



# 2024 ANNUAL SECURITY REPORT

Information for the 2023-2024 Academic Year



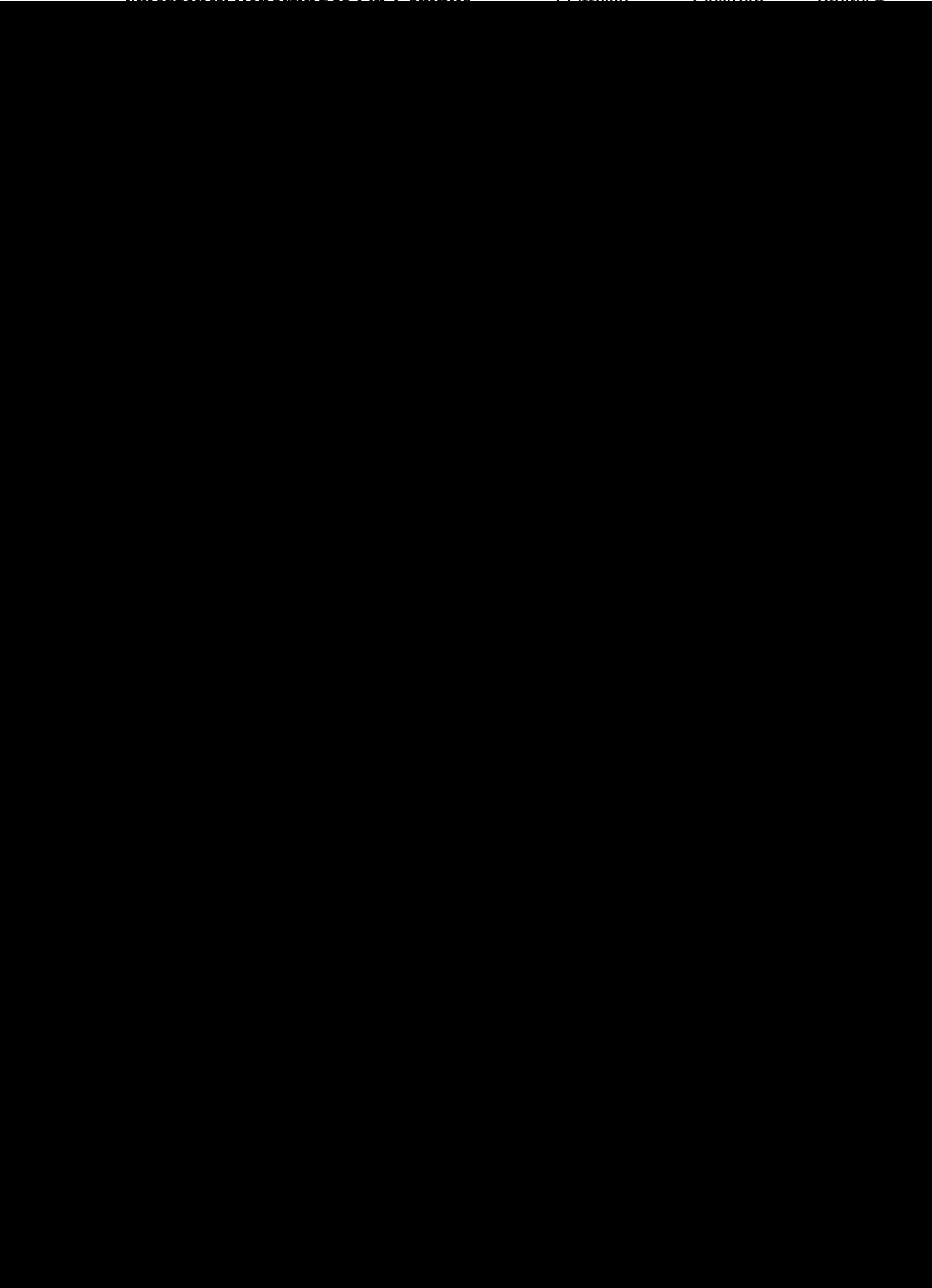
Collaborative Policing: By mutual  
agreement with the Kishwaukee  
Community

Emergency Reporting to On-Campus

Official

Location

Phone #



Director of Campus Safety/Security	Room C2178	815-825-9465 Ext. 9465
Title IX Coordinators	Room C2165 or C1100	815-825-9807 Ext. 9807 or 815-825-9732 Ext. 9732
Sheriff's Department	Room C2177	815-825-9529 Ext. 9539
Athletic Department (including coaches and athletic trainer)	Variety of Rooms but main Athletic Room is Room C1120	815-825-9528 Ext. 9528
Coordinator Activities	Room	815-825-9527

1.28p.7 (x)-1 (t).2.08 81.28572.48 5921.0. 91.039 158.4 481.21.0527.3 (112)13.7 (3)TJ0 Tc 0 Tw 2.741.68 0.481 59.04 ref.72 224.76 504.72 0.481 0.4504.721 86.88

session per month. If you need more than one session a month, please contact your assigned Academic Advisor or [advising@kish.edu](mailto:advising@kish.edu)  
*Additional sessions can be reimbursed through champion fund application)*

### **Campus Daily Crime Log**

The purpose of the Daily Crime Log is to record criminal incidents and alleged

## **Crime Prevention and Safety Awareness**

The Kishwaukee College Director of Campus Safety and Security works in conjunction with the Director of Campus Operations, the Executive Director of Campus Operations and Informational Technology and the On-Campus DeKalb County Sheriff's Department when it comes to crime prevention strategies. Various programs and methods exist for informing students and staff about campus security procedures, being responsible for one's own security and the security of others and crime prevention strategies. Staff and students have access to the Annual Security Report and crime statistics to assist them in crime prevention and reporting. Other strategies include:

**Staff-In-Service** The Director of Campus Safety and Security presents the current safety and security plans, any updates to those plans and new security measures for the calendar year.

**Visit Day** Prospective students visit the college and have an opportunity to see what Kishwaukee College has to offer. Campus Safety and Security provides information as to their services on campus, has available the annual security report, and hands out crime prevention information.

**New Student Orientations** Include campus security discussions and information on emergency response procedures including information on emergency alerts/notifications, and where to find more





### **Training, Exercises, Drills, etc.**

To keep emergency operations plans current and actionable, the college conducts a minimum of one exercise per calendar year. An exercise may include but is not limited to presentations, drills, table-top exercises, functional, and full-scale drills. The purpose of an exercise is to educate and train building occupants for emergency responses along with ensuring those in incident command positions understand their roles. The drills may be-planned, announced or unannounced. Following a drill, a notification must be publicized with emergency response procedures. For documentation, the drill will provide the description of 581(d)7.yi ac t i 9

T J - . 0 i . . T w

Department will work together to develop  
the information that

location on campus, and then will determine the appropriate modes to use to notify.

To expediate the process of creating the content of messages, there are pre-scripted templates for the most probable or highest impact emergencies in the Rave Mobile Safety Alert. One can also create their own message to send. There are also pre-identified segments of the population that can be chosen to receive messages, or you can send to all students and employees.

Kishwaukee College will disseminate the information unless law enforcement advises to withhold the emergency notification because it could compromise efforts to assist the victim, contain, respond, or mitigate the emergency or jeopardize the investigation. The development and dissemination of the notification will come

Alert	Who Respond	Who Develops	Who Sends
Emergency Notification	On-Campus Law Enforcement Dekalb County Sheriff's Department and Campus Safety	Vice President of College Relations will coordinate with Senior Leadership to determine the appropriate segments to notify based on the emergency, and the location on campus	Rave Team: Vice President of College Relations and her team, if not available the Executive Director of Technology and Campus Operations through Rave Alerts and social media when appropriate.
Timely Warning	On-Campus Law Enforcement Dekalb County Sheriff's Department and Campus Safety	Vice President of College Relations will coordinate with Senior Leadership to determine the appropriate segments to notify based on the emergency, and the location on campus	Rave Team: Vice President of College Relations and her team, if not available the Executive Director of Technology and Campus Operations through Rave Alerts and social media when appropriate.

Overhead PA System:

Located on the interior and exterior of the main campus

## Alcohol Use and Substance Abuse Policy

### Standards

In accordance with the Drug Free Workplace Act of 1998, 41 U.S.C. §701 et seq. and section 1213 of the Higher Education Act of 1965 (HEA) as amended by the Safe and Drug Free Schools and Community Act of 1994, 20 U.S.C. §7101 et seq. The College prohibits the unlawful possession, use, distribution, dispensing and manufacture of illicit drugs and alcohol by students and employees, contractors, and visitors on college premises or in vehicles owned or leased by the College or as part of any College activity. The Board of Trustees will regulate the delivery of alcoholic beverages in all College facilities. As a general policy, alcoholic beverages are not to be served on college premises. However, in certain specific instances, where charitable and/or cultural events are scheduled within the campus facility, exceptions to this policy may be made with the approval of the Board of Trustees or its designee, subject, however, to all applicable law.

Application for such an exception must be made in writing and with the recommendation of the President of Kishwaukee College and or his/her designee. Alcohol expenses will be paid only from Kishwaukee College Foundation funds or sponsor donations. (Policy 4.06.01)

For purposes of this policy, drugs, including alcohol, are defined as any drug which is not legally obtainable and/or any drug which is legally obtainable, but which is not legally obtained, is not being used for prescribed purposes, and/or is not being taken according to prescribed dosages.

For students, disciplinary sanctions for alcohol or substance abuse are contained in the Kishwaukee College Code of Student Conduct and Discipline. The complete [Code of Student Conduct Policy](#) including disciplinary procedures can be found on the website. For employees, disciplinary sanctions for alcohol or substance abuse are contained in the Board of Trustee Policy Manual (2.13.08) or the applicable Collective Bargaining Agreement. Sanctions imposed by this code may include up to and including expulsion or termination and referral for prosecution to civil/criminal authorities.

Sanctions for students and employees may

also include

**Ben Gordan Center:** provides mental health and substance abuse services for adolescents, adults, and families.  
815-756-4875

**Sinnissippi Centers:** has established outpatient mental health and substance use services for children, adults, and families.  
815-562-3801

**Family Service Agency:** has established outpatient mental health and substance use services for children, adults, and families.  
815-758-8616

**New Hope Counseling:** Outpatient mental health and substance abuse services for individuals, relationships, and families.

**Employee Assistance Program**  
Contact Human Resources directly or contact ACI Specialty Benefits 855-775-4357 email [rsli@acieap.com](mailto:rsli@acieap.com)

**Alcoholics Anonymous**  
800-452-7990

**Risks Associated with Alcohol and Substance Abuse:**

- Resistance to disease, develop heart problems, contract infections, or become malnourished, physically exhausted, overdose.
- Reality is often distorted, reactions may be slower, and the risk of accidents can increase.
- Extended substance abuse can cause coma, respiratory arrest, and convulsions.

- Injected drugs increase the risk for infectious diseases such as hepatitis and AIDS.
- Damage to organs may occur.
- Negative effects of drug use while pregnant or breast feeding.

For comprehensive information health risks on alcohol and substance abuse visit the [National Institute on Drug Abuse- Commonly Abused Drugs](#)

[Illinois DUI Factbook](#)

For information on American Addiction Centers visit [Project Know: What You Need To Know About Addiction and Treatment](#)

For detailed information regarding Kishwaukee College's Biennial Review that contains alcohol, tobacco and other drug use policies go to the college website: [College Biennial Review:](#)

**Student Code of Conduct**

Students, staff, and visitors are expected to conduct themselves in a civil manner that does not violate any federal, state, or local criminal statutes nor exhibit any illegal or prohibited behaviors as specified in the

The complete [Code of Student Conduct Policy](#) including disciplinary procedures can be found on the website

**Campus Security Policies**

**Threat**

to the college. The multi-disciplinary team will meet on a regular basis to assess referrals, determine appropriate intervention strategies, and effectively respond to incidents of concern.

Team members include the on-campus DeKalb County Sheriff's Office, Director of Student Success, Administrative Assistant VP Student Services, Coordinator of Disability Services, Assistant Vice President, Office of Instruction, Executive Director of Human Resources and Labor Relations, Vice President Student Services, Director of Campus Safety and Security, Dean, Office of Instruction, and Director of Academic Advising and Transfer Services.

Based on individual cases the Threat Assessment Team will include additional team members consisting of faculty or staff who are connected to the incident being reviewed, specialized treatment providers when needed, and the HR department in situations dealing with college employees.

Guidelines for Referrals to the team include:

- Acts of Violence (threats, assaults, etc.) on Campus
- Statements or Evidence of Self Harm/Suicidal Thoughts
- Erratic/Bizarre/Inappropriate Statements or Behavior
- Statements Indicating Possession of a Weapon, or Displaying of a Weapon on Campus
- Writings or Drawings of a Disturbing or Threatening Nature
- Evidence of Impaired Behavior Due to Drug or Alcohol Use
- Observed Behavioral Changes Over a Period of Time

- If You Are Wondering "Should I Report This?"

If you would like to consult with a TAT member about a concern or issue, they will be happy to talk with you. If you would prefer to use the online referral form you can click on the following link: [Threat Assessment Referral Form](#).

The state's concealed carry legislation

*Accordance with the Board of Trustees Policy*

The Illinois Sex Offender Registration Act (730 ILCS 150/3) requires any sex offender or sexual predator employed by or attending an institution of higher education to register, **within three (3) days of beginning school or establishing employment**, with the following:

- The chief of police in the municipality in which they are employed at or attend an institution of higher education;
- or the sheriff in the county in which they are employed or attend an institution of higher education located in an unincorporated area, or if incorporated, no police chief exists;
- and with the public safety or security director of the institution of higher education in which they are employed at or attend.

To comply with the higher education portion of the Illinois Sex Offender Registration Act, offenders must register at the Kishwaukee College On-960 Td:st



The College has an affirmative duty to take immediate and appropriate action once it knows or its management should know of an act of sex-based discrimination, sexual harassment, or other sex-based misconduct in any of its educational or employment programs or activities. The College will promptly and thoroughly investigate any complaints of sexual discrimination, harassment, and/or misconduct in accordance with the procedures set forth below.

**Jurisdiction**

The College's Policy promptly takes immediate and appropriate action once it knows or its management should know of an act of sex-based discrimination, sexual harassment, or other sex-based misconduct in any of its educational or employment programs or activities. The College will promptly and thoroughly investigate any complaints of sexual discrimination, harassment, and/or misconduct in accordance with the procedures set forth below.

1 TTT)4 3)31.5435 (t)-144 5 (t)-2wIX)4(y (w43 Tdo-43 Tdo-43 Td6 0 Td(d)2.3 1.543 Tdh)11.at0-43 Td6 0 Tds 1.543 Tdswa.)TJ0s

- With respect to Title IX complaints that relate to a College employee as the complainant or as the respondent, the Title IX Coordinators will partner with the Department of Human Resources to manage the investigation into the allegations and recommend any appropriate sanctions against an employee.
  - The Title IX Coordinator must not be the decision-maker for a determination of responsibility in response to a formal Title IX complaint of sexual harassment.
- Coordinating any appropriate supportive measures and ensuring the effective implementation of any remedies.
  - Ensuring that appropriate policies and procedures are in place for working with law enforcement and coordinating services with local victim advocacy organizations and services providers, including rape crisis centers.
  - Ensuring that adequate training is provided to students, faculty, and staff on Title IX issues. Providing in-service training to the college community, including students, faculty, and staff, on Title IX policies and procedures.
  - Monitoring students' participation in athletics and across academic fields to ensure that sex discrimination is not causing any disproportionate enrollment based on sex or otherwise negatively affecting a student's access to equal educational opportunities.
- Developing a method to survey the school climate and coordinating the collection and analysis of information from that survey.
  - Promoting an educational and employment environment which is free of sex discrimination and gender bias.
- Inquiries concerning the application of Title IX mq oorrcc 0.002 TwTo -BDC -tore

**Options for Assistance Following an Incident of Sex-Based Discrimination, Harassment or Misconduct**

**On- and Off-Campus Counselors and Advocates**

The following on- and off-campus counselors and advocates can provide an immediate confidential\* response in a crisis situation, as well as ongoing assistance and support:

**Talkspace**

<https://www.talkspace.com/kish>

**Safe Passage**

815-756-5228

<https://www.safepassagedv.org/>

**HOPE of Ogle County Domestic Violence**

Services 815-562-8890 <https://hopedv.org/>

**Sexual Assault and Abuse: Sexual Assault**

Hotline 815-758-7922

**Rockford Sexual Assault**

800-564-8441

<http://www.rockfordsexualassaultcounseling.org/>

\*Indicates Confidential Advisors While the above-listed counselors and advocates may maintain a reporting person's confidentiality, the College, they may have reporting or other obligations under State law.

**Emergency Response**

Anyone who experiences or observes an emergency should immediately call **911** and/or one of the phone numbers listed below:

DeKalb County Sheriff's Office

Kishwaukee College

815-825-9529 Office: C2177

Director Campus Safety & Security

Kishwaukee College

815-825-9465

Office: C2178

**On- and Off-Campus Health Care Option**

Individuals may seek treatment for injuries, preventative treatment for sexually transmitted disease, and/or other health services by contacting one of the following health care providers:

Northwestern Medicine Kishwaukee

Hospital 815-756-1521

Northwestern Valley West Hospital,

Sandwich 815-786-8484

Rochelle Community Hospital

815-562-2181

\*Indicates health care options which provide medical forensic services (rape kits) and/or Sexual Assault Nurse Examiners at no cost, pursuant to the Sexual Assault Survivors Emergency Treatment Act (410 ILCS 70).

Seeking medical treatment also serves to preserve physical evidence of sexual violence.

Off-campus(A)-4.6 tg7 (r)3.7 ((a)-1 .8 ( N)4.3C4 (7542 BD1.3C4

person's confidentiality vis-à-vis the College, they may have other reporting obligations under State law.

### **State of Illinois Sexual Harassment and Discrimination Helpline**

The Illinois Department of Human Rights has established a helpline for individuals to obtain information about their reporting options and referrals to other resources. The

**Student Reporting to the Title IX  
Coordinators:**

Students are encouraged to report alleged incidents of sex-based misconduct to the Title IX Coordinators directly. The College's Title IX Coordinators are:

Santina Swiger  
Executive Director Human Resources  
Kishwaukee College

If the student wants to tell the Responsible Employee what happened but also maintain confidentiality, the employee should tell the student that the College will consider the request, but that the College cannot guarantee it will be able to honor it. In reporting the details of the incident to the Title IX Coordinator, the Responsible Employee will also inform the Title IX Coordinator of the student's request for confidentiality.

### **Confidential Reporting**

#### **Safe Passage**

815-756-5228

<https://www.safepassagedv.org>

**Talkspace** <https://www.talkspace.com/kish>

#### **Northwestern Medicine Ben Gordon**

Center 866-242-0111

<https://www.bengordoncenter.org/>

#### **Sinnissippi Center, Inc. of Ogle County**

800-242-7642 <https://sinnissippi.org/>

The individuals in this list are Confidential Advisors. (See definition of Confidential Advisor on page 34 of this ASR.) Professional, licensed counselors who provide mental health counseling to students (including counselors who act in that role under the supervision of a licensed counselor) are not required to report any information about an alleged incident to the Title IX Coordinator without a student's permission.

Note: While the individuals listed above may maintain a student's confidentiality

vis-à-vis the College, they may have reporting or other obligations under State law. Any College employee who suspects or receives knowledge that a minor student may be an abused or neglected child or, for a student aged 18 through 21, an abused or neglected individual with a disability, is required to: 1) immediately report or cause a report to be made to the Illinois Department of Children and Family Services (DCFS) on its Child Abuse Hotline; and 2) follow directions given by DCFS concerning filing a written report within 48 hours with the nearest DCFS field office.

Also Note: If the College determines that a person alleged to be the perpetrator of sexual misconduct poses a serious and immediate threat to the College community, College Police may be called upon to issue a timely warning to the College community. Any such warning will not include any information that identifies the person alleged to be the victim.

### **Electronic and/or Anonymous Reporting**

The College maintains an online system for electronic reporting. The reporter may choose to provide his/her identity or may choose to report anonymously. The system will notify th11.04 37n (s)or



**College Response to Reports of Alleged Sex Discrimination, Harassment or Other Misconduct**

**Processing of Report**

Upon receipt of a report, the Title IX Coordinator will analyze the report to determine the appropriate method for processing and reviewing it.

For any report alleging sexual harassment, as defined under Title IX, and/or alleging sexual violence, domestic violence, dating violence or stalking pursuant to the Preventing Sexual Violence in Higher Education Act, the Title IX Coordinator will promptly contact the person alleged to be the victim (hereinafter “complainant”) to:

1. Discuss the availability of supportive measures (see Section VII.B below);
2. Consider the complainant’s wishes with respect to supportive measures;
3. Inform the complainant of the availability of supportive measures with or without the filing of a formal complaint; and
4. Explain to the complainant the process for filing a formal complaint.

**Supportive Measures**

Supportive measures (also referred to as “interim protective measures”) are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to a complainant or respondent, irrespective of whether a formal complaint has been filed.

Examples of supportive measures that the College may offer include, but are not limited to:

- Counseling and mental health support;



State's Attorney Office Information:

DeKalb County State's Attorney  
815-895-6521

Ogle County State's Attorney  
815-732-1170

warnings to the campus community about crimes that have already occurred but may continue to pose a sercut Ce65(c)h

c l ro T\*(c)t2.1 ( )TJ0 Tc 0 Tw0.8 (ad.8 ( to-2.56 (h)-57(e-2.5 (s

### **Emergency Removals and/or Administrative Leave**

Prior to initiating or completing the Grievance Process in response to a formal complaint, or in the absence of a formal complaint, the College may remove a respondent from the College's education program or activity on an emergency basis. Where the alleged conduct, if proven, would constitute sexual harassment as defined under Title IX, the College will effectuate an emergency removal only where the College has determined, based on an individualized safety and risk analysis, that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal. In such cases, the College will provide the respondent with notice and an opportunity to challenge the decision immediately following the removal.

In addition, the College may place an employee on administrative leave during the pendency of the Grievance Process in response to a formal complaint.

### **Clery Act Reporting Obligations**

Pursuant to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"), 20 U.S.C. § 1092(f), the College will issue timely

a qualified person to undertake the investigation on his or her behalf.

**Notice of Allegations**

Within 10 business days after signing a formal complaint or receiving a formal complaint filed by a complainant, the Title IX Coordinator will provide written notice to the parties who are known of the following:

1. This Grievance Process, including the informal resolution process, where applicable.
2. The allegations potentially constituting sexual harassment under Title IX and/or sexual violence, domestic violence, dating violence or stalking under the Preventing Sexual Violence in Higher Education Act, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview.
3. That the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.
4. That the parties may have an advisor of their choice, who may be, but is not required to be, an attorney.
5. That the parties may inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint, including evidence upon which the College does not intend to rely in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence,

whether obtained from a party or other source.

6. The College Code of Conduct provision(s) that prohibit knowingly making false statements or knowingly submitting false information during the grievance process.

If, during the course of an investigation, the College decides to investigate allegations that are not included in the initial written notice of allegations, the Title IX Coordinator will provide subsequent written notice of the additional allegations to all known parties.

**Informal Resolution**

At any time after receiving the initial notice of allegations (See Section VIII.A above), and prior to a determination regarding responsibility being reached, the complainant and respondent may request to participate in an informal resolution process. Informal resolution will only occur with both parties' voluntary, written consent. At any time prior to agreeing to a resolution, any party will have the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint.

) n ( 6 . 0 ) o (

5 The College Code of Conduct (12/5/2016) (FD-14) (37)

more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual misconduct arise out of the same facts or circumstances.

### **Dismissal of Formal Complaints**

If, during the course of an investigation or following an investigation into a formal complaint, the Title IX Coordinator or designated Investigator determines that the conduct alleged in the formal complaint would not constitute sexual harassment as defined in 34 C.F.R. § 106.30 (Title IX) even if proved, did not occur in the District's education program or activity, or did not occur against a person in the United States, then the Title IX Coordinator will dismiss the formal complaint with regard to that conduct for purposes of Title IX. In cases where the College determines that Title IX is not applicable, but the College still intends to apply this Grievance Process to resolve the alleged misconduct, the College will inform the parties that Title IX is inapplicable but that such Process will nevertheless be applied. In addition, dismissal of a formal complaint for the purposes of Title IX does not preclude action under other College policies and procedures.

The Title IX Coordinator may dismiss a formal complaint, or any allegations therein, at any time during an investigation if: (1) the complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein; (2) the

respondent is no longer enrolled or employed by the College; or (3) specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein. Upon dismissal—either of a complaint altogether, or of a complaint for purposes of Title IX—the Title IX Coordinator or Investigator will promptly send written notice of the dismissal and reason(s) for the dismissal simultaneously to the parties. Dismissal of a formal complaint under this Process does not preclude action under other College policies and procedures.

### **Investigation of Formal Complaint**

The Title IX Coordinator will appoint one or more trained investigators to undertake an investigation into a formal complaint. Throughout the investigation, the parties will be afforded an equal opportunity to present witnesses including fact and expert witnesses, and other inculpatory and exculpatory evidence. The Investigator will not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence. Any proceeding, meeting, or hearing held to resolve formal complaints pursuant to this Grievance Process will protect the privacy of the participating parties and witnesses.

Both parties will be afforded an opportunity to be accompanied to any meeting or proceeding by an advisor of their choice, who may be, but is not required to be, an attorney. Theot(p)31 (t)-'2.5 (u)- 6(w)-3 (h)elthiewdety t

and to conducting cross-examination during the live hearing (see Section VIII.F below). A party's advisor may not speak on behalf of the party during any meeting, interview or hearing and must comply with all behavioral rules and expectations set forth in these Procedures. If a party's advisor violates these Procedures or engages in behavior that harasses, abuses, or intimidates a party, witness or individual resolving a complaint, that advisor may be prohibited from further participation.

When a party's participation is invited or expected at an investigative interview or other meeting, the Investigator will provide that party with written notice of the date, time, location, participants, and purpose of said interview or meeting at least three (3) business days prior to the interview or meeting.

At the conclusion of the investigation and prior to the Investigator's completion of his/her investigative report, the Investigator will send to each party (and the party's advisor, if any) the evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint, in electronic format. The parties will have 10 business days to submit a written response to the evidence, which the Investigator will consider prior to completion of his/her investigative report.

After receiving and reviewing the parties' written responses, if any, the Investigator will create an investigative report that fairly summarizes the relevant evidence and will forward a copy of his/her report to the Title IX Coordinator. Upon receipt of the

Investigator's Report, the Title IX Coordinator will schedule a hearing. At least 10 business days prior to the hearing, the Title IX Coordinator will:

(1) Provide both parties with written notice of the hearing date, time, location, participants (including the name of the appointed Hearing Officer) and purpose of the hearing; and

(2) Send to each party (and the party's advisor, if any) the investigative report in electronic format for their review and written response.

### **Hearings**

A hearing will be conducted by a Hearing Officer appointed by the College. Both parties will have the opportunity to request a substitution if the participation of the appointed Hearing Officer poses a conflict of interest. A party wishing to request a substitution must contact the Title IX Coordinator within three (3) business days after the party's receipt of the notice of hearing to make such a request.

At the request of either party, the College will arrange for the live hearing to occur with the parties located in separate rooms, with technology enabling the Hearing Officer and parties to simultaneously see and hearing the party or witness answering questions. A party wishing to request that the live hearing occur with the parties located in separate rooms must contact the Title IX Coordinator to request such an arrangement at least three (3) business days in advance of the hearing. The College may conduct any live hearing virtually, with the

participants in one or more separate geographical locations, and with technology enabling participants simultaneously to see and hear each other.

At the live hearing, each party's advisor will be permitted to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross examination will be conducted directly, orally, and in real time by the party's advisor of choice and may

nev.4 (so)2.5 (r)3d ( e)14. ( c)1.ncoi..2.5 ( )TJ0 -1.v.4 (so)2.5 (r)3rty (h)-5 ( )10.9 (p)3.2 (ar)3.7 ((e)0.7 ( p)38 (o)13.4 s

standard when determining responsibility. Within seven (7) business days of reaching his/her decision, the Hearing Officer will issue a written determination to both parties simultaneously. The written determination will include:

1. Identification of the allegations potentially constituting sexual harassment

Success or designee and will notify the other party in writing that an appeal has been filed. Before reaching a determination regarding the appeal, the Executive Director Campus Relations & Kishwaukee College Foundation or Director Student Success will afford both parties an equal opportunity to submit a statement in support of, or challenging, the determination or responsibility or dismissal that is the subject of the appeal. Within seven (7) business days after the or designee has concluded his/her review of the appeal, the Executive Director Campus Relations & Kishwaukee College Foundation or Director Student Success or designee will issue a written decision simultaneously to both parties, describing the outcome of the appeal and the rationale for the outcome. The Executive Director Campus Relations & Kishwaukee College Foundation or Director Student Success or designee's decision is final.

**Prevention and Education for Students**

The College will review on an ongoing basis, its sexual discrimination, harassment and misconduct prevention and education programming to ensure students and employees are provided substantive opportunities to learn about sexual discrimination, harassment and misconduct, including primary prevention,

bystandon2 (r)12.5 (i)-4.5 (m)0.6 (s)-2.9 (7)d6TJT\*C)-2t86a bsdrtamznu,qt862g.brsmuarby- 9130114276316239

~~01/20/2015 10:00 AM (s) 12.5 (i)-4.5 (m)0.6 (s)-2.9 (7)d6TJT\*C)-2t86a bsdrtamznu,qt862g.brsmuarby- 9130114276316239 (n)(o)1/20/2015 mu-22(sd?(-eh01)-(T~~





immediately. Local authorities can be reached by calling 9-1-1 in most areas of the U.S.

3. Don't leave your drink unattended while talking, dancing, using the restroom or making a phone call. If you've left your drink alone, get a new one.
4. Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from punch bowls or other large, common open containers.
5. Watch out for your friends, and vice versa. If a friend seems out of it, is too intoxicated for the amount of alcohol



**Domestic Violence:** includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction received grant funding and, in the case of victim services, includes the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal, psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who is a current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim: is cohabitating or has cohabitated with the victim as a spouse or intimate partner, shares a child in common with the victim; or commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the State of Illinois.

**Education Program or Activity:** a location, event, or circumstance over which the College exercised substantial control over both the respondent and the context in which the sex-

**Respondent:** an individual who has been reported to be the perpetrator of conduct that could constitute sex-based misconduct.

**Responsible Employee:** a College employee who has the authority to redress sex-based misconduct, who has the duty to report incidents of such misconduct or other student misconduct, or whom a student could reasonably believe has this authority or duty.

**Retaliation:** Any form of retaliation, including intimidation, threats, harassment and other adverse action taken or threatened against any complainant or person reporting or filing a complaint alleging sexual discrimination, harassment or misconduct or any person cooperating in the investigation of such allegations (including testifying, assisting or participating in any manner in an investigation) is strictly prohibited. Action is generally deemed adverse if it would deter a reasonable person in the same circumstances from opposing practices prohibited by the College's Sex-Based Misconduct Policy and these Procedures. Retaliation may result in disciplinary or other action independent of the sanctions or supportive measures imposed in response to the allegations of sexual discrimination, harassment, or misconduct.

**Sexual Assault:** any type of sexual contact or behavior that occurs by force or coercion, without consent of the recipient of the unwanted sexual activity, or in a familial relationship of a degree that would prohibit marriage. It includes sexual acts against a person who is unable to consent either due

to age or lack of capacity or impairment. Examples include forcible sexual intercourse, forcible sodomy, forcible fondling, child molestation, incest, attempted rape, statutory rape, and rape. Sexual assault can occur between members of the same or opposite sex. Sexual assault includes any forced act against one's will where sex is the weapon.

**Sex-**







could or probably would result in a serious potential injury if the crime were successfully completed.

*Burglary:* The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes unlawful entry with intent to commit a larceny or a felony, breaking and entering with intent to commit a larceny, housebreaking, safecracking, and all attempts to commit any of the aforementioned.

*Motor Vehicle Theft:* The theft or attempted theft of a motor vehicle. (Al[saf]-4 0.9 ((3.7 2r (r)3.7 (8.4 (c)-1..7 (. )15)0.6 (i)7.h0tTr1[saf]-4)3.sps6 (h)-5(e)11.6 (f)-



offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, gender identity, ethnicity, or national origin. This includes all the crimes listed above, plus larceny/theft, simple assault, intimidation, and destruction/damage/vandalism of property. The law requires that the statistic be reported as a hate crime for these additional categories even though there is no requirement to report the crime classification in any other area of the compliance document.

*Larceny-Theft (when motivated by bias):* The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Constructive possession is the condition in which a person does not have physical

1 ) na sT 6 0d1.54348(0)2550(se)0(7a437T(d)0,005dvw-1.5krt s hove(T)d)213s1((ta6)-2151(s)10.9(c)2..7 3)-49 (-1.6717i)8.4g(n)50





Weapons carrying, possession etc.	0	0	0
Alcohol Violations	0	0	0
Drug Violations	0	0	0
Unfounded Crimes	0	0	0

Hate Crime Reporting

2023: No hate crimes reported.

2022: No hate crimes reported.

2021: No hate crimes reported.

### Kishwaukee College Off-Campus Crime Statistics 2021 – 2023

Criminal Offenses: Off Campus	Year 2021	Year 2022	Year 2023
Murder/non-negligent manslaughter	0	n/a	0
Manslaughter by Negligence	0	n/a	0
Rape	0	n/a	0
Fondling	0	n/a	0
Incest	0	n/a	0
Statutory Rape	0	n/a	0
Robbery	0	n/a	0
Aggravated Assault	0	n/a	0
Burglary	0	n/a	0

Motor Vehi

Weapons carrying, 0  
possession etc.

Questions regarding the Annual Security Report can be directed to:

DeKalb County Sheriff's Office  
815-825-9529  
[ckuhns@dekalbcounty.org](mailto:ckuhns@dekalbcounty.org)

Dariana Lee  
Director of Student Success  
815-825-9738  
[dlee2@kish.edu](mailto:dlee2@kish.edu)

Amy Campbell  
Director of Campus Safety and Security  
815-825-9465  
[acampbell2@kish.edu](mailto:acampbell2@kish.edu)