDENTIAL RESOURCE)
270 W. Prairie Ave., Decatur, IL 62523
217.428.0770
www.growingstrongcenter.org

Dove, Inc.

302 S. Union St., Decatur, IL 62522
217.428.6616
www.doveinc.org

Decatur Police Department

707 W. South Side Drive, Decatur, IL 62521
217.424.2711

Decatur Memorial Hospital

Individuals can receive sexual assault forensic exams at this location.
2300 N. Edward St., Decatur, IL 62526
217.876.8121
www.dmhcares.com

National Sexual Assault Hotline

1.800.656.HOPE (4673)

National Domestic Violence Hotline

1.800.799.SAFE (7233)

MILLIKIN UNIVERSITY®

TITLE IX

TitleIX@millikin.edu

Title IX 101

Title IX of the Education Amendments of 1972 prohibits sex discrimination in educational programs and activities. Millikin University is committed to providing a campus culture of respect that is free from sex discrimination and sexual misconduct of all forms.

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”
— 20 U.S.C. § 1681 & 34 C.F.R. Part 106

All employees at Millikin University are identified as mandatory reporters. Mandatory reporters have a duty to report sexual harassment to the Title IX Coordinator.

To speak to a confidential resource, contact Growing Strong Sexual Assault Center at 217.428.0770.

Supportive Measures

Supportive measures are individualized resources or services implemented by the Title IX Coordinator to restore and preserve access to the University's programs and activities. Examples include:

- » Access to counseling services
- » Academic adjustments (e.g., deadline extensions)
- » Mutual restrictions on contact
- » Increased security measures
- » Student employment

Amnesty

It is imperative that complainants and witnesses report sexual harassment without fear of potential consequences for certain minor policy violations. The University offers amnesty from certain minor Student Handbook violations for complainants and witnesses.

How to Report

If you believe you may be a victim of sexual harassment, know a victim of sexual harassment or know of an alleged incident of sexual harassment, you can report it directly to any Title IX Coordinator listed below:

Title IX Coordinator

Todd Ray — Chief Human Resources Officer
taray@millikin.edu · 217.362.6416

Deputy Title IX Coordinator

Wallace Southerland III — Student Coordinator
Vice President for Student Affairs
wsoutherland@millikin.edu · 217.424.6395

Brittany Gates — Title IX Specialist
bgates@millikin.edu

Reports may also be made via the email address **TitleIX@millikin.edu**. Reports submitted through this address will be responded to within twelve (12) hours.

Campus Conduct Hotline

An anonymous report can also be expressed to the Campus Conduct Hotline at 866.943.5787 or www.intouchwebsite.com/CCH1959

Bystander Intervention

Your actions matter! Be an involved bystander in social situations. If you see something happening, say something or take action!



**FOR MORE INFORMATION
View Millkin's Title IX Complaint Procedures**

What Happens When a Report is Submitted?

After a report is received, the Title IX Coordinator will oversee the following process:

Step One

Initial Outreach: The Title IX Coordinator or designee will reach out to the person impacted by the misconduct.

Step Two

Supportive Measures: The Title IX Coordinator will discuss available support and options for resolution.

Step Three

- » **If No Formal Complaint:** In the absence of a formal complaint, the Title IX Coordinator will facilitate supportive measures only.
- » **If Formal Complaint:** A signed formal complaint initiates a formal grievance process. Supportive measures will be available regardless of whether a formal complaint is signed.

Step Four

- » **Grievance Process:** If a formal complaint is signed, the University will conduct a fair and impartial investigation and hearing regarding the allegations.
- » **Informal Resolution:** Parties may request to resolve the allegations through an informal process to arrive at mutually agreed-upon outcomes.