If you have experienced sex discrimination, sexual harassment, domestic violence, stalking or retaliation while a student or employee of Moody, we want you to be aware of your rights and options under the Title IX federal law.
SCOPE

Moody's Title IX process addresses incidents reported to have occurred on Moody's campus or in the context of a Moody program or activity that match one or more of the following definitions:

Sex Discrimination
Sexual Harassment
Domestic Violence
Dating Violence
Stalking
Retaliation

For specific definitions of each of these terms, please refer to the "Definitions" section of Moody's Title IX policy which can be located at https://www.moody.edu/about/reports-and-policies/title-ix/

Conduct that is beyond the scope of Moody's Title IX policy will be referred to Student Development or Human Resources to be addressed through the appropriate conduct procedure.
PROCESS OPTIONS

You have the right to decide who and when you tell about sexual violence.

CRIMINAL PROCESS

You may choose to report to the local Police and proceed with a criminal complaint.

You may also choose to obtain an order of protection from a court within the jurisdiction where the incident occurred.

The Title IX Coordinator or any Public Safety Officer can assist you with making a report and/or requesting an order of protection.

CIVIL PROCESS

You may choose to file a civil lawsuit against the perpetrator, whether or not criminal charges have been filed. A civil lawsuit provides you with an option to recover actual damages, which may include compensation for medical expenses, lost wages, pain, suffering and emotional distress.
Moody prohibits retaliation against any employee or student who reports an incident of sex-based misconduct as well as those who may testify or assist in an investigation.

**Report**
- The Title IX Coordinator determines whether any immediate or interim measures or involvement of other Moody offices are appropriate. Information about the process and resources for support are provided as well.
- The Title IX Coordinator will conduct a preliminary investigation to determine whether the reported incident is within the scope of the Title IX Policy and Complaint Procedure.

**Assign**
- If a report is determined to be within the scope of Title IX, two investigators are appointed to serve in the case. Interviews will be conducted with reported victim (Complainant) and reported perpetrator (Respondent) and any eye witnesses or outcry witnesses necessary. The Complainant and Respondent will each have the opportunity to review evidence, respond to it and present evidence.
- If the report is determined not to be within the scope of Title IX, it will be referred to the Student Development Office for the Dean of Students to follow up and resolve.

**Outcome**
- At the conclusion of the formal process, investigators will submit a summary report to the Coordinator. Note: If desired by the Complainant and Respondent, an informal resolution can be requested in place of the formal investigation process.
- If the investigators find that there was a violation of Moody’s Title IX policy, the Discipline Authority will determine the appropriate sanctions.
- If the investigators find that there was not a violation of Moody’s Title IX policy, the case will be closed pending any appeal.

**Appeal**
- The Complainant and the Respondent will be notified of the outcome at the same time. A party aggrieved by the outcome finding or the sanctions imposed, must submit a petition for appeal within 3 business days of notification of the outcome.
- General dissatisfaction with the outcome is not a basis for appeal. It must meet one or more of the following grounds: 1) Significant procedural error that affected the outcome, 2) New evidence that was not previously known/available and would affect the outcome, 3) Sanctions imposed are grossly disproportionate to the violations found to have occurred.
- An Appeals Committee will review the case as well as the petition for appeal and obtain any additional information necessary for the resolution of the appeal.
WHERE CAN I REPORT?

Moody strongly encourages reporting any incident of sexual violence to the police and/or the Title IX Coordinator, however, choosing not to report is also an option.

COORDINATOR AND/OR INVESTIGATORS

TITLE IX OFFICE
312-329-4022
TITLEIX@MOODY.EDU

ANY MOODY EMPLOYEE, INCLUDING FACULTY

MOODY PUBLIC SAFETY AND/OR LOCAL LAW ENFORCEMENT

OFFICE OF CIVIL RIGHTS OF THE US DEPT. OF EDUCATION

CONFIDENTIAL ADVISOR OR COUNSELOR
AMNESTY

Moody's primary concern is your safety

We recognize that you may be hesitant to report sex-based misconduct if it occurs at the same time as behaviors that violate Moody's student conduct policies. For example, drinking alcohol or engaging in consensual sexual activity.

To encourage reporting, Moody will not take disciplinary action under student conduct policies against a student who makes a good faith report of sex-based misconduct or was the victim of sex-based misconduct.

INTERIM MEASURES

Moody's aim is to eliminate barriers to continuing your education

Moody may take interim measures to assist or protect the safety of the Moody community during the course of an investigation.

Some common interim measures include:
* Changes to class schedules, living or dining arrangements
* Issuing & enforcing a no-contact order
* Honoring an order of protection or no-contact order from a civil or criminal court
* Temporarily reassigning or placing on leave (employees)
**SUPPORT RESOURCES**

**IMMEDIATE**

- Emergency Services: 911
- 24 Hour Sexual Assault Helpline: 800-656-4673
- National Domestic Violence Hotline: 800-799-7233
- Local Police
- Local Hospital*

*Evidence collection is most effective within the first 48-96 hours of an assault. You can ask for a Sexual Assault Nurse Examiner (SANE) who is specially trained to assist you.*
These individuals will keep your information private, however we want you to be aware that they are required to report any sex based misconduct to Title IX.

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<tr>
<th><strong>Student Development</strong></th>
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<td>Dr. Timothy Arens</td>
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<td>Robert Marshall</td>
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<th><strong>International Student Office</strong></th>
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<td>Brenda Cuellar</td>
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<th><strong>Student Resource Center</strong></th>
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<td>Gayla Gates</td>
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<th><strong>Human Resources - Employees</strong></th>
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OTHER SERVICES

Crisis Centers
National Sexual Violence Resource Center
Harrisburg, PA
www.nsvrc.org

Rape, Abuse & Incest National Network
wwwRAINN.com
Available 24/7

Legal Services
www.lprobono.net

If citizenship is with a different country, contact that country's local consulate.

Equal Employment Opportunity (EEO) Resources - Employees
EEO Commission
800-669-4000 or www.eeoc.gov

US Department of Civil Rights
800-421-3481 or www.ed.gov

Moody can provide assistance to any person who requests help with accessing or navigating campus and/or local services (such as health, mental health, counseling and advocacy). Please contact the Title IX Coordinator.