

# Sexual Harassment, Discrimination, and Sexual Misconduct INFORMATION FOR EMPLOYEES AT LAB

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in education programs and activities operated by recipients of federal financial assistance, like the University of Chicago and the Laboratory Schools. This includes all forms of sex discrimination against program participants, including sexual assault, sexual abuse, sexual harassment, dating violence, domestic violence, and stalking (collectively referred to here as "sexual misconduct")

## OUR COMMITMENT

Lab is committed to taking necessary action to stop, prevent, and remedy instances of sexual misconduct.

## OUR POLICIES

Lab faculty and staff are employees of the University and are subject to the [University Policy on Harassment, Discrimination, and Sexual Misconduct](#) and the [Policy on Title IX Sexual Harassment](#), which can be found on the University's Equal Opportunity Programs webpage. Lab students must adhere to Lab's student policies, which can be found on Lab's [Equal Opportunity Programs' website](#).

Reporting an incident to Lab's Deputy Title IX Coordinator is private and does not mean the reporting person somehow loses control of the process. Employees may choose not to move forward with a resolution process and may still request supportive measures and/or accommodations.

Individuals who have experienced any form of sexual misconduct deserve support. However, they are not obligated to engage with the school or respond to the school's outreach regarding the matter. In some instances, Lab may need to move forward based on information already received. If this occurs, the employee involved will be notified.

Retaliation of any kind is strictly prohibited for either party involved with the reporting and adjudication of incidents.

## LEARN MORE

Learn more about Lab's policies, resources, and more online at [ucls.uchicago.edu/equalopportunity](https://ucls.uchicago.edu/equalopportunity).

## YOUR RIGHTS

Community members are entitled to a fundamentally fair process, including reasonable notice of allegations of sexual misconduct, the opportunity to be heard before Lab reaches a determination about the alleged conduct. Throughout the resolution process, both the complainant and respondent have the right to request supportive measures and/or reasonable accommodations, including but not limited to:

- Changes to work, extra service positions, or other assignments
- A Lab-issued no contact directive
- Safety planning
- An advisor of choice at meetings, who may be, but is not required to be, an attorney
- On- and off-campus resources
- Referral to the appropriate resolution process
- Information about legal/law enforcement options (including assistance with notifying local law enforcement)
- Assistance in obtaining an order of protection or no contact order in State court
- Medical assistance (including information on preserving evidence)
- Assistance with accessing and navigating Lab and local counseling, health and mental health services, and advocacy
- Information about requesting an Informal Resolution
- Union representation at administrative or investigatory meetings, as applicable

## SUPPORT RESOURCES

### LAB RESOURCES

- [Deputy Title IX Coordinator Betsy Noel](#)
- [Director of Diversity Equity and Inclusion Priyanka Rupani](#)
- [Director of Human Resources, Kimberly Williamson](#)
- School Principals
- [School Nurses](#)
- [School counselors](#)
- Union representatives, as applicable

### UNIVERSITY RESOURCES

- University of Chicago Police Department: 773.702.8181
- Employee Assistance Program ([Perspectives](#)): 800.456.6327
- [Ordained Religious Advisors](#) (Spiritual Life): 773.702.2100
- University of Chicago Medicine Emergency Department: 773.702.6250; 5656 S. Maryland Ave.

### NON-UNIVERSITY RESOURCES

- City of Chicago Police Emergency: 911; Non-Emergency: 312-744-5000 (24-hour)
- [National Sexual Assault Telephone Hotline](#) (24-hour): 800-656-HOPE
- Chicago Rape Crisis Hotline: 888.293.2080
- [LGBTQ Hotline](#): 773.871.CARE
- [YWCA](#): 866.525.9922

## EMPLOYEES' REPORTING RESPONSIBILITIES

Lab employees are considered Individuals with Reporting Responsibilities, which means they must report all incidents of sexual harassment and sexual misconduct to the Deputy Title IX Coordinator. Teachers, coaches, administrators, and staff, and all other employees have reporting responsibilities. They are required to report all details they know about an incident, even if a student, parent, or third party asks them to keep the information confidential or secret.

# Sexual Harassment, Discrimination, and Sexual Misconduct REPORTING OPTIONS FOR EMPLOYEES

## REPORTING OPTIONS AT LAB AND THE UNIVERSITY

### **Betsy Noel**

Deputy Title IX Coordinator at Lab  
enoel@ucls.uchicago.edu  
773-834-4366

### **Kimberly Williamson**

Director, Human Resources  
kwilliamson@ucls.uchicago.edu  
773-702-7316

### **Bridget Collier**

Associate Provost for Equal Opportunity  
Programs  
Title IX Coordinator for the University  
Section 504/ADA Coordinator  
Affirmative Action Officer  
bcollier@uchicago.edu

Employees should contact Betsy Noel, Bridget Collier, their supervisor, the principal, or the Director of Human Resource (Kimberly Williamson) if they need help reporting a concerning behavior.

## REPORTING OPTIONS OUTSIDE LAB

### **State of Illinois Sexual Harassment and Discrimination Helpline** (confidential)

1-877-236-7703  
www.Illinois.gov/SexualHarassment

### **Illinois Department of Human Rights (IDHR)** (confidential)

1-800-662-3942  
www.ILLINOIS.GOV/DHR

### **United States Equal Employment Opportunity Commission (EEOC)**

1-800-669-4000  
www.EEOC.GOV

### **University of Chicago Police Department**

773.702.8181  
From on-campus phone - 123UCPD  
cops@uchicago.edu

Employees who experienced harassment may file a complaint at Lab or the University, or to the police and/or an outside agency, or they can report both at Lab and outside of Lab. Filing a complaint at Lab is not a prerequisite to pursuing a complaint elsewhere. Employees may also elect to receive supportive measures only in lieu of filing a complaint.

## RESOLUTION PROCESSES

Lab has processes in place to investigate and, when warranted, adjudicate sexual misconduct. Lab's procedures for responding to concerns depends on the nature of the conduct, the accused's relationship to the school, and to the extent possible, on the complainant's wishes. Betsy Noel, Deputy Title IX Coordinator, can discuss the processes with any person who is considering making a report. She can be reached at enoel@ucls.uchicago.edu or 773.834.4366.

## LEARN MORE

Learn more about Lab's policies, resources, and more online on Lab's Equal Opportunity page: [ucls.uchicago.edu/equalopportunity](https://ucls.uchicago.edu/equalopportunity), the University Equal Opportunity page: [equalopportunityprograms.uchicago.edu](https://equalopportunityprograms.uchicago.edu), and in Lab's [Faculty and Staff Handbook](#).



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