



Meadville Lombard Theological School 2020 Safety and Security Information Report

The information and policies provided in this Annual Report are part of Meadville Lombard’s commitment to safety and security and compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

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[Our Mission and Programs](#)

At Meadville Lombard Theological School, our mission is to educate students in the Unitarian Universalist tradition so that they may go forth and embody liberal, religious ministry in Unitarian Universalist congregations and wherever else they may be called to serve. We do this so that we may take into the world our Unitarian Universalist vision of justice, equity, and compassion.

As a recognized leader among accredited theological schools, Meadville Lombard created the Contextual Learning model to combine innovative learning, intensive courses for low residency, and integrated mentorships for on-site experience. Meadville Lombard's Contextual Learning model of theological education is a unique hybrid learning format that enables students to live, work, and study in their own communities across the United States and around the globe:

- Week-long intensive master's degree classes on-site in Chicago only in January, March, July (optional), and August
- Independent and small-group study via Meadville Lombard's electronic classroom, email, and phone
- Integrated, hands-on internships in your own congregation and community
- The support of teaching pastors as ministerial mentors throughout your degree program

Meadville Lombard Theological School enrolls approximately 100 graduate students. To accommodate our operations, Meadville Lombard leases office, classroom, library, and ancillary space in the environmentally sustainable Spertus Institute building located at 610 North Michigan Avenue.

[Clery Act](#)

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act requires that each institution of higher education in the United States that participates in federal student aid programs must prepare, publish, and distribute an annual report containing crime statistics and statements of security policy. The Campus Crime Statistics and the Annual Security Report are available from the Vice President of Finance and Administration.

[Access to Campus Facilities](#)

The Spertus building has a security guard at the front desk during all open hours. The front desk security guard meets all guests—public, student, employees—who must either show identification to be admitted to the building or sign in. The front desk security guard may deny admission to the facility for anyone who does not have an appointment or legitimate reason to visit the facility. Suspicious guests may be questioned or refused access. Cameras monitor activity throughout the building, including the loading dock area, where a second staff member is stationed during regular business hours. During non-business hours, this area is monitored by security cameras.

Building Hours

Monday – Thursday	8:00 a.m. – 10:00 p.m.
Friday	8:00 a.m. – 5:00 p.m.
Saturday	Closed
Sunday	9:00 a.m. – 5:00 p.m.

Certain floors and building spaces (e.g., collections storage areas and administrative floors) are locked and accessible only to individuals with access cards set for those spaces. Elevator access is limited and can be adjusted based on event, security, and emergency needs. Stairwells are locked and can only be exited on the first floor—except by staff with card access. During evacuations stairwells are automatically opened.

The front desk guards are trained security guards or off-duty Chicago Police. They can respond to emergencies and summon law enforcement assistance immediately.

Meadville Lombard is not a public access facility. Access to campus facilities is limited to members of the Meadville Lombard community and their designated invitees. Private offices are restricted to designated occupants and their invitees. Students and employees are responsible for their guests.

Meadville Lombard does not have any residential or non-campus facilities.

Campus Security

It is the policy of Meadville Lombard to make a reasonable effort to provide security for its students, faculty, staff, authorized visitors to its premises, and its property. All members of Meadville Lombard are expected to know and comply with the Meadville Lombard security procedures and report any violations or potential problems to the Security Officer, designated as the Vice President for Finance and Administration. It is then the responsibility of the Security Officer to respond to reports of security violations.

Security Officer

Meadville Lombard has appointed the Vice President for Finance and Administration as Security Officer of the School. The responsibilities of the Security Officer include:

- Recommending, implementing, and enforcing all security procedures, while additionally making periodic audits of existing procedures.
- Coordinating with building owner the systems to issue and control school identification devices and keys and to identify and control Meadville Lombard's physical assets.
- Investigating thefts and acts of vandalism.
- Safeguarding electronic communications and files, confidential information, and the release of sensitive information.
- Communicating security procedures to Meadville Lombard personnel, and training/retraining Meadville Lombard personnel with respect to their security responsibilities.

- All Meadville Lombard personnel are encouraged to accurately and promptly report all crimes to the Spertus Building security personnel, appropriate police agencies, and/or the Meadville Lombard Security Officer.

Student ID

The Meadville Lombard Student ID Card is an official school photo ID card. In addition to identifying the relationship with Meadville Lombard, the card provides access to the Spertus Building and Meadville Lombard's offices. The first ID is free, expiring IDs are replaced free, and IDs that are lost or damaged can be replaced for \$20.00.

Emergency Response and Evacuations

In compliance with the Clery Act, Meadville Lombard has and discloses emergency response and evacuation procedures in relation to significant emergencies or dangerous situations occurring on the campus that involve an immediate threat to the health or safety of students, employees, faculty, or visitors.

Emergency and Severe Weather School Closing Information

On occasion, Chicago weather conditions or other situations may threaten to make travel to or from class dangerous. In such cases, the Vice President for Finance & Administration makes a decision about cancelling Meadville Lombard classes. Information about class cancellations will be posted on the Meadville Lombard website at www.Meadville.edu and via Populi. Information will also be forwarded to the Chicagoland Emergency Closing Center at emergencyclosings.com. In addition, students may tune in to the following radio and television stations for closing information: WGN-AM, WBBM-AM, WBBM-TV, WFLD-TV, WMAQ-TV, WGN-TV, and CLTV.

Reporting an Emergency

If you become aware of an emergency situation, Meadville Lombard recommends that you dial 911. If the emergency is not life threatening, you should contact the Meadville Lombard Security Officer (312-212-0669) during regular business hours and 911 outside of regular business hours.

Senior administrative staff are notified first and then notification is transmitted to appropriate segments of the Meadville Lombard and Spertus communities (whether they are currently on campus or not) through a texting system (staff) or email and web postings (students, faculty, the general public). Fire alarms or public address systems may be used to alert Meadville Lombard constituents in the building of any emergency or dangerous situation. This system will be initiated by Spertus security or Operations staff.

Emergency Response and Plan

Meadville Lombard will immediately notify the campus community upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employees, faculty, or visitors occurring on campus. The entire campus community will be notified when there is at least the potential that a very large segment of the community will be affected by a situation, or when a situation threatens the operation of the

campus as a whole. There will be a continuing assessment of the situation and additional segments of the campus community may be notified if a situation warrants such action.

Spertus Security or Operations staff will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of the responsible authorities, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency.

Spertus Security or Operations staff and/or local law enforcement agencies will determine the appropriate course of action to be taken (e.g., secure the facility, evacuation) depending upon the best information available at the time. Spertus Security will attempt to verify a situation utilizing building security cameras and communications systems and assessment of needs and options. As indicated above, notification will be initiated. The first round of notification will be to individuals in the facility – through the building PA system and internal phone or walkie-talkie communications. Additional notifications to individuals outside the facility will be made as deemed necessary through the use of an emergency text protocol and placement of information on Emergencyclosings.com and/or the School website.

Spertus conducts emergency response exercises and tests of emergency notification systems each year, including evacuation and fire drills. The results of these tests will be evaluated by Spertus Operations and Facilities Department staff members. Recommendations for improvements will be incorporated into any emergency procedure revisions and shared with the Meadville Lombard Security Officer. Spertus maintains close relations with the Chicago Police Department for information sharing and emergency assessment and response.

Spertus security staff members have received training in Incident Command and Responding to Critical Incidents on Campus. When a serious incident occurs that causes an immediate threat to the campus, the first responders to the scene are usually the Chicago Police Department and the Chicago Fire Department, who typically respond and work together to manage the incident. Depending on the nature of the incident, other Spertus departments and other local or federal agencies could also be involved in responding to the incident.

General information about the emergency response and evacuation procedures at the Spertus building (610 S. Michigan) are publicized each year in this report as part of Clery Act compliance efforts.

All members of the Meadville Lombard community are informed on an annual basis that they are required to notify the Security Officer of any situation or incident on campus that involves a significant emergency or dangerous situation that may involve an immediate or ongoing threat to the health and safety of students and/or employees on campus. Spertus has the responsibility of responding to, and summoning the necessary resources to mitigate, investigate, and document any situation that may cause a significant emergency or dangerous situation. In addition, Spertus security has a responsibility to respond to such incidents to determine if the situation does, in fact, pose a threat to the community. If that is the case,

Federal law requires that Spertus immediately notify the campus community or the appropriate segments of the community that may be affected by the situation.

Security

Law Enforcement Authority and Interagency Relationships

All Spertus security staff members are trained security professionals. All new staff members are required to undergo a criminal background check through Human Resources. All staff members are offered training on a regular basis in CPR and in other areas of security. Spertus security officers are not armed, are not sworn peace officers, and they do not have arrest powers. They detain individuals for the Chicago Police Department. The Spertus building is a gun-free facility. City police officers, who are employed as part-time public safety officers, are permitted to carry arms.

If a major or serious crime occurs on or near campus, the police in that jurisdiction will take control of the situation. Spertus receives updates on potential threats and on actual crimes in the neighborhood from the Chicago Police Department, but does not maintain a Memorandum of Understanding with local law enforcement agencies. As noted below, Spertus encourages Security and other staff members interacting with witnesses to or victims of crimes to report these crimes to appropriate institutional staff members and local law enforcement agents. Meadville Lombard staff members interacting with witnesses to or victims of crimes are encouraged to inform them of any procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

Security Awareness and Crime Prevention Programs

Meadville Lombard believes that in addition to the Spertus security staff and procedures that are in place on campus that is necessary for all staff, students, and visitors to be responsible for their own safety and that of others.

The following is a listing of some of the crime prevention programs and projects implemented at Meadville Lombard:

1. New Student Orientation – Students are given an overview of the facility and evacuation procedures during the mandatory New Student Orientation offered each August;
2. The Student Handbook, available at all times on the Meadville Lombard website, outlines policies and procedures related to emergencies, reporting of crimes and crime prevention;
3. Annual Security Report: the annual crime statistics survey is released to students and employees on an annual basis through publication on the Meadville Lombard website as required by the Clery Act;
4. Students and employees are notified via email if information about serious criminal activity in the general neighborhood is released by the Chicago Police (as information or notifications are received and evaluated);
5. Limited facility access – Access to secured areas of the facility is restricted and monitored. If students do not have their IDs, they need to sign in with the guard and may only access public spaces until they are escorted to the Meadville Lombard space

by a staff member and given a temporary guest pass. If staff members do not have their IDs, they need to be escorted to the floor by a staff member and given a temporary guest pass.

Electronic Security Systems

Each Meadville Lombard employee and student is issued a photo ID card. This card is required to gain access to certain places in the facility. Spertus is a public building and some floors, for example, galleries and Library are open to the public, upon signing in, during regular business hours.

House telephones and Emergency Call Boxes are located in spaces around the building and in elevators and stairwells. Closed Circuit Television Surveillance is used throughout the building. An electronic monitoring and alarm system monitors a network of intrusion detection, fire alarms and duress alarm systems.

Notifications and Warnings

Immediate Notification

Meadville Lombard uses Populi and email to notify students and staff, respectively, of on-campus emergencies. PA notification can be made throughout the building as need arises. In an emergency, the speakers will detail the emergency taking place. The system is tested on a regular basis.

Timely Warning Safety Alerts

In compliance with the "Timely Notice" provisions of the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998, Meadville Lombard discloses timely warning in the case of emergencies and dangerous situations. Meadville Lombard issues such warnings when such emergencies or dangerous situations are reported to the Security Officer, Spertus security, or local police agencies and/or when such situations are considered by Meadville Lombard or Spertus staff to represent a serious or continuing threat to students, employees, faculty or visitors. Timely warnings are not limited to violent crimes or crimes against persons. They may include a rash of burglaries or other crimes in the vicinity. Meadville Lombard constituents are asked to share such warnings with other students and individuals who they believe need to have such information in order to take proactive protective action.

Meadville Lombard posts and/or emails timely warning notices to notify members of the community about serious crimes against people or property that occur on or adjacent to our campus, where prior knowledge of that serious crime would aid others in not becoming the victim of a similar case. These warnings will be issued/posted if the incident is reported to Spertus.

Spertus will also post Crime Alerts in the event of incidents of rape, murder, aggravated assault, robbery involving force or violence, major incidents of arson and other crimes. These alerts will be posted in a publicly available space.

Safety alerts are not generally issued for the above listed crimes if:

1. The offender is apprehended and the threat of imminent danger for members of the community has been mitigated by the apprehension; or
2. If a report was not filed with Spertus or they were not notified in a manner that would allow for the office to post a “timely” warning for the community.

These types of warnings will be evaluated on a case by case basis. Spertus is responsible for ensuring that a timely warning is issued to the community.

Reporting of Crimes to the Community

Every year in the fall, Meadville Lombard posts and issues to students results of the Crime Statistics Survey that details any crimes reported as occurring on campus. This survey is also posted on the bulletin board near the cubbies on the 6th floor.

Meadville Lombard also prepares and posts on its website this Annual Report.

Reporting Crimes to Campus Security Authorities

Meadville Lombard staff, students, and guests are strongly encouraged to immediately report criminal activity and suspicious person(s) to the Front Desk Security Guard. The Security Desk can be reached for non-emergencies by dialing extension 763 on a phone in the Spertus building or calling 312-212-1763 from an outside line or the City of Chicago help desk at 311. In addition, you may report a crime to the Meadville Lombard Security Officer, the Vice President for Finance and Administration (312-212-0669).

In case of a medical emergency, call 911. In case of an emergency requiring evacuation from the building, an Evacuation Plan is posted on each floor at the elevators. In case of an emergency, use the stairs and not the elevators. If you are unable to use the stairs, make your way to the nearest stairwell landing. Every landing is equipped with an intercom with direct connection to the main security panel in the lobby of the building. Use this intercom to alert security and rescue personnel to your location so they can assist you in evacuating. First responders recommend that you do not attempt to help others down the stairs as you may injure that person or yourself or get in the way of others trying to evacuate.

If you are the victim of a crime and do not want to pursue action within Spertus, Meadville Lombard, or the criminal justice system, you may still want to consider making a confidential report. With your permission, Spertus or Meadville Lombard can file a report on the details of the incident without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, Spertus and Meadville Lombard can keep an accurate record of the number of incidents involving students, determine where this is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for Spertus and Meadville Lombard.

Spertus security staff members have the authority to ask persons for identification and to determine whether individuals have lawful business in the building and to deny access to individuals who do not have lawful business in the building; however, they do not have authority to apprehend or arrest anyone involved in illegal acts on-campus and areas immediately adjacent to the campus. If minor offenses involving building rules and regulations are committed by a student, the Meadville Lombard Security Officer will be notified by Spertus staff and the student may be subject to disciplinary action. Major offenses such as rape, murder, aggravated assault, robbery, and auto theft are reported to the local police and joint investigative efforts with Spertus staff and security may be deployed to solve these serious felony crimes. The prosecution of all criminal offenses, both felony and misdemeanor, are conducted at either Municipal, General Sessions, or Federal Court of Cook County.

Confidential Reporting

Meadville Lombard encourages anyone who is the victim or witness to any crime to promptly report the incident to the Meadville Lombard Security Officer, Spertus security, or law enforcement. Individuals who report crimes will be given the opportunity to decline to provide their name as part of the crime reporting process.

Criminal Activity on Chicago Transit Authority

Members of the campus community should be vigilant when using the Chicago Transit Authority (CTA), including waiting at bus stops and on platforms, and when riding CTA trains and buses. For example, CTA passengers should stay alert and awake; keep belongings close; and immediately report any suspicious activity by calling 911 or alerting CTA authorities. More information about safety and security on the CTA can be found at <http://www.transitchicago.com/safety/>.

Daily Incident Report/Crime Log

Spertus maintains a Daily Crime log. The purpose of the daily crime log is to record criminal incidents and alleged criminal incidents that are reported to campus security. The crime log is available for public review at the Office of the Director of Operations on the 5th floor. Call 312-322-1778 during regular Spertus hours (between the hours of 9:00 am and 5:00 pm Monday through Thursday and 9:00 am and 3:00 pm on Fridays). The crime log provides information about specific crimes, including any case number (if reported to the police), type of crime, date reported, date and time that the crime occurred, general location and other information. The crime log is updated within 2 business days of receipt of revised information on the disposition of the complaint or case is received.

Information may be withheld from the crime log *only if* there is clear and convincing evidence that the release of information would:

- Jeopardize an ongoing investigation;
- Jeopardize the safety of an individual;
- Cause a suspect to flee or evade detection; or
- Result in the destruction of evidence.

If information is withheld due to possible adverse effect, that information will be disclosed once the adverse effect is no longer likely to occur. If a reported crime is investigated by law enforcement personnel and they determine that a crime did not occur, the log will be amended to indicate that the disposition of the crime is “unfounded”.

Crime Statistics

To ensure that the Meadville Lombard space in the Spertus building is a safe and secure environment for all students, employees, and visitors and to comply with the Crime Awareness and Campus Security Act of 1990 (the “Act”), Meadville Lombard has instituted policies and procedures related to campus security. Under the Act, Meadville Lombard is required to disseminate its relevant policies and procedures and to publish an annual campus security report related to certain on-campus crimes and violations. Meadville Lombard shares these policies and procedures and crime statistics with Meadville Lombard faculty, staff and students annually. They are posted on the bulletin board near the cubbies on the 6th floor and on our website. The full report for each of the previous three years can also be found on the website of the United States Department of Education, Office of Postsecondary Education at www.ope.ed.gov/security/Search.asp.

Meadville Lombard is required to assemble statistics related to the crimes of murder, rape, aggravated assault, burglary, and motor vehicle theft that were reported to local police, campus security, or Meadville Lombard officials for each calendar year. Meadville Lombard is also required to assemble statistics reflecting the number of arrests for liquor law violations, drug abuse violations, and weapons violations for this same period. The Higher Education Amendments of 1992 require that institutions report annually on forcible and nonforcible sex offenses. Institutions must also provide information on Hate Crimes and a Report on Emergency Procedures.

Campus crime, arrest and referral statistics include those reported to the Meadville Lombard Security Officer, Spertus security, designated campus officials, and local law enforcement agencies.

Meadville Lombard has policies and procedures in place to prevent, respond to, and report various emergencies and crimes and policies related to the prevention and response to sexual harassment and abuse and drug and alcohol abuse. Policies are reviewed biennially by the Leadership Team.

Information on incidents of crime is collected in the Spertus Incident Report Log as well as from local law enforcement authorities. This information is reported in the annual Crime Statistics Survey by the Meadville Lombard Security Officer and collected along with any continuing or revised policies and procedures into an Annual Security Report.

Revised policies are inserted into the Student Handbook and Employee Handbook. Crime statistics are included in the publications noted above and posted on the 6th floor.

Notice of Annual Security Report Availability

The following notice of Annual Security Report Availability is utilized at Meadville Lombard:

Meadville Lombard’s annual security report is now available. This report is required by federal law and contains policy statements and crime statistics for the school. The policy statements address the School’s policies, procedures, and programs concerning safety and security, for example, policies for responding to emergency situations and sexual offenses. Three years’ worth of statistics are included for certain types of crimes that were reported to have occurred on campus and on public property within or immediately adjacent to the campus. This report is available on our website.

Three Year Crime Statistics on campus, off campus, Public

Offense	2017			2018			2019		
	On Campus	Off Campus	Public	On Campus	Off Campus	Public	On Campus	Off Campus	Public
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Sex Offenses, Forcible	0	0	0	0	0	0	0	0	0
Sex Offenses, Nonforcible	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Agg. Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
MV Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Arrests: Weapons	0	0	0	0	0	0	0	0	0
Disc. Referrals: Weapons	0	0	0	0	0	0	0	0	0
Arrests: Drugs	0	0	0	0	0	0	0	0	0
Disc. Referrals: Drugs	0	0	0	0	0	0	0	0	0
Arrests: Liquor	0	0	0	0	0	0	0	0	0
Misc. Referrals: Liquor	0	0	0	0	0	0	0	0	0

Non-Campus Property

Meadville Lombard Theological School does not own or utilize non-campus property, as defined by the Clery Act.

The Violence Against Women Reauthorization Act

The “VAWA” was signed into law March 7th, 2013, and requires institutions to report, beyond the crime categories mandated by the Clery Act, incidents involving domestic violence, dating violence, and stalking. These numbers include incidents beginning January 1, 2017.

Offense	2017	2018	2019
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

Hate Crimes

2019: There were no reports of hate crimes in the 2019 calendar year.

2018: There were no reports of hate crimes in the 2018 calendar year.

2017: There were no reports of hate crimes in the 2017 calendar year.

Policy on Dangerous Objects

The possession, display and/or use of dangerous objects including, but not limited to, firearms, explosives or anything that could be perceived or misrepresented as a weapon is prohibited on Spertus property. Employees of government law enforcement agencies, who are required to carry firearms at all times, are exempt from the policy prohibiting the possession of firearms on campus. Any projected object that could cause harm to a person or damage to property, including but not limited to objects such as cans or bottles, is also considered a dangerous object, whether anyone or anything was placed in immediate danger. The prohibited possession or use of dangerous objects may be grounds for discipline, up to and including expulsion.

Preventing and Responding to Sex Offenses

Meadville Lombard educates the student community about sexual assaults and date rape through informational materials available on the Meadville Lombard website and referenced in new student orientation sessions.

If you are a victim of a sexual assault at this School, your first priority should be to get to a place of safety. You should then obtain necessary medical treatment. Meadville Lombard and local law enforcement agencies strongly advocate that a victim of sexual assault report the incident in a timely manner. Time is a critical factor for evidence collection and preservation. An assault should be reported directly to the Meadville Lombard Security Officer or Spertus security. Filing a police report with a Spertus staff member or the Security Officer will not obligate the victim

to prosecute, nor will it subject the victim to scrutiny or judgmental opinions from officers. Filing a police report will:

- ensure that a victim of sexual assault receives the necessary medical treatment and tests, at no expense to the victim;
- provide the opportunity for collection of evidence helpful in prosecution, which cannot be obtained later (ideally a victim of sexual assault should not wash, douche, use the toilet, or change clothing prior to a medical/legal exam);
- assure the victim has access to free confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention.

The victim of a sexual assault may choose for the investigation to be pursued through the criminal justice system and the School's Office of the Vice President for Academic and Student Affairs or only the latter. A School representative will guide the victim through the available options and support the victim in his or her decision. Various counseling options are available outside the School. These resources are listed on the School website and can be recommended by appropriate School staff.

School disciplinary proceedings as well as special guidelines for cases involving sexual misconduct are detailed in the Student Handbook. The Student Handbook provides, in part, that the accused and the victim will each be allowed to choose one person who has had no formal legal training to accompany them throughout the hearing. Both the victim and accused will be informed of the outcome of the hearing. A student found guilty of violating the School sexual misconduct policy could be criminally prosecuted in the state courts and may be suspended or expelled from the School for the first offense.

[Programs to Promote Awareness of Rape, Acquaintance Rape, and Other Forcible and Non-Forcible Sex Offenses](#)

Meadville Lombard educates its community about sexual assaults and date rape through various links to information via its website (www.meadville.edu).

[Emergency Hotlines](#)

Chicago Metro Rape Crisis Hotline (YWCA): 888-293-2080

Chicago Domestic Violence Line: 877-863-6338

[Disclosures to Alleged Victims of Crimes of Violence or Non-forcible Sex Offenses](#)

Meadville Lombard will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the results of any disciplinary hearing conducted by the School against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or offense, Meadville Lombard will provide the results of the disciplinary hearing to the victim's next of kin, if so requested.

[Sex Offender Registration](#)

Meadville Lombard complies with the Illinois Sex Offender Registration Act (730 ILCS 150), which requires all sex offenders employed by or attending an institution of higher education to register directly with the Public Safety Office or appropriate administrative body of that

institution. In compliance with this Act, any student, faculty, or staff member who is required to register as a sex offender in any state must register, in person, as a sex offender with the Security Officer within three days of beginning classes or employment at Meadville Lombard. An individual committing such offense after being enrolled in classes or commencing employment must register, in person, with the Security Officer, within three days of their conviction. An individual must notify the Security Officer, in person, of any and all changes of employment or enrollment status within three days of such change. Additionally, registration must be renewed each year until the individual's registration requirement is complete. Failure to register by any student or employee who is required to do so may result in consequences pursuant to the Student Conduct policy or Employee Handbook. Individuals registering with Meadville Lombard are not required to pay a registration fee.

Information on registered sex offenders is listed at the Chicago Police Department website: www.chicagopolice.org/CLEARMap_rso/startPage.Htm or the Illinois State Police Department website: www.isp.state.il.us/sor.

Definition of Sexual and Relationship Violence

Sexual and relationship violence means the following crimes and behaviors:

- Sex Offense. Sex Offense means any sexual act directed against another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent. Sexual Offenses include, but are not limited to, rape, forcible sodomy, sexual assault with an object, fondling or kissing without consent, incest, statutory rape, the threat of sexual assault, sexual abuse, or any unwanted physical contact of a sexual nature, that occurs without consent by all the individuals involved.
- Sexual Assault. Sexual Assault means a forcible or non-forcible sex offense as classified by the FBI Uniform Crime Reporting system. Sexual Assault is an example of a Sexual Offense.
- Sexual Misconduct. Sexual Misconduct means taking sexual advantage of another person for the benefit of oneself or a third party when consent is not present. This includes, but is not limited to, sexual voyeurism or permitting others to witness or observe the sexual or intimate activity of another person; indecent or lewd exposure; recording any person engaged in sexual or intimate activity in a private space; distributing sexual or intimate information, images or recordings about another person; or inducing incapacitation in another person with the intent to engage in sexual conduct, regardless of whether prohibited sexual conduct actually occurs.
- Domestic Violence. Domestic Violence means violence committed by a family or household member. A family or household member includes parents and children, current or former spouses, a person with whom the victim shares a child, a person who is cohabitating with or has cohabitated with the victim, and others as defined by Illinois law. Domestic violence can be a single event or a pattern of behavior.
- Dating Violence. Dating Violence means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim (i.e. a relationship which is characterized by the expectation of affection or sexual involvement

between the parties); and where the existence of such a relationship shall be determined based on a consideration of factors such as the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating Violence can be a single event or a pattern of behavior.

- Stalking. Stalking means a course of conduct (i.e. two or more acts) directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others; or to suffer substantial emotional distress.

Sexual and relationship violence can occur in many different ways, including through physical force, intimidation, manipulation, and coercion. This may include the voluntary or involuntary use of drugs and/or alcohol that renders an individual unable to give consent. Sexual and relationship violence can occur within personal relationships, including those that are intimate, professional, familial, or friendly. In fact, sexual violence involving strangers constitutes only a small percentage of cases. Individuals of any sex, sexual orientation, or gender identity may experience sexual or relationship violence. There is nothing a person can do to deserve or provoke sexual or relationship violence.

Definition of Consent

1. Consent is a freely given agreement to sexual activity.
2. A person's submission or lack of verbal or physical resistance resulting from the use or threat of force does not constitute consent.
3. A person's manner of dress does not constitute consent.
4. A person's consent to past sexual activity does not constitute consent to future sexual activity.
5. A person's consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another.
6. A person can withdraw consent at any time.
7. A person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent due to circumstances, including without limitation the following:
 - a. The person is incapacitated due to the use or influence of alcohol or drugs;
 - b. The person is asleep or unconscious;
 - c. The person is under age; or
 - d. The person is incapacitated due to a mental disability.

Sexual and Relationship Violence Prevention and Response Policy

Meadville Lombard strictly prohibits sexual and relationship violence and threats of sexual and relationship violence, which includes all of the specific crimes and behaviors detailed above.

Meadville Lombard posts information about sexual harassment and violence as well as links to useful educational resources in its Student Handbook and on the Meadville Lombard website.

Meadville Lombard is committed to offering a secure and supportive environment for individuals who report incidents of sexual and relationship violence to receive resources and

consider all available options. Meadville Lombard takes confidentiality very seriously and takes steps to protect the confidentiality of individuals reporting sexual and relationship violence to the extent possible by law. Reports of sexual and relationship violence should be made to Front Desk Security (312-322-1763) or the Meadville Lombard Security Officer (312-212-0669).

Individuals may report incidents of sexual and relationship violence anonymously to Spertus or the Meadville Lombard Security Officer and a Jane/John Doe report will be created that does not reveal the individual's identity. Individuals may choose to add their name to a report at any time. However, individuals should be aware that if they wish to make a report to local law enforcement (e.g. the Chicago Police Department) or move forward with internal discipline at Meadville Lombard they will need to reveal their name.

In certain cases, Meadville Lombard may be required to issue a campus alert in response to a report of sexual or relationship violence. These safety alerts do not reveal the identity of the individuals involved.

At the time an individual makes a report of sexual or relationship violence, a variety of information is reviewed with the individual. Specifically, the individual is provided with the following, in writing:

1. A summary of the information in this policy.
2. Information about options for – and, if necessary, assistance with – further reporting at Meadville Lombard and local law enforcement (e.g. the Chicago Police Department), if the individual chooses to do so;
3. Information about the possibility of moving forward with internal discipline;
4. Information about the possible sanctions or protective measures that could result from internal discipline;
5. Information about the importance of preserving evidence, for example, avoiding showering, bathing, changing clothes, washing hands, going to the toilet, or brushing teeth; saving clothing in individual paper bags; and not disturbing anything in the area where the incident occurred;
6. Information about rights of reporting individuals and institutional responsibilities on orders of protection (sometimes called “restraining orders”), no contact orders, or similar lawful orders issued by criminal, civil, or tribal courts;
7. Information about getting medical treatment and other community resources, including counseling, health services, mental health services, advocacy, and legal assistance;
8. Information about options for, and available assistance in, changing academic, living, transportation, and working situations, if requested and if reasonably available, regardless of whether the individual chooses to further report the incident, or otherwise pursue internal discipline.

Determining Policy Violations and Potential Disciplinary Response

All reports of sexual and relationship violence will be addressed in a prompt, fair, and impartial manner through the existing applicable School policies and processes. This will include making determinations as to whether this policy has been violated and, if so, potentially imposing

discipline. The specific policies and responses are outlined in the Student Handbook and Employee Handbook.

To the extent not already addressed in the above policies and procedures, the process for determining whether a violation of this policy has occurred and for imposing internal discipline involving instances of sexual and relationship violence pursuant to this policy include the following procedural aspects:

- All determinations about whether an individual has engaged in a policy violation are determined based on the standard of whether it is more likely than not that the alleged violation(s) has/have occurred
- Both the reporting individual and the referred student or employee have the opportunity to have an advisor of his/her choice (including legal counsel) accompany them to any meeting (including hearings) related to making a determination as to whether a policy violation has occurred, or to imposing discipline related to that policy violation. Any individual intending to have an advisor accompany them to a meeting must notify the individual managing the process no later than two business days prior to the meeting (unless a shorter timeframe is deemed feasible by the individual managing the process). The role of the advisor is to act as a support for the student or employee. The advisor does not have a speaking or otherwise active role to play in the process. Meadville Lombard reserves the right to require that any individual select a different advisor if the individual's choice of advisor raises fundamental fairness issues (e.g. – there is a conflict of interest with the individual's selected advisor, etc.).
- The reporting individual and the referred student or employee are simultaneously informed in writing of the outcomes that result from the process, including interim results.
- If the victim is deceased, the next of kin will be treated as the alleged victim under this policy.
- The reporting individual and the referred student or employee are simultaneously informed in writing of the possibilities for appealing the decision, if any.
- The reporting individual and the referred student or employee are simultaneously informed in writing as to any changes in the outcomes from the process.
- The reporting individual and the referred student or employee are simultaneously informed in writing when the outcomes from the process are final.

[Title IX Coordinator and Reporting](#)

As required by Title IX of the Education Amendments of 1972, Meadville Lombard prohibits discrimination on the basis of sex in its education programming and activities. The Vice President of Academic and Student Affairs is the primary Title IX Coordinator for Meadville Lombard. Any student seeking to file a Title IX complaint (meaning a complaint based on sexual violence, sexual harassment, or other sex discrimination) can do so through that office. The Vice President of Academic and Student Affairs works with other offices as appropriate to address Title IX complaints and other Title IX compliance issues.

Inquiries regarding Title IX should be referred to:

Title IX Coordinator

Pamela Lightsey
Vice President of Academic and Student Affairs
312-212-0668
plightsey@meadville.edu
610 S. Michigan Avenue, Chicago, IL 60605

OR

Title IX Deputy Coordinator

Manny Dotel
Director of Student Services
312-212-0673
mdotel@meadville.edu
610 S. Michigan Avenue, Chicago, IL 60605

Medical Treatment

A person who has experienced a sexual offense is encouraged to seek an appropriate medical evaluation as promptly as possible. Medical evaluation may include treatment of injuries endured during the event; treatment of STIs; and a full examination for the collection of physical evidence should a person later decide to pursue a criminal prosecution and/or civil action. Additional resources may be available at the time of treatment.

As per Illinois law, emergency room (ER) medical treatment for sexual abuse or assault is confidential and is of no cost to the survivor. If the survivor chooses to provide their health insurance information, the insurance carrier will be charged first and any overflow costs will be covered by the State in accordance with applicable laws. Please note that if the primary holder of the health insurance is someone other than the survivor the medical bills will be sent to that primary holder. Although the primary holder will not be required to pay the bills, they will see that the survivor was in the ER due to a sexual assault.

If a survivor chooses to seek treatment, they may call the Director of Contextual Ministry, the Vice President for Academic and Student Affairs, the Vice President for Finance & Administration, or the Director of Enrollment Management and Student Affairs to be taken to the ER. At the ER, the survivor may request a Sexual Assault Nurse Examiner (SANE) to conduct the examinations. SANEs can provide the survivor with support to ease their experience at the hospital. The police will be contacted upon arrival at the hospital, but the survivor may decline to file a report.

Information, Support, and Counseling

Counseling for survivors should be sought whether or not a report is filed. Counseling provides a space for confidential disclosure. Survivors may experience Rape Trauma Syndrome, with symptoms similar to those of Post-Traumatic Stress Disorder. This condition may be serious and

should be treated with respect and sensitivity. Sexual violence can affect all areas of a survivor's life and counseling can provide support to help navigate through issues that may arise.

The following is a list of off-campus resources for individuals who have experienced sexual or relationship violence. This list is provided for your convenience and is not intended to be a comprehensive list of off-campus resources. Meadville Lombard has no relationships with any of these providers.

Northwestern Memorial Hospital
251 East Huron Street
Chicago, IL 60611
312-926-2000

Rush University Medical Center
1653 West Congress Parkway
Chicago, IL 60612
312-942-5000

YWCA – Sexual Assault Support Services
Operating 24 hours a day, 7 days a week, the Rape Crisis Hotlines provide free numbers where one can call to receive confidential, immediate assistance.
888-293-2080
<https://ywcachicago.org/our-work/sexual-violence-support-services>

State of Illinois Domestic Violence Hotline
877-863-6338 or 877-863-6339 for people who are deaf or hearing impaired
www.batteredwomensnetwork.org

RAINN National Sexual Assault Hotline
1-800-656-4673 (HOPE) or
www.hotline.rainn.org/online/terms-of-service.isp for online live chat

Mujeres Latinas en Accion
Counseling, advocacy, 24-hour crisis line 312-738-5358
<http://www.mujereslatinasenaccion.org>

Center on Halsted
Free or low-cost counseling services specializing in working with LGBTQ individuals
LGBTQ Violence Resource Line: 773-871-CARE (2273) or avp@centeronhalsted.org
www.centeronhalsted.org

KAN-WIN
Provides multi-lingual free counseling and legal advocacy for Asian-American and Asian immigrant survivors of sexual or domestic violence
773-583-0880 24-hour crisis hotline
www.kanwin.org

Apna Ghar
Counseling, advocacy, and emergency shelter provided across immigrant communities
773-334-4663 24-hour crisis line
www.apnaghar.org

SHALVA
Domestic violence services serving the Jewish community
773-583-HOPE (4673) 24-hour crisis line
www.shalvaonline.org

Rape Victim Advocates
180 North Michigan Avenue
Suite 600
Chicago, IL 60604
312-443-9603
www.rapevictimadvocates.org

Porchlight Counseling
Porchlight provides unlimited free counseling to college students at offices throughout Chicago.
847-328-6531 (office) 773-750-7077 (helpline)

Please note that under the Illinois Crime Victim's Compensation Act, some individuals who have experienced sexual or relationship violence may be eligible for support services and medical reimbursement if the crime is reported within seven (7) days or, in some cases, even longer. Individuals should check with their insurance providers to explore the applicability of this program.

Sexual Harassment

It is and has been the policy of Meadville Lombard to maintain an environment free of unlawful harassment for all faculty members, employees, and students. Meadville Lombard will not tolerate verbal, physical, or other harassing conduct of any student, faculty member, or Meadville Lombard employee because of their race, color, religion, gender, marital status, age, national origin, sexual orientation, disability, veteran status, military status, or any other characteristic protected by law that creates an intimidating, offensive or hostile environment. This policy also prohibits such harassment of students by individuals who are not Meadville Lombard faculty members, students, or employees (such as donors, visitors and vendors), and vice versa. If you have any questions about what constitutes prohibited harassment, do not hesitate to ask the Director for Enrollment Management and Student Affairs or the Vice President for Finance and Administration. Meadville Lombard also strictly prohibits sexual harassment.

Definition of Sexual Harassment

For purposes of this policy, sexual harassment is any unwelcome or unwanted conduct of a sexual nature (verbal or physical) that interferes with a student's education by creating an intimidating, hostile or offensive work environment or that in any way impacts or influences decisions affecting the terms and conditions of a student's education.

Sexually harassing behavior may include physical, verbal, and nonverbal behavior. Examples of inappropriate sexual behavior include, but are not limited to:

- Sexual advances
- Inappropriate touching or other physical contact
- Demands for sexual favors in exchange for promotion, retention, or tangible employment or educational action
- An employment decision made because of an individual's compliance with or failure to comply with sexual demands
- Repeated sexual jokes, flirtations, advances, or propositions, or discussions of sexual activity (whether in conversation or through electronic or other means)
- Abuse of a sexual nature or suggestive, insulting, or obscene comments or gestures
- Display of sexually suggestive objects or pictures

These and similar behaviors are unacceptable at Meadville Lombard and in other related settings such as Meadville Lombard social events. The Meadville Lombard sexual harassment policy prohibits sexual harassment by individuals who are not Meadville Lombard faculty members, students, or employees (such as donors, visitors, and vendors). If you have any questions about what constitutes sexual harassment, do not hesitate to ask the Director for Enrollment Management and Student Affairs or the Vice President for Finance and Administration.

[Reporting a Complaint of Harassment and/or Sexual Harassment](#)

Students who believe they have been subjected to unwelcome harassment prohibited by this policy should inform the offender – preferably at the time of the incident – of the specific behavior that is unwelcome and request the offender to stop. Many times, this action will resolve the problem. However, if this direct approach is uncomfortable, not desirable, or ineffective, please direct a complaint to the Director of Enrollment Management and Student Affairs or the Vice President for Finance & Administration. Complaints may be made orally or in writing.

If you become aware of an incident of harassment directed towards another student, faculty member, or Meadville Lombard employee you should report it to the Vice President for Finance & Administration.

[Enforcement of Harassment and Sexual Harassment Policies](#)

Meadville Lombard will promptly investigate all complaints and will endeavor to handle these matters expeditiously, discreetly, and in a professional manner. To the extent allowed by law, complaints will be kept confidential, and information will be disclosed only as necessary to investigate and act upon the information. The individual against whom a charge of harassment is made will be informed of the complaint and given an opportunity to respond. All parties are required to maintain strict confidentiality and fully cooperate with the investigation. After the investigation is completed, if it is determined that harassment has occurred, Meadville Lombard will take the appropriate necessary action that may include counseling, reprimand, demotion, reassignment, suspension, termination or expulsion.

Prohibition against Retaliation

Meadville Lombard strictly prohibits any retaliation against any student because they have, in good faith, made a report or complaint or participated in any investigation under the Anti-Harassment Policies. Retaliation is a serious violation of this policy and can result in disciplinary action, up to and including discharge or expulsion.

Drug and Alcohol Policy

Meadville Lombard is committed to maintaining a safe, healthy and productive environment for its students and employees. The use of alcohol, drugs, and related substances at Meadville Lombard or otherwise in a manner capable of interfering with student work or the School's reputation is a serious threat to the productivity, safety, and welfare of all students and employees. Students are expected to attend classes in a fit condition, unimpaired by the use of illegal drugs, alcohol, or misuse of legal drugs.

Accordingly, Meadville Lombard has developed the following policies and procedures to emphasize its concern for the health, safety, and welfare of its students and employees; to ensure a drug-free study and work environment; to encourage students to seek assistance and treatment if they have a substance abuse problem; and to clearly define the School's policy, procedures, and disciplinary actions relating to substance abuse.

If you have any questions about this policy, contact the Vice President for Academic and Student Affairs or the Vice President for Finance and Administration.

Prohibited Activities

Any student who engages in any of the following prohibited activities is in violation of Meadville Lombard policy and subject to disciplinary action, up to and including expulsion:

1. The consumption, use, sale, purchase, transfer, or distribution of alcohol on Spertus or Meadville Lombard premises whether or not it takes place during regular business or class hours, unless served by Meadville Lombard as part of an event or ceremony.
2. Possession of alcohol container, whether opened or unopened, on Spertus or Meadville Lombard premises.
3. The possession, use, sale, purchase, transfer, transportation or distribution of controlled/illegal substances on Spertus or Meadville Lombard premises. Prohibited substances include all illegal drugs or narcotics as well as any prescription drugs or chemicals not legally obtained and any legally obtained prescription drugs not used for the appropriately prescribed use or purpose.
4. Consumption of alcohol or the use of controlled/illegal substances in such a way that they interfere with the student's academic performance or pose a potential safety risk to the student, other students or employees, or Spertus or Meadville Lombard property.
5. Conviction of a criminal offense involving the possession, use, sale, purchase, transfer, transportation, or distribution of an illegal drug or controlled substance or the misuse of lawful drugs. Students who are convicted of such an offense must notify the Vice President for Academic and Student Affairs within five days of the conviction. Within thirty days of such notification, Meadville Lombard will take appropriate disciplinary

action, including requiring satisfactory participation in a drug abuse assistance or rehabilitation program as a condition of continued enrollment or employment.

6. Meadville Lombard will not expel a student merely for seeking drug or alcohol rehabilitation, treatment or counseling. However, Meadville Lombard may expel a student for earlier violations of this Policy or of other Meadville Lombard rules. In addition, any student seeking rehabilitation or treatment will be required to provide evidence of fitness to work as a student as a condition of continued enrollment. Meadville Lombard reserves the right to inspect, without notice, all areas of the building and all portions of Meadville Lombard property. Meadville Lombard also may require the student to submit to an immediate search of their person and/or property brought onto Spertus or Meadville Lombard premises by a Meadville Lombard representative when Meadville Lombard has a reasonable suspicion that the student is using, selling, dispensing, distributing, manufacturing, or possessing illegal drugs, narcotics, or alcoholic beverages during business or class hours or while on Spertus or Meadville Lombard premises.

This policy applies to all students. A separate policy for employees is available in the Employee Handbook.

Alcohol Abuse

The possession, sale, or furnishing of alcohol on campus is governed by the School's Drug and Alcohol Policy and Illinois state law. The possession, sale, manufacture or distribution of any controlled substance is illegal under both state and federal laws. Such laws are strictly enforced by Meadville Lombard.

All members of the Meadville Lombard community are responsible for being fully aware of the requirements of federal and Illinois statutes and Chicago ordinances concerning the consumption, possession, and sale of alcohol and other drugs. The School expects each member of the community to be responsible for their own conduct, and the consequences of that conduct.

Various federal and state laws prohibit the possession, distribution, and use of controlled substances, unless in compliance with licensing requirements or a doctor's prescription. Moreover, Illinois law prohibits the consumption and possession of alcohol by persons under the age of 21, and the supplying of alcohol to any person under the age of 21. Additionally, Illinois law prohibits the sale of alcoholic beverages except by those licensed to sell such beverages. Finally, Illinois law and city ordinances also prohibit public intoxication, operation of a vehicle or bicycle under the influence of alcohol or other intoxicants, and consumption of alcohol in a public place. Violation of these laws or other laws relating to drugs and alcohol may result in probation, fines, imprisonment, and a permanent criminal record.

It is also a violation of the Meadville Lombard Drug and Alcohol Policy for anyone to consume or possess alcohol in any public or private area of campus without prior School approval. Individuals or groups violating alcohol/substance policies or laws may be subject to sanctions by the School. Students, employees and faculty are responsible for adhering to all provisions of the Meadville Lombard Drug and Alcohol Policy. Meadville Lombard community members owe

it to themselves and others to make educated decisions about their use or distribution of alcohol.

Health Promotion and Wellness

Meadville Lombard expects all students, employees, and faculty to uphold the law when it comes to the purchase and consumption of alcohol. Meadville Lombard also seeks to educate students, employees, and faculty about making safe, responsible decisions when it comes to substance use. Human Resources is the point of contact for all outreach and initiatives pertaining to responsible substance use. Anyone who is found violating Meadville Lombard's drug and alcohol policy may be mandated to meet with a counselor and be subject to disciplinary actions as outlined in the Student Handbook and Employee Handbook.

Anyone experiencing alcohol poisoning should immediately seek help or call 911 as appropriate. All Meadville Lombard constituents are expected to take action in such situations and not remain as a passive bystander.

Below are some symptoms of alcohol poisoning. Not all symptoms may be present for alcohol poisoning to occur:

- Person is unconscious and cannot be roused;
- Person is in a stupor or exhibits confusion;
- Person is vomiting (prop unconscious persons on their sides so that they won't choke on their own vomit);
- Skin is pale, has a blue tinge, and/or skin is unusually cold to the touch;
- Abnormally slow breathing (less than 8 breaths per minute) and/or irregular breathing (a gap of more than 10 seconds between breaths);
- Seizures.

Illegal Use or Possession of Drugs or Controlled Substances

Meadville Lombard and the Spertus building have been designated "Drug free." The possession, sale, manufacture or distribution of any controlled substance is illegal under both state and federal laws. Such laws are strictly enforced by Meadville Lombard and Spertus security. Violators are subject to School disciplinary action, criminal prosecution, fines and imprisonment. Students may not illegally use, sell, possess or distribute any state or federally controlled drug or substance on Spertus or Meadville Lombard property. It is unlawful to distribute prescription medication to others for whom the medication was not prescribed. In addition to illegal drugs such as marijuana, hallucinogens, narcotics, club drugs, and medications obtained without a prescription, the following substances are prohibited on Spertus or Meadville Lombard property: MDPV or "bath salts", Salvia, synthetic marijuana, including K2 and Spice.

Meadville Lombard reserves the right to take any action deemed necessary to protect the School's interests and the safety of its students, employees, and faculty in cases involving the use, sale, possession or distribution of illegal or controlled drugs. All Meadville Lombard constituents are responsible for adhering to the School's Drug and Alcohol Policy.

Health Promotion and Wellness

Meadville Lombard expects all constituents to uphold laws prohibiting the purchase and use of illegal drugs and/or controlled substances. Meadville Lombard also seeks to educate its students, employees, and faculty about making safe, responsible decisions when it comes to substance use. Human Resources is the point of contact for all outreach and initiatives pertaining to substance use. Anyone who is found responsible for violating Meadville Lombard's Drug and Alcohol Policy may be mandated to meet with Human Resources and will be subject to disciplinary actions as outlined in the Student Handbook and Employee Handbook. Students, employees, and faculty may request to meet with Human Resources if they have concerns about their own drug use (or someone else's). Seeking such assistance does not in and of itself result in disciplinary activities. Human Resources can be reached at 312.212.0669.

Anyone experiencing a drug overdose should immediately seek help or call 911 as appropriate. Students, employees, or faculty should be prepared to seek help or call 911 when a peer may be experiencing a drug overdose or alcohol poisoning. All Meadville Lombard constituents are expected to take action in such situations and not remain passive bystanders.

Symptoms related to drug overdoses can vary depending on the drug consumed and other factors. Common symptoms that may indicate that help is required include the following (not all symptoms need be present to indicate that an overdose has occurred):

- Abnormal pupil size;
- Agitation, aggressive and/or violent behavior;
- Convulsions;
- Delusional or paranoid behavior;
- Difficulty breathing;
- Drowsiness;
- Hallucinations;
- Nausea and vomiting;
- Nonreactive pupils (pupils that do not change size when exposed to light);
- Staggering or unsteady gait;
- Sweating or extremely dry, hot skin;
- Tremors;
- Unconsciousness or death.

Counseling, Treatment, and Referral

Meadville Lombard, as a concerned community, recognizes that in our society and our community there exist numerous illnesses, among which are alcoholism and other chemical dependencies. It is Meadville Lombard's policy to encourage the earliest possible identification, intervention, and appropriate aid for anyone suffering from these harmful dependencies. Such illnesses manifest in the impairment of one's bodily, mental, social, and spiritual capacities and— unless arrested and treated— can lead to irreparable damage. Extensive experience indicates that persons afflicted with these illnesses are usually blind to developing symptoms in themselves and are rarely capable of effective self-help. Hence, the Meadville Lombard

community recognizes the need to develop a procedure to facilitate proper education, intervention, diagnosis, treatment, and recovery.

The following procedure is designed to serve as a resource for students and employees seeking aid in recovery:

1. Any student who becomes aware of their own need, or knows someone who suffers from these illnesses, is encouraged to seek advice and/or assistance from the Senior Director of Contextual Ministry; all inquiries are kept confidential. The Senior Director Contextual Ministry, along with the Vice President of Academic and Student Affairs, will work to obtain a consultant/expert in the area, if needed, to assess the dependency, evaluate its seriousness to the individual, and provide appropriate recommendations/referrals for help.
2. Any employee who becomes aware of their own need, or knows someone who suffers from these illnesses, is encouraged to seek advice and/or assistance from the Vice President for Finance & Administration; all inquiries are kept confidential. The Vice President for Finance & Administration will work to obtain a consultant/expert in the area, if needed, to assess the dependency, evaluate its seriousness to the individual, and provide appropriate recommendations/referrals for help.
3. Anyone who is referred, or who seeks assistance, may become a part of the evaluative procedure in determining what course of action is best suited for that individual.
4. Every effort will be made by the School to cooperate with any student or employee undergoing treatment and to minimize disruption of studies or work during treatment. To further guarantee confidentiality, only the Senior Director of Contextual Ministry or, in the case of an employee, the Vice President for Finance & Administration will know the reasons for any related leave granted. The primary objective of this policy is one of concern, formulated in the hope of relieving pain and suffering, as well as restoring the individual to health, dignity, and a productive, rewarding involvement in their school.

In addition, Meadville Lombard has compiled the following list of drug and alcohol abuse, prevention, and treatment resources for your convenience. Meadville Lombard does not have relationships with any of these service providers and cannot endorse any of them.

Asian Human Services
4753 North Broadway, Suite 700
Chicago, IL
773-293-8443
www.ahschicago.org

Anixter Center
2001 N. Clybourn Ave. 3rd Floor
Chicago, IL
773-973-7900

www.anixter.org

Programs designed to meet the recovery needs of individuals with disabilities.

Gateway Foundation
444 N. Orleans, Suite 400
Chicago, IL
877-505-4673

www.recovergateway.org

Counseling Center of Illinois
4515 N. Milwaukee Ave.
Chicago, IL
773-777-6767

www.duiillinois.com

Prevention education and substance abuse counseling.

Thresholds
773-572-5500

Hazelden Betty Ford Foundation
1-866-296-3572

NOTIFICATION OF SEXUAL VIOLENCE SURVIVOR RIGHTS AND OPTIONS

1. You have the right to report or not report the alleged incident. You may report incidents of sexual and relationship violence anonymously to:

Title IX Coordinator
Pamela Lightsey
Vice President of Academic and Student Affairs
312-212-0668
plightsey@meadville.edu

OR

Title IX Deputy Coordinator
Manny Dotel
Director of Enrollment Management and Student Affairs
312-212-0673
mdotel@meadville.edu

OR

Meadville Lombard Security Officer
Cindi Redman
Vice President for Finance and Administration
312-212-0669
credman@meadville.edu

and a Jane/John Doe report will be created that does not reveal your identity. You may choose to add your name to a report at any time. However, you should be aware that if you wish to make a report to local law enforcement (e.g. the Chicago Police Dept) or proceed with internal discipline at Meadville Lombard you need to reveal your name.

2. Other resources you may find helpful:

Chicago Police Department
Dial 911

Northwestern Memorial Hospital
251 East Huron Street
Chicago, IL 60611
312-926-2000

Rush University Medical Center
1653 West Congress Parkway
Chicago, IL 60612
312-942-5000

YWCA – Sexual Assault Support Services

Operating 24 hours a day, 7 days a week, the Rape Crisis Hotlines provide free numbers where one can call to receive confidential, immediate assistance.

888-293-2080

<https://ywcachicago.org/our-work/sexual-violence-support-services>

State of Illinois Domestic Violence Hotline

877-863-6338 or 877-863-6339 for people who are deaf or hearing impaired

www.batteredwomensnetwork.org

RAINN National Sexual Assault Hotline

1-800-656-4673 (HOPE) or

www.hotline.rainn.org/online/terms-of-service.isp for online live chat

Mujeres Latinas en Accion

Counseling, advocacy, 24-hour crisis line 312-738-5358

<http://www.mujaerlatinassenaccion.org>

Center on Halsted

Free or low-cost counseling services specializing in working with LGBTQ individuals

LGBTQ Violence Resource Line: 773-871-CARE (2273) or avp@centeronhalsted.org

www.centeronhalsted.org

KAN-WIN

Provides multi-lingual free counseling and legal advocacy for Asian-American and Asian immigrant survivors of sexual or domestic violence

773-583-0880 24-hour crisis hotline

www.kanwin.org

Apna Ghar

Counseling, advocacy, and emergency shelter provided across immigrant communities

773-334-4663 24-hour crisis line

www.apnaghar.org

SHALVA

Domestic violence services serving the Jewish community

773-583-HOPE (4673) 24-hour crisis line

www.shalvaonline.org

Rape Victim Advocates

180 North Michigan Avenue

Suite 600

Chicago, IL 60604

312-443-9603

www.rapevictimadvocates.org

Porchlight Counseling

Porchlight provides unlimited free counseling to college students at offices throughout Chicago.

847-328-6531 (office) 773-750-7077 (helpline)

3. You have the right to request and receive assistance in notifying the Chicago Police Department from Meadville Lombard Theological School. The Director of Contextual Ministry, the Vice President for Academic and Student Affairs, or the Vice President for Finance and Administration are available to provide this assistance.
4. Meadville Lombard will provide assistance in changing academic situations including changes in courses, CPE sites, and internships, if requested and if reasonably available, regardless of whether you choose to further report the incident or otherwise pursue internal discipline.
5. Upon your request, the Director of Contextual Ministry, the Vice President for Academic and Student Affairs, the Vice President for Finance and Administration, or the Director of Enrollment Management and Student Affairs are available to assist you in accessing and navigating local health and mental health services, counseling, and advocacy services.

School disciplinary proceedings as well as special guidelines for cases involving sexual misconduct are detailed in the Student Handbook. The Student Handbook provides, in part, that the accused and the victim will each be allowed to choose one person who has had no formal legal training to accompany them throughout the hearing. Both the victim and accused will be informed of the outcome of the hearing. A student found guilty of violating the School sexual misconduct policy could be criminally prosecuted in the state courts and may be suspended or expelled from the School for the first offense.