

Sexual Harassment, Discrimination, and Sexual Misconduct

INFORMATION FOR STUDENTS 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")



THE UNIVERSITY OF
CHICAGO

Laboratory
Schools

OUR COMMITMENT

Lab is committed to taking necessary action to stop, prevent, and remedy instances of sexual assault, sexual abuse, sexual harassment, dating violence, domestic violence, and stalking.

OUR POLICIES

Lab's policies on sexual misconduct 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. Students may choose not to move forward with a resolution process and may still request supportive measures and/or accommodations.

Students who have experienced any form of sexual misconduct 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 students involved will be notified.

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

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. This includes teachers, coaches, administrators, and staff. They are required to report all details they know, even if a student, parent, or third party asks them to keep the information confidential or secret.

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.

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 academic, extracurricular, or other situations
- A Lab-issued no contact directive
- Safety planning
- An advisor of choice at meetings
- 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

SUPPORT RESOURCES

RESOURCES FOR STUDENTS AT LAB

- [School counselors](#)
- [Dean of Students](#)
- [Principals](#)
- [Deputy Title IX Coordinator Betsy Noel](#)
- [Director of Diversity Equity and Inclusion Priyanka Rupani](#)
- [School Nurses](#)

RESOURCES OUTSIDE LAB

- University of Chicago Police Department: 773.702.8181 or 123 from any campus phone
- University of Chicago Medicine Emergency Department: 773.702.6250; 5656 S. Maryland Ave.
- Chicago Rape Crisis Hotline: 888.293.2080
- [LGBTQ Hotline](#): 773.871.CARE
- [YWCA](#): 866.525.9922

REPORTING OPTIONS

REPORTING AT LAB

Betsy Noel, Deputy Title IX Coordinator
enoel@ucls.uchicago.edu
773-834-4366

OPTIONS OUTSIDE OF LAB

- City of Chicago Police Non-Emergency: 311 or 312.744.5000
- [Illinois Department of Children and Family Services](#): 800-25-ABUSE (22873)

LEARN MORE

Lab's Equal Opportunities Website has more information about: terms and definitions; Lab's education, prevention, and training programs and materials; Lab's policies and resolution procedures; additional supportive resources; and more. Please contact Ms. Noel with any questions at enoel@ucls.uchicago.edu.