COMPLAINANT’S RIGHTS AND OPTIONS
Southern Illinois Healthcare Foundation Distance Site
East St. Louis, Illinois

The following information provides a summary of your rights and options after filing a report of sex discrimination, sexual harassment, sexual violence (including sexual assault), domestic violence, dating violence, or stalking at A.T. Still University (“ATSU” or “the University”). Please contact the Title IX Coordinator, or a Deputy Title IX Coordinator, if you have any questions about this information.

I. General Information

- **Options.** Once you have made a report, you have several options, including, but not limited to:
  - Contacting parents or a relative
  - Seeking legal advice
  - Seeking personal counseling
  - Pursuing legal action against the perpetrator
  - Pursuing disciplinary action
  - Requesting no further action be taken
  - Requesting further information about the investigation and resolution process

- **Notifying Authorities.** If requested, the Title IX Coordinator or a Deputy Title IX Coordinator will assist you in contacting local law enforcement regarding the incident. You may decline to notify such authorities.

- **Restraining Orders.** If you have obtained or obtain a temporary restraining order or other no contact order against the alleged perpetrator from a criminal, civil, or tribal court, you may provide such information to the Title IX Coordinator or a Deputy Title IX Coordinator. If provided, the ATSU will take all reasonable and legal action to implement the order.

- **Requesting Changes to Your Current Situation or Other Protective Measures.** Please inform the Title IX Coordinator or a Deputy Title IX Coordinator if you wish to change your academic, living, transportation, or working situation, if you want information about taking a leave of absence and related financial aid information, or if you want any other specific protective measure to be implemented. The University will make such accommodations or provide such protective measures if so requested and if they are reasonably available, regardless of whether you choose to report the incident to local law enforcement.

- **Preservation of Evidence.** It is extremely important that you preserve evidence as it may be necessary to prove the report you are making or need to obtain a protection order. In the case of physical violence, including sexual assault, domestic violence, and dating violence, you should go directly to the emergency room and should not bathe, urinate, douche, brush teeth, drink liquids, or change clothes until after you are examined and, if necessary and you so choose, a rape examination is completed by a trained forensic professional at the hospital. Having a forensic examination does not obligate you to file criminal charges. Evidence in electronic formats should also be retained (e.g., text messages, emails, photos, social media posts, screenshots, etc.). This type of evidence is important and may be the only available evidence in cases of sexual harassment or stalking.
II. Institutional Procedures

- ATSU's Policy No. 90-210, Prohibition of Discrimination, Harassment, and Retaliation and accompanying procedures (available at: https://www.atsu.edu/prohibition-of-discrimination-harassment-and-retaliation) govern reports of sex discrimination, sexual harassment, sexual violence (including sexual assault), domestic violence, dating violence, and stalking. The procedures:
  
  - Will provide a prompt, fair, and impartial resolution of your report, under the evidentiary standard of preponderance of the evidence, i.e., more likely than not that the alleged conduct occurred.
  - Are carried out by University officials who have received training on these issues and how to conduct an investigation and hearing process that promotes safety and accountability.
  - Provide you and the respondent the right to have a support person/advisor accompany you to all aspects of the investigation and resolution process. A support person/advisor may not advocate for a party like an attorney would in court.
  - Ensure both you and the respondent will be notified simultaneously in writing of the outcome of all stages of the process, including any appeals.
  - Prohibit retaliation by the respondent or anyone else against you for making a report or against anyone else for participating in the investigation.

- If you desire to have a support person/advisor but cannot find someone that you are comfortable with, please contact the Title IX Coordinator or a Deputy Title IX Coordinator for assistance in doing so.

III. Possible Interim Measures and Sanctions

- **Interim Measures.** At any time during the investigation, the University may impose interim measures for the parties or witnesses for the protection of those involved and to ensure equal access to ATSU’s educational programs and activities. These may include separating the parties, placing limitations on contact between the parties, suspension, or making alternative living, class-placement, or workplace arrangements.

- **Sanctions.** If there is a finding that a violation of the ATSU’s Policy No. 90-210, Prohibition of Discrimination, Harassment, and Retaliation, has occurred, sanctions may include counseling or training, separation of the parties, and/or discipline of the respondent. Sanctions for employees may include a disciplinary warning to be added to the employee’s file, probation, suspension with or without pay, and/or termination. Sanctions for students may include reprimand, a disciplinary warning to be added to the student’s permanent file, probation, suspension, and/or dismissal.

IV. Confidentiality

- ATSU cannot guarantee confidentiality to those who report incidents of sexual assault, dating violence, domestic violence, and stalking, except when those reports are made to ATSU Counseling Services. If the reporting party requests confidentiality or asks that a report not be investigated, the University will take reasonable steps consistent with the request. However, the University’s ability to respond to the allegation may be limited in such cases. ATSU may not be able to grant such a request when the allegation suggests a continuing threat to the University community.
● Throughout the investigation, the University will maintain as confidential any accommodations or protective measures provided to involved parties, to the extent maintaining such confidentiality does not impair the University's ability to provide such accommodations or protective measures.

● ATSU is required by law to make certain statistical disclosures of crimes reported to it. If an incident that is a crime is reported, the University will make the statistical disclosure without disclosing personally identifying information about the parties involved.

V. Resources Available

● ATSU Title IX Coordinator

   John Gardner
   Director of Title IX & Training
   800 West Jefferson Street
   Kirksville, MO 63501
   660.626.2113
   titleix@atsu.edu

● ATSU Deputy Title IX Coordinators

   Tonya Fitch
   Director of Human Resources
   Deputy Title IX Coordinator
   5850 East Still Circle
   Mesa, AZ 85206-3618
   480.219.6007
   tfitch@atsu.edu

   Michael Zajac
   Associate Vice President for Student Affairs
   Deputy Title IX Coordinator
   5850 East Still Circle
   Mesa, AZ 85206-3618
   480.219.6026
   michaelzajac@atsu.edu

   Donna Brown
   Assistant Vice President of Human Resources
   Deputy Title IX Coordinator
   800 West Jefferson Street
   Kirksville, MO 63501
   660.626.2790
   dbrown@atsu.edu

   Lori Haxton
   Vice President for Student Affairs
   Deputy Title IX Coordinator
   800 West Jefferson Street
   Kirksville, MO 63501
   660.626.2236
   lhaxton@atsu.edu
• On-Campus Counseling (confidential resource for students)

ATSU Counseling Services [http://www.atsu.edu/counseling_services](http://www.atsu.edu/counseling_services)
Mesa, AZ Campus: Art Matthews, 480.219.6170, amathews@atsu.edu

• Local Police

Emergency – 911 (off-campus)
Emergency – 911 (on-campus)
East St. Louis Police Department – 618.825.2681

• Student Financial Aid

Katie Clay
Director, Student Financial Aid
800 West Jefferson Street
Kirksville, MO 63501
866.626.2878, ext. 2356 or 660.626.2356
kclay@atsu.edu

• Hospitals

Touchette Regional Hospital
5900 Bond AVE, East St. Louis, IL
618.332.3060

St. Mary’s Hospital of East St. Louis
129 No. 8th St., East St. Louis, IL
618.274.1900

• Support Agencies/Hotlines

Mental Health Resources
Touchette Regional Hospital
5900 Bond AVE, East St. Louis, IL
24/7 Intake Line: 618.332.4038

Comprehensive Behavioral Health System
505 South 8th Street East St. Louis, IL 62201
618.482.7330

Illinois Warm Line
866.359.7953

Domestic Violence
Oasis Women’s Center
111 Market Street Alton, IL 62002
618.465.1978

Land of Lincoln Legal Assistance Foundation
8787 State Street East St. Louis, IL 62203
618.398.0958
Please contact the Title IX Coordinator to discuss other resources that may be available in the community

- Legal Assistance, Visa and Immigration Assistance
  - *Legal Assistance*. Low cost legal assistance may be available through Land of Lincoln Legal Assistance Foundation, 8787 State Street East St. Louis, IL 62203, 618.398.0958.