IMPORTANT INFORMATION

REGARDING

Domestic or Dating Violence and Stalking
Policy Statement on Sexual Assault

Illinois Central College will not tolerate domestic or dating violence and stalking against students, staff, faculty, or visitors. Internal complaints of domestic or dating violence and stalking filed against students will be investigated pursuant to procedures established by the College and appropriate disciplinary action taken as determined by the College judicial system.

In an ongoing effort to prevent domestic or dating violence and stalking, and in addition to providing various security measures, the College is committed to making available, through a variety of channels, relevant educational information and programs. It is College policy to comply with all applicable federal and state statutes for reporting and publishing domestic or dating violence and stalking statistics.

These policies and procedures are intended to comply with relevant federal and state laws, including the following:

• Crime Awareness and Campus Security Act (Clery) of 1990, as amended, 20 USC 1092(f), and the implementing federal regulations, 34. CFR 668.47(a)(12).
• Federal Violence Against Women Reauthorization Act of 2013
• Title IX of the Educational Amendments of 1972
• Illinois Preventing Domestic/Dating Violence in Higher Education Act P.A. 99-426
• Campus Security Enhancement Act of 2008 (110 ILCS 12/)

These procedures may be amended by the College as necessary to conform to future changes in state and federal law.
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In support of the Board of Trustees approved policy statements on domestic/dating violence and stalking, Illinois Central
College has developed procedures designed to address all student reports and incidents of misconduct in these areas.
These procedures were developed by the Student Services office, in conjunction with Campus Police. Any students with
questions or additional comments should contact the Vice President of Student Services in L221 or by calling (309)
694-8970 or the Vice President of Diversity (Title IX Coordinator) in L434 or by calling (309) 694-5561.

I. Definitions

The definitions below are abbreviated in order to make them more easily identified and understood. The complete
definitions and additional clarification can be found in the Violence Against Women Reauthorization Act of 2013 and
the Illinois Compiled Statutes.

A. Domestic Violence

A felony or misdemeanor crime 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 similarly situated to a spouse, 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
jurisdiction.

In the Illinois Domestic Violence Act (750 ILCS 60/), domestic violence is defined as 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.

Family or household members is defined to include spouses, former spouses, parents, children, stepchildren,
and other related persons; persons who share or formerly shared a common dwelling; persons who have or
allegedly have a child in common; persons who have or have had a dating or engagement relationship; persons
with disabilities and their personal assistants and caregivers.

In Illinois, a person commits domestic battery when they knowingly and without legal justification by any means
cause bodily harm to any family or household member; or make physical contact of an insulting or provoking
nature with any family or household member. 720 ILCS 5/12-3.2

B. Dating Violence

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with
the victim; where the existence of such a relationship is 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.

In Illinois, dating violence is included under the Illinois Domestic Violence Act.

C. Stalking

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

Course of conduct is defined to mean 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 communicated to or about a person, or interferes with a person’s property.

In Illinois, stalking includes comparable definitions. 720 ILCS 5/12-7.3

D. Survivor/Victim

Throughout this document, both terms are used. Some people identify as a victim, while others prefer the term
survivor. In some laws or documents, the individual is referred to as a complainant. For this document, the dual
term of “survivor/victim” is used the first time in any section and is then referred to by the term “survivor.”
E. Accused Individual

Throughout the law and other literature, those individuals who have been accused of domestic/dating violence or stalking in any form may be referred to in multiple ways. Some documents use the words accused, alleged, abuser, perpetrator, or assailant. For the purposes of consistency, the term accused or accused individual will be used throughout the document.

II. College Complaint System—How to Report a Violation

Illinois Central College wants to provide the safest environment possible for students and staff. We encourage survivors/victims of domestic/dating violence and stalking to report the incidents in the manner that they choose. There are multiple reporting options described below for individuals, including bystanders, to report incidents of domestic/dating violence and stalking. The choice of who to report to is up to the survivor or the person reporting; however, each entity listed below has different reporting responsibilities as defined by law. Reporting drug or alcohol use through this process will not result in additional sanctions for the survivor or the individual reporting the incident, in accordance with amnesty laws.

When a student reports an incident to any Illinois Central College employee, the student will be provided, within 12 hours of report, a written notification of the student’s rights and available resources, regardless of whether the offense occurred on campus. This includes information regarding the preservation of evidence to assist in proving the accused criminal offense or obtaining a protective order, how and to whom an accused offense is to be reported, options for the involvement of law enforcement and campus authorities, and the individual’s rights and institution’s responsibilities for no-contact orders and orders of protection.

The student has the right to privacy and confidentiality, but only certain ICC employees are able to fully maintain confidentiality. If a student wants to confidentially report, they can use one of three options: Confidential Advisor, the Center for Prevention of Abuse, or anonymously on the ICC website. A survivor/victim who speaks to a professional or non-professional counselor or advocate must understand that, if the survivor wants to maintain confidentiality, the College will be unable to conduct an investigation into the particular incident or pursue disciplinary action against the accused individual. A survivor who at first requests confidentiality may later decide to file a complaint with the school or report the incident to local law enforcement, and thus have the incident fully investigated. These counselors and advocates will provide the survivor with assistance if the survivor wishes to do so. More detailed descriptions of the roles and levels of confidentiality are explained in this section.

Section A: Criminal Charges

Section B: Confidential Reporting

Section C: Student Code of Conduct Report

Section D: Title IX Report

Section E: Electronic Reporting (including anonymous reporting)

Section F: Mandated Reporters and Responsible Employees

A. Criminal Charges

- Every survivor/victim of a domestic/dating violence and stalking maintains the personal right to file criminal charges with the appropriate local law enforcement agency in addition to filing an incident report within the College. The College makes known these rights and will reasonably assist students in such filings when requested. The student has the right to request and receive assistance from campus authorities in notifying the local authorities. For more information about pursuing a criminal charge, individuals may call the following areas:
  - Campus Police Department (309) 694-5111
  - Dean of Students (309) 694-8501 or
  - Sexual Assault Response Team (309) 694-5573.
  This team also provides support to survivor/victims of domestic/dating violence and stalking in addition to those impacted by sexual assault.
• Ultimately, the decision to report the crime or make a complaint is up to the individual. A survivor/victim who delays in filing a charge may jeopardize an investigation. Should a criminal complaint be filed, it will be helpful for the survivor to provide the police with all relevant details and available evidence.

• Survivor/victims of any domestic/dating violence are encouraged to seek health care services such as those offered by any local hospital Emergency Room. (Survivors may have the assistance of advocates provided by the Center for the Prevention of Abuse, who can come to the Emergency Room at the hospital.) As appropriate, medical services include being examined for physical injury and/or disease, if considering criminal action, collecting physical evidence that supports a legal case against an accused individual.

• Incidents of domestic/dating violence or stalking occurring on campus may be reported to ICC Campus Police. All reports made to Campus Police must be investigated.

  Campus Police Offices   All Emergencies: (309) 694-5111 On Campus: 5111

  Campus Police are on the East Peoria campus 24x7 and are able to be reached at the emergency number above at all times.

  East Peoria Campus: (309) 694-5223

  North Campus: (309) 690-6899 during operation hours only
  South Campus: (309) 635-8804 during operation hours only
  Downtown Campus: (309) 999-4699 during operation hours only

• If a bystander observes an act of domestic/dating violence in progress on-campus, contact Campus Police immediately (309) 694-5111. If a bystander observes an act off-campus, contact local police using 911.

• Remedies available to survivors/victims through ICC Campus Police include the choice to press criminal charges and to request a security escort to and from classes.

• If the assault occurs off-campus, it should be reported to the local police by calling 911.

• Orders of Protection or Orders of No Contact can be obtained through the local judicial system by contacting the appropriate Order of Protection Office (see below). Both orders prohibit individuals from further abuse, contact, interference, or stalking. ICC Campus Police encourage students and staff who have obtained orders of protection to provide a copy of the order as soon as possible so that Campus Police can develop a plan to enforce the order fully while the student is on campus.

  ORDERS OF PROTECTION
  Peoria County: (309) 672-6074   Tazewell County: (309) 346-6645   Woodford County: (309) 467-7345

B. Confidential Reporting

All communications between a Confidential Advisor and a survivor/victim pertaining to an incident of sexual violence shall remain confidential, unless the survivor consents to the disclosure of the communication in writing, the disclosure falls within one of the exceptions outlined below, or failure to disclose the communication would violate state or federal law. Communications include all records kept by the confidential advisor in the course of providing the survivor with services related to the incident of sexual violence.

The Confidential Advisor may disclose confidential communications between the confidential advisor and the survivor if failure to disclose would result in a clear, imminent risk of serious physical injury to or death of the survivor or another person.

1. Confidential Advisors (on-campus)

• Confidential Advisors are mental health counselors located in the ICC Counseling Services. “Confidential advisor” means a person who is employed or contracted by a higher education institution to provide emergency and ongoing support to student survivors/victims of domestic/dating violence and stalking training, duties, and responsibilities described in Section 20 of Public Act 099-0426.

• Confidential Advisors are bond by law to maintain confidentiality and cannot release any private information, including the survivor’s name or incident details, without the written consent of the individual. Confidential Advisors are required to report that an incident did occur to the Title IX Coordinator, but will not provide any further information.
• If a student would like to report to a Confidential Advisor, the individual can stop by the Counseling Center in CC200, East Peoria Campus or call (309) 694-5281 to make an appointment. There are two Confidential Advisors for the 2016-2017 academic year at Illinois Central College.

| Amy Daxenbichler, LCPC - Counseling Coordinator |
| (309) 694-5573, East Peoria Campus Room CC 221 |
| Paul Beiersdorf, MA in Counseling |
| (309) 694-5733, East Peoria Campus Room CC 223 |

• Confidential Advisors can assist the student in accessing and navigating campus and local health and mental health services as well as advocacy services.

2. Confidential Advisors (off-campus or during non-business hours)

• The Center for Prevention of Abuse is a community agency that provides counseling and advocacy to survivors/victims of sexual abuse, domestic violence, dating violence, or stalking.

• The Center for Prevention of Abuse is bound legally to maintain confidentiality and cannot release any private information without the written consent of the individual.

• The Center for Prevention of Abuse is not required to report to the ICC Title IX Coordinator.

• A student can report to the Center for Prevention of Abuse by calling 1-800-559-SAFE (7233) or (309) 691-0551.

3. Online Confidential Reporting

• Students will have the right to report an incident by documenting it through an online reporting system located at www.icc.edu/I-report.

• Students will be given the option to report the incident anonymously or will have the option to provide contact information.

• Full details can be found in Section E.
POTENTIAL EXCLUSIONS TO CONFIDENTIALITY

Although rare, there are times when the College may not be able to honor a survivor/victim’s request for confidentiality in order to provide a safe, non-discriminatory environment for all students. When weighing a survivor’s request for confidentiality or that no investigation or discipline be pursued, the Vice President of Student Services will convene a Behavioral Intervention Team, which will consider a range of factors, including the increased risk that the accused individual will commit additional acts of violence, based on factors such as:

- whether there have been other similar complaints about the same accused individual;
- whether the accused individual has a history of arrests or records from a prior school indicating a history of violence;
- whether the accused individual threatened further violence against the survivor/victim or others;
- whether the domestic/dating violence and stalking was committed by multiple individuals;
- whether the domestic/dating violence and stalking was perpetrated with a weapon;
- whether the survivor is a minor;
- whether the College possesses other means to obtain relevant evidence of the incident (e.g., security cameras or personnel, physical evidence);
- whether the survivor’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 survivor’s request for confidentiality.

If the College determines that it cannot maintain a survivor/victim’s confidentiality, the College will inform the survivor prior to starting an investigation and will, to the extent possible, only share information with people responsible for handling the College’s response.

The College will remain ever mindful of the survivor’s well-being, and will take ongoing steps to protect the survivor from retaliation or harm and work with the survivor to create a safety plan. Retaliation against the survivor or a bystander who reports the incident, whether by students or College employees, will not be tolerated.

The College can not require a survivor to participate in any investigation or disciplinary proceeding.

Because the College is under a continuing obligation to address the issue of domestic/dating violence and stalking campus-wide, reports of domestic/dating violence and stalking (including non-identifying reports) will also prompt the College to consider broader remedial action – such as increased monitoring, supervision or security at locations where the reported incident occurred; increasing education and prevention efforts, including to targeted population groups; conducting climate assessments/survivor/victimization surveys; and/or revisiting its policies and practices.

If the College determines that it can respect a survivor/victim’s request for confidentiality, the College will also take immediate action as necessary to protect and assist the survivor.
C. **Student Code of Conduct Report**

1. A student survivor/victim has the right to file a written complaint with the college student conduct system against another student that occurs on campus.

2. To file a formal written complaint, the survivor should go to or call the Dean of Students Office in CC 211 and ask for the Dean of Students or their designee. The survivor will have the right to file or not to file a complaint after speaking with the Dean of Students.

3. Witnesses may be identified through the investigations (criminal or otherwise), by the survivor, by the accused individual, by any bystanders, or by the appropriate College personnel. The College will provide resources to investigating officers as appropriate to the investigation and as allowed by law.

4. Based on a complaint filed by a student, changes may be made to the survivor's academic schedule, on-campus living situation, or other appropriate areas if changes are requested, are appropriate to the situation, and are reasonably available. These requests can be made through one of the following individuals:

   **Dean of Students** CC211 or (309) 694-8501
   **Vice President of Student Services** L221 or (309) 694-8970
   **Vice President of Diversity (Title IX Coordinator)** L434 or (309) 694-5561

5. The Student Conduct System and Title IX inquiries and investigations will be conducted in accordance with the established procedures. Students should refer to the complete Student Code of Conduct for the full policies and procedures. Some key factors include the following:

   - The College Student Conduct System's procedures and policies are fully detailed in the "Student Code of Conduct," which is available from the Dean of Students in CC211 and on the Student Services webpage, linked from the ICC homepage.
   - The College will remain ever mindful of the survivor/victim's well-being, and will take ongoing steps to protect the survivor from retaliation or harm and work with the survivor to create a safety plan. Retaliation against the survivor, whether by students or College employees, will not be tolerated. Sanctions could include campus no-contact orders, removal from a class, suspension to expulsion from the College or termination for employees.
   - These procedures are developed to be sensitive to the rights of all concerned. Members of the Conduct Board will receive training prior to serving on any disciplinary hearing.
   - The accused individual and the survivor are each entitled to have an advisor accompany them to a hearing. Attorney(s) will not be allowed to address the College Student Conduct Board or officers, but will be allowed to serve in an advisory capacity.
   - Both the accused individual and the survivor shall be informed concurrently and in writing of the outcome of proceedings involving accused offenses. Sanctions available to be imposed through college student conduct proceedings after a finding of responsible range from campus no-contact orders, removal from a class, suspension to expulsion from the College, as stated in the Code of Conduct.
   - The College cannot require a survivor to participate in any investigation or disciplinary proceeding.

D. **Title IX Report**

1. Title IX protects all students at recipient institutions from sex discrimination, including domestic/dating violence and stalking. Any student can experience any of these forms of violence: from elementary to professional school students; male and female students; straight, gay, lesbian, bisexual, transgender, questioning, and asexual students; part-time and full-time students; students with and without disabilities; and students of different races and national origins. The Title IX Coordinator at ICC will assist students who encounter any form of sex discrimination or other discrimination.

   **Dr. Rita Ali, Vice President of Diversity, International and Adult Education**
   rali@icc.edu     (309) 694-5561

2. A school can receive notice of domestic/dating violence and stalking in many different ways. Some examples of notice include: a student may have filed a grievance with or otherwise informed the school's Title IX Coordinator; a student, parent, friend, or other individual may have reported an incident to a teacher, campus law enforcement, staff in the office of student services, or other responsible employee; or a teacher or dean may have witnessed the incident.
3. The school may also receive notice about domestic/dating violence in an indirect manner, from sources such as a member of the local community, social networking sites, or the media. In some situations, if the school knows of incidents of dating/domestic violence and stalking, the exercise of reasonable care should trigger an investigation that would lead to the discovery of additional incidents.

4. A Title IX Coordinator's core responsibilities include overseeing the school's response to Title IX reports and complaints and identifying and addressing any patterns or systemic problems revealed by such reports and complaints. This means that the Title IX Coordinator must have knowledge of the requirements of Title IX, of the school's own policies and procedures on sex discrimination, and of all complaints raising Title IX issues throughout the school. The Title IX Coordinator must be informed of all reports and complaints raising Title IX issues, even if the report or complaint was initially filed with another individual or office or if the investigation will be conducted by another individual or office.

5. In incidents reported to Campus Police or other mandated reporters (including CSA's and Responsible Employees), the Title IX Coordinator will identify a Lead Investigator to conduct the inquiry and any related proceedings.

E. Electronic Reporting (including anonymous reporting)

1. Students will have the right to report an incident by documenting it through an online reporting system located at www.icc.edu/I-report. This online form is used to report incidents of sexual violence, dating or domestic violence, or stalking that involve any member of the ICC campus community.

2. Students will be given the option to report the incident anonymously or will have the option to provide contact information.

3. The College has an obligation to investigate allegations to the best of its ability, so ICC will follow up on any specific, identifying information provided in this report. However, this report can be filled out anonymously and will then be used for statistical purposes, to better understand the scope of domestic/dating violence and stalking on campus, and to develop and implement programs and policies to address domestic/dating violence and stalking. Please note though that submission of an anonymous report may limit the College's ability to follow-up with or take action.

4. If the individual chooses to include a phone number or email, an ICC Confidential Advisor will make contact. At that time, the person may ask questions, seek resources or referrals, provide further information about the incident, make an official College report and seek action through the Code of Conduct, or file a police report. The person also may choose to do nothing more at that time.

5. Simply completing this form does NOT constitute a police report or a student conduct report.

F. Mandated Reporters and Responsible Employees (including Campus Security Authorities as defined by the Clery Act)

ICC has employees who are designated as ICC Campus Security Authorities and are obligated to report crimes as mandated by the federal Clery Act, which are to be included in the Annual Security Report. In cases where the survivor/victim is under the age of 18, the Mandated Reporter Act may override the listed reporting requirements. For a complete explanation, go to the ICC Campus Police page and select Campus Security Advisors.

1. Mandated Reporters

• The Abused and Neglected Child Reporting Act (ANCRA) requires all professionals to report suspected child maltreatment, suspected abuse, and/or neglect. In Illinois, the definition of abuse and neglect and the definition of mandated reporters and some of the “rules” for investigating and responding to abuse and neglect are spelled out in the Abused and Neglected Child Reporting Act (ANCRA) of 1975. This act has been amended numerous times and forms the basis for all child protection policies and activities throughout the State.

• All ICC employees are Mandated Reporters under the Abused and Neglected Child Reporting Act (ANCRA). In cases where the individual (who reports or is reported as being sexually assaulted) is under the age of 18, the Mandated Reporter Act may override the listed reporting requirements and must be reported in compliance with the law.
2. Responsible Employees (including Campus Security Authorities)

Before a student reveals information that he or she may wish to keep confidential, a responsible employee (including CSA's) should make every effort to ensure that the student understands: (i) the employee's obligation to report the names of the accused individual and student involved in the accused act of violence, as well as relevant facts regarding the accused incident (including the date, time, and location), to the Title IX Coordinator or other appropriate school officials, (ii) the student's option to request that the school maintain his or her confidentiality, which the school (e.g., Title IX Coordinator) will consider, and (iii) the student's ability to share the information confidentially with counseling, advocacy, health, mental health, or other services (e.g., domestic/dating violence resource centers, campus health centers, pastoral counselors, and campus mental health centers).

a. Campus Security Authorities

- “Campus Security Authorities,” as defined by the Clery Act, include any employee of the College who has significant responsibility for student and campus activities outside the classroom, as defined by the Department of Education and are mandated to report (among other crimes) all sex offenses (any sexual act directed against another without consent including instances where the person is incapable of giving consent) including domestic/dating violence and stalking to the ICC Campus Police Department.
- This applies to crimes on any college campus, any public property adjacent to campus and at locations where other college activities are taking place.

b. Responsible Employees

- All Illinois Central College employees, include campus law enforcement and faculty, are considered responsible employees under Title IX legislation, excluding those designated as Confidential Advisors as defined in section IIB.
- Responsible employees are required to report all information, including the survivor/victim's name and incident details, to the Title IX Coordinator. Students may report an incident to any Illinois Central College employee but need to be aware of this limited confidentiality.
- The College reserves its right to investigate an incident using all available information from any source, and will cooperate with the efforts of campus, local, state and federal law enforcement agencies to apprehend individuals who may have committed acts of sexual or other misconduct, including domestic/dating violence and stalking.

III. Procedures for Responding to a Report

If a student is the survivor/victim of domestic/dating violence and stalking, the first priority should be to get to a place of safety. Once the student is safe, the individual then has the right to report or not report the incident to Illinois Central College, campus law enforcement, and/or local law enforcement. Out of respect for the individual choices available to a domestic/dating violence survivor and to support her/his privacy needs after an incident, the College leaves the decision to file a student incident report, a formal complaint, or criminal charges up to the individual survivor. Resources for assistance may be discussed, but all members of the College community shall abstain from demanding that the survivor either report, not report, or under-report an incident. All College staff will take all reports of sexual or other domestic/dating violence or misconduct seriously and treat the survivor with sensitivity, including not implying that the survivor was somehow responsible for the assault.

Campus Police

Campus Police will respond to all reports of domestic/dating violence and stalking for reporting and investigative purposes as requested. Campus Police will cooperate with the Dean of Students, Title IX Coordinator, and all other involved College personnel investigating the incident to the extent allowed by law. Additional law enforcement assistance will be requested as needed.

Concurrent Investigations

Colleges and universities are required to investigate a report regardless of whether a police investigation is underway, so concurrent investigations may occur. Sometimes the police may ask schools to very briefly delay investigations for evidence collection, but one process will never be put on hold for the sake of the other.
Title IX Investigations

Every school must have a Title IX Coordinator who manages complaints, as outlined in section IID. If an individual decides to file a complaint, the school must promptly investigate it regardless of whether it is reported to the police (though a police investigation may very briefly delay the school’s investigation if law enforcement is gathering evidence). A school may not wait for the conclusion of a criminal proceeding and should conclude its own investigation within a semester's time (the 2011 Office for Civil Rights Title IX guidance proposes 60 days as an appropriate time-frame.)

IV. Common Support

The student has the right to privacy and confidentiality, but only certain ICC employees are able to fully maintain confidentiality, as described in prior sections. External resources include the following and are able to maintain confidentiality to the levels accorded by the law.

Crisis Hotline - 1-800-559-SAFE (7233)
Center for Prevention of Abuse - (309) 691-0551
Locations:
720 JOAN COURT, PEORIA, IL 61614 - 309-691-0551
401 COURT STREET, PEKIN, IL 61554 - 309-477-3066
2500 N. MAIN STREET SUITE C, EAST PEORIA, IL 61611 - 309-698-2874

Adult Protective Services - 309-637-3905

Family Violence Intervention
Adults - 309-698-2874
Teens - 309-691-0551

Safe from the Start - 309-686-5229

The student can access emergency treatment at a local hospital including:

UnityPoint Health - Methodist
221 NE Glen Oak Ave, Peoria, IL 61636
(309) 672-5522

OSF Saint Francis Medical Center
530 NE Glen Oak Ave, Peoria, IL 61637
(309) 655-2000

Pekin Hospital
600 S. 13th St, Pekin, Il 61554
(309)347-1151

UnityPoint Health - Proctor
5409 N Knoxville Ave, Peoria, IL 61614
(309) 689-8603

ICC will also provide assistance for survivor/victims, as well as serve as a liaison for those students who need to seek outside assistance.

ICC Sexual Assault Response Team (SART) is another option for a survivor/victim to report an incident of domestic/dating violence or stalking. In cases where an incident is reported to SART, the team will convene to discuss and formulate a response that supports the survivor, assists with coordinating appropriate services, and is in line with the policies and procedures of ICC, while maintaining the appropriate confidentiality for the survivor. Sexual Assault Response Team (SART) officers may not reveal the survivor's name or other identifying information concerning the incident that could compromise the survivor's privacy without his/her consent, except where a clearly documented, compelling good faith legal compulsion to disclose exists.

The Sexual Assault Response Team is a standing team that serves the College and community by providing support for survivors/victims of domestic/dating violence and stalking on campus, by developing appropriate education and training opportunities for students and staff, and by working with campus and community law enforcement and service providers to jointly serve as the community task force specified in state mandate 110 ILCS 12/10 for the purpose of "improving coordination between community leaders and service providers to prevent sexual violence, domestic violence, dating violence, and stalking and to ensure a coordinated response both in terms of law enforcement and survivor/victim services.” The Student Services Division will coordinate communication and educational and support services provided to the college community. Contact (309) 694-5573.
ICC Health Services will provide limited emergency medical treatment as necessary and medical follow-up as needed within their capabilities. Contact (309) 694-5481.

ICC Counseling Center will provide face-to-face counseling and follow-up support for the survivor/victim; support during the medical examination and police investigation; and support and counseling for secondary survivors of domestic/dating violence or stalking. Contact (309) 694-5281.

ICC Dean of Students will provide administrative disciplinary review of the assault or violence, and when judged appropriate, issue a temporary sanction to endeavor assurance of a survivor/victim's safety. The survivor/victim has the right to request interim protective measures and accommodations from Illinois Central College by contacting the Dean of Students. Interim protective measures and accommodation may include without limitation, changes to academic, living, dining, on-campus working, and transportation situations, obtaining and enforcing a campus-issued no contact order if reasonably available, and information on obtaining an order of protection through the county. Contact (309) 694-8501.

ICC Human Resources will provide administrative review of any reported incidents or assaults that involve employees or student workers and issue a temporary sanction to endeavor assurance of a survivor/victim's safety. Additional procedures for employees are guided by Human Resources policies and procedures. Contact (309) 694-5720.

V. Bystander Intervention

Bystanders can actively help prevent incidents before they occur and help to keep their friends safe. Often people don’t intervene because they assume that the situation isn’t a problem or that it is none of their business. They may assume that someone else will take action or they may fear for their own safety.

• ICC asks that students who see an incident unfolding notify Campus Police immediately (309) 694-5111 or 5111 from a campus phone. If the event is occurring off-campus, call 911. The entire campus community plays a critical role in preventing acts of violence or other acts that violate the basic dignity of an individual.

• If a friend shares with you that he/she has been a survivor/victim of domestic/dating violence or stalking, encourage them to contact Campus Police or the Sexual Assault Response Team (SART) at (309) 694-5573.

• Students will have the right to report an incident by documenting it through an online reporting system located at www.icc.edu/I-report or through any other option listed in Section II.

VI. Educational Information and Programs

Information and programs concerning domestic/dating violence and stalking, as well as their nature and prevention, are coordinated by the Student Services Division for students and by Human Resources for employees, both in conjunction with Health Services. Such interventions may include prevention workshops for all students, posters and flyers posted in living units and College buildings, advertisements in the Harbinger and presentations/workshops in classes, living units and other relevant settings. Every semester, all ICC students are provided information related to these policy and procedures and are asked to complete online training related to Title IX through WeComply. The ICC Sexual Assault Response Team (SART) includes a variety of individuals across campus who serve on this committee to plan and promote domestic/dating violence and stalking prevention and informational program throughout the year. Additional information on the SART Team is available in the Counseling Center and on their webpage www.icc.edu/sart.

A. Safety Tips for Victims of Domestic/Dating Violence

According to the National Center on Domestic and Sexual Violence, if you or someone you know is in an abusive relationship, the following are safety tips:

• Tips to Share with a Victim to Plan for Safety
  - Tell your kids that, if there's violence, their job is to stay safe, not to protect you. Find a safe place for them to stay in case of violence, such as with a neighbor or in a locked room. Teach them to call 911 and what to say to the dispatcher.
  - Hide money, spare keys and a small bag of clothes at work or at a friend's house. For small children, hide a favorite toy or stuffed animal that will comfort them.
  - Inform your employer about the situation and develop a safety plan at work. Share a photo and description of the abuser with them and any pertinent legal documentation, such as a protection order.
  - Document the abuse by taking photos of bruises and injuries, tell your doctor and get copies of your medical records; save threatening voicemails, notes and emails and write each incident down in a journal.
Gather important documents or copies of documents such as passports, birth certificates, social security cards, insurance papers, work permits or green cards, ownership documents for car and/or house, checkbooks and bank account numbers. Hide these papers at work or at a friend's house. Know the abuser's social security number, birth date and place of birth.

Consider obtaining a protection order. It directs the abuser not to contact, communicate with, attack, sexually assault or telephone you, your children or other family members. If you have a protection order, carry a copy of it with you at all times.

Safety Tips for Victims Planning on Staying – When You Are Afraid

- Move away from the kitchen, bathroom, garage or anyplace where there are dangerous sharp objects.
- Plan the easiest escape route. Decide on a door or window to exit quickly and safely. Make sure your kids know the route and practice it with them. Have a code word so they know when to call the law enforcement.
- Don’t wear necklaces or scarves – these could be used to strangle you.
- Always make sure weapons are secured and that guns aren’t loaded.

Safety Tips for Victims Who Have Left Their Abuser

- Change the locks on your doors. Install steel/metal doors, a security system, smoke detectors and an outside lighting system.
- Get Caller ID for your telephone so you can screen your calls.
- Consider getting a post office box for your mail or participating in a confidential mailing program (if available in your state).
- Learn about your legal rights and options. If you have legal papers, keep copies of them with you at all times.
- Tell neighbors, friends, landlords or coworkers that your abusive partner no longer lives with you. Share your safety plan with people you trust. Explain it to your children.
- Tell your employer/coworkers about your situation and ask them to screen your calls, move your desk, change your work schedule/hours or accompany you to your car.
- Tell the school or day care or others spending time with your children who can pick them up and who can’t. If you have a protective order, make sure they know about it.
- Vary your routes to work, to school or day care, to the grocery store and other places you frequent.
- Call a friend or someone else who will be supportive, when you feel down and ready to return to an abusive partner.

Contact the Center for Prevention of Abuse for assistance, including an emergency shelter. Call (309)691-0551.

B. Safety Tips for Victims of Stalking

According to the National Center for Victims of Crimes, if you or someone you know is being stalked, the following are safety tips:

Safety Tips for Anytime:

- If possible, have a phone nearby at all times, preferably one to which the stalker has never had access. Memorize emergency numbers, and make sure that 911 and helpful family or friends are on speed dial.
- Treat all threats, direct and indirect, as legitimate and inform law enforcement immediately.
- Vary routines, including changing routes to work, school, the grocery store, and other places regularly frequented. Limit time spent alone and try to shop at different stores and visit different bank branches.
- When out of the house or work environment, try not to travel alone and try to stay in public areas.
- Get a new, unlisted phone number. Leave the old number active and connected to an answering machine or voicemail. Have a friend, advocate, or law enforcement screen the calls, and save any messages from the stalker. These messages, particularly those that are explicitly abusive or threatening, can be critical evidence for law enforcement to build a stalking case against the offender.
Do not interact with the person stalking or harassing you. Responding to stalker’s actions may reinforce their behavior.

Consider obtaining a protective order against the stalker. Some states offer stalking protective orders and other victims may be eligible for protective orders under their state’s domestic violence statutes.

Trust your instincts. If you’re somewhere that doesn’t feel safe, either find ways to make it safer, or leave.

If in imminent danger, locate a safe place. Consider going to:
- Police Station
- Residences of family or friends (locations unknown to the perpetrators)
- Domestic violence shelters (Center for Prevention of Abuse- 309-691-0551)
- Place of worship
- Public areas (some stalkers may be less inclined toward violence or creating a disturbance in public places).

Safety at home:
- Identify escape routes out of your house. Teach them to your children.
- Install solid core doors with dead bolts. If all keys cannot be accounted for, change the locks and secure the spare keys. Fix any broken windows or doors.
- Have a code word you use with your children that tells them when they need to leave.
- Inform neighbors and, if residing in an apartment, any on-site managers about the situation, providing them with a photo or description of the stalker and any vehicles they may drive if known. Ask your neighbors to call the police if they see the stalker at your house. Agree on a signal you will use when you need them to call the police.
- Pack a bag with important items you’d need if you had to leave quickly. Put the bag in a safe place, or give it to a friend or relative you trust.
- Consider putting together a "stalking sack” that includes the stalking log, a camera, information about the offender, etc. More information on Stalking Sacks.

Safety at work and school:
- Give a picture of the stalker to security and friends at work and school.
- Tell your supervisors. They have a responsibility to keep you safe at work.
- Ask a security guard to walk you to your car or to the bus.
- If the stalker contacts you, save any voicemails, text messages, and e-mails.
- Give the school or daycare center a copy of your protective order. Tell them not to release your children to anyone without talking to you first.
- Make sure your children know to tell a teacher or administrator at school if they see the stalker.
- Make sure that the school and work know not to give your address or phone number to anyone.
- Keep a copy of your protective order at work.
- Request a personal safety escort from Campus Police at (309) 694-5111 if you ever don’t feel safe.

Ultimately, there is no surefire way to prevent an attack. If you or someone you know has been affected by dating/domestic violence or stalking, it’s not your fault. You are not alone. Help is available as listed in Section IV.

VII. Summary

In summary, the College makes a reinforced good faith effort through security measures, education, and policy to reduce the prevalence of domestic/dating violence and stalking. College policy and intentions notwithstanding, the potential arises in any environment for problems such as domestic/dating violence and stalking to occur. It is the College's intention in these instances to treat all involved parties compassionately, respectfully, and within the bounds of law and policy.

This document is intended to comply with relevant parts of federal and state laws as indicated. This policy statement and supporting procedures may be amended by the College as necessary to conform to future changes in state and federal law or College policy.