NORTH PARK UNIVERSITY CHICAGO

Title IX and Equity

Title IX and Equity Office

The Title IX and Equity Office responds to all reports of retaliation and discrimination and harassment, based on recognized protected classes, including but not limited to those based on sex, race, and national origin. The University is committed to fostering a fair and equitable environment for individuals to study, learn and work and to providing a prompt and equitable process for investigation and resolution of retaliation, discrimination and harassment complaints.

CORE FUNCTIONS

- Oversee compliance efforts relating to state and federal laws, including:
  - Title IX of the Education Amendments Act of 1972 (Department of Education's Final Rule published May 19, 2020)
  - Violence Against Women Act (VAWA), most recently reauthorized in 2022
  - Illinois State House Bills: 4990
- Provide prompt and equitable responses to reports of retaliation, discrimination and harassment
- Coordinate and collaborate on training initiatives for students and employees

SUCCESSES AND CHALLENGES

- Maintained federal compliance with the 2020 Title IX regulations and published one policy and procedure to cover retaliation, discrimination, and harassment in Aug 2025
- Provided Title IX training for 19 varsity sport teams and for athletic staff and coaches to comply with NCAA Attestation requirement
- Provided Title IX training for 1st-year experience student leaders, all employees, residence life staff, trustees, etc.
- Implemented Case Tracker
- Attended more than 9 GRS trainings
- Received higher volume of race-based discrimination and harassment reports

RELEVANT PARTNERSHIPS

- Student Engagement, Human Resources, Campus Safety, Community Standards, Athletics, confidential resources
- Grand River Solutions, Inc., KnowBe4, Chicagoland Title IX Consortium

LOOKING AHEAD

- Continue to closely monitor Title IX regulations and state legislation and revise policy and procedures
- Complete IL state PSVHEA annual report due November 1
- IL state compliance with Climate Survey – 2027

Two formal complaints were resolved with Agreement-Based Resolution, and two formal complaints (including a cross complaint) were resolved with a Formal Investigation and Hearing. Information relating to nature of complaints, resolution timelines, status of parties, includes:

- Two complaints were covered by Title IX procedures, and two complaints were covered by Other Discrimination and Harassment.
- One formal complaint resolved with Agreement-Based Resolution took 33 business days; the other took about 10 months because Complainant stopped participating in the process.
- One formal complaint resolved with Formal Resolution took 111 business days, including investigation, hearing and appeal outcome.
- One complaint involved a student complainant and employee respondent; the other complaints involved only students.

50

Total number of reports received by the Title IX and Equity Office (August 1, 2025 – July 3, 2026)

4

Total number of formal complaints filed with the Title IX and Equity Office

The Title IX and Equity Office responded to 50 reports

***Note: not all reports may meet the scope or jurisdiction of Title IX and some reports were referred to other offices for review; some reports include multiple types of misconduct but are only categorized once.**

Below is a breakdown of the types of reports and summary of responses. Initial outreach was provided in response to all reports. A documented response and/or a supportive measures approach was applied to all reports, unless otherwise indicated below.

8

Sexual Harassment (includes sex or gender-based harassment)

2

Sexual Assault

9

Domestic/Dating Violence

5

Stalking

19

Other forms of Harassment, Discrimination, Retaliation or Bias

7

Pregnancy or related conditions/accommodations

19

Supportive measures implemented in 19 cases, which included No Contact Directives, Academic Support, Emergency Housing & Meals, Educational Conversations and more.

21

Intake meetings conducted with a member of the Title IX and Equity Team

35

Reports submitted by Mandated Reporters

1

Report filed where Complainant was Anonymous or Unknown

37

Reports submitted where Complainant was unresponsive to outreach or requested no further action