

# What Should Faculty Do When We Hear of Possible Sexual Misconduct?

## What is Sexual Misconduct?

Sexual Misconduct includes: sexual harassment, sexual assault, domestic violence, dating violence, or stalking.

Sexual harassment includes any unwelcome advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- submission to such conduct is made either explicitly or implicitly a term or condition of employment or education (*quid pro quo*); or
- such conduct substantially interferes with an individual's employment or education (*hostile environment*)

## What if I know or observe an incident that might be Sexual Misconduct?

You are required to report incidents of Sexual Misconduct to the Title IX Coordinator.

## What if I just heard about something?

You are still obligated to report it, and SAIC is still obligated to investigate and to provide resources to those who may have reported the incident of Sexual Misconduct.

## It might not be anything.

Often it's not. That's fine. But SAIC must investigate before making that determination. Individual faculty are not expected to be experts on these things—but that is not a reason to fail to report possible Sexual Misconduct.

## What if a student tells me something, but asks me not to tell anyone?

You cannot promise absolute confidentiality because faculty are designated mandatory reporters under the law. SAIC is legally obligated to investigate if it has reason to know of Sexual Misconduct - and when a mandatory reporter knows, SAIC is also assumed to know.

## Who can promise confidentiality on campus?

Within SAIC, only the Counseling Services and Health Services professionals and the Confidential Advisor can maintain confidentiality. You can promise privacy, which means that information related to the report of Sexual Misconduct will be shared only with those SAIC employees who "need to know" in order to help in the investigation or resolution of the report.

## What if the student doesn't want to go to the police?

This is the student's legitimate choice, but we still have an institutional obligation to investigate. SAIC's obligation to investigate and provide resources doesn't depend on whether a criminal investigation is underway.

## Will people get mad at me for reporting?

Retaliation against anyone reporting discrimination, harassment, or Sexual Misconduct in good faith is prohibited, whether or not a report is substantiated at the end. Retaliation is prohibited by SAIC's policies.

## Who is the Title IX Coordinator, and how do I reach the Title IX Coordinator?

SAIC's Title IX Coordinator is Lumturije "Luma" Asanoski. Luma may be reached at [lasanoski@saic.edu](mailto:lasanoski@saic.edu) or 312.499.4165.

## What if I experienced Sexual Misconduct and want to make a report?

You may make a report with the Faculty Liaison Raja Halwani. Raja may be reached at [rhalwa@saic.edu](mailto:rhalwa@saic.edu) or 312.759.1441. Alternatively, you may also make a report with the Title IX Coordinator.

**Read SAIC's full policies, entitled *Faculty Policy Prohibiting Discrimination, Harassment and Retaliation* and *Policy Prohibiting Sexual Assault, Domestic Violence, Dating Violence, and Stalking* on the Faculty Dashboard at [saic.edu/faculty](http://saic.edu/faculty) under forms, guides, and policies.**

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