A person who believes they have been subjected to, witnessed, or has knowledge of gender-based or sexual misconduct may file a complaint alleging violation(s) of the Prohibiting Sex-Based Misconduct Policy and/or the Student Code of Conduct through the Vice President of Student Services Office. A person who believes they have been subjected to, witnessed, or has knowledge of an alleged violation of the comprehensive policy by such misconduct on the part of a College employee (faculty or other staff) may file a complaint through the Human Resources Office.

The complainant has the right to report or not report a violation of the policy. It is recommended that a Confidential Advisor be contacted prior to making a report to inform the survivor of choices for reporting options, possible outcomes, notifying law enforcement and a review of the College Prohibiting Sex-Based Policy.
Sexual Assault Reporting and Support Options

You can speak with anyone at any time. Reporting is always an option. Choosing one route does not exclude other options. You should pursue whatever routes will be the most helpful to recovery.

Incident

Yes

Would you like to speak with someone?

Confidentially

Non-Confidentially

How would you like to speak with someone?

Confidential: Not obligated to report to Title IX Coordinator
Confidential Advisor
Safe Passage of DeKalb County
815-756-5228
College Resources
Online support available at talkspace
Visit www.talkspace.com/kish
• Click “Get Started”
• Enter “Kish Therapy”
• When prompted for your organization name

Non-Confidential: Required to report
Title IX Coordinators
Santina Swiger
Executive Director of Human Resources
815-825-9712
Michelle Rothmeyer
Vice President of Student Services
815-825-9807

Law Enforcement
Sheriff’s Office C2177
815-825-9529

Online reporting is available including anonymous, confidential and third party/bystander options.

www.kish.edu/filingareport
Anonymous reports may restrict completion of a thorough investigation.

Support is available through:
Safe Passage of DeKalb County
815-756-5228
HOPE of Ogle County
815-562-8890

Before reporting an incident to an employee on campus, please ask if he or she is in a position to maintain confidentiality. Staff deemed as Responsible Employees are required to report incidents to the Title IX Coordinator. Responsible employees include College Administrators, Supervisors, Faculty and Coaches.

Summary of Disciplinary and Complaint Resolution Procedures

The complete procedure can be found in the student code of conduct.

If a survivor makes an official report of a violation of the Prohibiting Sex-Based Misconduct Policy to the College disciplinary and complaint resolution procedures detailed in the Student Code of Conduct will be implemented. Student conduct hearings are based on procedures designed to provide a prompt, fair and impartial investigation of misconduct charges, and resolution of the charges within a reasonable period of time under the circumstances presented by the particular case. They are not formal legal proceedings and are not subject to the procedural rules that apply in civil or criminal court actions, such as but not limited to, the rules of evidence. A determination that a student has committed a charged violation of the Student Conduct Code shall be based on proof by a preponderance of the evidence.

A student who is charged with prohibited sex-based misconduct and the individual who has brought the charges (the “complainant”) are each entitled to be accompanied to a disciplinary proceeding, including any related meeting, by an advisor of his or her choice, provided that the involvement of the advisor does not result in undue delay of the proceedings.

In cases involving allegations of gender-based or sexual misconduct, domestic violence, dating violence, sexual assault, or stalking, the review meeting and investigation to determine whether the charges have merit shall be conducted by an officer who has received training within the preceding year on issues related to these offenses and on how to conduct an investigation and hearing process that protects the safety of the victim(s) and promotes accountability.

• Allegations of sex-based misconduct, including sexual harassment, domestic violence, dating violence, sexual assault, or stalking, the College will adhere to the Sex-Based Misconduct Procedure. The College has developed a Prohibiting Sex-Based Policy and Procedure to address sex-based misconduct which can be found on the website, portal and obtained from the Office of the Director of Student Success.

Please refer to the Student Code of Conduct and Procedures Implementing the Colleges Policy Prohibiting Sex-Based Misconduct for a complete description of complaint resolution procedures.